

HEALTH CARE BARGAINING RATIFICATION HIGHLIGHTS DOCUMENT

August 30, 2022

	Proposal	Effective Date
Term of collective agreement	7 years	April 1, 2017 to March 31, 2024
General Wage Increase (GWI)	2017 = 1.25% 2018 = 1.25% 2019 = 1.4% 2020 = 0.5% 2021 = 1.2% 2022 = 2.0% 2023 = 2.0% TOTAL = 9.6%	Groups whose collective agreements expired in 2018, 2019 or 2020 will have the GWI adjusted accordingly. This includes retro pay. Addictions Foundation of Manitoba staff who transferred to CUPE in April of 2022 will receive the GWI and any retro pay effective March 23, 2019. Cadham Provincial Laboratory, Selkirk Mental Health Centre staff who transferred to CUPE in April of 2022 will be effective April 1, 2022
Signing Bonus	\$500 for every member	Payable within 120 days of ratification
Vacation	Single day vacation for every member	Date of ratification
Overtime	All overtime at double time	Date of ratification
Health Care Aide/Home Care Attendant Salary Scale Adjustment	New salary step – Step 6 (3% increase from Step 5) (20-year step will be adjusted accordingly)	April 1, 2023
Evening Shift Premium	From \$1 to \$1.25/hour From \$1.25 to \$2/hour	Date of ratification April 1, 2023
Night Shift Premium	From \$2.05 to \$3.05/hour From \$3.05 to \$3.50/hour	Date of ratification April 1, 2023
Weekend Premium	From \$1.65 to \$2/hour	April 1, 2023
Northern Isolation / Retention Allowances	Increase from \$1,000 to \$5,000-\$6,250 depending on location	April 1, 2023
Recognition/Retention Bonus	A one-time payment to be dispersed to positions/classifications designated as being in challenging areas. A fund of \$3.75 million will be provided and disbursement will be determined at the multi-union table.	Multi-union table discussions to begin within 90 days of ratification
Market Adjustments and Wage Standardization	\$24 million committed for market adjustments for CUPE	Multi-union table discussions to begin within 90 days of ratification
Meal Allowance	A meal will be provided at no cost. If not available, allowance increased from \$8 to \$10	Date of ratification
Uniform Allowance	From \$0.08 to \$0.10/hour	Date of ratification

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Responsibility Pay	From \$0.65/hour to \$0.70/hour	Date of ratification
Safety Shoe Allowance	From \$100/year to \$135/year OR \$270/2 years	Date of ratification
Health Care Spending Account	From \$500 to \$700 for full time From \$250 to \$350 for part time	January 1, 2023
Riverview Health Centre – Health Benefits	Discussion regarding transitioning to HEB MB subject to HEB approval	Pending approval of HEB MB and agreement of process
CCMB – LTD plan	Discussion regarding transitioning to HEB MB from Industrial Alliance subject to HEB approval	Pending approval of HEB MB and agreement of process
Thompson Hospital – Health Benefits	Discussion regarding transitioning to HEB MB subject to HEB approval	Pending approval of HEB MB and agreement of process
Inclusion of Community/Home Care/Mental Health Proctors in rest periods (paid coffee breaks)	Paid 15-minute rest period	Date of ratification
Inclusion of Community/Home Care/Mental Health Proctors in Maternity Leave Top Up	Maternity Leave Top Up	Date of ratification
Inclusion of Community/Home Care/Mental Health Proctors and Riverview Health Centre in pre-retirement leave	4 days/year of service	April 1, 2023
Inclusion of Community/Home Care/Mental Health Proctors in 20-year long service salary step	20-year step	April 1, 2023
Inclusion of Community/Home Care/Mental Health Proctors in income protection credits	Agreed to transition to income protection credits (15 days/year) but pending discussions at multi-union table	Multi-union table discussions to begin within 90 days of ratification
Inclusion of Community/Home Care/Mental Health Proctors in HEB MB benefits and pension plan	Agreed to multi-union discussion regarding transitioning to HEB MB subject to HEB approval	Multi-union table discussions to begin within 90 days of ratification
Increments for casual employees	Casual staff will follow the wage scale for their classification	Date of ratification
Bereavement Leave	Inclusion of fiancé, sibling, step-sibling and current foster child in the 4 days of bereavement leave	Date of ratification
Mobility/Portability of Seniority	Expanded to include all sites	Date of ratification
Recruitment, Retention and Education Fund	Expanded to all sites	Approximately 90 days post ratification
Family Sick Leave	Expansion to include common-law spouse including same sex partner and fiancé, dependant step-child, step-parent and parent-in-law	Date of ratification