

## BACKGROUNDER

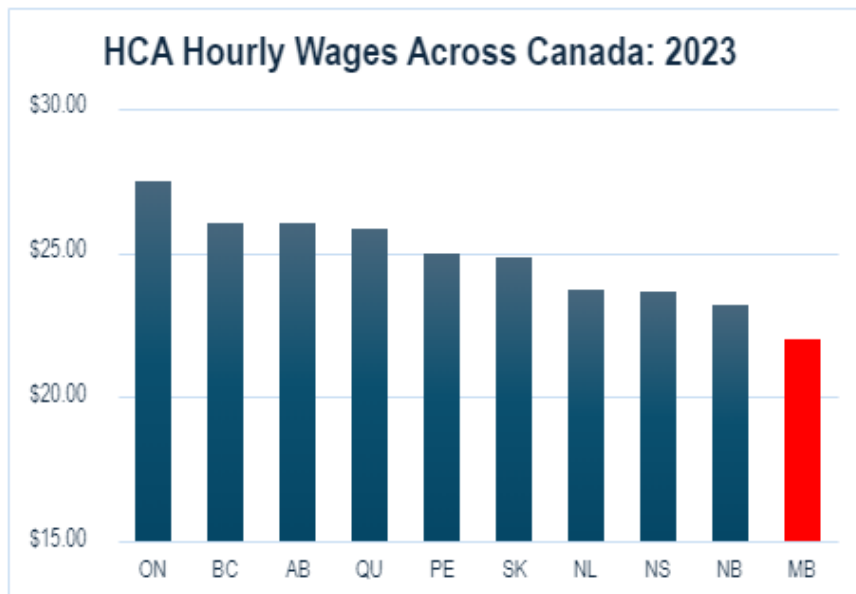
### HEALTH CARE SUPPORT WORKER PAY ACROSS CANADA

The following analysis compares wages for the most common job classifications among Manitoba health care support workers with those for health care support workers across Canada.

Data was sourced from Government of Canada Labour Market Information and collective agreements from comparable bargaining units in every province. A complete list of collective agreements reviewed is included at the end of this document.

#### COMMUNITY SUPPORT WORKERS

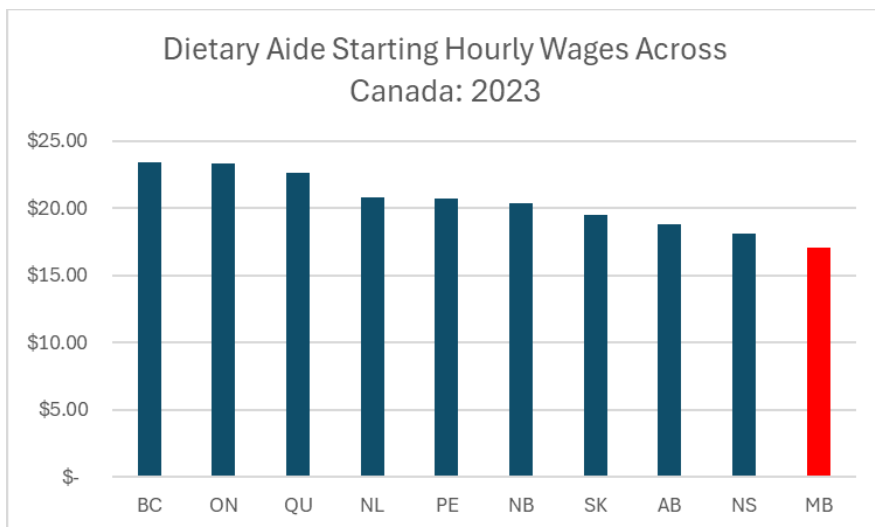
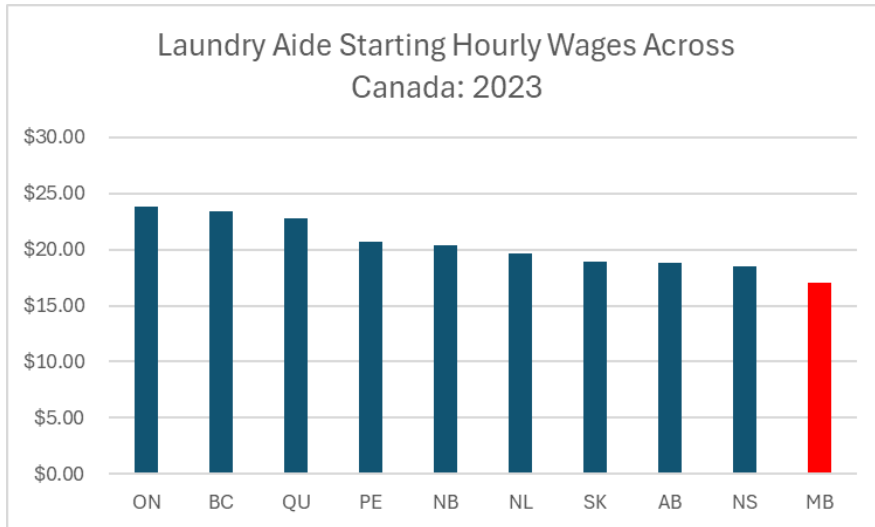
The Government of Canada Labour Market Information website shows that Manitoba Health Care Aides (HCAs) are the lowest paid in Canada (<https://www.jobbank.gc.ca/marketreport/wages-occupation/18329/ca>). The data has been imported into the following bar graph:



