

facts about the **NEW Offer**

December 2012 - MPI Contract Offer Fact Sheet

**PUTTING
PEOPLE
FIRST**

MGEU

Manitoba
Government
and General
Employees'
Union

GOOD JOBS

QUALITY SERVICES

STRONG COMMUNITIES

Offer highlights

- Health Spending Accounts for all groups increase by \$100, effective January 1, 2015
- a \$300 annual Health and Well-being Spending Account, effective January 1, 2015
- a \$50 per month downtown allowance for downtown Winnipeg members, effective October 1, 2014
- Long-Term Disability cap increases from \$2700 to \$5500 for anyone disabled after June 1, 2012
- Management has agreed to review the use of consultants within the first year
- Vacations will now be selected earlier in the year
- Overtime must be offered "equitably" (there were no rules before)
- Family leave and bereavement leave have both been expanded

Committee recommends new offer for January vote

Your elected MGEU bargaining committee (made up of members like you and an MGEU Staff Negotiator) has been busy working towards a better contract for all MPI members since the employer's final offer was rejected on October 25.

When the employer returned to the table, they offered two minor changes (affecting roughly 3% of members) based on their discussions with the Government. The committee unanimously rejected this modified offer. We then requested that the Corporation take part in voluntary arbitration, which they declined – followed by a request for conciliation services, which they accepted. We did all of these things because we wanted the best possible deal for all MPI members.

On Dec. 6, 2012 both sides met with conciliator, Dennis Harrison, to look at ways to reach an agreement. Mr. Harrison told the committee that in what he's seen over the past few years, he didn't think there was a way to break this government's mandate of wage freezes in the first two years of any contract.

MPI came to the table that day with three items to offer, in addition to the two other items they previously brought to the table after their final offer was rejected (see box above for "5 new additions to the original offer").

Committee recommends offer

The committee has determined that we have gotten everything we can out of this round of negotiations. The new offer represents enough positive changes that we must ask you, the members, if you are willing to accept or reject it. **We are bringing it to you for a vote in January and are recommending acceptance.**

5 new additions to the original offer

1. The proposed Health and Well-Being spending account will be \$300 annually, instead of \$250.
2. Bereavement Leave has been expanded to include immediate "step" family members, eligible for 5 days of leave.
3. The market supplement for I.T. employees will be maintained for the life of the contract, rather than only 2 years.
4. The market supplement for the Medical Fitness Administrators (nurses) will be maintained for the life of the contract, rather than being decreased by 1.5%.
5. If overtime scheduled for a day of rest is cancelled with less than 24 hours notice, two hours of overtime, at a rate of 1.5 times, will be paid. The original offer provided one hour of overtime.

The new offer is still a four-year contract (effective 2012-2016) with a wage freeze in the first two years and a 2.75% increase in each of years 3 and 4. Looking beyond the wage offer, there are some significant improvements in this contract that we don't want to overlook (check out the "Offer Highlights" sidebar).

Why voting is taking place in January

It will take a few weeks to get to every work location. We wanted to make sure everyone has a chance to attend a meeting and hear the committee's reasons for recommending the offer. Because we're in the middle of the busy holiday season, we knew that wouldn't happen, so we're holding the vote in January.

The complete offer, in contract language, can be viewed at www.mgeu.ca/news/article/1954 or you can turn the page to read the Offer Highlights.

- Your MGEU Bargaining Committee

How MPI came to their salary offer?

Management's bargaining team came to the bargaining table to explain that MPI is actually bound by the provincial government in how much money they can put on the table.

MPI prepared a proposal for a legislative assembly committee called the Compensation Committee of Cabinet. They have the power to limit MPI's spending because it is a Crown Corporation (rather than a privately-owned company).

The provincial government is responsible to the citizens of Manitoba for MPI's actions. Over the past few years, the government has publicly stated that all public employees would be required to take a two-year wage freeze as a result of the economic downturn.

In our case, as the global economy faltered in 2008, we were the last large public-sector bargaining unit in Manitoba to receive increases – a four-year agreement with 2.9% increases each year.

So, despite the fact that MPI is a corporation with earnings, it is accountable to the government and the government has made it clear to MPI management that there will be no wage increases in 2012 and 2013.

New Offer Highlights

Changes to Benefits

- Benefits will be increased by .8% of total payroll January 1, 2015 including...

