

# **Collective Agreement**

*between*

**YWCA Meredith Place Residence**

**Local 424**

*and*

**Manitoba Government and General Employees' Union**

**April 1, 2018 to March 31, 2022**

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\*all changes appear **in bold**

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\*all changes appear **in bold**

This Agreement made this 13 day of August 2018

between

**YWCA Meredith Place Residence**  
(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.

### **Article 1 Definitions**

**1:01** “Employee” means a person employed by the Employer within the scope of this Agreement.

- (a) “Casual Employee” means an employee other than a full-time or part-time employee who is scheduled to work less than regular hours.

**There is no obligation for the Employer to offer work to a casual employee or for a casual employee to accept work that is offered. A casual employee who has not worked for a period of forty-five (45) calendar days may have their employment terminated at the sole discretion of the Employer.**

- (b) “Part-time Employee” is an employee who works less than the regular hours and who works the same shifts or rotation for a continuous period of three (3) months or more.

An employee who meets the above conditions has the option to accept or refuse part-time employment twice per calendar year.

- (c) “Full-time Employee” means an employee who regularly and recurrently works the regular hours of work specified in the Hours of Work Article.
- (d) “Term Employee” means a full-time or part-time employee hired for a specific period of time not to exceed one (1) year; all terms will be specified as being from a known date to a known date at the time of hiring.
- (e) “Grant Employee” means a person who is hired to work on a specific project until completion of that project or for a specific period of time as determined by the grant from a third party. Grant monies shall not be used to displace employees covered by this Agreement nor shall such monies be used to create redundancy of positions in the bargaining unit. A grant employee is not included in this Agreement.

- 1:02** “Position” means a position of employment with the Employer which is in the bargaining unit.
- 1:03** “Promotion” means a change from one (1) classification to another classification which has a higher maximum rate of pay.
- 1:04** “Demotion” means a change from one (1) classification to another classification which has a lower maximum rate of pay.
- 1:05** Where the singular or masculine expression(s) is used in this Agreement, the same shall be construed to mean the plural or feminine or the neutral gender where the context so admits, or requires, and the converse shall hold as applicable.
- 1:06** “Layoff” is defined as a reduction in the work force or a reduction in an employee(s) regular hours of work.
- 1:07** “Steward” means an employee elected or appointed by the Union who is authorized to represent the Union, an employee or both.

**1:08** “In-charge” means an employee designated by the Residence Manager to act in her stead during periods of time in which the Residence Manager will be absent.

## **Article 2 Application of Agreement**

**2:01** This Agreement applies to, and the Employer recognizes, the Union as the sole and exclusive bargaining agent for all employees of the Young Women’s Christian Association of Brandon employed at the Meredith Place Residence in Brandon, Manitoba, except the Executive Director, the Residence Manager, the Executive Assistant, the Accountant, **the Fund Raising and Marketing Manager**, grant employees and those excluded by the Act.

## **Article 3 Management Rights**

**3:01** All the functions, rights, personnel pay practices, powers and authority which the Employer has not specifically abridged, delegated or modified by this Agreement are recognized by the Union as being retained by the Employer.

**3:02** In administering this Agreement, the Employer shall act reasonably, fairly and in good faith, and in a manner consistent with the Agreement as a whole.

## **Article 4 Union Dues**

**4:01** During the term of this Agreement, employees covered by this Agreement, whether members of the Union or not, shall pay to the Union, by payroll deduction, the biweekly membership dues determined by the Union. For new employees, the payroll deduction of the amount as set out above shall become effective on the first day of the full biweekly pay period following the date of employment.

**4:02** The Employer shall remit the amounts deducted under Article 4:01 monthly to the Union’s Central Office, (MGEU, 601-275 Broadway, Winnipeg, MB R3C 4M6). The Employer shall inform the Union monthly of the names of

the employees from whose wages deductions have been made under Article 4:01 and the amount so deducted from each employee's wage.

- 4:03** The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the Employer.
- 4:04** The Employer shall not be obligated to remit or refrain from remitting any increase or decrease in biweekly membership dues unless with written notification from the Union received at least fourteen (14) days in advance of such increase or decrease. No more than one such written notification shall be given in each calendar year.

### **Article 5 Union Business**

- 5:01** Leave of absence to attend to Union business may be granted to employees under the following conditions:
- (a) Request for such leave shall be made in writing by the Union with at least fourteen (14) calendar days advance notice and shall be granted only where operational requirements permit. Verbal notice shall be acceptable with written confirmation from the Union to follow. Where special or unusual circumstances prevent compliance with the fourteen (14) calendar days' notice the request shall be considered and not unreasonably denied.
  - (b) An employee requesting time off for Union business will be provided with a letter of request from the Union which is to be submitted for consideration by the Residence Manager.
  - (c) Where such leaves of absence have been granted, the Union shall reimburse the Employer one hundred percent (100%) of the wages paid to such employee(s) during the approved absence(s).

- 5:02** Notwithstanding Article 5:01, a leave of absence without pay shall be granted to a maximum of two (2) employees for the purpose of attending negotiations with the Employer for the revision or renewal of this Agreement.
- 5:03** The local staff representative of the Union shall have reasonable access, upon giving reasonable notice, to the employee's workplace in order to meet with the Employer in connection with any grievance or other matter of mutual concern.
- 5:04** Stewards and officers of the Union local shall be paid their normal wages where they attend upon meetings with the Employer during their regularly scheduled hours of work and in the capacity of representative of an aggrieved employee, except where such employee is represented by the local staff representative of the Union and except in connection with any arbitration. Where the Union requires the attendance of an employee at any arbitration hearing, the employee shall be granted a leave of absence under Article 5:01.
- 5:05** The Employer agrees to allow the Union the use of a bulletin board in the staff room solely for the purpose of Union information, provided it is first approved and initialed by the Residence Manager or Executive Director.
- 5:06** One (1) of the officers of the Union shall have up to fifteen (15) minutes, at a time mutually agreeable with the Employer to acquaint new employees falling within the scope of this Agreement with the fact that a Union Agreement is in effect and to indicate the general conditions and obligations as they relate to employees.

## **Article 6     Rights of Stewards**

- 6:01** The Employer recognizes the Union's right to select a Steward to represent employees.
- 6:02** The Union will provide the Employer with a list of officers of the Union and any subsequent changes. The Union will provide appropriate identification for officers.

- 6:03** No officer of the Union or employee shall conduct Union business during the working time of an employee unless with the prior approval of the Residence Manager.
- 6:04** When it is necessary for a Steward to investigate a complaint or grievance during working hours, no deduction in pay shall be made from the Steward or employee concerned, provided that each has obtained approval from their supervisor(s), for the time required to deal with the complaint or grievance. On resuming their duties, the Steward and employee shall notify their supervisor(s).

### **Article 7 No Discrimination**

- 7:01** The parties agree that there shall be no discrimination, harassment, coercion or interference by the Employer or Union against any employee in accordance with the provisions of the Human Rights Code and The Labour Relations Act or any other applicable legislation.
- 7:02** Further the parties agree that there shall be no discrimination, harassment, coercion or interference based on membership or non-membership in the Union or activities in the Union.

### **Article 8 Probation**

- 8:01** Every employee shall be placed on probation for a period of 1,040 hours from the date at which employment commenced.
- 8:02** Probationary employees shall be entitled to all rights and privileges of the Agreement, except that they shall not have recourse through the grievance or arbitration procedure for rejection on probation.
- 8:03** Every employee promoted to a position shall serve a six hundred (600) hour trial period. An employee who is so promoted shall have the right to return and the Employer shall have the right to return the employee to her previous position at any time during the trial period. The Employer's return of an employee to her previous position shall be non-grievable.