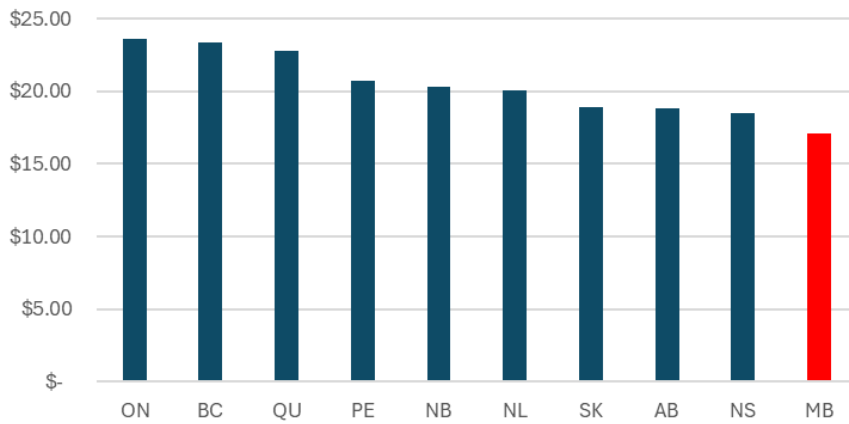
## FACILITY SUPPORT WORKERS

Five of the most common Facility Support job classifications are: Housekeeping Aides, Laundry Aides, Dietary Aides, Cleaners, and Maintenance Workers.

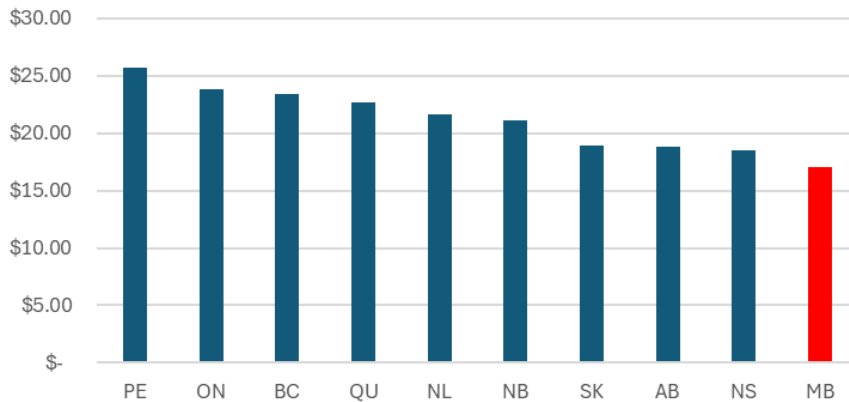
A review of starting hourly wages for comparable classifications in collective agreements across Canada showed that in Manitoba these workers are the lowest paid in Canada:



