



For office use only	
Reference #:	
Date received:	
Faxed:	<input type="checkbox"/>
Mailed:	<input type="checkbox"/>
Other:	

Bargaining Proposal Form

All questions contained in this questionnaire are strictly confidential.
If you should require help in filling out this form please feel free to contact the Association office:

info@mahcp.ca or call 204-772-0425/1-800-315-3331

ONLY ONE PROPOSAL PER FORM PLEASE
SUBMISSION DEADLINE: Tuesday, February 18, 2020

PERSONAL INFORMATION	
Name:	Home Email:
	Phone:
MEMBER INFORMATION	
Occupation/Job Title (e.g., Social Worker/Radiation Therapist):	Occupational Therapist
Classification (charge/general duty):	
Site (name of facility):	
Location (city/town):	
PROPOSAL INFORMATION AND DEFINITIONS	
<ul style="list-style-type: none"> • Article numbers are found in the table contents of your Collective Agreement (example: 18 Annual Vacation) • Clauses are sub headings found below the Article (example: 1803) • Proposed Change is making a change to existing MAHCP language • New Proposal is any new language that does not fit an existing Article in an MAHCP agreement. This also applies to elements of non-MAHCP agreements you are seeking to retain, with or without proposed changes. Please provide as much detail as possible. • Supporting data (e.g., supporting signatures, salary comparisons, etc.) must be forwarded via fax, mail or email and will be attached to the proposal (fax #: 204-775-6829; info@mahcp.ca; 101-1500 Notre Dame Ave, Winnipeg, R3E 0P9) 	
Collective Agreement (e.g., MAHCP St. Boniface, MGEU Local 220, UFCW Grace Hospital, CUPE Klinik)*	All collective agreements, for purposes we can say MAHCP Health Science Centre
Article Name and Number:	Schedule A, page 214
(if applicable) Clause:	
(check one) Proposed Change: <input checked="" type="checkbox"/>	New Proposal*: <input type="checkbox"/>
* CHECK "NEW PROPOSAL" IF YOU ARE REFERENCING NON-MAHCP AGREEMENTS	
Please use the following page to describe your proposed change or new proposal in detail.	

Occupational Therapists are looking for increases in wages in Manitoba equivalent to other master's level allied health professionals and equality in wages across the province.

Occupational therapists are not paid wages that reflect the level of education required to be an occupational therapist. In Manitoba, to become an occupational therapist you need to acquire a master's level education. However, there has been no increase in pay associated with the increased level of education. As a result, occupational therapists collectively are paid less than other allied health professionals with the same level of education. For example, Speech-Language Pathologists in Canada make considerably more than occupational therapists.

The second justification for an increase in wage, is because Manitoba occupational therapists are not paid equally to occupational therapists across Canada. Other than Saskatchewan, Manitoba has the lowest wages for occupational therapists in the country making it difficult to attract and keep occupational therapists in Manitoba. Thirdly, at this point in time, with the wage freezes, many occupational therapists' express concerns that wages are not adjusted for market inflation (i.e. increases in cost of living). Finally, as changes with unions occur occupational therapists have voiced that wage parity is important for occupational therapists across the province. Factors affecting occupational therapy wages include specific vs. non-specific roles, health regions and respective unions that occupational therapists work in.

The Manitoba Society of Occupational Therapists will be sending MAHCP information regarding occupational therapists current wage and wage comparisons.