A person who returns or is returned to her former position under this Article reverts to her former classification, pay and previous anniversary date.

- 8:04** If an employee has performed substantially all functions of the position and is promoted after being in acting status in that position, the trial period in Article 8:03 shall be reduced by the number of hours the employee was in acting status.

### **Article 9 Pay and Classifications**

- 9:01** Employees shall be paid on a biweekly basis on every second **Friday** or the closest preceding office work day if that **Friday** is a Holiday.
- 9:02** A person working a portion of the pay period, shall be paid at the hourly rate of pay for her position at her step multiplied by the number of hours actually worked.
- 9:03** Where an employee is promoted and where the pay range of the new classification permits, the employee shall be paid at a rate of pay in the pay schedule that is one (1) increment higher than the employee's rate of pay in her former classification.
- 9:04** All part-time employees shall receive the wage rate, and conditions of employment specified in this Agreement on a pro rata basis according to their hours of work.
- 9:05** "Classification" means a group of positions involving duties and responsibilities so similar that the same or like qualifications may reasonably be required for, and the same schedule or grade of pay can reasonably apply to all positions in the group.
- 9:06** All classifications are to be listed in the pay plan as it will apply to employees and after being mutually agreed upon by both parties hereto shall be incorporated into and form part of this Agreement, and will be known as the Salary Schedule. The Employer will pay wages in accordance with the Salary Schedule and on each pay day give each employee an itemized statement of

her wages, overtime, other forms of pay and all deductions, including Union dues.

- 9:07** The Employer will provide the Union with current class specifications for each classification listed in the Salary Schedule and the specifications for any new classification(s) created.
- 9:08** During the life of this Agreement, amendments to the Salary Schedule resulting from the introduction of a new class or amendment in respect to positions to be excluded from the terms of this Agreement shall be determined through negotiations between the parties.
- 9:09** Where the responsibility and/or qualifications required for a position increase significantly it may be reclassified. If no suitable classification exists the parties shall meet to negotiate a mutually satisfactory resolution within thirty (30) days of the position being amended. Any dispute as to whether a new or revised classification falls within the bargaining unit may be referred to the Manitoba Labour Board for determination. The foregoing is not operable during the last six (6) months of this Agreement due to the proximity of negotiations. The application of this Article shall not be deemed to constitute a reopening of this Agreement.
- 9:10** The Employer will provide the Union with a copy of any current job descriptions for all positions listed in the Salary Schedule within ninety (90) days of signing this Agreement.

#### **Article 10 Merit Increases**

- 10:01** A full-time employee who is not at the maximum rate of pay of her classification is eligible to be granted one (1) merit increment in her pay scale upon satisfactory completion of one (1) year's accumulated service in her classification since the employee's last increment or since the employee's start of employment.
- 10:02** A part-time or casual employee who is not at the maximum salary of her classification is eligible to be granted one (1) merit increment on her pay scale

upon satisfactory completion of 2,080 hours' work in her classification since the employee's last increment or since the employee's start of employment.

- 10:03** If an employee accepts a position at a lower classification total seniority hours will be used to determine placement on the salary scale.
- 10:04** Where for any reason(s) the Employer withholds an employee's merit increase on the date she becomes eligible, the employee shall be given written notice stating the reason(s) for which the merit increase is being withheld.
- 10:05** If subsequent to a merit increase being withheld, the reason(s) for withholding the increase are remedied, the increment may be granted no earlier than ninety (90) days but not after one hundred eighty (180) days from the date it was withheld.
- 10:06** Should an employee not be granted a merit increase in recognition of satisfactory work performance as mentioned herein, the employee can grieve the matter in accordance with the grievance procedure.

### **Article 11 Performance Appraisal**

- 11:01** An employee's performance appraisal shall be conducted on a yearly basis.
- 11:02** Where a formal assessment of an employee's performance is made, the employee concerned shall have the opportunity to review the report and shall have the opportunity to indicate her agreement or disagreement in whole or in part with the assessment but must at least sign acknowledging that she has read the report. The employee shall have the right to place her own comments on the form and/or append her comments to the form. An employee shall receive a copy of the assessment when all appropriate parties have signed the report.

### **Article 12 Disciplinary Action**

- 12:01** An employee shall only be disciplined for just cause.

- 12:02** A hearing may be held with an employee prior to making a determination to suspend or dismiss an employee. The employee has the option to have a representative present.
- 12:03** Where a written report recommending disciplinary action is to be placed on an employee's file, the employee shall be given an opportunity to sign the report indicating she has read it. Upon signing the employee shall receive a copy of such a report.
- 12:04** Where disciplinary action has been taken the employee shall be advised in writing of the disciplinary action and the circumstances and actions which made the disciplinary action necessary. The employee shall sign a copy only to acknowledge its receipt and shall retain a copy.

### **Article 13 Resignations and Abandonment of Position**

- 13:01** An employee who decides to resign shall provide written notice of resignation at least two (2) weeks in advance of the date which the resignation is to be effective. During the period of such notice the employee is entitled to all terms, conditions and benefits under the Agreement. A shorter period of notice may only be given with the consent of the Employer.
- 13:02** An employee may, with the approval of the Employer, withdraw her notice of resignation at any time before the resignation becomes effective.
- 13:03** Where an employee is absent without leave for a period of three (3) days, the employee shall be considered to have abandoned her position and shall be deemed to have resigned without notice on the last day on which the employee was present at work and performed her regular duties.
- 13:04** Where an employee is absent during working hours without leave and fails to give satisfactory explanation for the absence the Employer may take disciplinary action, including suspension or dismissal, as is warranted.

**Article 14 Shift Premiums, Standby and In-charge**

- 14:01** An employee required to work alone shall be paid a shift premium of fifty cents (\$0.50) **[effective April 1, 2019 seventy-five cents (\$0.75)]** per hour for all hours worked. This premium shall be paid biweekly.
- 14:02** An employee who has been designated by the Employer to be available on standby during off duty hours, shall be entitled to payment of twelve dollars (\$12.00) for each twenty-four (24) hour period or less of standby on a regular working date.
- 14:03** To be eligible for standby payment, an employee designated for standby duty must be available during her period of standby at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee; and must be available to return for duty as quickly as possible if called.
- 14:04** An employee designated for standby shall be called first in the event the designated shift becomes available.
- 14:05** In the event an employee designated for standby is called in for an alternate shift the standby payment shall be paid.
- 14:06** An employee on standby who is required to report for work on the premises of the Employer's establishment shall receive compensation as provided for in Article 14:07 in addition to the standby pay.
- 14:07** On each occasion when an employee is required to report for work on the premises of the Employer's establishment at the request of the Employer, the Employer shall pay the employee for not less than three (3) hours calculated at her regular wage rate.
- 14:08** In-charge duties may be designated to full-time and part-time employees at the Employer's discretion.
- 14:09** Advance notice of two (2) weeks, when possible, shall be given to an employee who is designated in-charge on a weekend.

- 14:10** Employees shall receive ten dollars (\$10.00) for each twenty-four (24) hour period or portion thereof in-charge. An employee shall receive twenty dollars (\$20.00) for each twenty-four (24) hour period or portion thereof when it falls on a Friday, Saturday or Sunday.
- 14:11** An employee designated in-charge shall be available at a telephone number known to staff at the Employer's establishment. If deemed necessary by circumstances at the workplace, the employee in-charge will be available to return to the workplace as quickly as possible.
- 14:12** An employee in-charge who reports back to the workplace is entitled to a minimum of three (3) hours pay at the applicable rates.

