

Contract Highlights

SUMMARY

The new, four-year contracts (April 1, 2024 - March 31, 2028) for Shared Health Employers Organization (SHEO), Winnipeg Churchill Health Region Employers Organization (WCHREO) and Northern Health Region Employers Organization (NHREO) include monetary gains over and above the General Wage Increase (GWI).


In addition to the four-year 11.25% (11.73% compounded) GWI, MAHCP negotiated the following monetary incentives to boost retention and recruitment:

- \$3.00/hour equivalent Market Adjustment* added into all classifications, excluding ERS (more details below)
- 1.00% Market Adjustment retroactive to April 1, 2024
- Rural wage differential
- Northern wage differential

The Bargaining Committee is recommending these agreements be accepted and ratified.

HIGHLIGHTS

TERM OF AGREEMENT: 4 YEARS (APRIL 1, 2024 - MARCH 31, 2028)

<p>GENERAL WAGE INCREASE FOR ALL MEMBERS</p>	<p>April 1, 2024 - 2.50% April 1, 2025 - 2.75% April 1, 2026 - 3.00% April 1, 2027 - 3.00%</p> 	<p>Effective: GWI retroactive to April 1, 2024</p>
<p>\$47.80 MILLION MARKET ADJUSTMENT & WAGE STANDARDIZATION FUND</p> <p>Annual allotments:</p> <ul style="list-style-type: none"> • 2024: \$2.00 million • 2025: \$36.39 million • 2026: \$5.00 million • 2027: \$4.41 million 	<ul style="list-style-type: none"> • *After 2025 GWI applied, \$3.00/hour added to second-to-last wage scale step and equivalent percentage added to all other steps (excluding ERS) <p>Rural wage differential NEW Higher wage scale for anyone below the 53rd parallel AND outside Winnipeg and Brandon:</p> <ul style="list-style-type: none"> • 2.5% above urban wage scales in 2025, going up to 5% in 2027 <ul style="list-style-type: none"> • Wage scales with >6 steps will be reviewed and adjusted by joint committee. No scale will be more than 6 steps, allowing people to reach the top of the scale sooner. During this process, <u>no one will go down in wage.</u> • In depth review of Mental Health, Social Work and Community scales and job description comparisons. • Corrections from 2023 MAWS fund: Autopsy Technicians, Ophthalmic Photographers, Sonography Instructors, Pulmonary Technologists. • Any remaining funds will be used for market adjustments as agreed to by joint committee. 	<p>Effective: April 1, 2025</p> <p>Effective: April 1, 2025 - 2.5% April 1, 2027 - 5%</p>

TERM OF AGREEMENT: 4 YEARS (APRIL 1, 2024 - MARCH 31, 2028)

<p>NORTHERN DIFFERENTIAL</p> <p>NEW</p>	<p>Higher wage scale for anyone above the 53rd parallel:</p> <ul style="list-style-type: none"> 5% above urban wage scales (excluding pharmacists) in 2024 going up to 15% in 2025 (including pharmacists) 	<p>Effective: April 1, 2024 – 5% April 1, 2025 – 15%</p>
<p>LONG SERVICE STEPS</p> <p>NEW*</p> <p>*new indicated in bold.</p>	<ul style="list-style-type: none"> 15 year – 2% 20 year – 2% (currently in place – will be adjusted to 2% over 15-year step) 25 year – 3% <p>Will apply to members placed in salary scales with more steps than pre-MAWS original scale.</p>	<p>Effective: April 1, 2024</p>
<p>PREMIUMS</p>	<p>ICU & Emergency Department Premium (ED with ICU) NEW</p> <ul style="list-style-type: none"> \$3.00/hour <ul style="list-style-type: none"> For positions solely designated for working in EDs with ICU or exclusively within the ICU at Health Sciences Centre, St. Boniface & Grace Hospital <p>Urgent Care & ED Premium (ED without ICU) NEW</p> <ul style="list-style-type: none"> \$2.00/hour <ul style="list-style-type: none"> For positions solely designated for working in EDs or Urgent Care at Concordia, Seven Oaks, Victoria, The Pas, Flin Flon, Thompson 	<p>Effective: 30 days post ratification</p>
	<p>Shift Premiums</p> <ul style="list-style-type: none"> Evening – \$2.25/hour (increase of \$0.25/hour) Night – \$3.75/hour (increase of \$0.25/hour) Weekend – \$5.75/hour (increase of \$3.75/hour) <ul style="list-style-type: none"> Expanded times for Friday evening & Monday morning <p>*Weekend Super Premium discontinued. *10 & 12 hour employees’ night premium language matches the rest of Collective Agreement.</p>	<p>Effective: Ratification date</p>
<p>INCOME PROTECTION (IP)</p>	<p>IP accrual increase</p> <ul style="list-style-type: none"> 1.25 days/month to 1.5 days/month 	<p>Effective: April 1, 2027</p>
	<p>Wellness days</p> <ul style="list-style-type: none"> 2 days per fiscal year out of IP (IP bank cannot fall below 12 days) <p>Family sick usage</p> <ul style="list-style-type: none"> Now includes primary caregiver <p>SHEO/WCHREO North of 53rd parallel</p> <ul style="list-style-type: none"> Travel days match Northern agreement <p>Doctor’s note required after 5 days of IP (up from 3)</p>	<p>Effective: Ratification date</p>

