

ALLIED HEALTH PROFESSIONALS RATIFY NEW CONTRACTS

Addressing recruitment and retention was a top priority for the union during negotiations, more investment still needed.

July 14, 2023 | *Winnipeg, MB* – The Manitoba Association of Health Care Professionals (MAHCP) is pleased to announce that a majority of our 6,500 members have voted to ratify the tentative agreements that were reached with public health-care employers on June 24, after more than five years without a contract and following 15 months of negotiations.

Voting took place over the past two days, ending at 11:59 p.m. on Thursday.

“Staffing shortages are dangerously high and morale on the front line is predictably low after more than five years without a contract,” said Jason Linklater, MAHCP President. “We are hopeful that the changes in these new agreements will finally bring some much-needed relief to specialized allied health professionals so Manitoba can keep them on the frontline and begin recruiting more to address the staffing crisis.”

The three new six-year agreements covering Shared Health, Winnipeg-Churchill and Northern Health Region employers organizations provide for 8.35% in General Wage Increases (GWI) from 2018-2023, consistent with other recent health-care agreements, along with other improvements. A unique provision in the MAHCP contracts will see the final year of GWI referred to mediated arbitration, with a guaranteed minimum of 2% for 2023.

Another distinct provision will grant most MAHCP members a 3% market adjustment in October 2023, taken from a \$32-million Wage Standardization and Market Adjustment Fund, with the exception of members in emergency medical services (EMS), midwifery and perfusion who will receive special wage adjustments. The remainder of the \$32M fund will be allocated through agreement by a joint employer-union committee to address ongoing retention issues and increasing wage competition among provinces.

“The gains we made would not have been possible without the strong and united support our members gave to the bargaining committee,” said Linklater. “We were able to reach an agreement and narrowly avoid a strike, but this new contract is only the beginning.”

Addressing recruitment and retention was a top priority for the union during negotiations. While the new contract increases overtime rates and off-shift premiums, MAHCP expects employers will continue to rely on overtime for the foreseeable future given current staffing challenges.

“Increased investments in allied health must continue, including further wage improvements to offset inflation and ensure Manitoba is competitive, more and better mental health supports, consistent and reliable scheduling, as well as a competitive health and benefits plan,” said Linklater.

The Manitoba Association of Health Care Professionals is a union representing over 7000 allied health professionals working in more than 40+ professions across Manitoba. For more information on MAHCP visit www.mahcp.ca

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