### **Article 15 Hours of Work**

- 15:01** The regular hours of work shall be eighty (80) hours biweekly at eight (8) consecutive hours per day, inclusive of a thirty (30) minute lunch period and two (2) fifteen (15) minute coffee breaks to be taken at the workplace in accordance with the practice and policy of the Residence.
- 15:02** An employee shall not be scheduled to work more than twenty (20) days in a four (4) week period.
- 15:03** Employees may exchange shifts provided the Employer approves and no extra costs are incurred.
- 15:04** A two (2) week completed schedule for each employee shall be posted at the Residence at least two (2) weeks in advance of commencement.
- 15:05** An employee shall not work differing shifts unless an eight (8) hour break has been provided between shifts.
- 15:06** An employee shall not be scheduled to work more than six (6) days in one (1) week, Saturday to Friday, with scheduling to consist of two (2) consecutive days off for full-time and part-time employees and a minimum of a twenty-four (24) hour break after six (6) consecutive shifts worked for casual employees.

- 15:07** When the Employer finds it necessary to call in an employee for a shift, the most senior part-time employee, as per the posted annual seniority list, shall be given first opportunity to fill the shift provided the employee makes her availability known to the Employer.
- 15:08** (a) “Reporting Pay” for the purposes of this Article, is pay received by employees who are required to assemble to receive information prior to the commencement of their shift from employee(s) who are on duty.
- (b) Employees who must report prior to the commencement of their shift, where there is no shift overlap, shall receive ten (10) minutes straight time pay per shift to be taken as compensatory time off. The Employer shall determine if reporting ten (10) minutes prior to the start of the shift is required.

### **Article 16 Overtime**

- 16:01** Employees can be required to work overtime by the Employer.
- 16:02** An employee shall be eligible for overtime compensation for additional hours worked when the employee is required to work in excess of eighty (80) hours biweekly or in excess of eight (8) hours per day.
- 16:03** An employee who is required by the Employer to work in excess of regular hours shall be compensated for such additional time at the rate of one and one-half times (1½x) her regular rate of pay.
- 16:04** At the employee’s option, overtime shall be compensated by paying the employee for all authorized time worked or by granting the equivalent time off in lieu of payment or a combination of the two.

**Full-time employees who work on their day of rest shall be compensated at two times (2x) for all hours worked.**

- 16:05** Where the employee has opted to take time off in lieu of overtime payment such time off shall be granted at a time mutually agreeable to the employee and the Employer. Where mutual agreement has not been reached within

thirty (30) days of overtime being worked the employee shall receive payment. When payment is made, it shall be at the rate of pay in effect for the employee at the time when the overtime was worked.

- 16:06** An employee who has already left the premises of the Employer after having worked an eight (8) hour shift and who is recalled for emergency work shall be paid one and one-half times ( $1\frac{1}{2}x$ ) her regular rate of pay for all hours worked but not less than three (3) hours at one and one-half times ( $1\frac{1}{2}x$ ) her regular rate of pay.
- 16:07** An employee who is required, through unavoidable scheduling problems, to work different shifts without the break specified in Article 15:05 shall be paid at one and one-half times ( $1\frac{1}{2}x$ ) her regular rate of pay for all hours worked until a eight (8) hour break has been provided.

### **Article 17 Seniority**

- 17:01** Seniority is defined as the length of service based on the total number of hours worked from her last starting date.
- 17:02** An employee shall retain but shall not accrue seniority if:
- (a) She is absent because of illness or injury over six (6) months; or
  - (b) She is promoted outside of the bargaining unit and has not completed her trial period; or
  - (c) She is laid off for less than one (1) year; or
  - (d) She is on a leave of absence in excess of thirty (30) days but less than one (1) year.
- 17:03** An employee shall lose her seniority only in the event:
- (a) She is discharged and not reinstated;
  - (b) She voluntarily resigns or otherwise abandons her position;
  - (c) She is laid off for a period longer than one (1) year;

- (d) She fails to report for duty after notification to do so following a layoff;
- (e) She is retired;
- (f) She is promoted out of the bargaining unit and she has completed the trial period;
- (g) She is on leave of absence longer than one (1) year.

**17:04** The Employer agrees to provide to the Union, in writing on January 31 of each year, a seniority list showing the names of the employees and total number of hours worked.

### **Article 18    Layoffs**

**18:01** Layoffs within the bargaining unit shall be determined by seniority with the person with the least seniority being laid off first, provided that the remaining employees have the necessary qualifications, skills and abilities to perform the work required.

**18:02** An employee who, according to seniority, is to be laid off shall receive in writing a notice of layoff or pay in lieu thereof at least two (2) weeks in advance of the date the layoff is to commence.

**18:03** Employees who are laid off shall be placed on a re-employment list for one (1) year. At the end of that period they will be considered terminated.

**18:04** Employees who are laid off shall be recalled in order of seniority provided qualifications, skills and abilities to perform the work required are relatively equal. Employees on the re-employment list shall be given the first opportunity for any casual employment provided they are capable of doing the available work.

**18:05** Notice of recall to an employee who has been laid off shall be made to the last known address filed by the employee with the Employer. Notice of recall will be sent by registered mail. A laid off employee must, within four (4) days after recall, confirm her intention to return to work. The employee must

return within two (2) weeks unless a date is mutually agreed upon by the Employer and the employee.

- 18:06** The hours of work for part-time or full-time employees shall not be reduced while there are casual or term employees in the same or similar positions, working shifts or parts of shifts. Within the same or similar positions, term employees shall be laid off first and casual employees shall be subject to a reduction in hours without regard to seniority. Management will distribute the remaining casual hours of work among the employees with the understanding that there will be no guarantee of hours of work for casual employees.

### **Article 19    Bulletins and Job Postings**

- 19:01** When a vacancy occurs and the Employer intends to fill such vacancy or a new position is created in the bargaining unit, the Employer will fill the position within three (3) months. The Employer will post notice of the position on all bulletin boards for a minimum of one (1) week.
- 19:02** Such notice shall contain the following information: nature of position, qualifications, required knowledge and education, skills, shift, wage or salary rate or range.
- 19:03** In filling vacancies, the Employer shall choose the individual whose qualifications, ability and skills best meet the requirements of the position. If qualifications, ability and skill are relatively equal, seniority shall be the deciding factor. Selection disputes under this Article are grievable to Step 3 of the grievance procedure. The decision at Step 3 shall be final.
- 19:04** Within seven (7) days of the date of appointment to a vacant position within the bargaining unit, the name of the successful applicant shall be posted on the bulletin board in the staff room.
- 19:05** For the purposes of this Article, grant employees shall be considered senior to non-employees.

## **Article 20 Acting Status**

- 20:01** Where the Employer or her designate directs an employee in one (1) position to temporarily take over the duties and responsibilities of another position with a higher grade of pay and provided the employee takes over and continues to perform for more than ten (10) consecutive working days the duties and responsibilities of that other position, she shall be appointed temporarily to that other position with acting status and shall be paid at the rate of pay for that other position from the date of taking over the duties and responsibilities of that other position until the temporary appointment is revoked; and upon the temporary appointment being revoked, she shall, unless she is appointed or promoted to some other position, revert to her original position and be paid at the rate of pay for her original position that she would be paid if she had never held the temporary appointment. Any employee may be assigned acting status at the discretion of the Employer.
- 20:02** For purposes of interpretation of this Article, “Duties and Responsibilities” means the duties and responsibilities that would have been performed by the incumbent during the period in which she has replaced.
- 20:03** No acting status appointment shall exceed six (6) months, unless mutually agreed by the parties hereto.
- 20:04** No employee shall be paid less for being temporarily assigned duties and responsibilities of a lower paying classification.