- an **increase of \$100 to the Health Spending Account** for all options. (For example, Option 3 will rise to \$650 per year);
- an **increase to the retirees Health Spending Account from \$200 to \$350**;
- a **\$300 Health and Well-being Spending Account** to be reimbursed for eligible fitness programs (gym memberships, sports fees, league fees, weight loss, and smoking cessation) and equipment every year; and
- an **increase to hearing aids from \$500/5yrs to \$750/5yrs** for plans that include this benefit.

- A **\$50 per month downtown allowance** for members working at Cityplace and Kennedy to help pay for the extra costs of working in downtown Winnipeg (effective October 1, 2014).

- The new **EAP program** with Blue Cross brought in earlier this year is now entrenched in the collective agreement for you and your dependants.

- The **market supplements** for both I.T. employees and Medical Fitness Administrators **will be maintained for the life of the contract.**

- Time spent in a **higher class** will now be paid after only one day (instead of after ten), after January 1, 2013.

- Employees will be eligible to apply (starting in late 2013) for a **self-funded leave**. The purpose of self-funded leave is to permit an employee to fund, through their personal salary (deferring wages), a planned future leave of absence from work.

- **Northern travel days** will be paid based on corporate service not time spent in the North. (eg. Less than five years of corporate service earns you two northern travel days per year and more than five years earns you four days per year).

- Employees on **stand-by** who log-in from home will be paid a minimum of one hour of overtime (instead of no pay for the first 30 minutes) starting in 2014.

- Employees on **adoptive leave** will now accrue seniority.

- **Part-time term employees** will receive the same benefit plan as current full-time term employees.

- **Bereavement leave has been expanded** and now includes adoptive and step family members, and fiancé(e), power of attorney and honorary pallbearers. Spouse includes same-sex and common-law partners. Vacation will be credited back if you need bereavement leave while on vacation.

- **Long-Term Disability now covers all in-scope members.** This is one of the biggest achievements. Until this year, the cap of \$2700.00 meant that only employees up to pay range 7 could receive 70% of their salary in benefits. With the new cap increased to \$5500.00, all employees up to the top of pay range 15 will be covered. This coverage includes anyone whose date of disability is after June 1, 2012.

Changes to Contract Language

The committee has negotiated the following improvements to certain timelines and procedures in the contract:

- **Vacation selections will now be made by March 1 and approved by March 15.**

- **Overtime must be offered "equitably"** (there were no rules before) based on operational requirements. If overtime scheduled for a day of rest is cancelled with less than 24 hours notice, then two hours of OT will be paid.

- **Family leave is expanded to include religious holidays** not already covered in the contract. Family leave will be defined in hours instead of days. "Family" will be defined using article 19.02 and 19.04.

- **All temporary assignments must be posted if twelve months or greater**, even for projects. If you are called back early by

Minor wording changes are not listed here. The full version of the offer and the amendments are available at www.mgeu.ca/news/article/1954 or at any voting location.

your department from a TA, you will remain at the higher salary until the end of the original TA period.

- Women who have taken **maternity leave** will now have that time credited as service towards their **retirement severance** that is retroactive to the start of their career with MPI.
- Women who take maternity leave and do not complete their **return of service** required will have the amount they owe **pro-rated**.
- Employees working Saturdays at PDC now have **two consecutive days off** included in the contract and Mitchell clerks at PDC will no longer work Saturdays.
- Discipline meetings must be held within a reasonable amount of time after becoming aware of the incident. Your right to be represented by a union rep is expanded to include the formal investigation meetings. The **disciplinary report will now be removed from your file after two years** (if no reoccurrence) or after three years for a serious misconduct. Members may be able to apply to have it removed after one year.
- The **Recognition of Prior Learning** program for members of the **Bodily Injury Department** has been extended to 2017 and can be applied for up to March 31, 2015.
- The employer has agreed to review the current **length of lunch breaks for rural members** to see if they can be reduced to 45 minutes.
- Management has agreed to **review the use of consultants** within the first year of the contract.
- The position of "student" is now defined in the contract.
- Changes to the contract **take effect upon ratification** rather than date of signature, unless otherwise specified.
- **New employees** are entitled to an orientation from the union.
- For the **selection process**, unsuccessful applicants may request a meeting with the hiring leader to review their results. This is required to grieve the selection.
- The Corporation will be able to make additional selections from a competition for the same position at the same location within 90 days of the posting closing.
- **Northern employees** will now be given preference on a **transfer** to a position in the same pay grade, not just the same classification, after five years of Northern service.
- Class certification timelines have been outlined for the positions of Associate Estimator, Case Manager 1, Associate Driver Examiner and Associate Adjuster/ Driver Examiner.
- Salary Treatment: **a permanent employee who transfers shall maintain the same step in the pay grade**. An employee who demotes shall be at the step in the lower pay grade equivalent to where they would have been if they had always been at the lower pay grade.
- The Contact Centre will allow **up to 10% of staff to go on temporary assignments** outside the Contact Centre (previously it was 10% counting inside or outside the department). Employees will have to return to the Contact Centre before they can be re-selected to give a wider number of people an opportunity to take temporary assignments. Customer Care Lead and CCA2 have been added to article 23:04:06.
- Reclassification criteria clarified. Employees who feel they are performing the work of an existing classification may **apply for a review**.
- If your vacation is cancelled, the vacation days will be credited back to you.
- Estimator Training program is now in a Memorandum of Agreement.
- **Part-time and Job Share Memorandums are updated** to clarify which benefits these employees are entitled too.