TERM OF AGREEMENT: 4 YEARS (APRIL 1, 2024 - MARCH 31, 2028)

<p>VACATION</p>	<p>Improved rate of vacation accrual</p> <ul style="list-style-type: none"> • 20 days/year accrued in the 4th-9th years (+5 days above 53rd) • 25 days/year in the 10th-19th years (+5 days above 53rd) • 30 days/year in the 20th and subsequent years (+5 days above 53rd) <p>If you were in your 10th or 20th year in 2024/25, you will see an increase in vacation allotment.</p> <p>Adjusted timeline for vacation request process</p> <ul style="list-style-type: none"> • Staffing threshold must be provided by the Employer at the time vacation entitlements are released • Vacation requests based on seniority will be made in the spring and again in November 	<p>Started accruing in 2024/25</p> <p>Effective: Ratification date</p>
<p>TRAVEL</p>	<p>CRA rates for positions within the Home Care Program</p> <p>Minimum mileage rates:</p> <ul style="list-style-type: none"> • For members required to have a vehicle to complete duties: <ul style="list-style-type: none"> ◦ \$7.00/return trip (below 53rd parallel) ◦ \$9.00/return trip (above 53rd parallel) • For members not required to have a vehicle to complete duties: <ul style="list-style-type: none"> ◦ Standardized return trip rate of \$6.00/hour <p>Overnight incidental increase</p> <ul style="list-style-type: none"> • \$15/night (increased from \$5/night) 	<p>Effective: Ratification date</p>

NEW/IMPROVED LANGUAGE & INITIATIVES

<p>HEALTH & SAFETY</p>	<ul style="list-style-type: none"> • Critical Incident Language • Whistle Blowing Protection • Psychological Health Committee • Harassment Language 	<p>Effective: Ratification date</p>
<p>FLEX TIME</p>	<ul style="list-style-type: none"> • Improved ability to utilize flex time 	
<p>WORKLOAD REVIEW PROCESS</p>	<ul style="list-style-type: none"> • More detailed and clear process on reviewing workload • New workload committee 	
<p>BEREAVEMENT LEAVE</p>	<ul style="list-style-type: none"> • Adjusted to include pregnancy loss 	
<p>PRECEPTING STUDENTS</p>	<ul style="list-style-type: none"> • Allows for workload to be reviewed if you are precepting students 	
<p>RETIREE RETENTION</p>	<ul style="list-style-type: none"> • Employees (0.7 EFT and higher) who are eligible to retire can reduce their EFT • Retirees returning to work within 6 months of retirement will be placed on the wage scale step they left at. 	

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HIGHLIGHTS FOR SPECIFIC OCCUPATIONAL GROUPS OR WORKSITES	Rehabilitation Centre for Children <ul style="list-style-type: none"> • OT bank of 80 hours (aligns to rest of CA) • \$135 overnight allowance
	ERS <ul style="list-style-type: none"> • Parity with City of Winnipeg on a continual basis • New uniform language <ul style="list-style-type: none"> ◦ No longer a points system • New boot language <ul style="list-style-type: none"> ◦ \$300 every two years with receipt of purchase • Reassignment compensation <ul style="list-style-type: none"> ◦ 50-75 km no longer voluntary, but compensation 17% or \$7.00/hour minimum • Committee to review ICP positions as ACPs are incorporated into the system • Internal transfer & seniority changes • Pre-retirement & vacation in 2184 hour MOU changes • Relief position MOU
	Diagnostic Services <ul style="list-style-type: none"> • Cardiology Technicians (reclassification for employees who are not students) • Committee for scheduling parameters/processes • New classifications for Angiography and Mammography • Relief position MOU • Multi-work site position definition
	Midwives <ul style="list-style-type: none"> • Northern midwives educational opportunities standardized to match Winnipeg midwives • On call/standby premium <ul style="list-style-type: none"> ◦ \$100 every 24 hours on call
	EEG <ul style="list-style-type: none"> • Retention rolled into wages (pensionable)
	Misericordia Respiratory Therapists <ul style="list-style-type: none"> • Fixed lunch language
	CancerCare Manitoba <ul style="list-style-type: none"> • Vacation language MOU