

Market Adjustment & Wage Standardization (MAWS)

October 1, 2025

The Market Adjustment and Wage Standardization (MAWS) Committee continues to meet every week. Previously we shared the list of classification groups that will be reviewed this round. We also shared that this round of review will take a considerable amount of time. The clerical group review for example has over 600 classifications that must be reviewed. Not every classification that gets reviewed and standardized will also receive a market adjustment.

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 classifications listed below.

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 MAWS fund for CUPE is \$18,184,500 for this round.

The following categories of classifications have been put forward for review. Several classification groups that either had errors or were missed in the previous MAWS have been completed.

1. Outstanding Classifications from the previous round: CRP / POA / Nuclear Electronics (CCMB) – **CRP and POA have been completed. Nuclear Electronics is being reviewed.**
2. Maintenance / Trades Helpers/ Grounds Person – **Close to finalizing this group.**
3. Clerical / Unit Clerk / Scheduling / Staffing Groups – **A subcommittee of MAWS has been created to review over 600 individual classifications. We are about 75% through the review of the job descriptions.**
4. Selkirk Mental Health Centre / Addictions Foundation of Manitoba – **Being reviewed.**
5. Recreation / Activity – **Being reviewed.**
6. Cadham – IT Classifications – **Being reviewed.**
7. Supply Chain / Warehouse / Purchasing / Dispatch – **Being reviewed.**
8. Resource Coordinator / RC Specialists / Operations Lead – **Being reviewed.**
9. Health Care Aides – **Being reviewed.**

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

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