

MEMO | NOTE



Regional Office/Bureau régional
3-30 Stephen St. / 3 30 rue Stephen
Morden MB R6M 2G3
T 204-822-2668 | F 204-822-2649
www.southernhealth.ca

TO/DESTINATAIRE : Management & CUPE Employees
CC : Labour Relations & Payroll
FROM/EXPÉDITEUR : Jordan Fehr, Manager – Labour Relations
DATE : October 1, 2026 **PAGE(s) :** 3
SUBJECT/OBJET : Mobilizing CUPE Seniority – Deadline October 30th

Employees of Southern Health-Santé Sud who moved between the CUPE Facility Support and CUPE Community Support bargaining units between April 1, 2024 and now may be eligible to mobilize/transfer seniority hours between the two bargaining units. This includes employees working in part-time or full-time positions only – holding casual status in one of the bargaining units does not qualify for transfer of seniority hours.

The deadline to request the transfer of seniority hours is **Friday, October 30th, 2026**.

What do I need to do?

CUPE staff who have been employed since April 1, 2024 or later and changed CUPE positions within Southern Health-Santé Sud should review the list of CUPE classifications – at the bottom of this memo – and determine if they moved into a position that resulted in changing CUPE bargaining units (i.e. going from Activity Worker to Clerk). ***If this occurred, staff should email labourrelations@southernhealth.ca no later than Friday, October 30th with the following information:***

- Full Name & Employee ID Number
- Employment Date with Southern Health (start date)
- Position/classification history within Southern Health (dates and positions held that moved between CUPE Facility Support and CUPE Community Support after April 1, 2024)

Background

Following the implementation of the Health Care Bargaining Unit Review Act (HSBURA) and the CUPE vote that occurred in the fall of 2019, a large number of Southern Health employees were separated into the two distinct bargaining units – **CUPE Facility Support and CUPE Community Support**. The criteria of where each staff was placed was based on classification, which was determined by a provincially assigned arbitrator. This change occurred within all the regional health authorities in Manitoba.

Within the CUPE collective agreement and the Shared Health Provincial Mobility Guidelines, there are provisions that allow CUPE staff to submit requests to their manager to mobilize (i.e. transfer) their seniority hours and other entitlements to another CUPE position – either with the same Employer or another regional health authority. CUPE staff who change positions and move to another CUPE bargaining unit with Southern Health have been eligible to mobilize their seniority.

For example, an Activity Worker position is classified under the CUPE Community Support bargaining unit. If an Activity Worker applies for and is the successful candidate for a Clerk 2 position (CUPE Facility Support), the employee is eligible to have seniority and potential other entitlements mobilize to their new role. Human Resources and Union have been reviewing the mobility process to ensure CUPE employees are aware of these provisions, as well as to simplify the procedure.

This message and any attachments to it are intended for the addressee only and may contain confidential information. Any unauthorized use, disclosure, distribution or copying is strictly prohibited and we assume no liability for any loss or damage suffered as a result of same. Please notify the sender if you have received this message by mistake and then permanently delete it and any attachments in a secure manner. Thank you.

Le présent message et le(s) document(s) joint(s) s'adressent exclusivement au(x) destinataire(s) mentionné(s) et peuvent contenir des renseignements confidentiels. Toute utilisation, divulgation, distribution ou copie non autorisée de ces derniers est strictement interdite et nous ne saurons être tenus responsables des pertes ou des dommages subis en raison de l'une ou l'autre de ces actions. Si vous recevez le présent message par erreur, veuillez en aviser immédiatement l'émetteur et détruire le message avec le(s) document(s) de manière permanente et sécuritaire. Merci.

Scenarios

Example 1:

- Jane Doe #12345
- Start Date with Southern: December 12, 2023
- Dietary Aide – December 12, 2023
- Cook – September 3, 2024
- HCA – March 3, 2025 – current
 - *** In this example, only the Cook seniority hours under CUPE Facility Support **would be eligible** for transfer as of the total hours accumulated as of April 1, 2024.

Example 2:

- John Smith #2345
- Start Date with Southern: May 5, 2025
- Unit Clerk – May 5, 2025
- Rehab Aide – December 17, 2025 – current
 - ** In this example, all Unit Clerk seniority hours under CUPE Facility Support **would be eligible** for transfer as they were earned after April 1, 2024.

Example 3:

- Jack Jones #8396
- Start Date with Southern: November 12, 2008
- HCA – November 12, 2008
- Accounting Clerk – February 13, 2021 – current
 - ** In this example, the HCA seniority hours under CUPE Community Support are **NOT eligible** to transfer as the change in position to the Facility Support position occurred PRIOR to April 1, 2024.

CUPE Positions/Classifications

CUPE Facility Support Classifications (as of April 1, 2024)	CUPE Community Support Classifications (as of April 1, 2024)
1 Accountant	Activity/Recreation Aide
1 Accounting Clerk	Activity/Recreation Coordinator
Accounting Clerk	Activity/Recreation Supervisor
1 Admin Secretary 2	Adult Day Program Worker
1 Admin Secretary 3	Audiometrist
Assistant Cook (Uncertified)	Audiologist Assistant/Hearing Screener
Carpenter	Crisis Worker
Clerk 1	Health Care Aide – Certified/Uncertified
Clerk 2	Home Care Attendant – Certified/Uncertified
Clerk 3	Home Worker
Clerk 4	Indigenous Support Worker
Clerk 5	Operating Room Assistant
Communicable Disease Technician	Rehabilitation Aide
Control Systems Specialist	Resident Assistant – Certified/Uncertified
Cook	
CSR Supervisor – MDR Supervisor	
Dietary Aide 1	
Dietary Clerk	
Electrician	
Engineer 5 th Class – Lead Hand	
Engineer 5 th Class	
Food Services Supervisor	
Health Records Analyst	
Health Records Technician	
Home Care Resource Coordinator	
Housekeeping Aide	

Housekeeping Aide – Lead Hand	
Laundry Aide	
Maintenance 2 (Helper)	
Maintenance Worker 1	
Materials Management Assistant	
Materials Management Technician	
Material Porter	
MDR Lead Hand	
Medical Records Clerk	
Medical Records Technician	
Mobile Bus Driver	
Resource Coordinator Specialist	
Scheduling Clerk – Home Care	
Secretary/Ward Clerk	
Slating Clerk	
Staffing Clerk	
Stores Clerk – MDR	
Transcriptionist	
Unit Clerk	