

## SUMMARY

The new, six-year contracts (April 1, 2018 - March 31, 2024) for Shared Health Employer Organization (SHEO), Winnipeg Churchill Region Employer Organization (WCHREO) and Northern Health Region Employer Organization (NHREO) include monetary gains over and above the General Wage Increase (GWI) set by other health-care contracts. We knew members were expecting more, and our Bargaining Committee fought hard for it.

In addition to the six-year 8.35% (8.64% compounded) GWI, MAHCP negotiated the following unique monetary gains:

- A one-time \$5,000 (FT) signing bonus (\$3500 for PT, \$500 for Casual), worth an additional 5%-10% of annual gross income for most members.
- An additional 3% market adjustment effective October 1, 2023. This extra 3% will come out of the \$32M market adjustment fund (excludes Midwives, EMS, Perfusionists, who are receiving special adjustments).
- Potential for additional 2023/24 GWI beyond guaranteed 2%, to be determined by an arbitrator within 30 days of ratification.

If the contract is ratified, these gains alone would mean that every member receives a minimum increase over 11%, plus the largest signing bonus of any recent health-care contract. We will find out within 30 days of ratification if the arbitrator awards even more, and how much.

**More detailed information will follow prior to the vote.** The Bargaining Committee is recommending these agreements be accepted and ratified.

## HIGHLIGHTS

<b>SIGNING BONUS FOR ALL CENTRAL TABLE MEMBERS</b>	<p><b>\$5,000 Full-time (1.0 EFT)</b>  <b>\$3,500 Part-time</b>  <b>\$500 Casual (worked within last 12 months prior to ratification)</b></p>	<p><i>One-time lump-sum payment for FT, PT and Casual.</i>  <i>Should be paid within 90 days of ratification.</i>  <i>If employed by more than one employer, you only qualify once.</i></p>
<b>GENERAL WAGE INCREASE FOR ALL MEMBERS</b>	<p><b>April 1, 2018 – 1.25%</b>  <b>April 1, 2019 – 1.4%</b>  <b>April 1, 2020 – 0.5%</b>  <b>April 1, 2021 – 1.2%</b>  <b>April 1, 2022 – 2.0%</b>  <b>April 1, 2023 – 2.0% minimum*</b>  <i>* 2023 GWI is to be done by expedited mediated arbitration within 30 days of ratification, guaranteed 2% minimum</i></p>	<p><i>2018 contracts: 8.35% over six years (8.64% compounded).</i>  <i>Retroactive to the date of last contract.</i>  <i>Expedited arbitration to decide 2023 increase within 30 days of ratification.</i></p>
<b>EXTRA 3% MARKET ADJUSTMENT FOR CENTRAL TABLE MEMBERS</b>	<p><b>3%* added to all steps and salary scales, effective October 1, 2023</b>  <i>* Taken from 2023 market adjustment fund</i></p>	<p><i>Excludes midwives, EMS, perfusionists who are receiving special adjustments.</i></p>

