Fw: Testimonial of Switching Unions

From: [redacted]
To: Tara Marenchin tmarenchin@hope2220.ca
Date: Tue, Oct 20, 2026, 10:27 AM

October 20, 2026

To Whom it May Concern:

Hi Everyone. If you are reading this testimonial it comes from the heart and true life experience.

I am a PSW working in a long term care setting for over 22 years now. I was also a union rep for many years with HOPE Local 2220. In January of 2025, things would change. A new Union (CUPE) took over by majority vote. For the days and weeks that followed and among team members, there was divide, tension, and facing the unknown. The super large Union now had to absorb a once happy team environment with mixed reactions.

CUPE gave us abruptly two options with not much heart. Create its own Executive Board from within the Home, or join a large one. For many it was unknown territory. By way of vote, the members chose to go alone and create its own Executive Board with most of those voting from the day staff. The resultant was an epic failure as its elected board members could not create its own bi-laws. This caused negotiations to be delayed. In comparison to HOPE Local 2220 ran smoothly from the get-go.

Months would pass until CUPE announced it was absorb Granite Ridge Care Community under a large Local, Bruyere Hospital. Several more months would pass until CUPE would create its own bi-laws for us. At this point there are still no reps or stewards within the Home. It wasn't until January 2026 that bi-laws were finally in place.

The more complicated CUPE got with how it shapes its Union the more discouraged some team members got with realizing that HOPE Local 2220 was much easier to deal with.

Eventually in 2026 CUPE elected a VP and Vice VP among its members to represent the members and communicate with the E-Board at the Hospital.

While CUPE has maintained monthly membership meetings the attendance for such meetings is depleting month after month. CUPE does not bring or provide swag for its members even though we have begged for it. HOPE Local 2220 was always generous in this area.

All representation of members goes through the site VP or Vice VP. There are quite a few HOPE supporters that still to this day come to me for help or advice or direction.

I also wish to point out the positive interaction HOPE and its stewards had with the Management Team where overall staff satisfaction was higher.

Thank you for listening and all the best to future Homes in this situation. Please choose wisely

Best regards
[redacted] PSW
Granite Ridge Care Community
Sent from my iPhone