

# Your latest CUPE Health Care News

# **CUPEUPDATE**

Health Care Workers Union

[www.cupehealthcare.ca](http://www.cupehealthcare.ca)

February 11, 2019

## **UPDATE ON THE SHARED HEALTH TRANSITION PROCESS**

### **NEWS**

On November 13, 2018, CUPE was made aware of the next steps in transferring certain health services from the Winnipeg Regional Health Authority (WRHA) to Shared Health.

- CUPE 204 and CUPE 500 (Riverview Health Centre and WRHA) members working for the Health Sciences Centre, Diagnostic Imaging, and several other diagnostic programs will be affected.
- CUPE was consulted by the provincial government's Provincial Health Labour Relations Services (PHLRS). CUPE made sure that the terms of your collective agreement would be followed.
- The affected employees and programs will NOT change sites. Day-to-day, employees will not see a difference in management, work location, or their collective agreement. The main change is that the name of their employer will change from WRHA to Shared Health.
- Diagnostic program employees (except HSC), will have the opportunity to bump. CUPE pushed for bumping to be part of the process, to protect your seniority rights and give you more control over the process.
- The WRHA and Shared Health plan to implement the changes no earlier than April 5, 2019.

### **HOW DOES THIS AFFECT ME?**

- The transition is not part of the program closures process.
- There will be no job loss in this transition process.
- Affected members' job location will not change unless you elect to bump.

### **Health Sciences Centre (HSC)**

- All HSC employees will have a new employer, Shared Health. The letterhead will change, but everything else stays the same.
- Affected employees will receive a welcome letter bringing them into Shared Health.

### **Diagnostic Services**

- The WRHA has already met with affected employees to introduce the transition. CUPE was there with you, for you.
- CUPE has been informed that the union will receive a job security notice from Employers in February. After that, affected members will receive further information about the process. This includes technical, clerical and direct care employees (like Health Care Aides) working in diagnostic programs.
- There will be group information sessions at each facility starting in February 2019.

- Your wages, benefits, seniority, vacation, long service wage step, retirement bonus and other entitlements will not change. You will keep them when you become an employee of Shared Health.
- If Shared Health is not a good fit for you, you will have the opportunity to bid back into a position at the facility within two years or when a new collective agreement is bargained and ratified, whichever is sooner. You will also be given the chance to continue to work as a casual employee at the facility if you pick up hours in departments that are not moving to Shared Health.
- These are the diagnostic services departments and programs that CUPE has been advised are affected:
  - Diagnostic Imaging
  - Echocardiology
  - EKG Scans
  - Halter Monitoring
  - Medical Assistance in Dying (MAID)
  - Non-invasive Cardiology
  - Stress Lab
- These are the facilities where CUPE members are affected:
  - Concordia Hospital
  - Corporate and Regional Services
  - Grace Hospital
  - Riverview Health Centre (RHC)
  - Seven Oaks General Hospital

### WHAT HAPPENS NEXT?

- Your current collective agreement will continue to cover you until a new one is negotiated and ratified following the health care representation votes.
- CUPE is with you throughout this process. We will be there for you at meetings.

### CALL TO ACTION

Let's keep working together for public health care!

- Go to [cupehealthcare.ca](http://cupehealthcare.ca) to keep up-to-date on the latest CUPE health care news.
- Speak to your CUPE site rep.
- Join your CUPE Local Facebook page.

We know this is a difficult time for our members. We want to make sure every CUPE member is protected and offered their strongest way forward. Please contact us if you have questions or concerns.

**For more information**, contact your:

- CUPE 204 President, Debbie Boissonneault at [cupe204president@gmail.com](mailto:cupe204president@gmail.com);
- CUPE 500 President, Gord Delbridge at [gdelbridge@cupe500.mb.ca](mailto:gdelbridge@cupe500.mb.ca);
- CUPE Health Care Coordinator, Shannon McAteer, at [smcateer@cupe.ca](mailto:smcateer@cupe.ca).

Or call 204-688-2873.

EC:cbc/cope 491  
11-Feb-19