

**THURSDAY DECEMBER 6, 2012**

**Article 19 – Bereavement Leave**

**19.02** For the purpose of granting bereavement leave, immediate family is defined as father, **step father**, mother, **step mother** brother, **step brother** sister, **step sister**, spouse, **fiancé(e)**, child or ward, **step child**, father-in-law, mother-in-law, son-in-law, daughter-in-law, or relative permanently residing at the employee's household or with whom the employee is permanently residing.

**Article 24 – Overtime**

**NEW** When employees are scheduled in advance for overtime on a day of rest and due to operational requirements the overtime is cancelled with less than twenty-four (24) hours notice the employee will receive two (2) hours of pay at time and a half (1.5).

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**THIS DOES NOT FORM PART OF THE COLLECTIVE AGREEMENT**

**Flexible Spending Account (FSA)**

MPI recognizes that its employees are its greatest asset. As such, the Corporation goes to great lengths to engage its employees to ensure a more productive and satisfied workforce.

In particular, MPI is committed to the health and well-being of all employees. In September 2011, the Corporation launched a workplace wellness program: *Energize Your Life – Wellness at Work*. The objective of this program is to provide a positive environment that supports employees' physical, mental and emotional health.

Effective January 1, 2015 MPI employees will be eligible for reimbursement of up to \$300 for fitness related expenses upon receipt of claim forms between January 1 – December 31 each year.

~~\$250~~ \$ 300

☞ Employees must be employed by MPI for 6 months of continuous service to be eligible for the FSA program. This includes full-time / part-time, in-scope / out-of-scope, and permanent / term employees. The FSA program is open to MPI employees only, and cannot be transferred to a spouse or family member.

Eligible fitness related expenses will include:

- Gym memberships
- Fitness activities at wellness centres
- Exercise programs taught by certified fitness instructors (such as yoga and pilates)
- Organized race entry fees (such as marathons and triathlons)
- League sports team fees
- Weight loss programs
- Smoking cessation aids/program
- Fitness related club fees (such as martial arts, squash, Running Room)
- Home fitness equipment purchases (such as treadmills, weights, elliptical trainers, stationary bikes, and rowers)
- Municipal leisure activity programs (such as City of Winnipeg Leisure Guide) – fitness classes only)

Examples of some fitness related items (but not limited to these) will not be eligible for reimbursement:

- Athletic apparel
- Sporting equipment (such as skates, bikes, skis, golf clubs, hockey equipment)
- Home gaming devices (such as Wii Fit)

Focusing only on fitness related expenses initially provides MPI with an opportunity to expand the list of eligible expenses in the future in order to continually grow the program and keep it fresh. Future eligible expenses may include wellness programs such as weight management, stress management and smoking cessation programs, as well as work/life balance programs.

**THURSDAY DECEMBER 6, 2012**

**Memorandum of Agreement #12**

**Re: Medical Fitness Administrator Market Supplements**

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This letter confirms the agreement reached between Manitoba Public Insurance and Manitoba Government and General Employees' Union with respect to the extension of the market supplement for the Medical Fitness Administrator classification to September 17, 2016.

Manitoba Public Insurance rates of pay are intended to be no greater than 95% of the Manitoba Nurses Union rates of pay for similar positions and functions.

The Corporation will conduct a further review and analysis of the appropriateness of the market supplement early in 2016 in preparation for discussion and review with the union prior to the expiry of the collective agreement.

**THURSDAY DECEMBER 6, 2012**

**Memorandum of Agreement #5**

**Re: Information Technology (IT) Market Supplements**

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This letter confirms the agreement reached between Manitoba Public Insurance and the Manitoba Government and General Employees' Union with respect to the extension of the market supplement to September 17, 2016 for classifications currently receiving supplement as outlined below.

<b><u>Classification</u></b>	<b><u>Pay Grade</u></b>	<b><u>Supplement</u></b>
Analyst	12	7 %
Corporate Application Architect	14	10 %
Data Architect	14	7 %
I.T. Analyst	12	7 %
Information Architect	14	10 %
Information Systems Auditor	14	7 %
Project Coordinator	14	7 %
Senior Analyst	14	7 %
Sr. I.T. Analyst	14	7 %
Sr. I.T. Support Analyst	11	3 %
Supervisor, I.T. Services	15	7 %

The Corporation will conduct a further review and analysis of the appropriateness of the market supplement early in 2016 in preparation for discussion and review with the union prior to the expiry of the collective agreement.