

2023 MULTI-UNION SUPPORT SECTOR WAGE STANDARDIZATION AND MARKET ADJUSTMENT FUND TASK FORCE

Joint Communication - Maintenance Classification Groupings – Appendix “W”

As part of the Market Adjustment and Wage Standardization Fund, all maintenance-related classifications (non-trades) were reviewed to ensure that employees performing similar work are compensated consistently across sites and employers.

To achieve this, maintenance classifications were organized into common groupings based on the scope of duties performed, the knowledge, skills, and qualifications required, and the level of responsibility associated with each position.

Once the groupings were established and provided standardized titles, each group was assigned a standardized wage scale. A market adjustment was then applied where appropriate to align compensation with current labour market conditions and allow for better retention and recruitment within these classifications.

Below are the standardized groupings and a brief explanation of which employees were included in each group.

Maintenance Groupings and Adjustments

1. Groundskeeper

Employees performing groundskeeping and basic landscaping duties .

2. Landscape Technician

Employees performing more advanced landscaping and horticultural duties .

3. Landscape Technician Lead

Positions with additional responsibility for coordinating landscaping operations and leading work activities.

4. Maintenance Worker

Employees performing general maintenance, helper, utility, and maintenance support functions

5. Maintenance Mechanic

Employees performing skilled maintenance trades and maintenance mechanic duties.

6. Maintenance Mechanic (PIO)

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Certain Maintenance Mechanic classifications designated as PIO positions.

7. Maintenance Worker Lead Hand

Lead Hand positions responsible for coordinating maintenance activities, providing direction to assigned staff, and overseeing maintenance operations at a site were mapped to the new Maintenance Worker scale.

8. Maintenance Mechanic Lead Hand

Lead Hand positions performing skilled maintenance work while leading maintenance operations and directing assigned staff were mapped to the new Maintenance Mechanic scale.

Next Steps

The new wage scales are currently being finalized and implemented. Once completed, a classification mapping document will be provided. This document will identify how current classifications have been grouped into the new maintenance categories and where each employee falls within the new wage scales.

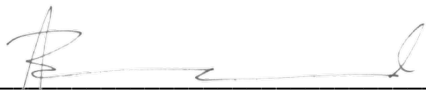
Please note that these adjustments will be applied retroactively to April 1, 2023. Such adjustments represent a combination of a standardized wage rate for each grouping as well as a 5% market adjustment.



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