

Market Adjustment & Wage Standardization (MAWS)

August 14, 2026

Attached is a joint communication from the Market Adjustment and Wage Standardization Committee.

The MAWS Committee which includes representation from CUPE, MGEU and the Employers 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.

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

We understand that this process is taking a long time and is very frustrating for the members waiting. The process is very involved.

1. Every classification in the category listed below must be identified across the province (MGEU and CUPE).
2. Job descriptions must be obtained for every classification (in the clerical review we have reviewed over 700 job descriptions so far).
3. The jobs must be grouped in levels with similar scope of duties performed, the knowledge, skills, and qualifications required, and the level of responsibility associated with each position.
4. Standardized scales for each group are then determined, and a standardized job title is assigned.
5. If a market adjustment is warranted it is applied to the standardized scale.
6. Once this is all agreed to, new wage scales are prepared and any retro pay is calculated.

The following categories of classifications have been put forward for review. The list was determined from feedback from the members in the pre-bargaining survey. Being on this list does NOT guarantee that a market adjustment will be applied. Each group must meet the criteria listed above and once the pot of money is spent, there is no more for this round.

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Classification	Status
1. Outstanding Classifications from the previous round: CRP / POA	Completed
2. Maintenance / Trades Helpers / Grounds Person	Completed
3. Clerical / Unit Clerks / Scheduling / Staffing Groups	<i>Under Review</i>
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. Nuclear Electronics (CCMB)	
10. Health Care Aides	

The clerical group—including clerks, secretaries, administrative assistants, staffing and scheduling personnel, unit clerks, finance, Health Information Services, and paging/information staff—will be the next group to be finalized. This is the largest group under review and includes the greatest number of classifications.

We again acknowledge the frustration members are experiencing with the length of time this process is taking. Members of the committee are working on this matter while also continuing to fulfill their full-time responsibilities representing members. The committee is moving as quickly as possible; however, it is essential that the work be completed carefully and accurately to avoid errors.

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

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Attachment