

Collective Agreement

between

**285 Pembina Inc.
(Deaf Centre Manitoba)**

and

**Manitoba Government and General Employees' Union
Local 203**

April 1, 2019 to March 31, 2026

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*All changes appear in **bold**.

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*All changes appear in **bold**.

This Agreement made and entered into on this _____ day of _____, 2024.

between

285 Pembina Inc.

(hereinafter referred to as the “Employer”)

of the first part

and

Manitoba Government and General Employees’ Union

(hereinafter referred to as the “Union”)

of the second part

Exclusions

The Administrative Assistant classification will be excluded from the bargaining unit.

Article 1 Purpose of Agreement

1:01 The purpose of the Collective Agreement between the Employer and the Union is to establish and to maintain mutually satisfactory relations and to recognize the mutual value of joint discussions and negotiations with respect to rates of pay and working conditions for employees, to encourage efficiency of operations and to provide appropriate procedures for the prompt resolution of grievances and problems, realizing that the first consideration is the quality of client/customer services in the facility.

Article 2 Definitions

- 2:01** (a) “Anniversary Date” means the employee’s date of employment with the Employer.
- (b) “Employer” means 285 Pembina Inc.

- (c) “Full-time Employee” means an employee who is scheduled on a regular ongoing basis to work the regular hours described in Article 15. A full-time employee is covered by all provisions of this Agreement, unless otherwise specified.
- (d) “Part-time Employee” means an employee who is scheduled on a regular on-going basis but who works less than the regular hours described in Article 15. A part-time employee is covered by all provisions of this Agreement but receives benefits on a pro rata basis unless otherwise specified.
- (e) “Term Employee” means an employee hired for a specific period of time or for the completion of a specific job or until the occurrence of a specific event.
- (f) “Classification” means a group of positions which are sufficiently similar in duties, responsibilities, skill and knowledge required to be given the same job title, to have the same education and experience requirements and to receive the same rates of compensation.
- (g) “Employee” means a person who is employed by the Employer to carry out the duties of a position included in the bargaining unit represented by the Union and who is not excluded.
- (h) **“General Holidays” means a day recognized by Federal or Provincial authorities as a statutory holiday.**
- (i) “Increment” means an increase in the rate of pay for an employee to the next higher rate of pay in the pay range for the employee’s classification.
- (j) “Position” means a job or position of employment covered by this Agreement.
- (k) “Representative” means a steward or staff representative of the Union.
- (l) “Day or Days” referred to in this Agreement are calendar days unless expressly stated otherwise.

- (m) “Working Days” referred to in this Agreement are days excluding Saturday, Sunday and Holidays.
- (n) “Union” means the Manitoba Government and General Employees’ Union.
- (o) “Demotion” means the involuntary movement of an employee by the Employer from one (1) position to another having a lower maximum salary.
- (p) “Promotion” means the movement of an employee from one (1) position to another having a higher maximum salary.
- (q) Where the singular and masculine expressions are used, the same shall be construed as meaning the plural or feminine gender where the context so admits or requires.

Article 3 Recognition and Scope

- 3:01** The Employer recognizes the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit as certified by the Manitoba Labour Board Certificate No. 5809, or as may be granted voluntary recognition by the Employer and identified in the Salary Schedule.
- 3:02** Persons employed by the Employer whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit except where it has been mutually agreed upon by both parties or in the case of training or emergency. (See Letter of Understanding).

Article 4 Duration of Agreement

- 4:01** (a) This Agreement shall be in full force and effect from April 1, **2019** to March 31, **2026**.

- (b) The provisions of this Agreement shall continue in effect following the expiry date until replaced by a new Agreement or until the declaration of a strike or lock-out, whichever occurs first.
- (c) The parties shall provide their respective proposals for amendments to the expiring Agreement at the first negotiation session. This does not preclude the right of either party to amend, clarify, withdraw or introduce additional proposals as may be required to reach agreement.
- (d) The Union agrees to give the Employer at least fourteen (14) days written notice as to the intended time and date of strike action.
- (e) The Employer agrees to give the Union at least fourteen (14) days written notice as to the intended time and date of lock-out.

4:02 Not more than ninety (90) days and not less than thirty (30) days preceding the expiry date of this Agreement either party to this Agreement may by written notice serve to inform the other party of its intention to enter into collective bargaining for a renewal, or a revision and renewal of this Agreement.

4:03 This Agreement may be amended during its term by mutual agreement.

4:04 It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this Agreement and further no employee in the unit shall strike during the term of this Agreement.

Article 5 Membership

5:01 Upon the signing of this Agreement, the parties hereto agree that all new employees may make application for Union membership and sign Union membership cards within fifteen (15) days of appointment to a position covered by this Agreement.

5:02 The parties further agree that all employees who have become members of the Union shall as a condition of employment remain members of the Union.

- 5:03** The Employer agrees to deduct from each employee, in accordance with instructions received from the Union, the amount of regular bi-weekly dues payable to the Union. For new employees, dues deduction will begin on the first pay period following appointment to a position covered by this Agreement.
- 5:04** The Employer will remit to the Union monthly, any dues deducted along with a list of employees for whom deductions have been made. Home addresses and telephone numbers will be included where authorized by the employee.

Article 6 Management Rights

- 6:01** The Union recognizes the sole right of the Employer, unless otherwise provided in this Agreement, to exercise its function of management, under which it shall have, without limiting the generality of the foregoing:
- (a) The right to maintain efficiency and quality of client services;
 - (b) The right to direct the workforce;
 - (c) The right to hire, classify, assign to positions, promote and demote;
 - (d) The right to lay-off;
 - (e) The right to determine job content and number of employees;
 - (f) The right to discipline, suspend and discharge for just cause;
 - (g) The right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of this Agreement.
- 6:02** In administering this Agreement, the Employer shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

Article 7 Salary Schedule and Increments

- 7:01** Employees shall be paid in biweekly pay periods in accordance with the salary ranges set forth in the Salary Schedule.

- 7:02** Employees shall receive salary increments based on **hours paid at the employee's regular rate of pay** from the date of their last increment, or **their** starting date on the basis of one (1) increment for each equivalent annual full-time hours worked or one (1) year of service, whichever occurs later.
- 7:03** **When an unpaid leave of absence in excess of four (4) weeks is granted, the anniversary increment for the employee shall move forward in direct relation to the length of the leave greater than four (4) weeks.**
- 7:04** When an employee is promoted and where the pay range of the new position permits, **they** shall be paid at the rate which is next higher to the rate **they were** receiving in **their** former position.
- 7:05** Increments may be withheld for unsatisfactory performance provided the employee is notified in writing of such intention to withhold at least fourteen (14) days prior to the employee's anniversary date. Such notice will itemize the reasons therefore.
- 7:06** An increment that has not been granted for any reason may be granted to the employee on the first day of the month following the date when the reason(s) for not granting the increment is remedied.
- 7:07** The Employer at its own option will have the prerogative to advance to an employee an increment prior to **their** anniversary date.

Article 8 Probation

- 8:01** All new employees shall be on probation for three (3) months (four [4] months for part-time employees) from the date of appointment to a position.
- 8:02** The Manager may extend an employee's probation for up to three (3) months (four [4] months for part-time employees). The employee will be notified in writing of the reasons for the extension.
- 8:03** An employee who is being rejected during the employee's probation period shall be provided with one (1) week's notice or payment in lieu thereof.

- 8:04** An employee who is rejected during the probation period shall have the right to grieve the rejection at Step 2 of the grievance procedure. The decision at Step 2 shall be final for such grievances.
- 8:05** Upon satisfactory completion of the probationary period, seniority shall be calculated in accordance with the provisions of Article 16:01.
- 8:06** An employee who has attained seniority shall not be required to serve a further probation period when the employee initiates a transfer to a position in the same classification involving similar duties and responsibilities.

Article 9 Vacancies Promotion and Transfers

- 9:01** When a vacancy is declared or a new position covered by this Agreement is created, the Employer shall post on the bulleting board a notice in writing for a minimum of seven (7) calendar days. The Employer may proceed simultaneously to advertise such vacancies. The Union will be provide with a copy of all postings.
- 9:02** Posted notices of position shall contain information on the nature of position, classification, qualifications, required physical condition and salary rates or range. Qualifications may not be established in an arbitrary or discriminatory manner.
- 9:03** The selection of employees applying for vacant or new positions shall be on the basis of **skills**, ability, work performance and seniority. Where **skills**, ability and work performance are relatively equal, seniority will be the determining factor in the selection **for lateral transfers**.
- 9:04** The posting once awarded is reposed on the MGEU bulletin board with the name of the successful candidate(s). Should an employee be unsuccessful in being awarded the position, the employee can request a meeting with their supervisor to discuss the outcome of the competition.

