



Health Administrative Professionals Bargaining Unit Bargaining Update: Timeline of Next Steps

Dear CUPE member,

As we advised in our last update on April 19th, we have begun mapping out the next steps in the process to achieve a satisfactory collective agreement on your behalf.

Our primary concern is improving member engagement in the bargaining process, as almost half of the Health Administrative Professionals Bargaining Unit did not participate in the ratification vote. It is important to note that ratification votes and strike votes are calculated in different ways: ratification votes are based on the number of ballots cast, whereas strike votes are calculated based on the total number of members in the bargaining unit. So, it is imperative that we engage all members in the next steps.

In order to ensure we have members' up-to-date contact information, elected local members will be coming off the job to assist with phone banking starting today. This will continue until completed, likely the first week of May.

Following that, starting May 15th, informational materials such as pamphlets and an FAQ will be distributed to Administrative Professionals so that some commonly asked questions can be answered, and a summary of the situation can be given to members who may not be receiving these updates.

Strike vote meetings will be held between May 29th and June 2nd (details to be announced at a later date) followed by a strike vote will be conducted during the week of June 5th. Specific dates to follow.

Currently, we are in the midst of essential service staffing negotiations with the Employer. Those must be concluded before a legal strike can take place.

HOW CAN YOU HELP?

- Please ensure we have your current, complete contact information on file.
- Talk to your coworkers: make sure they are receiving emails, and if they aren't, encourage them to contact the union and get involved!
- Pick up materials to review and share with your colleagues.
- Participate in the strike vote meetings: ask questions and make comments!
- The union and your elected bargaining committee are here to help you navigate this process, but ultimately, it is you—the members—who will decide what your next collective agreement will look like! We need to work together to make sure you have the best possible result from this process.

Finally, today is Administrative Professionals Day. We realize that many of you do not feel very valued and appreciated in your workplaces at the moment, but we hope to change that. In acknowledgment of the vital role you play in our health care system, the Council has placed [an advertisement in The Chronicle Herald](#).

Thank you for the important work you do, and for the engagement and support you have demonstrated throughout this round of bargaining. Together, we can accomplish great things.

As always, if you have questions or concerns about the bargaining process or next steps, please contact your area VP.