## **Article 21 Paid Holidays**

- 21:01** (a) As provided in this Article, holidays with pay are as follows:
- |                |                  |
|----------------|------------------|
| New Year’s Day | Terry Fox Day    |
| Louis Riel Day | Labour Day       |
| Good Friday    | Thanksgiving Day |
| Easter Monday  | Remembrance Day  |
| Victoria Day   | Christmas Day    |

Canada Day (July 1)      Boxing Day

Any other holiday proclaimed by federal or provincial statute.

- (b) Where any of the holidays fall on an employee's scheduled day of rest the employee shall receive an alternate day off in lieu thereof. The Employer agrees to schedule such a lieu day off within thirty (30) days following the holiday unless mutually agreed to the contrary.

**21:02 Part-time and casual employees will be paid five percent (5%) of their basic rate of pay in lieu of time off on general holidays. Such holiday pay shall be included on each regular pay cheque, and is in addition to payment for time worked on a general holiday.**

**21:03** An employee who is entitled to pay for a holiday (or portion thereof) and who works on the holiday when it is the employee's regularly scheduled working day shall be compensated at the rate of one and one-half times (1½x) for all hours worked on the holiday and any full-time employee shall be granted a day off with pay (or portion thereof). This time shall be granted at a time mutually agreeable to the employee and the Employer. Where mutual agreement has not been reached within thirty (30) days of the holiday being worked, the employee shall receive payment.

**21:04** Where the employment of an employee is terminated, the accumulated time off in lieu of holidays shall be paid out at the rate in effect for the employee at the time that the holiday(s) was worked.

**21:05** In the event that an employee is regularly scheduled to work both Christmas Day and New Year's Day the employee shall be required to work on only one (1) of those days.

## **Article 22    Vacation**

**22:01** For purpose of this Agreement, a vacation year is the period beginning on the date of commencement of work for the Employer and ending on the same day in the next ensuing year.

- 22:02** (a) Employees who have completed less than 10,400 hours of service, one and one-quarter ( $1\frac{1}{4}$ ) working days per complete month of service in each vacation year following the year in which the vacation is earned.
- (b) Commencing from the beginning of the vacation year in which 10,400 hours of service are completed, one and two-thirds ( $1\frac{2}{3}$ ) working days per complete month of service in each vacation year to be taken in the vacation year following the year in which the vacation is earned.
- (c) Commencing from the beginning of the vacation year in which 20,800 hours of service are completed, two and one-twelfth ( $2\frac{1}{12}$ ) working days per complete month of service in each vacation year to be taken in the vacation year following the year in which the vacation is earned and yearly thereafter.
- (d) Commencing from the beginning of the vacation year in which 31,200 hours of service are completed, two and one-half ( $2\frac{1}{2}$ ) working days per complete month of service in each vacation year to be taken in the vacation year following the year in which the vacation is earned and yearly thereafter.
- (e) For the calculation of vacation credits, one (1) working day is eight (8) hours.
- 22:03** Part-time employees will earn vacation leave on a pro rata basis for their appropriate hours of service. Part-time employees may request a vacation pay out once during each year, or, receive their vacation entitlement over a period of time equal to the vacation period of a full-time employee.
- 22:04** Vacation leave requests must be approved by the Employer and will not be unreasonably denied.
- 22:05** Vacation is to be taken within the year following accumulation of a year's credit.
- 22:06** Vacation pay will be paid only after an employee has sufficient vacation time earned to cover the period in question.

- 22:07** Summer vacation leave choices shall be requested in writing by May 1 and the employee will be notified in writing by the Employer by May 15 if such request will be approved. Vacation requests for Christmas will be submitted by November 15 and approved by December 1.
- 22:08** Where an employee becomes ill during the period of the employee's scheduled annual vacation the Employer may grant sick leave and credit the employee with alternate days' vacation equivalent to the number of days approved sick leave, providing the illness is over three (3) days and may require hospitalization. The employee will be responsible to provide proof of illness and/or hospitalization satisfactory to the Employer.
- 22:09** Where a paid holiday falls within the vacation period of an employee one (1) additional working day shall be added to the employee's vacation entitlement in lieu of that holiday.
- 22:10** An employee shall be entitled to take her vacation leave for periods less than a week such as a day at a time, provided such leave is approved by the Employer.
- 22:11** Vacation credits shall not accumulate while an employee is:
- (a) Absent without leave;
  - (b) Absent on a leave of absence without pay for one (1) week or more;
  - (c) Absent on Workers Compensation for a period of twelve (12) consecutive calendar months or more;
  - (d) Laid off.
- 22:12** The Employer will maintain a list of unused vacation credits and make same available to employees upon request.
- 22:13** The exercise of discretion by the Employer under Articles 22:04 and 22:10 shall not be grievable.

**Article 23 Sick Leave**

- 23:01** A full-time or part-time employee shall be entitled to and shall receive sick leave without loss of pay only where the employee is unable to be at work and perform her regular duties as a result of personal illness or injury.
- 23:02** The sick leave to which a full-time employee is entitled shall accumulate at the full-time rate of one and one-quarter (1<sup>1</sup>/<sub>4</sub>) days per month and the unused portion may be accumulated by that amount each month up to a maximum of one hundred fifty (150) days.
- 23:03** Upon completion of a six (6) calendar month waiting period a newly hired employee shall be entitled to accumulate sick leave credits as outlined in this Article.
- 23:04** At the Employer's discretion, a new employee may be granted up to five (5) working days of sick leave in advance of it being earned in the employee's first six (6) months of service. Any use of such credit if unearned by termination of employment will be deducted from any payment otherwise due the employee. The exercise of the Employer's discretion under this Article is non-grievable.
- 23:05** Sick leave shall not accumulate while an employee is:
- (a) Absent without leave;
  - (b) Absent on a leave of absence without pay for one (1) week or more;
  - (c) Laid off;
  - (d) Absent on sick leave and/or Workers Compensation for ten (10) working days or more.
- 23:06** Where an employee is to be absent on sick leave she shall notify her immediate supervisor or the unit as soon as possible, but at least one (1) hour prior to the start of a day shift or three (3) hours prior to the start of any other shift to facilitate arranging for relief coverage.

- 23:07** An employee who has been absent because of sickness for a period of more than three (3) consecutive working days shall, and for a period of three (3) consecutive working days or less, may be required to furnish the Employer a medical certificate or sworn statutory declaration acceptable to the Employer certifying that the employee is unable to be present at work because of illness. Where an employee fails to produce such medical certificate or sworn statutory declaration to the Employer she shall not be paid for the period of absence.
- 23:08** If a paid holiday falls on a day on which an employee is receiving sick leave benefits such day shall be paid as a holiday and not deducted from the employee's sick leave credits.
- 23:09** The Employer will maintain a list of unused sick leave credits and make same available to employees upon request.
- 23:10** Employees will be allowed to use five (5) days per year of accumulated sick leave for illness of immediate family. Additional leave may be granted by the Executive Director subject to the approval of the Board of Directors. The exercise of discretion by the Employer as to additional leaves is non-grievable. In this Article, immediate family has the same meaning as that term is defined in Article 26:01(c) and (d).
- 23:11** Part-time employees shall accumulate sick leave at the rate of one and one-quarter ( $1\frac{1}{4}$ ) days per month on a prorated basis.

i.e.:

$$80 \text{ hours per month: } \frac{80}{173} \times 10 \text{ hours} = 4.62 \text{ hours}$$

$$60 \text{ hours per month: } \frac{60}{173} \times 10 \text{ hours} = 3.47 \text{ hours}$$

