

MGEU

Manitoba
Government
and General
Employees'
Union



PROCTORS

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, including Proctors. 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.

— *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!