

## Monthly Update for January 2024

After a slow start to January due to the holiday season, January ended in full swing.

### **Market Adjustments and Wage Standardization:**

The committee has been extra busy this month, having scheduled extra meetings to work towards getting this work done. This report was held up in hopes to bring to you the most up-to-date information. While there was movement which was encouraging, nothing has been signed off yet so we can't make any announcements yet, but I can say that we are getting closer to that stage. Many have asked the question as to what happens if bargaining starts, and we haven't completed this yet? We will continue bargaining. The market adjustments and wage standardization ARE not going to be merged into regular bargaining. It is and will continue to be separate and will be met and bargained outside of the new collective agreement bargaining.

### **Home Care Inclusion into HEB Benefits and Pension:**

As with the wage standardization and market adjustments, we have had extra meetings to get this work done. We have seen movement in these areas as well. We are hoping that in the near future we will have some good news to bring forward.

### **CancerCare Manitoba Transfer of Long-Term Disability to HEB Disability and Rehabilitation:**

CancerCare Members who are not currently on an unpaid leave of absence should have received their application forms to the HEB D&R plan. The forms are to be emailed to [HRSSCCMBSupport@sharedhealthmb.ca](mailto:HRSSCCMBSupport@sharedhealthmb.ca) by February 2<sup>nd</sup> so that they have them in time to process before HEB's cut off date.

For those Members who are on unpaid leaves of absence for any reason including being on WCB, Industrial Alliance LTD, unpaid medical leave and any others, you are not required to apply at this time. Upon your return to work you should find information in your CCMB email. If you do not, please contact HR at the email address above to enquire.

### **Bargaining:**

Our current collective agreement ends on April 30<sup>th</sup> and CUPE has sent the "Intent to bargain" to the employers.

Surveys: The survey is almost ready to go out to the Members. It will be electronic so that you can fill it out and hit send and it will be sent to our Health Care Coordinator.

For those Members who do not have the ability to do these surveys online, you may print them, fill them out and send them back to us or you may contact the Local office and we can print up a form for you.

### **Health Care Spending Accounts (HSA):**

All members who are enrolled in the HEB/Blue Cross Extended Health Benefits should have had their HSA accounts reloaded in January. The amounts that you should have for your use are:

Full-time: \$1250.00; Part-time: \$1000.00

This amount includes the increased amount that we had negotiated in the last round of bargaining plus the top up to what MAHCP had negotiated in their round of bargaining.

If you have not yet received this in your HSA accounts, please contact Blue Cross to get their answer and report this to your employer and contact your USO so that we know that there are problems at your facility and grieve it if necessary.

### **Question of the Month: Vacation**

We are now going into vacation planning for most members. The majority of the sites have their vacation years from April 1 – March 31<sup>st</sup> or May 1<sup>st</sup> – April 30<sup>th</sup>. Here are some important dates for vacation:

*Two months* prior to the start of the vacation year, the vacation entitlement and seniority lists should be posted. With these notices the Employer is also supposed to state how many members are allowed to be off work at the same time. You have until the end of that month to submit your vacation choices.

*One month* prior to the start of the vacation year, the employer should be discussing the vacation choices with their Employees in seniority order.

If your employer does not discuss your vacation choices with you and you simply receive your submission back showing that you were denied vacation choices but were not given the opportunity to choose new dates in seniority order, please contact your UVP, Steward or USO so that this may be fixed. **NOTE:** This period of vacation picking is seniority based.

*One week* prior to the start of the vacation year, your employer is to post the completed vacation schedule.

*November 1<sup>st</sup>:* The employer will post a notice reminding their employees that those with unscheduled vacation need to schedule it by November 15<sup>th</sup>.

*November 15<sup>th</sup>:* All vacation must be scheduled and if not, the employer may schedule it for you.

As always, if you have any questions, please contact your Unit VP, Lead Steward, Shop Stewards or your USO.

Happy February! General Holiday of the Month: Louis Riel Day, Monday February 19<sup>th</sup>.

In Solidarity,  
Margaret Schroeder  
CUPE Local 204, President