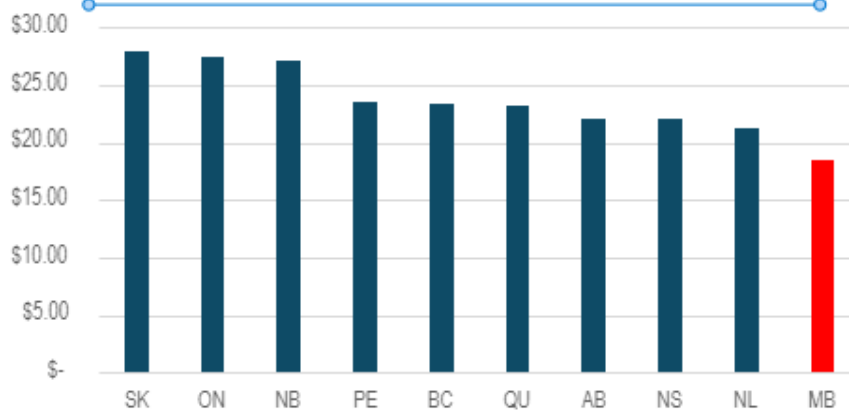
Cleaner Starting Hourly Wages Across Canada:  
2023



Housekeeping Aide Starting Hourly Wages Across  
Canada: 2023



Maintenance Worker Hourly Starting Wages Across  
Canada : 2023



## **COLLECTIVE AGREEMENTS REVIEWED:**

- Health Services & Support Facilities Bargaining Association Collective Agreement Between Facilities Bargaining Association (HEU, BCGEU, IUOE, IBEW, BCNU, UBCJA, UAJAP&P, IUPAT, PPWC) And Health Employers Association Of BC. 2022–2025.
- Collective Agreement Between Alberta Health Services And Lamont Health Care Centre And Alberta Union Of Provincial Employees. 2020–2024.
- Collective Agreement Between Alberta Union Of Provincial Employees (Auxiliary Nursing Care) - And Alberta Health Services And Lamont Health Care Centre Allen Gray Continuing Care Centre Expires. 2020-2024.
- Collective Agreement Between Saskatchewan Association Of Health Organizations Inc. And Saskatchewan Government And General Employees Union. 2022-2023.
- Collective Agreement Between Prairie Mountain Health And Manitoba Government And General Employees' Union Community Support (CS) Prairie Mountain Locals 402 And 403. 2017-2024.
- Collective Agreement Between Prairie Mountain Health And Manitoba Government And General Employees' Union Facility Support (FS) Prairie Mountain Health, Local 421 And 456. 2017-2024.
- Collective Agreement Between Unity Health Toronto And Canadian Union Of Public Employees And Its Local 5441.01 (Service). 2019-2021.
- Comité Patronal De Négociation Du Secteur De La Santé Et Des Services Sociaux And: Syndicat Québécois Des Employées Et Employés De Service, Section Locale 298 (FTQ). 2021-2023.
- Collective Agreement Between His Majesty The King In Right Of Newfoundland & Labrador (Represented Herein By The Treasury Board) And Canadian Union Of Public Employees And Its Locals 488, 879, 4934, 4935, 4936, 4937, 4938, 4939, 5078. 2023–2026.

- Collective Agreement Between The Canadian Union Of Public Employees And Treasury Board As Represented By The Hospital Boards Of The Hospitals Listed Under Part Iii First Schedule Of The Public Service Labour Relations Act Group: Clerical, Stenographic & Office Equipment Operation Institutional Services Patient Services. 2019-2024
- Collective Agreement Between PEI Health And The Canadian Union Of Public Employees (Locals 805, 1051, 1778,1779). 2020-2023.
- Collective Agreement Between Health PEI And The International Union Of Operating Engineers (Local 942). 2022-2026
- Collective Agreement Between Health PEI And The Prince Edward Island Union Of Public Sector Employees. 2020 –2023.
- Collective Agreement Between Izaak Walton Killam Health Centre And The Nova Scotia Council Of Health Care Unions. 2020 –2023.