



HEALTH SCIENCES CENTRE (HSC) EMPLOYEMENT SECURITIES UPDATE

Last week, CUPE was taken by surprise when the Employer announced that the Intern Personal Care Unit (IPCU) will be closing on October 31st instead of November 17th.

Your Union Representatives have met with the affected members of this unit and the Employer to ensure these members are treated fairly during this uncertain time.

CUPE has been working diligently to ensure that members' rights under the Collective Agreement are being upheld.

Is the Union fighting for us?

CUPE has been in ongoing negotiations with the Employer on the proposed changes to staffing levels, staffing classifications and rotations. We are fighting on your behalf at these meetings.

CUPE members at HSC/CancerCare Manitoba also held two protests over the summer and fall to raise public awareness against the government's cuts and overhaul of the health care system.

What progress has been made?

There have been changes for the better already:

- there are 70 full-time jobs reduced to part-time (down from 100 previously)
- there are 75 positions lost (down from 110 previously)
- more Unit Assistant (UA) and Unit Clerk (UC) positions have been added into the compliment than previously planned.

Because of CUPE's ongoing efforts we are seeing some progress, despite the government's best efforts to overhaul the health care system on their terms.

When will we know what the new rotations will look like?

CUPE is demanding the rotation be in order of the Collective Agreement. There have been several revisions of the proposed rotations and will continue to be until CUPE is satisfied that each rotation is not in conflict with the Collective Agreement.

It is our job to ensure the process is being followed as per the Collective Agreement.

How does the "Bumping Process" work?

CUPE and the Employer have not come to an agreement on the process to date. When there is an agreement, there will be Information Sessions booked for employees to learn about the process and ask questions.

Who should attend the Information Sessions?

Every CUPE member should attend Information Sessions. The restructuring is currently occurring on the medical units; however, members will be able to take their seniority and their qualifications to bump into a position in any department where they have more seniority and are qualified.

We know this is a difficult time. The government continues to push for cuts in health care. CUPE is doing everything we can to ensure CUPE members' interests are protected.

We thank you for your patience.