

## SURVEY REPORT: WAGE PARITY IN PRIVATE AND PUBLIC SECTOR WAGES

The MLPAO conducted a wage survey in Spring 2022 researching the differences in private sector and public sector wages and other compensation items for Medical Laboratory Technologists (MLTs) and Medical Laboratory Assistant/Technicians (MLA/Ts). The survey was sent to members via email. We received 986 responses, with 412 MLA/Ts, 483 MLTs and 91 other responses.

Of those 986 responses, the majority worked in public hospitals

- 22% of responses were MLA/Ts in Public Hospitals, 8% MLA/Ts in Private Labs, 4% MLA/Ts in Specimen Collection Centres, 3% MLA/Ts in Public Health, and 1% MLA/Ts in Research Labs.
- 43% of responses were MLTs in Public Hospitals, 3% MLTs in Public Health and 2% MLTs in Private Labs.

We would like to thank those who participated for taking the time to share your information with us. Our results show that while private labs were more likely to get pandemic bonuses, the overall rate of pay was higher in public hospitals.

The below chart shows the overall median wages for MLA/Ts and MLTs in a variety of settings. Please note, some workplaces are not included on this chart due to a limited number of responses.

	MLA/T Public Hospitals	MLA/T Private Lab	MLA/T Public Health	MLA/T Research Lab	MLA/T Specimen Collection Centre	MLT Public Hospitals	MLT Private Lab	MLT Public Health
Median Wage	30.40	19.68	27.34	19.00	19.50	44.00	36.85	38.61

In the Central hospital collective agreement with OPSEU, the last step on the MLT Wage grid is 7 years and the last step on the MLA/T grid is 4 years.<sup>1</sup> To compare top rates, below are hourly wages by workplace for MLA/Ts with 4+ years of service and MLTs with 7+ years. Again, public hospitals showed higher median wages.

	MLA/T Public Hospitals	MLA/T Private Lab	MLT Public Hospitals	MLT Private Lab
Median Wage	31.45	26.07	44.22	40.00

<sup>1</sup> OPSEU, "Combined Full-Time and Part-Time Collective Agreement", 2019-2022, Page78

The OPSEU Central contract has the following shift premiums<sup>2</sup>:

- Evening \$1.95
- Night \$2.35
- Weekend \$2.50

Shift premiums were lower than Central rates in almost all workplaces outside public hospitals.

- 43% of MLA/Ts respondents in private labs do not receive shift premiums.
  - Of the 57% of MLA/Ts who receive premiums, 32% identified their premiums were lower than the OPSEU Central contract. Only 3% of respondents identified that their premiums were higher with the remaining responses either answering unsure or preferring not to answer.
- 35% of MLTs respondents in private labs do not receive shift premiums
  - Of the 65% of MLTs who receive premiums, 41% identified their premiums were lower than the OPSEU Central contract. No respondents identified that their premiums were higher with the remaining responses either answering unsure or preferring not to answer.

On the other hand, pandemic bonuses were least common in public hospitals as illustrated in the chart below.

Received a Pandemic Bonus	MLA/T Public Hospitals	MLA/T Private Lab	MLA/T Public Health	MLA/T Research Lab	MLA/T Specimen Collection Centre	MLT Public Hospitals	MLT Private Lab	MLT Public Health
Yes	4%	26%	7%	17%	21%	1%	52%	5%
No	96%	74%	93%	83%	79%	99%	48%	95%

<sup>2</sup> OPSEU, “Combined Full-Time and Part-Time Collective Agreement”, 2019-2022, Page 47