- 9:05 Where there is no response to a **job posting to provide suitably qualified personnel, the Employer may proceed to hire through external competition.**
- 9:06 The success applicant to a posted position shall be placed on a trial period of three (3) months, (four [4] months for part-time employees). Conditional upon satisfactory performance, the successful applicant shall become permanent in the position after completion of the trial period. In the event the successful applicant proves unsatisfactory in the position during the trial period or if the employee finds themselves unable to perform the duties of the new position, they shall be returned to their former occupational classification at their former salary without loss of seniority or benefits. Any other employee promoted or transferred as a result of the successful application shall be returned to their former occupational classification at their former salary without loss of seniority or benefits.
- 9:07 Where an employee is demoted, they shall be placed at the rate in the new position which is next lower to the rate they were receiving in their former position.
- 9:08 The Union shall be notified forthwith in writing of all appointments, hiring, layoffs, transfers, recalls and terminations of employment covered by this Agreement.

Article 10 Part-time Employees

- 10:01 Unless otherwise specified, part-time employees will receive a prorata share of salary, annual vacations, **and** income protection credits.
- 10:02 Part-time employees will be paid **five percent (5%)** of their basic rate of pay in lieu of time off with pay on general holidays. Such holiday pay shall be included on each regular paycheque and is in addition to payment for time worked on a general holiday.

10:03 Unless otherwise mutually agreed between the Employer and the employee, part-time employees shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time employee.

10:04 **Income Protection in Case of Illness**

Part-time employees shall accumulate income protection credits on a prorata basis, in accordance with this formula:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Employee}$$

10:05 A part-time employee shall become eligible for sick leave pay upon the completion of a four (4) month probationary period.

10:06 Part-time employees may claim payment from accumulated sick leave credits only for those hours which are part of their regular part-time assignment, but were unable to work due to illness.

10:07 **Annual Vacations**

Part-time employees shall earn vacation on a prorata basis in accordance with this formula:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Employee}$$

10:08 Actual vacation entitlement will be based on years of service. Accumulated hours shall only govern rate of vacation pay for the current vacation year.

10:09 All hours worked by part-time employees inclusive of extra shifts and overtime will be counted for the purpose of progression on steps in accordance with the Salary Schedule.

10:10 **Overtime**

Part-time employees shall be entitled to overtime rates when authorized to work in excess of the daily or biweekly hours of work as specified in Article 15.

- 10:11** (a) A part-time employee shall be assigned and committed to work for the number of hours as agreed to in writing at the time of employment or as subsequently revised by mutual agreement which shall be considered their regular part-time assignment.
- (b) Part-time employees who indicate in writing by completing and submitting an availability calendar to the Employer that they wish to work additional hours shall be offered such work by seniority when available providing they are able to perform the required duties and they shall be given preference of such shifts over casual employees.
- (c) It is further understood that such additional hours shall be offered only to the extent that they will not incur any overtime costs to the Employer.
- (d) Should the part-time employee as described in Article 10:12(a) above refuse to report for work on three (3) occasions in a year when requested and without an explanation satisfactory to the Employer, **they** will henceforth be offered additional hours at the sole discretion of the Employer.
- (e) The following provisions will apply to part-time employees who request to work additional hours:
- (i) A part-time employee reporting for work as scheduled shall be paid not less than three (3) hours pay at **their** basic rate of pay if **they are** sent home due to lack of work.
 - (ii) Part-time employees working occasional additional shifts in accordance with Article 10:11 shall be paid only in respect of hours actually worked
 - (iii) Where a part-time employee is unable to work all or part of an additional shift for any reason, payment shall be made only in respect of hours actually worked.
 - (iv) Additional hours worked by a part-time employee shall be included in the determination of seniority.

- (v) Additional hours worked by a part-time employee shall be included when determining an employee's earned vacation, accumulated income protection credits and general holiday pay.
- (vi) No benefits other than those referenced in (ii) and (iii) above shall be based on additional shifts.

10:12 As per Article 7, a part-time employee shall receive increments (calculated from the date of **their** last increment, or **their** starting date as the case may be), on the basis of one (1) increment for each equivalent annual full-time hours worked or one (1) year's service, whichever occurs later. In the case of the increment being given on the basis of equivalent annual full-time hours worked, it shall be applied to the pay period next following completion of equivalent annual full-time hours worked.

Article 11 Term Employees

- 11:01** A "Term Position" shall be for a specific time period or until completion of a particular project within a specific department, for a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.
- 11:02** When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article 9. Upon completion of the original term position, the employees shall be returned to their former positions.
- 11:03** For situations related to Workers Compensation and/or illness and/or accident or where a definitive expiry date cannot be specified, the Employer shall state on the job posting that the said term position will expire subject to twenty-four (24) hours notice of return of the current incumbent to **their** position. The employee occupying the said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer, as referenced above.

- 11:04** In case an employee on maternity or parental leave wants to exercise **their** right to return from such leave earlier than anticipated, the Employer shall state on the job posting that the said term position is a “maternity or parental leave of absence term” which may expire sooner than indicated, subject to minimum notice of two (2) weeks or one pay period, whichever is longer. Any term positions directly resulting from the filling of such a term position will be posted in the same manner.
- 11:05** A term employee who applies for and is awarded permanent **status** position prior to the end of **their** period of term employment, shall have **their** service connected for seniority purposes.
- 11:06** A term employee who applies for and is awarded a term position prior to the end of **their** period of term employment, shall have **their** service connected for seniority purposes.
- 11:07** **Except in cases of applying for an increased EFT or alternate shift, an** employee in a term position shall be required to complete the term before being considered for other term positions within the bargaining unit.

Article 12 Casual Employees

- 12:01** “Casual Employee” means an employee who normally works less than the full daily, weekly or monthly hours of work, as the case may be, and whose work is irregular or non-recurring or does not follow an ongoing, predetermined schedule of work on a regular and recurring basis. A casual employee shall not attain seniority and the provisions of this Agreement do not apply to casual employees except as stated expressly.
- 12:02** (a) Casual employees shall receive vacation pay calculated at the rate of six percent (6%) of hours worked in any given bi-weekly period.
- (b) Casual employees shall be paid not less than the start rate or more than the end rate of the position to which they are assigned.

- (c) Casual employees required to work on a recognized holiday shall be paid at the rate of one and one-half times (1½x) their basic rate of pay, and in addition shall receive **5%** of their basic pay in lieu of Statutory Holidays on each pay.
- (d) Casual employees shall be entitled to overtime in accordance with Article 17.
- (e) Casual employees are not guaranteed any specific number of hours. In the event that no wage payment is made during any pay period, the Employer shall have no responsibility to deduct or submit dues for that pay period.
- (f) The Employer agrees to deduct Union dues from casual employees in accordance with Article 5.
- (g) The grievance and arbitration provisions of this Agreement apply to casual employees only in respect of matters covered in this Article.
- (h) Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees.
- (i) A casual employee reporting for work as requested by the Employer and finding no work available shall be granted three (3) hours pay at his basic rate.

Article 13 Training and Education

13:01 Where required by the Employer, time spent by an employee attending a meeting, conference, workshop, seminar, course or program outside of working hours, shall be paid at **their** regular rate of pay and the employee shall be reimbursed for all reasonable out-of-pocket expenses as provided below provided advance approval has been obtained and conditional upon successful completion:

- (a) Tuition;

- (b) Books and material;
- (c) Travel expenses;
- (d) Parking;
- (e) Any other related expenses.

13:02 On the job training required by the Employer shall be considered as time worked.

13:03 If an employee wishes to take a course outside of working hours and if before the employee takes the course, the Manager or designate stipulates in writing to the employee that the course is relevant to **their** employment, the Employer will reimburse the employee fifty percent (50%) of the tuition fee to a limit of two hundred dollars (\$200) payable upon proof of successful completion of the course. This allowance will be limited to one (1) course in each year of the Agreement. If the employee voluntarily resigns within a period of one (1) year following completion of the course the portion of tuition contributed by the Employer must be repaid on a prorata basis.

Article 14 Safety and Health

14:01 The Employer and the Union recognize that safety, accident prevention and the preservation of health are of primary importance in all operations and that these activities require the combined efforts of the Employer, employees and the Union.

14:02 The Employer will continue to provide its employees with safe working conditions and safety training equipment and materials and will continue to ensure that all reasonable precautions are taken.

14:03 There shall be a Workplace Safety and Health committee comprised of one (1) employee and one (1) management representative. The objectives of the committee shall be to promote safety and health, address related concerns and promote safety and health education and training in the workplace. The Committee shall meet quarterly. Detailed minutes shall be kept and posted.