## Article 24 Workers Compensation

- 24:01** Where an employee is injured on the job and is required to leave for treatment and/or is sent home due to the injury(s) she shall be paid for the lost hours on that shift.
- 24:02** The Employer agrees that the safety and health of employees is important. First aid kits will be supplied in accordance with Workplace Safety & Health provisions.
- 24:03** When an employee is unable to work and is in receipt of Workers Compensation allowance as a result of an injury or illness incurred in the course of her duties, the employee, if she so elects, shall be paid an additional amount which when combined with the compensation allowance, shall ensure the maintenance of her net salary. Such additional amount shall be chargeable to the employee's sick leave credits accrued at the time the employee commenced receipt of Workers Compensation allowance, and such additional payments shall be payable until the employee's accrued sick leave credits have been exhausted. Once sick leave benefits have expired the employee will be entitled to Workers Compensation only. Net salary shall be as determined by the Workers Compensation Board.
- 24:04** Transportation to the nearest physician or hospital for employees requiring immediate medical care as a result of an on-the-job accident shall be provided by or at the expense of the Employer if it is not covered by a medical plan.
- 24:05** The Employer agrees to ensure all employees use Workers Compensation where such use is applicable.
- 24:06** (a) Where an employee is fit to return to work as determined by the Workers Compensation Board within one (1) year, the employee shall return to her former position of employment or equivalent position in the same classification.
- (b) Where an employee is fit to return to work as determined by the Workers Compensation Board after one (1) year but within two (2)

years, the Employer will make a reasonable attempt to offer her an alternate position for which she is qualified.

### **Article 25 Court Leave**

- 25:01** An employee who is required by law to serve as a juror in court shall be granted leave of absence; however, will only receive pay for a maximum of three (3) days provided that the employee obtains and remits to the Employer all fees received for the said service as juror. The employee will be permitted to be away as long as required by jury duty. The employee shall be required to present proof of said service and the amount of fees received.
- 25:02** Where a full-time, part-time or term employee is summoned or subpoenaed to appear as a witness in or is a party to any civil or criminal proceeding, such employee shall be granted a leave of absence for the duration of her required and actual absence without pay.
- 25:03** Notwithstanding Article 25:02 where a full-time, part-time or term employee is summoned or subpoenaed to appear as a witness in or is a party to any civil or criminal proceeding, other than any arbitration proceeding arising under or by virtue of this Collective Agreement, and where the attendance of such employee is required as a result of incidents substantially and directly arising during the employees work and while acting within the scope of her employment and the practices, rules and procedures of the Employer, such employee shall be granted a leave of absence for the duration of her required and actual absence and shall be paid by the Employer as though the required and actual absence were time worked for the Employer.

### **Article 26 Bereavement Leave**

- 26:01** (a) A full-time employee shall be entitled to five (5) working days leave in the immediate time surrounding the period of bereavement without loss of regular pay in the event of the death of a member of an employee's immediate family.

- (b) Part-time employees shall be entitled to leave without loss of regular pay for any hours scheduled within the seven (7) days immediately following the death of a member of the employee's immediate family but in no case shall the leave exceed five (5) working days.
  - (c) "Immediate Family" means father, mother, brothers, sisters, parents-in-law, spouse, designated partner, designated partner's parents, children, step-children and step-parents.
  - (d) "Designated Partner" means a person of the same or opposite sex with whom an employee has cohabited in an intimate relationship for a continuous period of twelve (12) months or more, and who for a period of twelve (12) months or more, has been so designated by the employee in a notation made on the employee's personnel file.
- 26:02** (a) A full-time employee shall be entitled to three (3) working days leave in the immediate time surrounding the period of bereavement without loss of regular pay in the event of the death of an employee's grandparent, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle or grandchild.
- (b) Part-time employees shall be entitled to leave without loss of regular pay for any hours scheduled within the five (5) days immediately following the death of any of the above mentioned extended family members, but in no case shall the leave exceed three (3) working days.
- 26:03** An employee shall be entitled to additional **bereavement** leave of one (1) day without loss of regular pay for the purpose of attending a funeral at a distance of more than four hundred (400) kilometres from Brandon.
- 26:04** An employee who incurs the use of **bereavement** leave per Article 26:01 and 26:02 during her vacation shall use leave under this Article and shall have the equivalent number of vacation days set over for use at a later time.

**Article 27 Maternity Leave and Parental Leave**

**27:01** An employee who qualifies for maternity leave may apply for such leave in accordance with Plan A.

**27:02** **Plan A**

In order to qualify for Plan A, a pregnant employee must:

- (a) Have completed seven (7) continuous months of employment with the Residence;
- (b) Submit to the Employer an application in writing for leave under Plan A at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave; and
- (c) Provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery.

**27:03** An employee who qualifies is entitled to and shall be granted maternity leave without pay consisting of:

- (a) A period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate mentioned in Article 27:02(c); or
- (b) A period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate mentioned in Article 27:02(c) and the actual date of delivery, if delivery occurs after the date mentioned in that certificate;
- (c) The Employer may vary the length of maternity leave upon proper certification by the attending physician.

**27:04** Division 9 of the Employment Standards Code respecting maternity leave shall apply “mutates mutandis”.

- 27:05** (a) An employee who has been granted maternity leave shall be permitted to apply up to a maximum of **five (5)** days of her accumulated sick leave against the Employment Insurance (EI) waiting period provided that she has an equivalent amount of accumulated vacation credits. **An employee who has been granted maternity leave shall also be permitted to apply up to an additional five (5) days of her accumulated sick leave in the week after Employment Insurance maternity benefits are paid or an additional five (5) days of her accumulated sick leave in the week after Employment Insurance parental benefits cease, but shall not be payable beyond the seventy-eighth (78<sup>th</sup>) week of leave.**

Vacation credits that will accrue during the period of maternity leave will be used when making the above calculation. The **five (5)** days referred to above shall be prorated for part-time employees.

- (b) In the event that an employee does not return to work following a maternity leave for a period sufficient to accumulate sick credits equivalent to those used under Article 27:05(a) the Employer may deduct the amount of the short-fall from accumulated vacation entitlement.

**27:06** During the period of the maternity leave the Employer agrees to pay the premiums for the Group Life Insurance Plan.

**27:07** During the period of maternity leave, vacation leave credits, sick leave credits and seniority will accrue and the period of maternity leave will count as service toward eligibility for long service vacation.

**27:08** Where an employee's anniversary date falls during the period of maternity leave under Plan A the employee shall be eligible to receive a merit increase effective the date upon which she returns to her position of employment.

**27:09** In order to qualify for parental leave, an employee must:

- (a) Be the natural parent of a child; or

(b) Adopt a child under the law of a province.

**27:10** An employee who qualifies under Article 27:01 must:

(a) Have completed seven (7) continuous months of employment; and

(b) Submit to the Executive Director an application in writing for parental leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave.

**27:11** An employee who qualifies in accordance with Articles 27:01 and 27:02 is entitled to parental leave without pay for a continuous period of up to **sixty-two (62)** weeks.

**27:12** Subject to Article 27:05, parental leave must commence no later than **seventy-eight (78) weeks after the** date of the birth or adoption of the child or the day on which the child comes into the actual care and custody of the employee.

**27:13** Where an employee takes parental leave in addition to maternity leave, the employee must commence the parental leave immediately on expiry of the maternity leave without a return to work unless otherwise approved by the Employer.

**27:14** During the period of parental leave, sick leave credits, vacation leave credits and seniority do not accrue, except the period of parental leave will count as service towards eligibility for long service vacation.

**27:15** Where an employee's anniversary date falls during the period of parental leave, the employee shall be eligible to receive a merit increase effective the date she returns to work.

**27:16** Division 9 of the Employment Standards Code shall apply with such modifications as the circumstances require to parental leave.

