

Health Sector Bargaining Unit Review Act - Bill 29

(the following has been summarized by MSOT Board of Director members, for MSOT members, from information from the Commissioner's website, union brochures, and union websites. Please note unions listed in alphabetical order. MSOT is not affiliated with any union)

For more information, please see the commissioner website at: <https://www.bill29commissioner.com/>

Frequently Asked Questions:

What will the collective agreement be like?	The Commissioner has stated you are not voting to choose a collective agreement . You are voting on which union will represent you and negotiate on your behalf after the votes. Your current collective agreement will remain in effect until after the votes and a new collective agreement has been reached.
What about benefits?	Your current collective agreement, including benefits, will continue to be in effect until a new collective agreement is reached after the votes.
What about pension?	The money in your pension account is money you have earned. Your pension is protected by law. You will not lose your pension based on any of the upcoming changes.
What about seniority and years of service?	Section 13 of the legislation states that no one will lose their seniority or years of service.... "seniority rights and service recognition are portable for any employee whose bargaining unit, bargaining agent or collective agreement is changed as a result of this Act"
How will the votes happen?	Per the commissioner's website, voting will happen electronically to maximize voter participation. There will be no mail-in ballots. You will receive a PIN and instructions in the mail to access the voting system between July 24-August 6, 2019. Make sure your mailing address is up to date on your paystub, to ensure you get this important mail.

<p>When will the votes happen?</p>	<p>From August 8 to August 22, 2019.</p>
<p>What bargaining unit will Occupational Therapists be a part of?</p>	<p>Professional, technical, and paramedical (PTP), consisting of employees not included in “nurses; physicians; medical residents; physician assistants and clinical assistants” who hold a degree, licence or certificate and are employed in a paramedical classification.</p> <p>There will be no representation votes for Occupational Therapists working in the Northern, Southern, or Prairie Mountain Health Regions. The unions will stay the same.</p>
<p>What are the other bargaining units?</p>	<p>Facility support workers, community support workers, nurses, doctors, medical residents, and physician assistants and clinical assistants.</p> <p>*the Bill requires votes to be held wherever there is more than one union for a similar group of workers in a health region.</p>
<p>When will the new collective bargaining happen?</p>	<p>Collective bargaining can not happen until the successful union has been determined. When collective bargaining happens will be determined by the successful union and by the employers organization.</p> <p>Some new bargaining units will include many pre-existing collective agreements, meaning bargaining could be a time-intensive process.</p>
<p>How do I learn more about each union?</p>	<p>Each union has a website, listed in the following table. Each website has information pertaining to the upcoming vote. Additionally, the Commissioner has requested that Employer Organizations allow unions access to workplaces to meet with employees. These meetings will begin July 11. Schedules will be posted on the commissioner’s website and distributed to employees.</p>

Get to know the unions:

Questions	CUPE	MAHCP	MGEU	UFCW
What is the full name of your union?	Canadian Union of Public Employees	Manitoba Association of Health Care Employees	Manitoba Government and General Employees' Union	United Food and Commercial Workers Union
Website with up-to-date information	cupe.healthcare.ca	https://mahcp.ca/ www.onestrongvoice.ca	MGEU.ca www.carecomesfirst.ca	http://www.ufcw.ca http://wearethefrontline.ca
Where are your offices in Manitoba?	703 - 275 Broadway	101-1500 Notre Dame Ave.	601-275 Broadway *8 offices throughout Manitoba	1412 Portage Ave
What are some places where Occupational Therapists work that you currently hold collective agreements for?	Klinik, Canadian Mental Health Association, Riverview Health Centre	St. Boniface Hospital, Health Sciences Centre, Deer Lodge Centre, Victoria General Hospital, Society for Manitobans with Disabilities, Rehabilitation Centre for Children, Seven Oaks, Misericordia, Actionmarguerite, Community Therapy Services, WRHA Corporate	WRHA community, Southern Health Region, Beacon Hill Lodge, Churchill RHA, Eden Mental Health Centre, Interlake-Eastern Health Region, Manitoba Adolescent Treatment Centre, Prairie Mountain Health	Grace Hospital

<p>How can I learn about the current discounts associated with being a member of this union?</p>	<p>www.cupe.mb.ca/members/discounts</p>	<p>https://mahcp.ca/member-services/discount-programs/</p>	<p>https://www.mgeu.ca/formembers/member-discounts</p>	<p>http://www.ufcw.ca/index.php?option=com_content&view=article&id=31719:union-savings&catid=4:resources&Itemid=2405&lang=en</p>
<p>How many people does your union currently represent?</p>	<p>CUPE represents over 680,000 members across Canada, including 162,000 health care members</p>	<p>MAHCP represents approximately 3,900 members in more than 160 allied health disciplines.</p>	<p>40,000 members in Manitoba, 17,000 Health Care Professionals</p>	
<p>How do you promote member education?</p>	<p>With CUPE, EI rebates go directly towards supporting members' education through the Recruitment, Retention and Education Fund (RREF). Over the last four years, CUPE has spent over \$1 million in Manitoba helping health care workers with education costs.</p>	<p>Scholarships for children of members, scholarships for Manitobans entering an allied health profession, and a professional development fund that covers up to \$250.00 for registration fees and travel expenses.</p>	<p>A wide range of educational courses, such as conflict resolution, public speaking, and bargaining training. MGEU awards over \$24,000 in post-secondary bursaries annually to members and their families.</p>	

The Commissioner has requested that Employer Organizations allow unions access to workplaces to meet with employees. These meetings will begin July 11. Schedules will be posted on the commissioner's website and distributed to employees. This is an opportunity to meet with the various union representatives to ask your questions in order to make an informed vote.