Other policies negotiated outside of the contract will ensure...

- overtime is actually voluntary;
- the recruitment and selection process is more transparent on the Intranet and in e-mails sent to candidates;
- the vacation selection process is clarified for all managers;
- all health and safety equipment is reviewed by classification and made consistent;
- The Corporation attempts to recruit from internal candidates for TAs, EOIs and projects before going outside;
- the redeployment process is put into HR policy;
- economic losses are covered if vacation is cancelled, on a case-by-case-basis;
- time spent in a TA is no longer counted as double time credit when looking at qualifications for permanent positions;
- time spent filling in for positions which members are cross-trained for will be compensated at the appropriate rate; and
- a workload management program is rolled out in Claims Division.

Have your say... VOTE!

Your bargaining committee has negotiated the ability for you to cast your ballot at work. You have **45 minutes during working hours** to attend a union meeting and participate in the ratification vote.

Please see the schedule below for meeting dates and locations and confirm with your supervisor which time slot you can take away from your duties to attend a meeting. Anyone who cannot or doesn't wish to vote at work can cast their ballot at the Union Centre in Winnipeg on January 29 or 30.

Your elected representatives will be available at all meetings to talk about the new offer and answer questions. Every meeting will include a 30-minute presentation followed by 15 minutes to vote.



If the offer is accepted - If the majority of voting members accept the offer, we will have a new contract as of January 30, 2013. Most changes take effect February 11th. However, where specified, they may come into effect retroactively or on a future date.



If it is not accepted - This is the last offer we will receive from management. If this offer is not accepted, the employer does not have to honour any previous offers, so we may have to start back at square one. If this happens, we would expect all members to

provide support for your committee in the next vote, which would be a strike vote. That is not our preference - but we want you to know the consequences of this important vote.

January 2013

Reminder: You can attend any meeting to vote, but you can only vote once. All members must have photo ID in order to receive a ballot. Any employee who is not in management is entitled to vote; even if they haven't signed a union application form (union application forms will be available at all the meetings).

Monday	Tuesday	Wednesday	Thursday	Friday
	Flin Flon 11:30 The Pas 4:00	Main Street 4 Meetings*	Bison Drive 4 Meetings*	Thompson 4:30 Cityplace - 2 nd Floor Theatre 9:30, 10:30, 11:30, 1:30, 2:30, 3:30
			Beausejour* Gateway 4 meetings*	St. Mary's Road 2 meetings* Pembina Hwy 2 meetings*
Contact Centre - Boardroom (See your Dec. 28 work schedule for times) Arborg*	King Edward 2 meetings* Pacific 2 meetings*	Brandon*	Steinbach* Winnipeg PDC*	Portage la Prairie* Winkler*
Dauphin* Swan River* Selkirk*	CityPlace - 2 nd Floor Theatre 9:30, 10:30, 11:30, 1:30, 2:30, 3:30 Union Centre - Room 104 4:00 - 6:00	Winnipeg - Union Centre Room 104 9:00 - 1:00	*MPI has yet to confirm the time(s) for this location. Check mgeu.ca for updated information. All vote meetings to be held at Service Centres, unless otherwise indicated.	



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