**27:17** **The parties agree that the provisions of this Article shall be no less than those in the Manitoba Employment Standards Code and the Federal Employment Insurance Act as may be amended from time to time.**

## Article 28 Harassment

**28:01** “Harassment” means:

- (a) Objectionable conduct that creates a risk to the health of a worker;  
or**
- (b) Severe conduct that adversely affects a worker’s psychological or  
physical well-being.**

**28:02** Interpretation - “harassment” is conduct that is:

- (a) Objectionable, if it is based on race, creed, religion, colour, sex,  
sexual orientation, gender, determinate characteristics, marital  
status, family status, source of income, political belief, political  
association, political activity, disability, physical size or weight,  
age, nationality, ancestry or place of origin; or**
- (b) Severe, if it could reasonably cause a worker to be humiliated or  
intimidated and is repeated, or in the case of a single occurrence,  
has a lasting, harmful effect on a worker.**

**28:03** The parties recognize that the problem of sexual harassment may exist.

However, the parties agree that sexual harassment will not be tolerated in the workplace or in connection with the workplace.

**28:04** Where an employee is of the opinion that she has been or is being sexually harassed by another person employed by the Employer, the employee may forward a written complaint directly to the Employer. The complaint shall be marked “Personal and Confidential.”

**28:05** The Employer or designate will endeavour to resolve the matter in an expeditious and confidential manner.

**28:06** The alleged offender shall be entitled to notice of the complaint and shall be given the opportunity to respond to the complaint.

**28:07** The Employer or designate, after investigating the complaint, shall have the authority to:

- (a) Dismiss the complaint; or
- (b) Determine the appropriate discipline; and/or
- (c) Take any action which in her opinion may be necessary.

**28:08** Where the Employer or designate determines that a complaint has been made for frivolous or vindictive reasons she shall have the authority to:

- (a) Take disciplinary action against the complainant; and/or
- (b) Take any action against the complainant which in her opinion may be necessary.

### **Article 29 Technological Change**

**29:01** In this Agreement “Technological Change” means:

- (a) The introduction by an Employer into his work, undertaking or business of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business; and
- (b) 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.

**29:02** The provisions of Sections 83 to 86 as contained in The Labour Relations Act as of November 15, 2002 are incorporated into this Agreement.

### **Article 30 Civil Liability**

**30:01** In the event that an employee is named as a party in and served with documents issued by the Court of Queen’s Bench for Manitoba in which it is alleged that the employee is liable to the claimant in tort for any loss or

damage and the tort has arisen or may have arisen, in whole or in part, within the scope of the employee's employment, the employee shall forthwith after service provide a copy of such document to the Executive Director.

- 30:02** The Employer shall reimburse the employee for the legal fees and disbursements of the employee's counsel in any case to which the immediately preceding paragraph applies provided that:
- (a) The employee retains legal counsel approved by the Employer's insurers; and
  - (b) The employee has provided a copy of the relevant document as required by the immediately preceding paragraph; and
  - (c) In the opinion of counsel for the Employer and for the insurer there is no conflict between the position of the Employer and that of the employee; and
  - (d) The claim is of a nature and class which the Employer's insurers are bound to defend; and
  - (e) The employee cooperates fully and completely with the Employer's insurer's counsel appointed by the insurer.
- 30:03** The Employer agrees to maintain liability insurance and the employees shall be entitled to the benefit thereof to the extent permitted by the policy of insurance, provided that the employee shall do or refrain from doing such acts and things as the Employer's insurers and its agents shall require in connection with the defense or adjustment of any claim.

### **Article 31 Grievance Procedure**

- 31:01** The parties to this Agreement recognize the desirability for prompt resolution of grievances through an orderly process without stoppage of work or refusal to perform work.

**31:02** A grievance is defined as a complaint in writing filed by an employee, a group of employees or either party to this Agreement concerning:

- (a) The application, interpretation or alleged violation of an Article of this Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties; or
- (b) The dismissal, suspension, demotion, written reprimand or discipline of an employee.

The above categories of grievances can be processed up to and including Step 4 of the grievance procedure.

**31:03** Notwithstanding Article 31:02, an employee may complain or grieve on an unsatisfactory working condition up to and including Step 2 of the grievance procedure. The decision at Step 2 shall be final for such grievances.

- 31:04**
- (a) Where either party to this Agreement disputes the general application, interpretation or alleged violation of an Article of this Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties, either party may initiate a policy grievance. A policy grievance initiated by the Union shall be presented to the Executive Director, a policy grievance initiated by the Employer shall be presented to the President of the Manitoba Government and General Employees' Union or designate. In all cases, such grievances shall be presented within twenty-eight (28) calendar days from the action giving rise to the grievance.
  - (b) When the parties fail to resolve a grievance under Article 31:04(a) either party may refer the grievance to Step 3 of the grievance procedure. It is agreed and understood the grievances which have been submitted and dealt with as individual grievances may not subsequently be submitted as a policy grievance.
  - (c) Notwithstanding Article 31:06, a grievance filed under Article 31:04(a) shall not require the signature of an employee.

- 31:05** If an employee or the Union fails to initiate or process a grievance within the prescribed time limits the grievance will be deemed to be abandoned and all rights or recourse to the grievance procedure for that particular grievance shall be at an end. If the Employer fails to reply to a grievance within the prescribed time limits, the employee or the Union may process the grievance to the next step.
- 31:06** The grievance shall be presented on the official grievance form or like format. A written description of the nature of the grievance and the redress requested shall be sufficiently clear and if the grievance relates to an Article of the Agreement such Article shall be so stated in the grievance. The grievance shall be signed by the employee and may be clarified at any step providing its substance is not changed.
- 31:07** It is mutually agreed that an effort shall be made to resolve complaints through discussion before a written grievance is initiated. The aggrieved employee shall have the right to have a Union representative present at such a discussion. When a grievance cannot be presented in person at any step it may be transmitted by facsimile transmission to the Residence Manager or Executive Director at 571-3687 between the hours of 8:00 a.m. to 4:00 p.m. Monday through Friday. The grievance form and cover letter shall then be presented in person or delivered by mail.
- 31:08** An employee has the right to representation by a Union representative at any phase of resolving a grievance or complaint.
- 31:09** **Step 1**
- (a) Within twenty-eight (28) calendar days after the date upon which she was notified orally or in writing, or on which she first became aware of the action or circumstances giving rise to the grievance, the employee shall present the grievance with the redress requested to the Residence Manager.
- (b) The Residence Manager shall sign for receipt of the grievance and if the nature is such that she is authorized to deal with it, she shall issue a

decision in writing to the employee and the Union within twenty-one (21) calendar days.

- (c) The Residence Manager shall discuss the grievance with the employee and her representative before giving a decision on the grievance.
- (d) If the nature of the grievance is such that a decision cannot be made by the Residence Manager, the Residence Manager shall forward the grievance to the appropriate step of the grievance procedure and so inform the employee and the Union. The time limits and the procedures of the appropriate step shall then apply.

**31:10 Step 2**

- (a) If the grievance is not resolved satisfactorily at Step 1 the employee may submit the same grievance and the redress requested to the Executive Director within twenty-one (21) calendar days of the receipt of the decision at Step 1. The Executive Director shall sign for receipt of the grievance.
- (b) The Executive Director shall hold a hearing with the employee and her representative before giving a decision on the grievance.
- (c) The Executive Director shall issue a decision in writing no more than twenty-one (21) calendar days after receipt of the grievance.

**31:11 Step 3**

- (a) If the grievance is not resolved satisfactorily at Step 2 the employee may submit the same grievance and redress requested to the Executive Committee of the Board within twenty-one (21) calendar days of the receipt of the decision at Step 2. The Chairperson of the Executive Committee shall sign for receipt of the grievance.
- (b) The Executive Committee shall hold a hearing with the employee and her representative before giving a decision on the grievance.
- (c) The Executive Committee shall issue a decision in writing no more than twenty-one (21) calendar days after receipt of the grievance.

