

## Strengthening CUPE Health Care

Dear CUPE Health Care Member,

The provincial government has introduced legislation to change health care across Manitoba. The government will create one “employer council” to negotiate a collective agreement for all health care workers based on your work-type.

Because of this, your union, CUPE, is being proactive and will be strengthening our health care locals by merging all 21 Winnipeg CUPE health care locals under the WRHA into **one strong, united CUPE Local**.

This means CUPE members in hospitals, long-term care facilities, community clinics, and support facilities will be united under one strong CUPE Local!

But in order to do this we need your vote!

CUPE will be holding votes at your facility so you can vote to strengthen our union.

*This vote is not about choosing a union, it's about voting to unite all CUPE health care members into one strong & united CUPE Local.*

*The date and process on union representation votes has not yet been determined by the government.*

The benefits of one CUPE health care local are clear:

- **Strength in Numbers!** By merging into one local, CUPE health care members will be the strongest health care local in Manitoba. With 7,000 members, you will become the second largest CUPE local in Western Canada!
- **Lower Dues!** By merging into one local, CUPE health care members will pay lower dues. This means lower dues with better representation.

**One Collective Agreement.** Because the government plans to allow only one collective agreement, we are responding by organizing into one strong local so that we can bargain with the force of all CUPE health care members.

Until a new collective agreement is negotiated, your existing local collective agreement will remain in place. The new local will work hard to make sure facility-specific issues are addressed in the one new collective agreement.

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- **Support for All Workplaces.** Under one local, smaller sites will have better access to resources. We believe no site should be left behind, and one local will make all sites stronger, regardless of size.

Larger sites will benefit too by having more CUPE members to negotiate with side-by-side!

- **Staff & Resources.** The new local will have dedicated staff to help organize, manage finances, deal with grievances, and work with CUPE National to ensure the best servicing possible.
- **Mobility.** Because of the government's changes, health care workers will have more mobility to work throughout the WRHA. This means there needs to be one central CUPE local to make sure members are consistently represented throughout the WRHA.
- **Leadership.** Every health care site will continue to have elected leaders that will serve on the new local executive.

You'll still have strong, local CUPE voices at your workplace.

Locally elected leaders and shop stewards will still have access to the training and resources to help you in the workplace.

### How do we get there?

CUPE will be meeting with you and your local leadership at general membership meetings to discuss this proposal and answer any questions.

A vote on the proposed new local will take place at a regular or special general membership meeting so all members can vote to join CUPE's one strong health care local!

Please keep an eye on your local union board, and talk to your local executive.

Because of the government's new legislation, change is coming.

We must be prepared to fight back, and one CUPE health care local will get us there!

We look forward to your support! Visit [cupe.mb.ca](http://cupe.mb.ca) for more information!

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## **Questions & Answers**

### **Q. Why is this necessary?**

**A.** Because the government is centralizing bargaining units throughout the WRHA. CUPE is being proactive in making one strong local that can bargain effectively with the new employer group.

### **Q. Are other unions involved in this vote?**

**A.** No. This is only for CUPE members to vote to unite into one CUPE health care local.

### **Q. When and where will the votes take place?**

**A.** Each CUPE site will vote on a different day. Keep an eye on your union board, and talk to your local executive to find out when the vote is taking place at your workplace.

### **Q. How can I get involved?**

**A.** Spread the word to your co-workers that you support a strong CUPE union at your workplace. And don't forget to vote!

### **Q. Why would we lower our union dues?**

**A.** With one local union for health care support workers in the WRHA, CUPE will be able to spread the costs of operating the union across a larger membership base, without duplicating services. That means we can be more efficient with your dues!

### **Q. What happens to my local?**

**A.** The existing locals will be dissolved and the new local will be created. All monies and union property will be transferred to the new local. This will ensure very strong union representation for you at your workplace.

### **Q. What happens to the current collective agreement?**

**A.** Until a new collective agreement is negotiated, your existing local collective agreement will remain in place. The new local will work hard to make sure facility-specific issues are addressed in the one new collective agreement.

### **Q. Who will be president?**

**A.** Elections will be held as soon as possible to elect an interim president and executive once CUPE members, like you, have had a chance to vote to join this new CUPE health care local.

### **Q. Will I have to call someone off-site if I need help from the union?**

**A.** Each site will have an elected Site Vice-President, and shop stewards to help with members' concerns, attend labour management meetings, and to handle the first stages of grievances, that will not change. Members from all facilities will still have access to CUPE education.