<p><b>WAGE STANDARDIZATION AND MARKET ADJUSTMENT FUND</b></p>	<p><b>\$32,000,000*</b></p> <p><i>*Extra 3% Market Adjustment will come out of this fund.</i></p>	<p>\$20M in 23/24, \$12M in 24/25. Joint employer/union committee to meet within 120 days of ratification to distribute.</p> <p>Excludes midwives, EMS, perfusionists who are receiving special adjustments.</p>
<p><b>MIDWIVES SPECIAL ADJUSTMENT</b></p>	<p><b>8% Market adjustment on top of GWI</b></p>	<p><i>Effective date of ratification.</i></p>
<p><b>EMS SPECIAL ADJUSTMENTS</b></p>	<p><b>New wage scale, see Appendix A below for details</b></p>	
<p><b>PERFUSIONISTS SPECIAL ADJUSTMENT</b></p>	<p><b>See Appendix B below for details</b></p>	
<p><b>DIAGNOSTIC SERVICES SPECIAL ADJUSTMENTS</b></p>	<p><b>See Appendix C below for details</b></p>	
<p><b>FULL-TIME RETENTION INCENTIVE</b></p>	<p><b>\$5,000 lump sum for FT (1.0 EFT) work during qualifying period April 1, 2023 - March 31, 2024</b></p>	<p><i>Must hold or move into a FT position between April 1, 2023 and March 31, 2024 to qualify.</i></p> <p><i>Pro-rated if you move into and maintain a FT position during that year (e.g., \$2500 for FT Oct. 1, 2023 - March 31, 2024).</i></p> <p><i>To be paid in May 2024.</i></p>
<p><b>DOUBLE OVERTIME FOR ALL OVERTIME</b> <i>(including callbacks)</i></p>	<p><b>All overtime at double time (holidays still 2.5x)</b></p>	<p><i>Effective date of ratification.</i></p>
<p><b>INCREASED HEB HEALTH SPENDING ACCOUNT (HSA)</b></p>	<p><b>From \$500 to \$1,250 for FT</b> <b>From \$250 to \$1,000 for PT</b></p>	<p><i>Effective date of ratification (prorated in 2023 calendar year).</i></p>
<p><b>INCREASE TO NORTHERN RETENTION ALLOWANCE</b></p>	<p><b>To \$8,800 for Cranberry Portage, Cormorant, Easterville, Flin Flon, Grand Rapids, Snow Lake, Sherridon and The Pas</b></p> <p><b>To \$11,000 for Bay Line Communities, Gillam, Leaf Rapids, Lynn Lake, Thompson and Wabowden</b></p> <p><b>To \$14,300 for Churchill for FT</b></p>	<p><i>Effective October 1, 2022 (current year).</i></p> <p><i>Churchill to transition from April 1 payout to October 1 payout.</i></p>

<b>INCREASE TO EVENING/ NIGHT/WEEKEND PREMIUMS</b>	<b>Evening</b> - increased from \$1.75 to \$2.00 <b>Night</b> – increased from \$2.50 to \$3.50 <b>Weekend</b> – rate remained status quo at \$2.00	<i>Applied to all hours worked (inclusive of overtime and hours worked on a callback), effective date of ratification.</i>
<b>WEEKEND SHIFT SUPER PREMIUM</b>	<b>\$8/hour*</b> <i>*In addition to the weekend premium, not applicable to callbacks</i>	<i>Retroactive to November 18, 2022.</i>
<b>INCREMENTS FOR PART- TIME IN WCHREO AND SHEO</b> <i>Does not apply to NHREO</i>	<b>Part-time employees automatically qualify for next step on salary scale annually on anniversary date</b> <i>*Does not include casual</i>	<i>No longer have to accrue FT equivalent hours in order to qualify for next step.</i>
<b>REASSIGNMENT AND TEMPORARY TRANSFER LANGUAGE</b>	Includes monetary compensation	<i>More information to follow.</i>
<b>MAXIMUM 16-HOUR WORKDAY</b>	Can no longer be made to work more than 16 consecutive hours in a 24-hour period, unless mutually agreed upon	
<b>VACATION LANGUAGE</b>	All current vacation entitlements and language maintained for current employees	<i>New hires (post-ratification) subject to respective collective agreement language. No forced block vacation.</i>
<b>HEALTH CARE AND DENTAL BENEFITS</b>	Contribution percentages to remain status quo	<i>Civil service benefits still employer paid. HSC &amp; Thompson Dental still in effect.</i>
<b>RECRUITMENT &amp; RETENTION INCENTIVE</b>	<b>\$10,000*</b> over two years <i>*Will be subject to a 2-year return of service</i>	<i>Must be new employees, returning employees, or existing employees eligible to retire who delay retirement.</i>
<b>TERM OF THE AGREEMENTS</b>	April 1, 2018 – March 31, 2024	

**IMPLEMENTATION**

Retroactive wage and benefit adjustment shall be made payable within ninety (90) calendar days of the date of ratification or in the case of employees who have voluntarily terminated their employment, within ninety (90) calendar days of the Employer receiving their written request for payment. Such retroactive adjustments shall be paid on a separate deposit.

Any remaining unpaid retroactive wage and benefit adjustments shall be implemented and made payable within (120) one hundred and twenty calendar days of the date of ratification. Such retroactive adjustments shall be paid on a separate deposit.