**31:12 Step 4**

A decision of the Executive Committee of the Board may be submitted to arbitration in accordance with Article 32 Grievance Arbitration Procedure, providing the category of the grievance is such as is defined in Article 31:02. The decision of the Arbitrator shall be final and binding for all such grievances.

**31:13** The person or Executive Committee to whom a grievance is made at Step 1, 2 or 3 may:

- (a) Uphold the disciplinary action; or
- (b) Vary the disciplinary action; or
- (c) Determine that no disciplinary action is warranted and remove any document pertaining to the disciplinary action from the employee's file(s).

**31:14** The rejection of an employee on probation is not grievable.

**31:15** All time limits, except the time described in Article 31:09(a), may be extended by mutual consent for an additional period not to exceed fourteen (14) calendar days. Extensions shall not be sought or refused unreasonably.

### **Article 32 Grievance Arbitration Procedure**

**32:01** Within twenty (20) working days after receiving the reply from the Executive Committee of the Board and failing a satisfactory settlement, either party may refer the dispute to arbitration by giving notice to the other party in writing.

**32:02** Where a grievance is referred to arbitration the following list of arbitrators shall serve on a rotating basis as sole arbitrator:

- (a) Jack Cram
- (b) Jake Janzen
- (c) Lawrence Donald

- 32:03** The arbitrator so appointed shall not be empowered to make any decision inconsistent with the provisions of this Agreement, or to modify or amend any portion of this Agreement.
- 32:04** The arbitrator shall determine his own procedure, but shall provide full opportunity to all parties to present evidence and make representations. The arbitrator shall hear and determine the dispute and render a decision within thirty (30) calendar days from the conclusion of the hearing.
- 32:05** The final decision of the arbitrator shall be final and binding and enforceable on all parties and may not be changed, except that either party may apply within five (5) calendar days to have the arbitration reconvened within five (5) further days in order to clarify the decision.
- 32:06** Each party shall pay one-half ( $\frac{1}{2}$ ) of the fees and expenses of the arbitrator.
- 32:07** Nothing in this Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.
- 32:08** The time limits in both the grievance and arbitration procedures may only be extended by mutual agreement and shall be confirmed in writing.
- 32:09** The grievance and arbitration proceedings set out herein are intended to be exhaustive of the remedies of the parties and the employees and in particular, any employee who feels that she has been unjustly dismissed from employment shall have only the remedies set out herein and shall not sue the Employer in the ordinary courts.
- 32:10** Employees who are subpoenaed to appear at an arbitration hearing related to this Collective Agreement shall be given necessary time off work. The party which called her, either the Employer or Union, shall be responsible for compensating her for any salary which would otherwise be lost.

### **Article 33 General Provisions**

- 33:01** If an employee dies prior to leaving the employ of the Employer the Employer shall pay to her estate all amounts owing from that employee's wages, overtime, banked time and vacation pay.
- 33:02** Any oral or written agreement made with an employee which is inconsistent with this Agreement is null and void.
- 33:03** For the purpose of calculating benefits, the calculation shall be based on the employee's starting date with the Employer unless specifically stated elsewhere in this Agreement.

### **Article 34 Leave of Absence**

- 34:01** Where an employee is granted a leave of absence without pay for a period in excess of two (2) weeks the employee may continue to maintain Group Life Insurance coverage, where the plan so permits, by paying the premium for the period of the leave of absence. The Employer will pay the premium for leaves of absence without pay for a period of two (2) weeks or less.

### **Article 35 Education Leave**

**35:01** **Definitions**

- (a) "Educational Leave" means a leave of absence with or without pay for purpose of engaging in a program of studies at a University or Community College.
- (b) "Course" includes conferences, conventions, seminars, workshops, symposiums or any government, technical, professional or education institution learning session(s).
- (c) "Costs" means all expenses directly related to an employee's involvement in a course such as wages, travel, subsistence expenses, tuition, books and registration fees.

(d) “Educational Assistance” means financial assistance to cover costs provided by the Employer to an employee engaged in a course which may/may not require absence from regular work activities.

- 35:02** An employee required in writing by the Employer to attend any course shall be granted time off with pay and all expenses shall be covered by the Employer up to the current approved maximums. If the course is scheduled on the employee’s day off the employee shall be paid for hours required to be in attendance at the course at straight time or the number of hours off at a mutually agreed upon time.
- 35:03** When the Employer requires in writing that an employee attend a course or courses the Employer shall provide educational assistance of one hundred percent (100%) of all costs incurred by the employee.
- 35:04** Where an employee requests educational assistance the Employer and the employee may consider cost-sharing on a prorated basis based on the relevance of the course to the job, the degree of benefit each party receives from the employee taking the course, the amount of educational assistance the employee has already received in this fiscal year and the funding available for educational assistance.
- 35:05** Reimbursement for any approved course costs shall be made within fifteen (15) calendar days of receipt of the claim for reimbursement.
- 35:06** The Employer agrees to grant a leave without pay to enable an employee to write an exam(s) pertaining to any course in any skilled/certified trade, and/or college and/or university or other accredited body related to development of the employee’s job skills. Said leave shall be requested in writing at least one (1) week prior to the date set for the exam. The leave under this Article shall be limited to a maximum of three (3) days per year.
- 35:07** All requests for courses shall be placed in writing to the Employer.
- 35:08** The Employer shall endeavour to establish periodic in-house staff training opportunities.

### **Article 36 Duration and Renegotiation of Agreement**

- 36:01** This Agreement shall become effective from April 1, **2018** and shall continue in effect up to and including March 31, **2022** and shall remain in force and effect from year to year thereafter unless written notice to negotiate a renewal or revision and renewal is given by either party at least thirty (30) days prior to but not more than ninety (90) days prior to the expiry date thereof. During the period required to negotiate a renewal or revision and renewal of this Agreement, this Agreement will remain in full force and effect without change.
- 36:02** Where notice for revision of this Agreement is given under Article 36:01, the party giving notice agrees to deliver to the other their written proposals for the revision of the Agreement. The parties shall, within twenty (20) working days following receipt of the specific proposals for revision to the Agreement, commence collective bargaining. These time limits may be changed by mutual agreement between the parties hereto.
- 36:03** All terms of this Agreement shall be effective from date of ratification.
- 36:04** Notwithstanding any other provision in this Agreement the Employer shall not later than ninety (90) days preceding the expiry date of this Agreement, furnish in written form to the Union the name of each employee within the bargaining unit, her classification and current salary.
- 36:05** It is agreed by both parties that during the term of this Agreement there shall be no strikes, lockouts, stoppages of work or slowdowns.

### **Article 37 Safety and Health**

- 37:01** The Employer and the Union recognize that safety, accident prevention and the preservation of health are of primary importance in the Residence and that these activities require the combined efforts of the Employer, employees and the Union.

- 37:02** The Employer will continue to provide its employees with safe working conditions, equipment and materials, and will continue to ensure that all reasonable precautions are taken.
- 37:03** The Union will continue to make every effort to obtain the cooperation of each employee within the bargaining unit in the observation of all reasonable safety rules, practices and procedures.
- 37:04** Every employee shall take all reasonable precautions and follow all reasonable safety rules, practices and procedures in order to protect her safety and the safety and health of any other persons who may be affected by her acts or omissions at work.
- 37:05** Where a supervisor knows that any condition exists at a workplace that is unusually dangerous to the safety and health of an employee she shall not require or permit an employee to engage in, carry on or continue to work in that workplace in that condition.
- 37:06**
- (a) Where an employee has reason to believe, and does believe, that a condition exists that is dangerous to her safety or health in the performance of her work she shall report that condition to her supervisor.
  - (b) The supervisor upon being notified under Article 37:06(a) shall discuss and/or inspect the condition with the employee and discuss the employee's reasons for believing the condition to be dangerous.
  - (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 Division and the Executive Director without delay.
  - (d) If the employee refuses to work because of her belief that the condition is dangerous, she must be available to perform other work assigned to her.

