

MGEU

Manitoba
Government
and General
Employees'
Union

HOME CARE/HOME SUPPORT collective agreement UPDATE

HAVE A QUESTION?

contact us...

MGEU Resource Centre
204-982-6438
1-866-982-6438
resourcecentre@mgeu.ca

connect with us...

www.mgeu.ca



Additions to the agreement and what they mean for you

As you may recall, during this last round of negotiations, Winnipeg Home Care/Home Support (Local 113) did not ratify their collective agreement. Instead, they went back to the bargaining table and were successful in achieving additional benefits, including vision care and sick credits.

The employer has agreed to apply these benefits not only to Winnipeg workers but to all workers across the province. Below is a summary of how these improvements to the agreement will affect you.

VISION CARE

All employees are eligible for **\$200** every other year to reimburse vision care expenses (eye exam, glasses, contact lenses) incurred in the year preceding the year in which the claim is submitted.

To be eligible, employees must have been "in benefits" for a minimum of nine months in the previous calendar year.

Great West Life is currently developing a Vision Care claim form. The RHAs are in the process of preparing an eligibility list identifying employees who were in benefits in 2015.

Vision Care claim forms will be available at your Community Area Office shortly. If you are eligible and incurred a claim in 2015, you may submit the claim (with original receipt) as soon as the forms become available.

This benefit applies only to claims incurred by employees and does not include spouses or dependents.

It is employer paid.

SICK CREDITS

Employees will now earn sick credits, and may request them, to offset first and/or second-day sick leave at 66 2/3% of salary.

Effective April 1, 2016, employees will accrue **one eight-hour sick credit** for every **1,040 regular hours worked**. If you work 2,080 hours (full-time) in 2016, you will accrue two eight-hour sick credits.

Effective April 1, 2017, the accrual rate will double. Employees will accrue **one eight-hour sick credit** for every **520 regular hours worked**.

Unused sick credits will be carried over from year-to-year, but cannot exceed 32 hours at any point in time (or 16 hours in the first year). Sick credits cannot be used for partial-day absences.

STATUTORY HOLIDAYS

We've been getting many questions about the new provisions regarding compensation for stat holidays. Please see the reverse for answers to a number of frequently-asked questions.

— *Your Community Support Bargaining Committee*

THANKS FOR YOUR PATIENCE!

Collective agreement finalization underway.

During this round of negotiations, the union and the employer worked hard to standardize all Community Support collective agreements.

This is one reason that we were at the bargaining table for so long. Likewise, it has taken a lot of time to review and verify all of the changes. But we are working very hard to get the agreements on-line and in the mail as soon as possible!

Frequently asked questions regarding statutory holidays

FULL-TIME EMPLOYEES

Can the employer cancel or reduce service on a Recognized Holiday (stat)?

Yes. However, if you are normally scheduled to work on that day, the employer must provide you with notice of the change.

When a stat falls on my scheduled day to work, and service is not cancelled (although it may be reduced), what happens?

You will work the stat (if there is sufficient work) and be paid at time-and-a-half (1 1/2X) for all hours worked, plus 8 hours will be put in your bank.

If you don't want to work on the stat, you may request to be off and, if approved, the stat will be paid in that pay period as if you were at work.

Are there circumstances under which I would not work the stat when it falls on my scheduled day to work, even if I want to?

If service is cancelled, you will not be scheduled to work. If service is reduced, first consideration will be given to those employees who normally work on that day, prior to other employees and casual employees. It is possible that there may not be sufficient work for all employees who normally work on that day.

If service is reduced on a stat, do I still have to be available for the full shift?

No. All hours scheduled on a stat must be scheduled consecutively with a minimum three hour block.

What happens if a stat falls on my day off?

The stat (8 hours) will be banked, or paid out if you already have two stats in the bank.

What happens if a stat falls during my vacation period?

The stat (8 hours) will be banked, or paid out if you already have two stats in the bank.

How many stats can I bank?

You can maintain up to two stats in your bank at any given time throughout the year (April 1 to March 31).

When you wish to schedule a banked stat, you must submit a request for time-off at least two weeks in advance.

If you haven't taken your stats by March 31st, they will be paid out.

If you don't wish to bank the stat, you may request that it be paid out.

PART-TIME EMPLOYEES

How are part-time employees compensated for a stat?

Part-time employees are paid 4.62% of all regular hours worked on every pay cheque.

How does this compare to what other employees are entitled to under the Employment Standards Code?

The Code contains only eight stats, compared to twelve stats in our collective agreement. This means we have a far greater benefit.

Here's an example based on an hourly wage of \$20:

.5 EFT according to our collective agreement

\$20/hour x 4 hours = \$80 per stat;

\$80 x 12 stats per year= **\$960**

compared to...

.5 EFT according to the Code:

\$20/hour x 4 hours = \$80 per stat;

\$80 x 8 stats per year= **\$640**

Does the pay-out (4.62%) affect my seniority?

No. The pay-out is considered paid hours for the purpose of accruing seniority.

If a stat falls on my normally scheduled day of work and service is reduced or cancelled, can I make up the time?

Yes. You can put in a request to make up the time as long as you do so in advance of the date of the stat and there is work available.