- 14:04** Where a supervisor knows that any condition exists at a workplace that is unusually dangerous to the safety or health of an employee, the supervisor shall not require or permit an employee to engage in, carry on or continue to work in that workplace under that condition.
- (a) Where an employee has reason to believe, and does believe, that a condition exists that is dangerous to the employee's safety or health in the performance of the employee's work, the employee shall report that condition to the employee's supervisor.
 - (b) The supervisor upon being notified under Article 14:04(a) shall inspect the condition with the employee and discuss the employee's reasons for believing the condition to be dangerous. Where there is a safety and health committee at the workplace the co-chair persons may be asked to participate.
 - (c) If the employee is unsatisfied with the supervisor's decision or if the supervisor refuses to inspect the condition, the employee shall contact, in writing or by telephone, the Workplace Safety and Health Branch without delay.
- 14:05** If the employee refuses to work there shall be no disciplinary action taken as a result but the employee must be available to perform other work assigned.
- 14:06** Where an employee has refused to perform work in accordance with Article 14:04, no other employee shall be assigned the particular work unless such employee is notified of the refusal and the reasons for the refusal, if known.
- 14:07** Nothing in this Article prevents the **work or action** that may be necessary in order to remedy the dangerous condition described in Article 14:04.
- 14:08** Where an employee wilfully takes unfair advantage of the provisions described in Article 14:04, the employee may be subject to disciplinary action up to and including suspension or dismissal.

Article 15 Hours of Work

- 15:01** Regular hours of work for all Building Attendant employees shall be:
- (a) Eight (8) hours per day including meal and rest periods; and
 - (b) Forty (40) hours per week; and
 - (c) Eighty (80) hours biweekly; and
 - (d) Two thousand and eighty (2080) hours per year.
- 15:02** Regular hours of work for all Maintenance and Janitor employees, shall be:
- (a) Seven and one-half (7½) hours per day excluding meal periods and including rest periods; and
 - (b) Thirty-seven and one-half (37½) hours per week; and
 - (c) Seventy-five (75) hours biweekly; and
 - (d) One thousand nine hundred and fifty (1950) hours per year.
- 15:03**
- (a) The one-half (½) hour paid meal period for Building Attendant employees shall be taken at the workstation and will be scheduled by the Employer.
 - (b) The one-half (½) hour unpaid meal period for Maintenance and Janitor employees may be taken away from the workstation and will be scheduled by the Employer.
- 15:04** All employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day taken at such times as may be specified by the employees' manager or immediate supervisor.
- 15:05** Where the Employer and the employee or group of employees consider it desirable to establish a work day, work week or work schedule other than as described in this Article, any such change shall be by mutual agreement of the parties hereto.

- 15:06** Shift schedules for a minimum of a four (4) week period shall be posted at least two (2) weeks in advance of the beginning of the scheduled period.
- Shifts within the minimum four (4) week period shall not be altered after posting except by mutual agreement between the employee(s) concerned and the Employer **in the scheduling system.**
- 15:07** Employees desiring to exchange shifts shall jointly apply to do so, in writing, as far in advance as possible **with minimum two (2) weeks. Where less than two (2) weeks notice is provided, approval of the shift exchange will at the sole discretion of the manager and/or their designate.**
- 15:08** Shift exchanges can only be made between full-time and part-time employees. In addition shift exchanges that would put the employee(s) into an overtime situation according to Employment Standards will not be approved.
- 15:09** **Shifts worked when time switches from Central Standard to Daylight Saving Time and vice-versa shall be paid at straight time rates for actual hours worked.**

Article 16 Seniority

- 16:01** “Seniority” for employees shall be defined as accumulated length of regular hours since the last date of employment with the Employer.
- 16:02** The Employer will post a current seniority list once per annum, including all employees, along with their hours worked. The Union will have forty-five (45) days in which to bring any alleged error to the attention of the Employer. The seniority list will be posted April 1 of each year and a copy will be given to the local president.
- 16:03** Seniority will terminate if an employee:
- (a) Resigns;
 - (b) Is terminated and not reinstated under the grievance procedure;
 - (c) Is laid off for more than three (3) years;

- (d) Fails to report for duty within seven (7) days after layoff after notification to do so;
- (e) Fails to report for work as scheduled at the end of a leave of absence, vacation or suspension;
- (f) Is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.

Termination of seniority is equivalent to termination of employment.

16:04 Seniority will be retained, but will not accrue, if an employee:

- (a) Is on any unpaid leave of absence approved by the Employer of more than four (4) weeks;
- (b) Is laid off for more than four (4) months and not more than three (3) years;
- (c) Is on educational leave of two (2) years or more;
- (d) Is on a trial period of an out-of-scope position.

16:05 Seniority will continue to accrue if any employee:

- (a) Is on any period of paid leave of absence;
- (b) Is on Workers Compensation;
- (c) Is laid off for four (4) months or less;
- (d) Is on an educational leave of absence for a period of up to two (2) years;
- (e) Is on an unpaid leave of absence of four (4) weeks or less;
- (f) Is on any period of maternity or parental leave.

16:06 Seniority will determine the level of benefit entitlement of such benefits as vacation. Actual entitlement in any calendar year of benefits such as vacation

and income protection is based strictly on regular paid hours including any period of:

- (a) Paid leave of absence;
- (b) Paid income protection;
- (c) Unpaid leave of absences up to four (4) weeks. In the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases;
- (d) Workers Compensation up to one (1) year in that appropriate time period.

Article 17 Overtime

17:01 “Overtime” shall mean any authorized time worked in excess of regular hours established under Article 15.

A supervisor authorized to do so, may require an employee under the supervisor’s authority to work overtime. Except in emergency situations, a supervisor shall endeavour to assign overtime work as fairly as possible amongst those employees qualified to perform the work.

17:02 Overtime rates shall be:

- (a) Employees shall receive one and one-half times ($1\frac{1}{2}x$) their basic rate of pay for the first three (3) hours of authorized overtime in any one (1) day.
- (b) Employees shall receive two times ($2x$) their basic rate of pay for authorized overtime in any one (1) day.
- (c) Overtime worked on any scheduled day off shall be paid at the rate of two times ($2x$) the employee’s basic salary.
- (d) All overtime worked on a general holiday shall be paid at two and one-half times ($2\frac{1}{2}x$) the employee’s basic rate of pay.

- 17:03** Employees working two (2) consecutive full shifts will be paid at two times (2x) for the second shift.
- 17:04** An employee **required to work overtime, without advance notice, for a period** in excess of two (2) hours **immediately following their regular hours of work**, shall be **supplied with** a hot meal **at no cost to the employee and if this is not possible, a payment of ten dollars (\$10.00)**.
- 17:05** Overtime shall be divided as equally as reasonably possible among employees who are qualified to perform the available work. No employee shall be required to work overtime against **their** wishes when other qualified employees within the same classification are available and willing to perform the required work.
- 17:06** By mutual agreement between the Employer and the employee, overtime may be compensated for by the granting of equivalent time off or paid out at the applicable overtime rates.
- Such time shall be taken by the employee prior to March 31 of any year or paid out.
- 17:07** An employee who has completed **their** regular shift and has left the premises and is then called back to work shall be paid a minimum of three (3) hours at the applicable overtime rate. Where an employee is called to work within two (2) hours of the commencement of **their** next scheduled shift, **they** will be paid at the applicable overtime rate for all hours worked prior to the start of the shift. Where an employee is called back to attend a mandatory meeting, **they** shall be paid a minimum of two (2) hours at the applicable straight time rates.
- 17:08** **The Employer has limited parking and cannot guarantee a parking spot.**

Article 18 Transportation Allowance

18:01 Employees required to use their own personal vehicle for Employer business which has been preauthorized by the Employer, shall be reimbursed in accordance with the prevailing Province of Manitoba mileage rates with a minimum payment of three dollars and fifty cents (\$3.50) per return trip.

Article 19 Annual Vacation

19:01 Annual vacation shall be earned and calculated during the period between May 1 and April 30. Vacation earned in any vacation year is taken in the following vacation year unless otherwise mutually agreed.

<u>Length of Continuous Service</u>	<u>Rate at which Vacation Earned</u>
After one (1) year	Three (3) weeks at 5.769% of regular paid hours
After three (3) years	Three (3) weeks at 5.769% of regular paid hours
After ten (10) years	Four (4) weeks at 7.692% of regular paid hours
After fifteen (15) years	Five (5) weeks at 9.615% of regular paid hours
After twenty (20) years	Six (6) weeks at 11.538% of regular paid hours

19:02 The Employer will provide for vacation days to be taken as single days (prorated for part-time employees based on their FTE) however, employees are not permitted to be absent on vacation for more than three (3) consecutive full or partial weeks at a time.

19:03 Vacation accrual and vacation allowance shall be calculated on the following basis:

Basic pay includes regular hours worked at regular pay, leave with pay and vacation allowance.

