

FAQ for 2026-27 Contract Ratification

1. Are Salary Modernization and Collective Bargaining the same thing?

No. They are two separate processes. Salary Modernization was negotiated separately with the Corporation and established the new AMHSSE salary structure. Collective bargaining determines the terms of the 2026–2027 Collective Agreement, including negotiated GWIs and other monetary and non-monetary provisions.

While separate, both ultimately contribute to an employee's overall compensation.

2. Why didn't AMHSSE just seek a 13% GWI instead of introducing a new salary framework?

MB Hydro is a Crown corporation and public utility and we operate within Provincial Government bargaining mandates that establish parameters for public-sector compensation increases. Achieving a 13% increase solely through GWIs would not have been possible. Salary modernization provided another way to improve AMHSSE's underlying salary structure prior to collective bargaining.

3. Will the negotiated General Wage Increases apply to the new salary Bands?

Yes. Negotiated GWIs are applied to the new salary structure, meaning the values of the Steps and Band maximums increase accordingly.

4. What did the strike mandate accomplish?

The strong strike mandate demonstrated that members were prepared to support the bargaining team in continuing to pursue improvements at the bargaining table. A strike mandate provides bargaining leverage and authorization for potential strike action.

5. Why were the supervisor differential & supervisor max clauses removed?

The clauses were removed as the new salary framework introduces significantly higher salary ranges and greater earning potential, addressing the salary compression concerns that the Supervisor Differential and Supervisor Max clauses were originally intended to resolve.

The Corporation & AMHSSE recognize the importance of maintaining appropriate compensation relationships between positions to support organizational effectiveness, career progression, and the recruitment & retention of employees.

The Corporation and AMHSSE have agreed to monitor compression. Where compensation compression exists or develops where the compensation differential between positions is within 10%, the Corporation will review and address the affected positions taking into consideration organizational design, compensation, responsibilities and accountability, reporting relationships, technical expertise, market competitiveness, and any demonstrated impacts to recruitment or retention.

6. Why wasn't seniority used to determine placement in the new salary framework?

Seniority was not a compensation factor used to determine an employee's salary under the previous pay grade structure. Introducing years of service as part of the transition to the new salary framework would have introduced an entirely new compensation methodology and would have created additional inequities. Initial placement is based on an employee's existing salary.

7. What should I do if I think my individual salary placement is incorrect?

Payroll will be drafting individualized salary letters for all members. Once you receive your individual salary information, review the calculation carefully. If something appears incorrect or you believe an important salary action or circumstance has not been properly considered, please contact Payroll and copy AMHSSE. AMHSSE will review the circumstances and raise implementation issues with the Corporation where necessary.

8. What happened to the 95% "Not Qualified" provision?

Employees salary will no longer be restricted due to qualifications and will be eligible to advance to the top of the applicable pay Band.

The continued expectation is that employees will pursue and complete the required qualifications for the position that they are successful to and will be provided with a reasonable amount of time, defined in individual letters of offer.

9. If I am currently held at 95%, do I automatically receive the 5% before being placed in the new framework?

No. Initial placement uses the employee's actual applicable salary as of December 31, 2025; employees do not first receive an automatic 5% adjustment.

10. What happens if I accepted a promotion or new position after December 31, 2025?

Salary actions occurring after December 31, 2025 (including promotions, annual increments and other applicable changes) need to be reconciled as part of the retroactive implementation of the

new framework.

AMHSSE and the Corporation's intent is that no employee experiences a reduction in compensation as a result of placement on the revised salary grid, including employees who made employment decisions based on the compensation structure in place at the time. Individual circumstances will be addressed through the joint implementation process where required.

11. What if I have received, or would have received, a 5% annual increment under the former salary structure during 2026?

Salary actions occurring after December 31, 2025 (including promotions, annual increments and other applicable changes) need to be reconciled as part of the retroactive implementation of the new framework.

12. Does the new salary framework mean promotional increases are now only 5%?

No. A successful applicant will have their rate of pay established at a Step within the new pay Band that provides a minimum increase of 5%.

13. Why are some employees receiving a larger immediate increase from the salary modernization than others?

The impact varies because employees are starting from different salaries and positions within the former pay grade structure. Salary modernization was designed to improve the overall compensation structure for AMHSSE, not provide every employee with an identical percentage increase. Some members will see a larger immediate impact, while others may realize more of the benefit through future Step progression and higher Band maximums.

14. Has there been a pause on job evaluation (i.e. reclass) submissions?

The Corporation and AMHSSE agreed that the existing Job evaluation tool from 2008 is outdated and no longer reflects the contributions and responsibilities AMHSSE staff provide. The corporation is responsible for creating a new evaluation system with AMHSSE input and approval on or before December 31, 2027.

No appeals or requests for evaluations will be conducted until after the new system has been implemented.

Members with successful evaluations completed in the new system will still be eligible for backpay to the date there was a clearly defined change in duties and responsibilities, or at the point the Corporation deemed the reclassification necessary.

