

CUPE Health Care Settlement
Media Backgrounder
October 18, 2024

General Wage Increases (GWI) for everyone

April 1, 2024	2.5% general wage increase & 1% Market Adjustment
April 1, 2025	2.75% general wage increase
April 1, 2026	3% general wage increase
April 1, 2027	3% general wage increase

70% of health care workers will also receive the following on top of GWI's:

September 30, 2025	\$0.50/hour wage increase
September 30, 2026	\$0.50/hour wage increase
April 1, 2027	\$2.00/hour wage

This 70% group includes the largest classification in health care such as health care aides, housekeeping aides, dietary aides, and others.

Over four years, this group received an 11.25% general wage increase, a 1% market adjustment, and an additional \$3.00/hour wage increase.

The remaining 30% of health care workers will receive the following on top of GWI's:

September 30, 2025	\$0.45/hour wage increase
September 30, 2026	\$0.45/hour wage increase
April 1, 2027	\$1.75/hour wage increase

This 30% group includes all classification not included in the 70% group listed above.

Over four years, this group received an 11.25% general wage increase, a 1% market adjustment, and an additional \$2.65/hour wage increase.

Overall, the average healthcare worker will see their wages increase by 27% over four years.

Examples:

- Over the life of the contract, starting rates for housekeeping aides will increase from \$17.07/hour to \$23.54/hour by the end of the contract – an increase of \$6.47, or 37.9%
- Over the life of the contract, starting rates for Health Care Aides will increase from \$20.09/hour to \$26.45/hour by the end of the contract – an increase of \$6.36, or 31.68%.

- Over the life of the contract, a Health Care Aide with over 25 years of service will see their wage increase from \$24.47/hour to \$32.34/hour – an increase of \$7.87/hour, or 32.16%.
- A scheduling clerk with two-years of service will see their pay rate increase from \$22.72/hour to \$28.38/hour – an increase of \$5.66/hour, or 24.9%.

Recruitment and Retention Strategies

- The first step of the wage scale is being eliminated for classifications that make up 70% of health care support staff position. These higher starting wages should help health care compete with other employers for new hires, and in turn reduce vacancies and understaffing which negatively impact both health care workers and clients/residents/patients.
- The contract includes new long service steps at 15-years and 25 years of service – meaning that long tenured staff will get an additional raise on top of the otherwise negotiated wage increases. For staff with over 25 years of service, it will mean an additional 5% increase to their wages. We are hopeful that this will help retain our most experienced members.

Other Highlights

- Up to three more paid sick days per year
- 2 paid wellness days per year
- Reduction in the number of years of service required to attain additional vacation time
- Elimination of unpaid scheduled hours for Home Care Direct Service Staff
- Near 50% increase in mileage rate for Home Care Direct Service Staff
- Increase to evening, night, and weekend premiums
- Shift premiums will now be paid on Overtime hours

Who is covered by this collective agreement?

The agreement covers 19,000 CUPE health care workers in the Community and Facility Support bargaining units at Shared Health Manitoba, Winnipeg Regional Health Authority, Southern Health, and Northern Health. These bargaining units include health care aides, laundry aides, housekeeping aides, dietary aides, ward clerks, and recreation coordinators at hospitals, health care centres, and personal care homes, as well as workers in Manitoba's Home Care program.

Please contact Dale Edmunds at dedmunds@cupe.ca or 204-915-7429 for more information.