- (a) The Employer shall post the projected entitlement list no later than March 1 each year. Employees will be allowed to express their vacation preferences before April 1 **in seniority order**. The Employer will post an approved vacation schedule no later than April 30 having considered departmental operating requirements, circumstances and preference of each employee and seniority.
- (b) Vacations, once approved, will not be rescheduled except in an emergency or where the employee and the Employer mutually agree.

- 19:04** An employee who has not completed one (1) year continuous service by March 31 shall be granted vacation on a prorata basis.
- 19:05** Employees will receive their vacation allowance on or before the day preceding the day their vacation begins if application is made in writing to the Employer at least two (2) weeks prior to the commencement of vacation.
- 19:06** Where an employee is absent and in receipt of workers compensation benefits, vacation leave shall accumulate to a maximum of twelve (12) consecutive months from the date the absence due to disability commenced.
- 19:07** An employee who fails to indicate **their** choice of vacation by March 31 of any year shall not have preference in choice of vacation time, where other employees have indicated their preference.
- 19:08** Where an employee is subpoenaed for jury duty during **their** period of vacation there shall be no deduction for vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during the vacation year.
- 19:09** An employee may elect to have up to **seven (7)** days of earned vacation carried over to the following fiscal year.
- 19:10** Upon request, an employee may be permitted to retain up to three (3) days of **their** regular vacation for the purpose of taking such time off for personal

reasons, such as religious observance or special occasion, as long as adequate notice is given in order to accommodate scheduling.

- 19:11** An employee's accrued vacation shall be apportioned equitably over the employee's full annual vacation entitlement, except as provided in Article 19:10.

Article 20 Holidays

- 20:01** (a) Employees shall receive each year the following paid holidays:

New Year's Day	Terry Fox Day
Louis Riel Day	Labour Day
Good Friday	National Day for Truth & Reconciliation
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day (July 1)	Christmas Day
	Boxing Day

Any other holiday proclaimed by Federal or Provincial Statute.

- (b) For employees who are scheduled to work on that day, Remembrance Day shall also be observed as a paid holiday.
- 20:02** An employee required to work on a paid holiday will be paid at the rate of one and one-half times (1½x) **their** basic rate of pay.
- 20:03** When a paid holiday falls within the vacation period of an employee, one (1) additional day shall be added to the employee's vacation entitlements in lieu of the statutory holiday.
- 20:04** A full-time employee required to work on a paid holiday will also be granted an alternate day off with basic pay.
- 20:05** A day off given in lieu of a paid holiday shall be added to a weekend off or to scheduled days off unless otherwise mutually agreed.

- 20:06** (a) Full-time employees shall be entitled to bank up to five (5) alternate days off in lieu of paid holidays for the employee's future use at a time mutually agreed between the employee and the Employer. If compensating time off is impractical to schedule by March 31 of any year, the employee shall receive **their** regular rate of pay for all days banked.
- (b) In the event that an employee is terminated, the banked holiday time shall be paid out at the final rate in effect for the employee.
- 20:07** The Employer will endeavour to ensure that all employees receive at least two (2) other holidays besides Christmas or New Year's on the day on which they occur. As much as reasonably possible, Christmas Eve and Boxing Day shall be assigned with Christmas Day; New Year's Eve shall be assigned with New Year's Day, unless otherwise mutually agreed.
- 20:08** The Employer agrees to distribute time off as equitably as possible over Christmas and New Year's, endeavouring to grant each employee as many consecutive days off as reasonably possible over either Christmas Day or New Year's Day.

Article 21 Employee Files/Performance Review/Discipline

- 21:01** There shall be one (1) personnel file **and one (1) medical file** maintained for each employee.
- 21:02** Upon written request, and in the presence of an authorized representative of the Employer, an employee, who may be accompanied by a Union representative, shall be given the opportunity to examine and receive copies of any document which is contained in **their** personnel **and/or medical** file **after booking an appointment with Human Resources to do so.**
- 21:03** In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee and when possible shall give the employee

advance notice of the nature of the complaint. The employee may be accompanied at the meeting by a Union representative if **they** so desire.

21:04 When a formal assessment of an employee's performance is made, the employee shall be given an opportunity to sign the completed form in order to indicate its contents have been read. The employee shall have the right to place **their** own comments in a space provided prior to signing. The employee shall receive a copy.

21:05 No employee shall be disciplined or dismissed without just cause.

All disciplinary notices shall be confirmed in writing to the employee with a copy sent to the Union and placed in the personnel file.

Where disciplinary action has been taken, the employee shall be advised in writing of the action taken and the reasons therefore. The employee shall sign a copy only to acknowledge receipt. A copy shall be forwarded to the Union unless the employee elects otherwise.

In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee and, when possible, shall give the employee advance notice of the nature of the complaint. The employee may be accompanied at the meeting by a Union representative if they so desires.

An employee who alleges that they have been disciplined or dismissed without just cause shall submit a grievance in accordance with the grievance procedure

Article 22 Grievance Procedure

22:01 The parties to this Agreement emphasize the necessity of a satisfactory grievance procedure, the purpose of which is to provide an orderly and effective process for the consideration and prompt resolution of the grievances of employees within the bargaining unit.

- 22:02** It is mutually agreed that an effort shall be made to resolve complaints through discussion before a written grievance is initiated.
- 22:03** An employee has the right to representation by a Union representative at any stage in the grievance procedure.
- 22:04** “Grievance” means a complaint in writing with respect to an alleged violation or misinterpretation of an article under this Agreement.
- (a) A grievance must be in writing and may be presented by an employee on **their** own behalf or by a Steward on behalf of the employee or group of employees.
 - (b) The written description of the nature of the grievance shall be sufficiently clear and shall state the redress requested.
 - (c) If the grievances relate to an Article(s) of the Agreement, such Article (s) shall be so stated in the grievance.
 - (d) At any stage of the grievance procedure, the grievor or the Union representative may clarify the written description of the grievance without changing its substance.
 - (e) A grievance alleging unjust discipline or discharge shall be instituted at Step 2.
- 22:05** **Step 1**
The employee and/or Steward and/or Union representative, within fourteen (14) days of becoming aware of the issue that gave rise to a grievance, shall present the grievance to the immediate supervisor or designate, who shall sign for receipt. From the date of issue of the receipt, the supervisor or designate shall within fourteen (14) days, hold a hearing and discuss the matter with the employee and/or Steward and/or Union representative and issue a decision in writing to the employee with a copy to the Steward or Union Representative.
- 22:06** **Step 2**

Where the decision in Step 1 is unsatisfactory to the employee and/or the Union representative, the employee and/or Union representative shall within fourteen (14) days of the receipt of the decision at Step 1, or if no decision is received within the time limits specified, present the grievance to the Manager or designate who shall sign for receipt of same. The Manager or designate shall within twenty-one (21) days hold a hearing and discuss the matter with the employee and/or Union representative, and issue a decision in writing within fourteen (14) days of the hearing to the employee with a copy to the Union representative.

“Policy Grievance” means a complaint in writing presented by the Union concerning the application or interpretation of an Article of this Agreement. Such grievances shall be instituted at Step 2.

- 22:07** The time limits in both the grievance and arbitration articles may be extended by mutual agreement and shall be confirmed in writing.

Article 23 Arbitration Procedure

- 23:01** In the event that a grievance or a dispute involving the application, interpretation or administration of this Agreement is not settled through the grievance procedure to the satisfaction of either party, that party shall within fourteen (14) days of receipt of a final decision by the other party give notice of its intention to submit the grievance to arbitration.
- 23:02** Within fourteen (14) days of receipt of the notice referring a grievance to arbitration, the parties shall select a sole arbitrator to hear and determine the grievance.
- 23:03** Failing agreement the appointment of a sole arbitrator shall be made by the Chairperson of the Manitoba Labour Board upon the request of either party.
- 23:04** The fees and expenses of the sole arbitrator shall be shared equally by the parties. Each party shall be responsible for the pay and expenses of witnesses they call. Employees will be allowed leave without loss of regular pay for the purpose of testifying at the arbitration.

Article 24 Occupational Classifications

- 24:01** The occupational classifications and salary ranges for employees shall be as set forth in the Salary Schedule attached to and forming part of this Agreement.
- 24:02** In the event that the Employer establishes or proposes to establish a new classification, or if there is a substantial change in the job content or qualifications of an existing classification and providing that the new or revised classifications falls within the bargaining unit, the Union shall receive a copy of the job description and accompanying salary range.
- 24:03** An employee shall have the right to request a review of **their** classification if **they** feel **they have** been improperly classified, or if **they** feel that the duties of the job have changed substantially.
- 24:04** Unless otherwise agreed, adjustments of salary achieved by negotiation or otherwise will be retroactive to the date of the written request.
- 24:05** Where the Union objects to the proposed salary range of a new or revised classification or where an employee requests a review of **their** classification the Employer will examine the duties of the classification and give a decision. A meeting will be held upon request of either party.
- 24:06** If the decision is not satisfactory to the employee of the Union the matter may be referred to the grievance and arbitration procedure.
- 24:07** The Employer reserves the right to assign duties and responsibilities, and to alter job descriptions, but is required to negotiate the value of any material change in job content during the term of this Agreement.
- 24:08** The Employer agrees to provide the Union with a current copy of job descriptions for all classifications for which the Union is the certified bargaining agent within one hundred twenty (120) days of the signing of the Collective Agreement.

