

TENTATIVE AGREEMENT HIGHLIGHTS



UNDERSTANDING THE TENTATIVE AGREEMENT

- Which positions are in Pool A and Pool B?
- Wage Highlights
- Additional Highlights

POOL A CLASSIFICATIONS

- Health Care Aide
- Home Care Health Care Aide / Home Care Support Worker
- Rehab Aide
- Family First Visitor
- Mental Health Proctors
- Dietary Aide
- Linen (Laundry) Aide
- Nursing Assistant
- Housekeeping
- Maintenance 1 and 2
- Residential Care Worker
- Youth Care Worker
- Groundskeeping
- Clerical where the start rate is less than \$21/hour

POOL B CLASSIFICATIONS

- All classifications not listed in Pool A

TENTATIVE AGREEMENT HIGHLIGHTS FOR POOL A



4-YEAR TERM: April 1, 2024 to March 31, 2028

POOL A CLASSIFICATIONS

		% increase	Flat Increase
Year 1	April 1, 2024	3.5%	
Year 2	April 1, 2025	2.75%	lowest step deleted
	Sep 30, 2025		\$0.50 / hour
Year 3	April 1, 2026	3%	
	Sep 30, 2026		\$0.50 / hour
Year 4	April 1, 2027	3%	\$2.00 / hour
TOTAL		12.25%	\$3.00 / hour
			12.25% + \$3.00

Starting wages for a **Housekeeping Aide** will increase by \$6.47/hour

Top of scale for **Health Care Aides** will increase by \$7.87/hour

Added Long Service Steps (in addition to existing 20 year step):

15 years +2%, 25 years +3%

Market Adjustment and Wage Standardization

\$18 million fund - equivalent to an average of \$950 per person annually.

PREMIUMS AND BENEFITS

	Increases to
Weekend Premium	\$5.75 / hour
Evening Premium	\$2.25 / hour
Night Premium	\$3.75 / hour
Responsibility Pay In Unit	\$1.70 / hour
Responsibility Pay Out of Unit	\$1.80 / hour
Meal Allowance	\$12
Min. mileage for In Town	\$5
Sick Time	1.5 days per month total 18 d/yr (starting Apr. 1, 2027)
Vacation	25 days at 10 years 30 days at 20 years (starting Apr. 1, 2025)

Premiums apply to Overtime go-forward

Home Care Only:
Elimination of AWP within 6 months of ratification
CRA mileage rates starting January 1, 2025

TENTATIVE AGREEMENT HIGHLIGHTS FOR POOL B



4-YEAR TERM: April 1, 2024 to March 31, 2028

POOL B CLASSIFICATIONS

		% increase	Flat Increase
Year 1	April 1, 2024	3.5%	
Year 2	April 1, 2025	2.75%	
	Sep 30, 2025		\$0.45 / hour
Year 3	April 1, 2026	3%	
	Sep 30, 2026		\$0.45 / hour
Year 4	April 1, 2027	3%	\$1.75 / hour

TOTAL : 12.25% : \$2.65 / hour : 12.25% + \$2.65

Wages for a 25-year
Unit Clerk will increase by
\$7.35/hour

Wages for a **Classified
Power Engineer**
will increase by
\$7.64/hour

Added Long Service Steps (in addition to existing 20 year step):

15 years +2%, 25 years +3%

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**Premiums apply to
Overtime go-forward**

TENTATIVE AGREEMENT

ADDITIONAL HIGHLIGHTS



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Year 1 wage increases, including Long Service Steps, are retroactive to April 1, 2024

- Paid Wellness Days - 2 per fiscal year.
- Family Sick Leave - remove word “dependant” from child.
- Maternity/Parental Leave - Surrogacy included.
- Bereavement Leave - Loss of pregnancy including via surrogacy.
- Hours of Work - Ability to combine rest & meal breaks, breaks do not have to be taken within 1.5 hours of start of shift.
- Inclement Weather - Environment Canada no longer needed to declare inclement weather.
- Education & Training - Paid time off shall be granted for training relevant to employment.
- Home Direct Service Staff - Downtime hours will be counted to qualify for OT.
- Uniforms and Protective Clothing - For SBGH and VGH: expansion of inclement weather gear.
- Compensation for Temporary Transfer of Employees within “sites” - New LOU.

ONLINE INFORMATION SESSIONS

- Thursday, October 10, 2024 @ 3:00 pm
- Saturday, October 12, 2024 @ 11:00 am

INFO SESSION LINK: <https://www.dotsvote.com/dots/cupemanitoba>

LOG IN with your name and email.

PIN is CUPE 2024

or

Join by phone **204-272-7920 / Toll-free 1-855-703-8985**

Use meeting ID: 870 4875 6812, Participant ID: Press #

VOTING INSTRUCTIONS are coming soon.