

MAHCP Central Table Agreements

Highlights of the Employer's final offer of January 29, 2016

This Document is not a full description and is meant to be read in conjunction with the document entitled: Final Offer Details for Ratification, 2016

Wages

General Increase: (fully retroactive)

April 1, 2014 – 1.5%

April 1, 2015 – 1.5%

April 1, 2016 – 2%

April 1, 2017 – 2%

Special wage adjustments

Dental Assistants parity with CUPE 500 WRHA as of April 1, 2016.

Breast Health Centre Clerical parity with applicable CUPE Standardized Group Rates as of April 1, 2016.

Design Technologists (CCMB) adjustment to Schedule A to be within 10% of Senior rates.

Recruitment and Retention Commitment of \$3 Million for Cardiology Technologists, MRI Technologists, Sonographers, Echo Sonographers, Occupational Therapists, Respiratory Therapists, Physiotherapists, Audiologists, and Speech Language Pathologists. This fund will be distributed in 2 parts (\$1.5M in 2016, and \$1.5M in 2017.) Details to be worked out within 90 days of ratification.

Standardization commitment of \$1 Million for Social Workers, Pharmacy Assistants and Dietitians (including Diabetes Educators). This fund will be finalized no later than September 30, 2016.

Radiation Therapists. A commitment of \$250,000 to adjust salary scales within 30 days of ratification.

There is also a "me too" clause which will see MAHCP classifications see the same increase as the same classification, should another union in health care negotiate a higher rate of pay for the time period of this collective agreement. Additionally, should another union representing Technical Professional employees negotiate a higher general increase, that would also be applied across all classifications.

Northern Isolation/ Remoteness Retention allowance:

Former Norman : change from \$7000 to \$8000 as of April 1, 2016.

Former Burntwood : change from \$9000 to \$10000 as of April 1, 2016.

Shift Premiums

Evening premium will change from \$1.00 per hour to \$1.75 per hour as of April 1, 2016.

Night premium will change from \$2.05 per hour to \$2.50 per hour as of April 1, 2016.

Weekend premium will change from \$1.35 per hour to \$2.00 per hour as of April 1, 2016.

Mileage

Mileage will be paid in accordance with the Province of Manitoba mileage rates.

Term employees

New language allows for maintaining seniority and benefits in the event of a gap of up to 6 weeks between terms.

Maternity/Parental leave

If the leave exceeds 17 weeks the employee may now carry forward accrued vacation up to 10 days (up from 5 days).

Escort Duty

New language describing rights and responsibilities in the case of escort duty (not applicable to Transport Team, DSM or EMS.)

RETURN TO WORK

Increments will not be delayed for employees who are participating in a Return to Work program.

Grievance Investigation Process (GIP)

Improved language regarding timelines and delays has been added with the intent to reduce the amount of time it takes to resolve grievances.

Civil Liability Indemnification

Should legal action be brought against an employee for an alleged tort committed during the performance of her duties (with the exception of gross negligence) the employer will be responsible for any legal fees and any monetary awards against the employee.

Duration of Agreement

April 1, 2014 – March 31, 2018.