

Market Adjustment & Wage Standardization (MAWS)

January 17, 2025

The Market Adjustment and Wage Standardization (MAWS) Committee had their first meeting on December 18, 2024. The committee which includes representation from CUPE, MGEU and the Employers have determined the classifications that will be reviewed this round. Not every classification is included for MAWS each time. The MAWS fund is \$18,184,500 for CUPE for this round.

The review of each classification includes a determination if a market adjustment is required or if standardization is required. Market adjustments are usually a percentage increase for the wage scale. Standardization is when we align jobs with different titles that are doing the exact same work. This requires reviewing the job descriptions for the classification listed below.

Only the classifications included in one of the groups below are being considered in this round of MAWS, however there is no guarantee that every classification below will receive a market adjustment.

There are criteria that must be met to qualify for a market adjustment: that there is a recruitment (unable to hire people) and a retention (people keep quitting) issue for each classification and that the wage for that classification is behind the "market", including the private sector and other health authorities.

The following categories of classifications have been put forward for review. The list was determined from feedback from the members.

1. Outstanding Classifications from the previous round: CRP / POA / Nuclear **Electronics** (CCMB)
2. Maintenance / Trades Helpers/ Grounds Person
3. Clerical / Unit Clerks/ Scheduling /Staffing Groups
4. Selkirk Mental Health Centre / Addictions Foundation of Manitoba
5. Recreation / Activity
6. Cadham – IT Classifications
7. Supply Chain / Warehouse / Purchasing / Dispatch
8. **Resource Coordinators**
9. Health Care Aides

If you have any questions or comments, please send an email to healthcare@cupe.ca.