

June 13, 2019

**To: Unions and Employers Organizations covered by The Health Sector Bargaining Unit Review Act**

Over the last number of months, I stated that the representation votes required under *The Health Sector Bargaining Unit Review Act* (HSBURA) would be scheduled once all the conditions for successful implementation are in place. After much hard work by the parties, I am now satisfied those conditions have been met. I want to thank everyone for their participation and cooperation to date which has allowed us to reach this important stage.

Eighteen separate representation votes are required (see attached list). MNP LLP has been contracted as the Electoral Officer to conduct the representation votes.

The timelines outlined below apply to the next stage of implementation. Please note the Code of Conduct issued on May 23, 2019 continues to apply during each of the three periods.

**Notice Period: June 13 to July 10, 2019**

During the four week Notice Period:

- PHLRS will continue to work with the unions to review and revise the voters lists.
- PHLRS will prepare the schedule of union access opportunities (UAOs) in workplaces. Once complete, the UAO schedule for each Employers Organization will be posted on my website: [www.bill29commissioner.com](http://www.bill29commissioner.com). In addition, the UAO schedule for each Employers Organization will be distributed to employees through the unions and employers.
- It is anticipated that the Direct Mail-out (DMO) package will be delivered to employees' home addresses between July 9 and July 19, 2019. Employees will receive a letter from me and information from the unions that opted to participate in the Direct Mail-out opportunity.

**Campaign Period: July 11 to August 7, 2019**

During the four week Campaign Period:

- The UAOs will take place.

- MNP will provide each employee eligible to vote with a Personal Identification Number (PIN) to access the voting system along with detailed voting instructions. It is anticipated that this information will be delivered to employees' home addresses between July 24 and August 6, 2019.
- The Voter Help Desk will open on July 30, 2019. Employees will be able to contact the Help Desk with any voting related questions at 1-888-281-8683. The hours of operation for the Help Desk during the Campaign Period will be Monday to Friday, 9:00 am to 8:00 pm CT. Callers may leave a voicemail message outside of operating hours. The Help Desk will be closed on Monday, August 5.

**Voting Period: August 8 to August 22, 2019**

The Voting Period will begin at 12:00 noon on August 8 and will end at exactly 12:00 noon on August 22, 2019. It will not be possible to cast a ballot after that time. During the Voting Period:

- Employees will be able to vote 24 hours a day, online or by touchtone telephone, in English or in French.
- The days of operation for the Help Desk will be expanded to include Saturday and Sunday, 9:00 am to 5:00 pm.

After the voting system closes, MNP will provide the Commissioner with a report outlining the results of each representation vote. This report will include the vote totals for each of the unions participating in each representation vote. I will share that report with the unions and Employers Organizations as quickly as possible thereafter. Subsequently I will certify the results to all parties.

Sincerely,



Robert Pruden  
HSBURA Commissioner

## **Required Representation Votes by Employers Organization**

### **INTERLAKE-EASTERN HEALTH REGION EMPLOYERS ORGANIZATION: 3 representation votes**

- Community Support: CUPE, MGEU and OE987
- Facility Support: CUPE, MGEU and OE987
- Professional/Technical/Paramedical: CUPE and MGEU

### **NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION: 2 representation votes**

- Community Support: CUPE, MGEU and UFCW
- Facility Support: CUPE, MGEU and UFCW

### **PRAIRIE MOUNTAIN HEALTH REGION EMPLOYERS ORGANIZATION: 2 representation votes**

- Community Support: CUPE, MGEU and OE987
- Facility Support: CUPE, MGEU and OE987

### **SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION: 3 representation votes**

- Community Support: CUPE and MGEU
- Facility Support: CUPE and MGEU
- Nurses: MGEU and MNU

### **SHARED HEALTH EMPLOYERS ORGANIZATION: 4 representation votes**

- Community Support: CUPE, MGEU, OE987 and UFCW
- Facility Support: CUPE, MGEU, OE987 and UFCW
- Nurses: MGEU and MNU
- Professional/Technical/Paramedical: CUPE, MAHCP, MGEU and UFCW

### **WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION: 4 representation votes**

- Community Support: CUPE, MGEU, OE987, PSAC, UFCW and Unifor
- Facility Support: CUPE, MGEU, OE987, PSAC, UFCW, Unifor and WAPSO
- Professional/Technical/Paramedical: CUPE, MAHCP, MGEU, UFCW and WAPSO
- Nurses: CUPE, MGEU, MNU, PIPSC and PSAC

## **Required Representation Votes by Bargaining Unit**

### **COMMUNITY SUPPORT: 6 representation votes**

- Interlake-Eastern Health Region Employers Organization
- Northern Health Region Employers Organization
- Prairie Mountain Health Region Employers Organization
- Southern Health Region Employers Organization
- Shared Health Employers Organization
- Winnipeg-Churchill Health Region Employers Organization

### **FACILITY SUPPORT: 6 representation votes**

- Interlake-Eastern Health Region Employers Organization
- Northern Health Region Employers Organization
- Prairie Mountain Health Region Employers Organization
- Southern Health Region Employers Organization
- Shared Health Employers Organization
- Winnipeg-Churchill Health Region Employers Organization

### **NURSES: 3 representation votes**

- Southern Health Region Employers Organization
- Shared Health Employers Organization
- Winnipeg-Churchill Health Region Employers Organization

### **PROFESSIONAL/TECHNICAL/PARAMEDICAL: 3 representation votes**

- Interlake-Eastern Health Region Employers Organization
- Shared Health Employers Organization
- Winnipeg-Churchill Health Region Employers Organization

## **Unions Participating in Representation Votes**

### **Listed in Alphabetical Order**

CUPE - Canadian Union of Public Employees

MAHCP - Manitoba Association of Health Care Professionals

MGEU - Manitoba Government and General Employees' Union

MNU - Manitoba Nurses Union

OE987 - Operating Engineers of Manitoba Local 987

PIPSC - Professional Institute of the Public Service of Canada

PSAC - Public Service Alliance of Canada - Prairie Region

UFCW

Unifor

WAPSO - Winnipeg Association of Public Service Officers