



MEMO

Date: October 3, 2024

To: CUPE Staff

From: Pat Younger, Executive Director, Community Health Services
Christine Bonatsos, Executive Director, Human Resources, Community Health Services

RE: Possible Work Stoppage or Strike of the CUPE Community and Facility Bargaining Units

As you are no doubt aware, the CUPE Community and Facility bargaining units have notified Community Health Services of their intention to take strike action effective October 8, 2024 at 6:00 a.m.

Community Health Services and CUPE have reached agreement on the provision of essential services in the event of a strike.

In accordance with the provisions of the agreement on essential services, the Employer is responsible for the scheduling of employees during a strike. If your position is designated as essential during the strike, your employer will contact you with your work schedule. Prior to the commencement of strike action, you will be expected to work the work schedule as posted by health system management.

During strike action, if you are designated as an essential services worker, you will be expected to:

1. Report for assigned shifts on time.
2. Report within the prescribed time limits when placed on standby.
3. Complete all essential work functions while on duty.
4. Notify your Employer (as per your usual reporting procedure) at least three (3) hours in advance if you are ill and unable to report for any of your assigned shifts.

Please note, in accordance with the agreement on essential services, only employees working in designated essential services positions will be allowed to work in the facility. Employees in the striking bargaining unit not deemed essential will not be allowed to work in the facility in the event of a strike.

If you have any questions, please contact your Manager or the Human Resources Consultant for your area.

Yours truly,

Pat Younger
Executive Director
Community Health Services

Christine Bonatsos
Executive Director – Human Resources
Community Health Services