

MEMORANDUM

TO: OCHU-CUPE Local Leadership

FROM: Renee Bursey, Declan Ingham and OCHU

DATE: September 29, 2026

RE: **Artificial Intelligence and Technological Change in Hospitals**

Hospitals are increasingly introducing artificial intelligence and other technologies that can significantly change how work is performed, monitored, and managed. The union's role is not to facilitate technological change, but to ensure that members, their rights, and patient care are protected.

Under Article 9.13: Technological Change, hospitals are required, where practicable, to provide the union with advance notice of technological changes that significantly affect bargaining unit employees, discuss the impact on employment, and consider ways to minimize adverse effects. The collective agreement also contains protections relating to job security, retraining, contracting out, bargaining unit work, job descriptions, and the Fiscal Advisory Committee. This language can be used to protect your membership against technological change.

When new technology or AI is proposed, locals should request information early and assess what technology is being introduced, why it is being introduced, which classifications and duties will be affected, whether staffing or bargaining unit work will change, what employee and patient data will be collected, and what safeguards and union oversight will exist.

Please see the attached checklist for your reference.

In solidarity,

Renée Bursey, CUPE Healthcare Coordinator
Michael Hurley, OCHU President
Kevin Cook, OCHU First Vice-President

Declan Ingham, CUPE Hospital Researcher
Sharon Richer, OCHU Secretary-Treasurer