24:09 The Employer further agrees to provide the Union and the affected employee(s) with copies of any subsequent amendments to these job descriptions within sixty (60) days following their revision.

Article 25 Sick Leave

25:01 An employee shall become eligible for sick leave pay upon the completion of **the employee's initial** probationary period.

25:02 Sick leave is calculated on the basis of one and one-half (1½) days for each month of continuous service. Permanent part-time employees earn sick leave credits on a prorated basis.

25:03 Employees may receive pay while on authorized sick leave to the accumulated amount of their sick leave credits. A doctor's certificate may be required at any time, but is definitely required after three (3) consecutive days of illness. Absence due to sickness on the fourth and subsequent days could result in non-payment of salary for the days in excess of three (3), if verification of illness is not obtained from a physician.

25:04 A doctor's certificate is required in the event of a planned extended leave of absence due to illness.

25:05 An employee may be dismissed for abuse of sick leave.

25:06 Employees may use sick leave credits for sudden, serious illness of a spouse, child or parent.

25:07 When an employee is unable, or expects to be unable to report for duty due to illness, this fact must be reported to **their** immediate supervisor as soon as possible.

Prior to the Day Shift One and one half (1 1/2) Hours

Prior to the Evening Shift Three (3) Hours

Prior to the Night Shift Three (3) Hours

Due to extenuating circumstances, at the sole discretion of the Employer, an employee will not have sick leave pay withheld if proper notification is not provided.

25:08 Part time and full time employees who are eligible for Disability and Rehabilitation Plan under HEB Manitoba may be eligible for Long Term Disability benefits following the completion of a 119 day waiting period.

Article 26 Bereavement Leave

- 26:01** An employee shall be granted up to four (4) consecutive days leave without loss of basic pay and benefits in the case of the death of a parent, step parent, spouse, child, step child, brother, sister, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former guardian, fiancé, common-law spouse, same sex partner, aunt, uncle and any other relative who has been residing in the same household. Such days may be taken only in the period which extends from the date of death up to and including the day following internment or four (4) calendar days following the death, whichever is greater.
- 26:02** Bereavement leave may be extended by up to two (2) additional consecutive days without loss of basic pay and benefits as may be necessitated by reason of travel to attend the funeral of a person named above.
- 26:03** An employee must notify **their** supervisor at the earliest possible opportunity regarding the need for bereavement leave.
- 26:04** (a) Provided the employee has not received bereavement leave for the death in question, necessary time off up to one (1) day without loss of basic pay and benefits will be granted to an employee to attend a funeral as a pallbearer.
- (b) Provided the employee has not received bereavement leave for the death in question, necessary time off up to one (1) day without loss of basic

pay and benefits may be granted to an employee to attend a funeral as a mourner.

Article 27 Maternity Leave/Parental Leave/Compassionate Care Leave

27:01 Maternity Leave

A pregnant employee shall receive Maternity Leave of seventeen (17) weeks without pay, subject to the following conditions:

- (a) An employee must have completed six (6) continuous months employment with the Employer as of the intended date of leave unless otherwise agreed to by the Employer.**
- (b) An employee must submit a written request not later than the end of the twenty-second (22nd) week of pregnancy, indicating length of time required. In cases where an earlier leave is required, a written request must be submitted not less than four (4) weeks before the intended date of leave, indicating length of time requested.**
- (c) An employee must provide the Employer with a certificate of a duly qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of their delivery.**

27:02 Parental Leave

- (a) In order to qualify for Parental Leave, an employee must be the natural parent of a child or must assume actual care and custody of their newborn child (Paternity Leave) or are one of the parents who adopt a child under the law of province (Adoption Leave).**
- (b) An employee who qualifies for Parental Leave, except in the case of Adoption Leave as specified below, must submit to the Employer an application in writing for Parental Leave at least four (4) weeks before the intended date of the commencement of the leave.**

- (c) In the case of Adoption Leave, the employee must submit a written request for such leave. The employee may commence adoption leave upon one (1) days' notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.
- (d) (i) An employee who qualified in accordance with (a), (b) and (c) above must have completed six (6) months of continuous employment with the Employer to be entitled to Parental Leave without pay for a continuous period of up to sixty-three (63) weeks.
- (ii) The balance of the current annual vacation will be paid out at a time immediately following the period during which EI benefits were payable (even if this period extends into the following vacation year). Any vacation earned up to the time of the commencement of leave will be retained and will be available to be taken in the following vacation year.
- (iii) Parental Leave must commence no later than eighteen (18) months following the birth or adoption of the child or of the date on which the child comes into actual care and custody of the employee.
- (e) Where Maternity and/or Parental Leave exceeds seventeen (17) weeks, the employee may elect to carry over to the next vacation year any remaining current annual vacation, to a maximum of five (5) vacation days (e.g. 38.75, 40 hours), prorated for part-time employees. The balance of the current annual vacation not carried over will be paid out at a time immediately following the period during which EI benefits were payable (even if this period extends into the following vacation year). Any vacation earned up to the time of the commencement of leave will be retained and will be available to be taken in the following vacation year.

- (f) Where an employee takes Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave immediately on the expiry of the Maternity Leave without a return to work, unless otherwise approved by the Employer.
- (g) An employee may end Maternity or Parental Leave earlier than the expiry date of the leave by giving the Employer written notice at least two (2) weeks or one pay period, whichever is longer, before the day the employee wants to end the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in their former classification and shift schedule at the same increment step.

27:03 An employee, who is the non-birthing parent, shall be granted leave with pay up to a maximum of one (1) day for needs directly related to the birth of their child.

27:04 An employee shall be granted one (1) day leave with pay to attend to the needs directly related to the adoption of a child. The employee may be required to furnish proof of adoption.

27:05 A full time employee may choose to receive up to five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance.

A part time employee may choose to receive income protection credits similar to full time employees but prorated to reflect their paid hours of work within the previous fifty-two (52) weeks.

27:06 Compassionate Care Leave

An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least ninety (90) days of employment with the Employer as of the intended date of leave.

- (b) An employee who wishes to take a compassionate care leave must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two periods of leave, totaling no more than twenty-eight (28) weeks, which must end no later than fifty-two (52) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
- (i) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - the day the certificate is issued, or
 - if the leave was begun before the certificate was issued, the day the leave began; and
 - (ii) the family member requires the care or support of one or more family members.

The employee must give the employer a copy of the physician's certificate as soon as possible.

For certainty, a leave may be taken after the end of the twenty-six (26) week period set out in the physician's or nurse practitioner's certificate, and no additional certificate is required.

- (e) A family member for the purpose of this article shall be defined as:
- (i) a spouse or common-law partner of the employee
 - (ii) a child of the employee or a child of the employee's spouse or common-law partner

- (iii) a parent of the employee or a spouse or common-law partner of the parent
 - (iv) or any other person described as family in the applicable regulations of the Employment Standards Code.
- (f) An employee may end their compassionate leave earlier than twenty-eight (28) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (g) Seniority shall accrue as per Article 16:04 and 16:05 (unpaid leaves).
- (h) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Article 26.

Article 28 Leave of Absence

- 28:01** Except in emergencies, all requests for any leave of absence shall be made in writing stating the reasons for and the expected duration of the leave, and submitted to the supervisor at least thirty (30) days in advance. The Employer shall notify the employee of the decision in writing without undue delay.
- 28:02** Except under extenuating circumstances, failure to return to duty as scheduled following a leave of absence, without authorization, will be deemed to constitute a voluntary resignation.
- 28:03** An employee shall be entitled to **one (1) day paid** time off to attend Citizenship Court to become a Canadian Citizen.