*Failure to meet this commitment shall result in the parties referring the matter to expedited arbitration to determine appropriate remedy.*

**APPENDIX A: EMERGENCY MEDICAL SERVICES MARKET ADJUSTMENT**

The following increases will be applied to “Paramedic” (including MTCC) and “Emergency Medical Responder (Technician)” classifications listed below:

The scale below is **in addition to the GWI.**

DATE	START	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Apr 1, 2021	0%	1.34%	2.33%	3.18%	4.09%	5.91%
Apr 1, 2022	0%	1.30%	2.23%	3.03%	3.86%	4.2%
Apr 1, 2023	0.81%	1.26%	2.14%	2.88%	3.64%	4.2%

- A. The above market adjustments shall be retroactively applied to the salary scales for all EMS and Paramedic classifications, including:
  - Emergency Medical Responder (Technician)
  - Technician Paramedic
  - Technician Intermediate Paramedic
  - Technician Advanced Paramedic
  - Systems Status Controller (MTCC)
  - Lead Systems Status Controller (MTCC)
  - EMS Superintendents
  - Clinical Service Lead (ACP) Education Officer
  - Education Officer/Quality Officer Intermediate
  - Education Officer/ Quality Officer Advanced
- B. The Employer agrees to add an additional step (Step 5) to the “Emergency Medical Responder” salary scale to reflect a 2.9% differential effective the date of ratification.
- C. The parties will further adjust the Paramedic classifications, (not EMRs), to achieve parity with Winnipeg as of date of ratification. Any further adjustments will be effective date of ratification. To determine parity, the parties will compare the Primary Care Paramedic (PCP) maximum rate for Shared Health as of date of ratification to the maximum rate for the comparable Paramedic position with the City of Winnipeg as of that date, to determine the percentage increase required to achieve parity.

## APPENDIX B: PERFUSIONISTS MARKET ADJUSTMENT

**New wage scale** - the following scale is to be applied effective date of ratification.

This wage is inclusive of General Wage Increases. Retro for GWIs based on previous/old scale.

CLASSIFICATION	START	STEP 1	STEP 2	STEP 3	STEP 4	20 YEAR
Perfusionist	\$54.216	\$55.829	\$57.479	\$59.219	\$60.977	\$62.197

There is a separate recruitment and retention bonus for Perfusionists in addition to the above, more details to follow.

## APPENDIX C: DIAGNOSTIC SERVICES MARKET ADJUSTMENT

- A. All adjustments below will be effective on the date of ratification; all affected members will also receive the general 3% market adjustment that will be effective October 1, 2023.
- B. Charge Technologist - 4% adjustment, excluding CT Charge Technologist and Cross-Trained Charge Technologist.
- C. CLXT - New wage scale which will be outlined in further detail in ratification documents.
- D. CT Specialty - To result in three (3) classifications within the Collective Agreement as follows:
  - » CT Technologist – General Duty
  - » CT Technologist – Senior
  - » CT/Radiology Charge Technologist
- The following new scales, which include GWIs, will come into effect on date of ratification. Retro for GWIs based on previous/old scale.

CLASSIFICATION	START	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 20
CT – General Duty	33.908	35.320	36.802	38.431	40.244	42.149	-	42.992
CT – Senior	34.462	36.047	37.717	39.450	41.290	43.284	45.357	46.264
CT/Radiology Charge	37.086	38.791	40.576	42.443	44.437	46.570	48.805	49.781

Provided an incumbent is working in CT and is CT Certified:

CURRENT CLASSIFICATION	NEW CLASSIFICATION
(Radiology) Senior Technologist / CT Technologist (Urban)	CT Technologist – General Duty
(Radiology) General Duty Technologist (Rural)	
(Radiology) Senior Technologist (Rural)	CT Technologist – Senior
(Radiology) CT Charge Technologist (All)	CT/Radiology Charge Technologist

- E. Cross Trained Lab / X-Ray - General Duty, Senior and Charge
  - The following are the new scales, which include GWIs, will come into effect on date of ratification. Retro for GWIs based on previous/old scale.
  - Qualification pay rolled into hourly wage which will result in improvements to pensionable earnings, overtime, standby and callback remuneration.

<b>Cross Trained General Duty</b>	<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>20 Year</b>	
	32.068	33.546	35.084	36.730	38.442	40.229	41.034	
<b>Cross Trained Senior</b>	<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>20 Year</b>	
	34.306	35.880	37.522	39.301	41.155	43.104	43.966	
<b>Cross Trained Charge</b>	<b>Start</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>20 Year</b>
	37.760	39.497	41.327	43.225	45.242	47.427	49.698	50.692