- 28:04** Upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss of seniority so that an employee may be a candidate in a federal, provincial or municipal election. An employee who is elected to public office shall be granted a leave of absence without pay **and without loss of seniority for a period of one year. Such leave may be renewed each year, on request, during** the term of **their** office.
- 28:05** An employee on any leave of absence up to one (1) year covered by this Collective Agreement shall have the right to return to **their** former classification. The Employer shall make every reasonable effort to assure that the employee returns to **their** former position.
- 28:06** An employee required to serve as a juror or subpoenaed as a witness for the Crown shall receive a leave of absence at **their** basic rate of pay and remit to the Employer any payment received except reimbursement of expenses.
- 28:07** An employee shall be entitled a leave of absence without pay, subject to operational requirements, to write examinations to upgrade **their** employment.
- 28:08** Employees granted leave of absence without pay may make prepayments to maintain coverage as allowed under Employer/employee benefit programs.
- 28:09** **Interpersonal Violence Leave**
- (a) **For the purpose of this Article the meaning of “common-law partner”, “dependent”, “interpersonal violence” and “parent” are as defined in Section 59.9(1) and 59.11(1) of the Manitoba Employment Standards Code.**
- (b) **An employee is entitled to interpersonal violence leave if:**
- (i) **the employee or a dependent is a victim of interpersonal violence; and**
- (ii) **the employee has been employed by the same employer for at least ninety (90) days.**

- (c) An employee is entitled to both the following periods of interpersonal violence leave in each fifty-two (52) week period:
 - (i) leave of up to ten (10) days, which the employee may choose to take intermittently or in one continuous period.
 - (ii) leave of up to seventeen (17) weeks to be taken in one continuous period.
 - (iii) employee can take the leave in any order that meets their individual circumstance.
- (d) An employee may take an interpersonal violence leave only for one or more of the following purposes as they relate to the employee or to a dependent:
 - (i) to seek medical attention in respect of a physical or psychological injury or disability caused by the domestic violence.
 - (ii) to obtain services from a victim service organization.
 - (iii) to obtain psychological or other professional counselling.
 - (iv) to relocate temporarily or permanently.
 - (v) to seek legal or law enforcement assistance, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the domestic violence.
 - (vi) any other prescribed purpose.
- (e) For the purpose of this section, a child is also considered to be a victim of interpersonal violence if they are directly or indirectly exposed to interpersonal violence experience by:
 - (i) a parent
 - (ii) a parent or child of a person referred to in clause (a)

- (iii) a spouse or common-law partner of the child
 - (iv) a child of the child or
 - (v) any other person who lives with the child as a member of their family
- (f) An employee is entitled to be paid for up to five (5) days of interpersonal violence leave in a fifty-two (52) week period. Employees will be responsible to notify the employer of the days to be paid.
- (g) An employee who wishes to take leave under this article must provide as much notice as is reasonable and practicable to the employer.
- (h) An employee may end their leave earlier than the date specified by giving the employer written notice of at least two (2) weeks. Where an employee has been provided necessary time off under this section, and where the employer has made arrangements for alternate staffing for covering the anticipated absence, the employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (i) An employee taking leave under this section is required to provide the employer with reasonable verification of the necessity of the leave upon request.
- (j) Situations involving interpersonal violence shall be treated in strict confidence by both the employer and the Union (where relevant) except where disclosure to another employee is required in order for them to carry out their duties, where disclosure is required by law or where the employee has given consent.

28:10 Reservist Leave

- (a) Employees are entitled to reservist leave if they have worked with the employer for three (3) consecutive months. This leave of

absence without pay may be granted to an employee to take part in the following:

- (i) active duty;
 - (ii) military skills training; or
 - (iii) treatment, recovery or rehabilitation in respect of a physical or mental health problem that results from active duty or military skills training.
- (b) Employees who take leave from their employment for the purpose of service will be reinstated to the position, or a similar position with no less wages or benefits than they had before the leave. If an employee is no longer able to perform the functions of the original position, or those of a comparable position, the employer may assign them to a different position with different terms and conditions of employment.
- (c) Employees must provide, in writing, as much notice as reasonable and practicable in the circumstances. The employer may request a certificate from an official in the Reserve confirming the employee is a member of the Reserves, is required for service, and where possible, the start and end dates for the period of service.
- (d) Reservists who have taken a leave must provide their employer, in writing, with notice of their return date. The employer can defer the reservists' return to work for up to two weeks, or one pay period, whichever is longer.

28:11 Leave Related to Critical Illness

- (a) An employee who has been employed by the same employer for at least thirty (30) days is entitled to an unpaid leave of absence from employment of up to 37 weeks within a 52 week period to provide care or support to a critically ill child under 18 years old who is a family member.

- (i) An employee who has been employed by the same employer for at least ninety (90) days is entitled to an unpaid leave of absence from employment of up to 17 weeks within a 52 week period to provide care or support to a critically ill adult 18 years old or more who is a family member.
- (b) Employees can take leave in one or more periods. However, each period must be at least one week in length.
- (c) When possible, employees must give at least one pay period of notice before the leave. Employees must provide their employer with a doctor's note indicating that the family member is critically ill and requires the care or support of the employee for a specified amount of time.

28:12 Leave Related to the Death or Disappearance of a Child

- (a) For the purposes of this Article, a "parent" is defined as:
 - (i) a parent of a child
 - (ii) the spouse or common-law partner of a parent of a child
 - (iii) a person with whom the child was placed for the purposes of adoption
 - (iv) the guardian or foster parent of a child; or
 - (v) a person who has the care, custody or control of a child, and is considered to be like a close relative, whether or not they are related.
- (b) An employee who has been employed by the same employer for at least thirty (30) days is entitled to an unpaid leave of absence from employment of up to 52 weeks if they are a parent of a child under 18 years of age, who has disappeared as a result of crime. If the child has died as a result of a crime, the employee is entitled to take a leave of up to 104 weeks.

- (c) When possible, employees must give at least one pay period of notice before the leave and provide their employer with reasonable verification of the need for the leave as soon as possible.

28:13 Leave for Organ Donation

- (a) An employee who has been employed by the same employer for at least 30 days is entitled to an unpaid leave of absence from employment for up to 13 weeks for organ donation.
- (b) Employees must provide a certificate from a doctor stating the start and end dates for the period of time necessary to donate the organ and recover from the procedure.
- (c) Employees are entitled to extend their leave by up to an additional 13 weeks if a doctor provides another certificate stating the time period needed to finish recovering.
- (d) Employees who wish to return to work before their leave has ended must give their employer written notice of their intent at least one pay period before the day they wish to end the leave.

28:14 Public Health Emergency Leave, COVID-19 Vaccination Leave

Where possible employees shall take reasonable steps to schedule Public Health recommended/required vaccinations outside of regular working hours. Where this is not feasible, employees shall be entitled to leave at their regular rate of pay for the purposes of complying with recommendations related to vaccinations. In consultation with their manager, employees may be required to report back to work following their appointment if permitted to do so under the recommendations of Public Health.

Article 29 Layoff

- 29:01** In the event of a layoff or deletion of an occupied position, employees shall receive four (4) weeks' notice or pay in lieu of such notice. Written notice

shall be given by personal service or registered mail to the employees concerned and a copy of the notice shall be forwarded to the Union.

- 29:02** No new employee shall be hired until those laid off have been given an opportunity to bid on vacated positions as per Article **9:01** of the Collective Agreement.
- 29:03** Employees laid-off in accordance with Article 29:01 shall be recalled in order of seniority to available positions in equivalent or lower classifications provided they are qualified and able to perform the required work.
- 29:04** To be eligible for recall, prior to the employee's last shift before being placed on layoff status, the employee must provide the Employer with their current address, and further, during the layoff period, must inform the Employer immediately of any address changes.
- 29:05** As per Article 29:04, the employee must communicate with the Employer within seven (7) days of **their** notice of recall being delivered to **their** recorded address. Further, the employee must be prepared to begin work at the time designated by the Employer.
- 29:06** The right of a person who has been laid off to be rehired under this Agreement will be forfeited and shall be considered terminated in the following circumstances:
- (a) If the person did not communicate with the Employer as specified in Article 29:05;
 - (b) If the person did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer;
 - (c) A thirty-six (36) month period has elapsed since the date of lay off, as per Article 16:03(c).
- 29:07** Where the EFT of an employee is reduced due to lay off or deletion of an occupied position, the employee shall have priority to work additional

available shifts in accordance with the provisions of Article 10:10 until such time as **they are** given a opportunity to revert to **their** former EFT.

Article 30 Resignations

- 30:01** An employee may terminate **their** employment with the Employer by giving two (2) weeks written notice, exclusive of vacation.
- 30:02** Employment may be terminated with lesser notice or without notice:
- (a) By mutual agreement between the Employer and the employee, or
 - (b) During the probationary period of a new employee, or
 - (c) In the event an employee is dismissed for sufficient cause to justify lesser or no notice.
- 30:03** The Employer will make available, within seven (7) days after termination, all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement.
- 30:04** An employee may, with the approval of the Employer, withdraw **their** notice of resignation at any time before **their** resignation becomes effective.

Article 31 Union Business

- 31:01** The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee for reason of membership or activity in the Union. Unless especially provided for in this Article or elsewhere in this Agreement, or otherwise agreed to, any such activity shall not occur during working time.
- 31:02** The Employer recognizes the Union's right to select stewards to represent employees.
- 31:03** The Union agrees to provide the Employer with a list of stewards and any subsequent changes for each work location. The Union shall provide appropriate identification for stewards.

- 31:04** Stewards and employees shall not normally conduct Union business during their working time. Should it be necessary to conduct Union business during normal working hours and subject to operational requirements, they shall be allowed time off on a wage recovery basis subject to Union approval.
- 31:05** When it is necessary for a steward to investigate a complaint or grievance during working hours, **they** shall obtain advance approval from **their** supervisor for the time required which shall be without loss of basic pay. The steward shall notify **their** supervisor upon return. Such permission shall not unreasonably be sought or withheld.
- 31:06** Upon at least two (2) weeks (or more if reasonably possible), prior written request to the Employer, an employee elected or appointed to represent the Union at a Convention or other Union function, shall be granted necessary leave of absence, provided that unless otherwise mutually agreed, not more than one (1) employee is absent at the same time from the same department for this purpose. The Employer will continue to pay the employee, subject to total recovery of payroll and related costs from the Union. The Union will provide the Employer with written confirmation of dates requested.
- 31:07** An employee who is elected or appointed to a full-time position with the Union shall be granted leave of absence on a wage recovery basis and without loss of seniority for a period of one (1) year. Such leave may be renewed each year, on request, during **their** term of office. Such employees may receive pay and benefits as provided in this Agreement subject to recovery of payroll and related costs by Employer for the Union.
- 31:08** A representative of the Union will be granted up to thirty (30) minutes during orientation of a new employee to familiarize **them** with the Union and this Agreement.

Article 32 Bulletin Board

- 32:01** The Employer agrees to allow the Union use of space on a bulletin board for the purpose of posting official Union information relating to business affairs,

meetings and social events provided the information does not contain anything that is adverse to the interests of the Employer.

Article 33 Labour Management Committee

- 33:01** The Employer and the Union agree to the formation of a Labour Management Committee in order that matters of a mutual concern can be discussed.
- 33:02** The Committee shall meet at the call of either party at a mutually agreeable time and the notice of meeting shall include an agenda or statement of purpose therefore.
- 33:03** The Committee shall not have jurisdiction over any matter of collective bargaining or the administration of this Agreement.
- 33:04** The Union shall appoint two (2) employee members.

Article 34 Sub-Contracting Out

- 34:01** It shall not be considered as sub-contracting should the Employer:
- (a) Merge or amalgamate with another housing or related facility; or
 - (b) Transfer or combine any of its operations or functions with another housing or related facility; or
 - (c) Take over any of the operations or functions of another housing or related facility.
- 34:02** In accordance with Article 34:01, an employee will be given ninety (90) days notice and severance pay on the basis of two (2) weeks pay at the regular rate for the position last occupied, for each year of employment with the Employer if the Employer is unable to provide alternate employment for which the employee possesses qualifications and ability sufficient to perform the required duties within a fifty (50) kilometre radius of the employee's originating facility.

- 34:03** (a) If the Employer intends to sub-contract work which results in the displacement of a number of employees, the Employer will notify the Union at least ninety (90) days in advance of such changes and will make every reasonable effort to find suitable alternative employment within the facility for those employees so displaced and will guarantee to offer alternative employment within the site to those employees who have thirty-six (36) months or more continuous service with the Employer. Any employee with more than thirty-six (36) months service accepting a position in a lower paid classification will continue at the salary of **their** present classification and will receive an increase only when the rate in **their** new scale corresponding to **their** years of service provides for an increase over **their** current rate.
- (b) An employee with less than thirty-six (36) months service to whom the Employer cannot offer alternate employment will receive severance pay on the basis of two (2) weeks pay for each completed year of service.

Article 35 Technological Change

- 35:01** Technological change shall mean the introduction by an Employer into **their** work, undertaking or business of equipment or material of a different nature or kind than that previously used by **them** in the operation of the work, undertaking or business, and a change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.
- 35:02** In the event of a technological change which will displace or affect the classification of employees in the bargaining unit:
- (a) The Employer shall notify the Union at least one hundred twenty (120) days before the introduction of any technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.

- (b) The negotiation of the effects of technological change will take place not later than ninety (90) days prior to the date of implementation.
- (c) If the Union and the Employer fail to agree upon measures to protect employees from any adverse affects, either party may refer the matter to arbitration as provided for under the terms of this Agreement.

35:03 Transfer Arrangements

An employee who is displaced from **their** job as a result of technological change shall be given an opportunity to fill any vacancy for which **they have** seniority and for which **they have** the qualifications and ability to perform. If there is no vacancy, **they** shall have the right to displace employees with less seniority, in accordance with the layoff procedures specified in this Agreement.

35:04 Training Benefits

Where new or greater skills are required than are already possessed by affected employees under the present methods of operations, such employees shall, at the expense of the Employer, be given a training period during which they may acquire the skills necessitated by the new method of operation. There shall be no reduction in wage or salary rates during the training period of any such employee.

Article 36 No Discrimination and Harassment

36:01 It is agreed that there shall be no discrimination, interference, restriction, harassment or coercion knowingly exercised or practised by the Employer or any employee by reason of age, religion, race, colour, national origin, political or religious affiliation, sex, marital status, place of residence, family relationships, physical handicap nor by reason of **their** membership or non-membership or activity in the Union.

All employees are entitled to a respectful and safe workplace, which is free from discrimination, harassment, bullying and violence.

- 36:02** The Employer and the Union agree that no form of employee abuse or harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems, should they arise. If such a situation arises, employees will report the incident to their immediate supervisor as soon as possible. Situations involving employee abuse or harassment shall be treated in confidence so far as possible by both the Employer and the Union.
- 36:03** If the Employer determines that a complaint has been made for frivolous or vindictive reasons, the Employer shall have the authority to:
- (a) Take disciplinary action against the complainant; and/or
 - (b) Take any action against the complainant which in the Employer's opinion may be necessary.
- 36:04** The Employer is committed to the implementation of a Harassment Policy and Procedure identifying the process for reporting, investigating and resolving issues.

Article 37 Workers Compensation

- 37:01** Where an employee is injured on the job and is required to leave for medical treatment and/or is sent home by management due to the injury, the employee shall incur no loss in regular pay and benefits for the day on which the accident occurs.
- 37:02** Transportation to the nearest physician or hospital for employees requiring immediate medical care as a result of an **on-the-job accident or injury taken by ambulance is a WCB expense.**

Pay on the day of injury shall be provided by the Employer.

Article 38 Premiums

- 38:01** Effective **April 1, 2023**, an employee required to work the majority of **their** hours between 6:00 pm to 8:00 am shall be paid an evening premium of **two dollars (\$2.00)** per hour for that shift.
- 38:02** A weekend premium of **two dollars (\$2.00)** per hour shall be paid to an employee for all hours worked on any shift between **11:30** pm on the Friday to **11:30 pm** on the **immediate following Sunday**.

Article 39 Footwear / Clothing

- 39:01** Where an employee is required to wear protective footwear during the course of the employee's regular duties, the employee will be eligible for a **CSA approved** footwear allowance once per fiscal year of **up to three hundred dollars (\$300.00)** upon submission of **original receipt to the department Manager**.

Note: Employer already provides jackets and rain gear to be replaced as required.

- 39:02** Where an employee's clothing or footwear are damaged beyond regular daily wear and tear in the course of their duties, the Employer agrees to provide fair compensation for replacement of the damaged items provided that the supervisor or designate is notified immediately following the occurrences and a written request is received.

Article 40 Retroactive Wages

- 40:01** Retroactive pay adjustments and merit increases for the period between the expiration of the previous Collective Agreement and the date of signing of this Collective Agreement shall apply to:
- (a) Employees who are in the employ of the Employer on the date of the signing of this Collective Agreement;
 - (b) Employees who have retired during the above mentioned period;

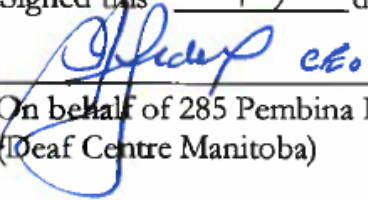
- (c) Employees who have been permanently laid off during the above mentioned period;
- (d) Term employees terminated at the end of a specific term of employment or after the completion of the specific job for which they were employed.

40:02 Upon written request to the Employer, within sixty (60) days of the date of signing of this Collective Agreement, retroactive pay adjustments and merit increases for the period between the expiration of the previous Collective Agreement and the date of signing this Collective Agreement shall be made to employees who have voluntarily terminated their service (resigned), retired or been permanently laid off.

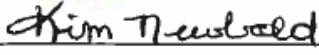
Retroactive pay will be paid on a separate cheque.

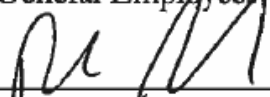
IN WITNESS WHEREOF representatives of 285 Pembina Inc. (Deaf Centre Manitoba) have hereunto set their hand for, and on behalf of 285 Pembina Inc. (Deaf Centre Manitoba) and representatives of Manitoba Government and General Employees' Union have hereunto set their hand for, and on behalf of Manitoba Government and General Employees' Union.

Signed this 15 day of March, 2024


On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)


On behalf of Manitoba Government
and General Employees' Union


On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)


On behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

**285 Pembina Inc.
(Deaf Centre Manitoba)**

and

Manitoba Government and General Employees' Union

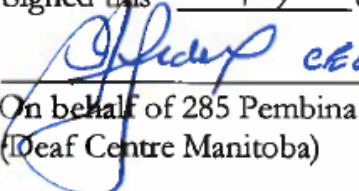
Re: Local Issues

Whereas the parties agree that certain local issues shall be determined in accordance with the following provisions:

NOW THEREFORE the parties agree as follows:

1. The position of Administrative Assistant will be excluded from the bargaining unit.
2. In recognition of the unique arrangement at 285 Pembina Inc., it is mutually agreed, in accordance with the provisions of Article 3:01, that as necessary, employees whose jobs are not classified within the bargaining unit may cover for employees in classifications included in the bargaining unit, in accordance with current practice.

Signed this 15 day of March, 2024



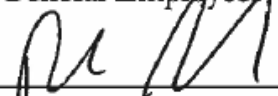
 On behalf of 285 Pembina Inc.
 (Deaf Centre Manitoba)

Kim Newbold

 On behalf of 285 Pembina Inc.
 (Deaf Centre Manitoba)



 On behalf of Manitoba Government
 and General Employees' Union



 On behalf of Manitoba Government
 and General Employees' Union

Letter of Understanding

between

**285 Pembina Inc.
(Deaf Centre Manitoba)**

and

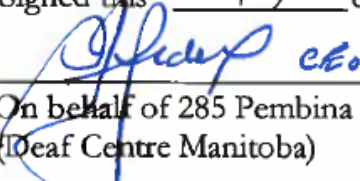
Manitoba Government and General Employees' Union

Re: Work Experience

The Employer agrees to consult with the Union in the advance of implementing each individual work experience.

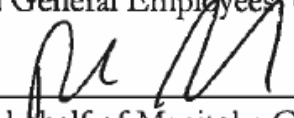
Such consultations shall include the type of work experience, the duration of the position, nature of duties, and the number of individuals to be engaged.

Signed this 15 day of March, 2024


On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)

Kim Newbold
On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)


On behalf of Manitoba Government
and General Employees' Union


On behalf of Manitoba Government
and General Employees' Union

Letter of Understanding

between

**285 Pembina Inc.
(Deaf Centre Manitoba)**

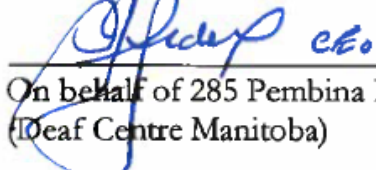
and

Manitoba Government and General Employees' Union

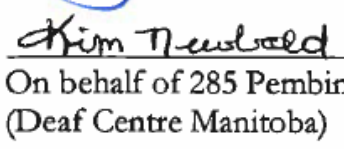
Re: Recruitment and Retention

The Employer is willing to consult with the Union on an ongoing basis regarding assessment of workloads and recruitment and retention. Upon request from either party the matter shall be referred for consideration at the Labour Management Committee.

Signed this 15 day of March, 2024


On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)


On behalf of Manitoba Government
and General Employees' Union


On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)


On behalf of Manitoba Government
and General Employees' Union

Memorandum of Agreement

between

**285 Pembina Inc.
(Deaf Centre Manitoba)**

and

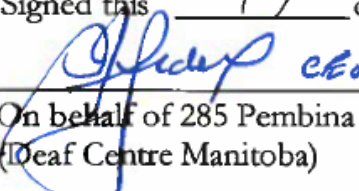
Manitoba Government and General Employees' Union

Re: Job Sharing

The parties hereto agree that in the event one (1) or more employees request job sharing, the matter will be given due consideration. Factors to be considered include accommodation of the employees' wishes and operational requirements.

The Employer may also suggest job sharing.

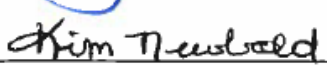
Signed this 15 day of March, 2024



On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)



On behalf of Manitoba Government
and General Employees' Union



On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)



On behalf of Manitoba Government
and General Employees' Union

Memorandum of Agreement

between

**285 Pembina Inc.
(Deaf Centre Manitoba)**

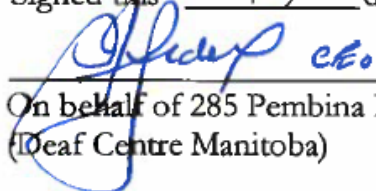
and

Manitoba Government and General Employees' Union

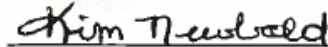
Re: Sub Contracting Out

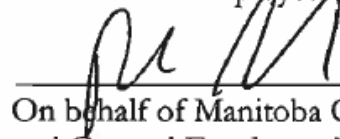
The Employer will meet and consult with the Union upon request regarding ways to minimize or eliminate contracting out.

Signed this 15 day of March, 2024


On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)


On behalf of Manitoba Government
and General Employees' Union


On behalf of 285 Pembina Inc.
(Deaf Centre Manitoba)


On behalf of Manitoba Government
and General Employees' Union

Appendix “A” - Benefits

The following benefits shall continue to be provided to employees and shall be subject to the terms and conditions of the master policies and contracts in force. The sole obligation of the Employer with respect to the benefits set forth in this Appendix is to pay premiums or to make contributions as provided.

Dental Plan

The parties agree that the Dental Plan, sponsored by HEBP, will continue to be made available for all eligible employees.

Group Life Insurance

The parties agree that the Group Life Insurance, sponsored by HEBP, will continue to be made available for all eligible employees.

Pension Plan

The parties agree that the Pension Plan will continue to be made available for all eligible employees, subject to the provisions of the plan.

Long Term Disability

The Long Term Disability Plan will continue to be made available for all eligible employees. The premiums of the plan will be shared on a 50/50 cost shared basis to a maximum of one percent (1%) for each party.

The Employer agrees to fund its share of costs on an administrative service basis as required and in addition, the Employer will provide a net reserve to cover future benefits for employees as required by the provisions of the plan.

Salary Schedule

April 1, 2019 - March 31, 2020 - 1.25%					
Classification	Start	Step 1	Step 2	Step 3	Step 5
Building Attendant / Security	13.599	14.017	14.401	14.797	15.237
Maintenance Worker	16.320	16.822	17.280	17.757	18.284
Janitor	13.599	14.017	14.401	14.797	15.237
April 1, 2020 - March 31, 2021 - 1.25%					
Classification	Start	Step 1	Step 2	Step 3	Step 5
Building Attendant / Security	13.769	14.192	14.581	14.982	15.427
Maintenance Worker	16.524	17.032	17.496	17.979	18.513
Janitor	13.769	14.192	14.581	14.982	15.427
April 1, 2021 - March 31, 2022 - 1.40%					
Classification	Start	Step 1	Step 2	Step 3	Step 5
Building Attendant / Security	13.962	14.391	14.785	15.192	15.643
Maintenance Worker	16.755	17.270	17.741	18.231	18.772
Janitor	13.962	14.391	14.785	15.192	15.643

April 1, 2022 - March 31, 2023 - 0.50%					
Classification	Start	Step 1	Step 2	Step 3	Step 5
Building Attendant / Security	14.031	14.463	14.859	15.268	15.721
Maintenance Worker	16.839	17.356	17.830	18.322	18.866
Janitor	14.032	14.463	14.859	15.268	15.721
April 1, 2023 - March 31, 2024 - 4.81%					
Classification	Start	Step 1	Step 2	Step 3	Step 5
Building Attendant / Security	14.706	15.159	15.574	16.002	16.477
Maintenance Worker	17.649	18.191	18.688	19.203	19.773
Janitor	14.707	15.159	15.574	16.002	16.477
April 1, 2024 - March 31, 2025 - 2.00%					
Classification	Start	Step 1	Step 2	Step 3	Step 5
Building Attendant / Security	15.000	15.462	15.885	16.322	16.807
Maintenance Worker	18.002	18.555	19.062	19.587	20.168
Janitor	15.001	15.462	15.885	16.322	16.807
April 1, 2025 - March 31, 2026 - 2.00%					
Classification	Start	Step 1	Step 2	Step 3	Step 5
Building Attendant / Security	15.300	15.771	16.203	16.648	17.143
Maintenance Worker	18.362	18.926	19.443	19.979	20.571
Janitor	15.301	15.771	16.203	16.648	17.143