- 37:07** Where an employee has refused to perform work in accordance with this Article no other employee shall be assigned that particular work unless the employee is notified of the refusal and the reasons for the refusal, if known.
- 37:08** Nothing in this Article prevents the doing of any work or thing that may be necessary in order to remedy the dangerous condition described in Articles 37:05 and 37:06.
- 37:09** Disciplinary action shall not be taken against an employee solely for the reason that:
- (a) She made a report under Article 37:06 and;
  - (b) She refused to work or continue to work under the conditions described under Article 37:06 provided a safety and health officer has reported in writing that the employee has reasonable and probable grounds for believing that those conditions were dangerous to her safety or health.

Where an employee willfully takes unfair advantage of the provisions described in Article 37:06 she may be subject to disciplinary action up to and including suspension or dismissal.

- 37:10** The Employer recognizes that employees at the residence may be at risk of physical, emotional and/or verbal abuse from clients. Where such potential exists:
- (a) Employees shall receive training based on need in recognition and management of such incidents;
  - (b) Applicable physical and procedural measures to protect employees shall be implemented;
  - (c) The Union designated Safety and Health Representative shall be consulted regarding the curriculum of training and the applicable physical and procedural measures referred to in Article 37:10(b);
  - (d) Employees shall be informed concerning the potential for physical violence or verbal abuse by a client;

- (e) When necessary immediate critical incident stress debriefing traumatic counseling from an appropriate resource shall be made available for employees who have suffered as a result of violence. Leave to attend such debriefing or counseling session(s) shall be without loss of pay.

### **Article 38 Meals and Mileage**

**38:01** The Employer agrees to reimburse employees for travel and related expenses necessarily incurred within the scope of her employment as follows:

- (a) Meals - Reimbursed in the amount of the receipt produced, up to the amounts specified below:

<u>Breakfast</u>	<u>Lunch</u>	<u>Supper</u>
\$9.50	\$12.00	\$18.00

- (b) Private Vehicles - per kilometre - \$0.40. Actual Parking Costs.

- (c) Accommodation - Actual approved cost.

- (d) Out of Province:

<u>Breakfast</u>	<u>Lunch</u>	<u>Supper</u>
\$12.00	\$15.00	\$24.00

**38:02** Employees required by the Employer to use their vehicle on Residence business will be paid at the rate of forty cents (\$0.40) per kilometre if a Residence vehicle is not available.

**38:03** **Staff working a shift alone shall be allowed a free meal as meal periods are inclusive.**

### **Article 39 Employee Benefits**

**39:01** The current Group Life Insurance Plan will remain in effect **through Community Services Benefits Trust** and the Employer will continue to pay the premiums. Dependant Life insurance which is one hundred percent (100%) employee paid is available under **Community Services Benefits**

**Trust.** The LTD Plan **also provided through Community Services Benefits Trust** will be one hundred percent (100%) employee paid.

- 39:02** All benefits earned by the employees prior to the date of signing of this Agreement will be retained by the employees.
- 39:03** The Employer will provide **Employee Assistance Program (EAP)** services through **Community Services Benefits Trust**.
- 39:04** Full-time and part-time employees of the YWCA Meredith Place Residence are members of the **Community Agencies Benefit Plan** in accordance with the plan regulations. All contributions will be matched by the Employer.
- 39:05** Effective **March 16, 2016**, all eligible employees will be covered by a Health Benefits Plan and Dental Plan. The Health Benefits Plan and Dental Plan will be fifty percent (50%) employee paid and fifty percent (50%) Employer paid and administered by **Community Services Benefits Trust**.

#### **Article 40 Labour Management**

- 40:01** The parties hereto agree to a joint Labour-Management committee being established to deal with such matters of mutual concern as may arise from time to time in the operation of the organization.
- 40:02** The Committee shall be composed of equal representation from the Employer and the local Union with the total committee representation not to exceed four (4) members unless mutually agreed otherwise. The local Union committee may at any time have a representative from the Manitoba Government and General Employees' Union.
- 40:03** The Committee shall meet as and when required at a mutually agreeable time upon written notice being given by either party. An agenda will be prepared by the calling party and shall be submitted five (5) working days prior to the meeting taking place.
- 40:04** The Committee shall not have jurisdiction over wages or any matter of collective bargaining including the administration of this Collective

Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.

#### **Article 41 Personnel File**

**41:01** Upon the written request of an employee the employee's personnel file shall be made available for her full examination. Such examination shall be in the presence of a representative of the Employer. The employee may, at her option, have a Union representative present. An employee may request a copy of specific documents on the employee's file. This provision shall not be unreasonably requested or denied.

#### **Article 42 Job Security**

**42:01** The Employer agrees that it will give the Union three (3) months' notice prior to any closure of the Residence.

**42:02** Article 42:01 does not apply in the event of the closure of the Residence caused by a loss of funding.

#### **Article 43 Paid Leaves**

**43:01** Full and part-time employees shall be entitled to up to three (3) discretionary days off with pay in each calendar year. Eligibility for part-time employees would be calculated by multiplying their equivalent full-time position by three (3) rounded up to the nearest whole day.

The calendar year shall be divided into three (3) four (4) month periods below:

**January 1 - April 30**

May 1 - August 31

September 1 - December 31

Not more than one (1) day shall be taken per period. These days shall not accumulate and if not used shall be forfeited. They shall be scheduled at least twenty-four (24) hours in advance and are subject to the approval or denial of the Manager.

Employees hired or leaving during the calendar year are entitled to a prorated portion of the above days off, calculated to the nearest whole day.

#### Article 44 Domestic Violence

- 44:01 The Employer agrees to recognize that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. For that reason, the Employer and the Union agree that once there is verification in writing from at least one of the physician, lawyer, registered counsellor, intake worker of a crisis shelter or other crisis service provider, an employee shall be eligible for domestic violence leave in keeping with the Manitoba Employment Standards Code as it may be amended from time to time.
- 44:02 In accordance with the Employment Standards Code, an employee who is a victim of domestic violence is entitled to the following periods of leave per year:
- (a) Leave of up to five (5) days, which the employee may choose to take intermittently or in one (1) continuous period;
  - (b) Leave up to seventeen (17) weeks to be taken in one (1) continuous period.

For either (a) or (b) above, five (5) days are paid leave, at the designation of the employee when requesting the leave.

- 44:03 An employee is eligible for domestic violence leave for any of the following purposes:
- (a) To seek medical attention for the employee or the employee's child in respect of a physical or psychological injury or disability caused by the domestic violence;
  - (b) To obtain services from a victim services organization;
  - (c) To obtain psychological or other professional counselling;
  - (d) To relocate temporarily or permanently;
  - (e) 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.

#### Article 45 Compassionate Care Leave

- 45:01 Compassionate Care Leave is to provide care and support to a family member who is gravely ill and who has a significant risk of death.
- 45:02 An employee is eligible for compassionate care leave as provided in the Employment Standards Code as it may be amended from time to time.
- 45:03 An employee who is on compassionate care leave who experiences a death in the family under Article 26 will be entitled to use bereavement leave under that Article during the compassionate care leave period.

IN WITNESS WHEREOF A representative of YWCA Meredith Place Residence has hereunto set their hand for, and on behalf of, YWCA Meredith Place Residence and a representative of Manitoba Government and General Employees' Union has set his hand for, and on behalf of, Manitoba Government and General Employees' Union.

Signed this 13 day of August, 2018.

Haun Petro  
YWCA Meredith Place Residence

Anita Durvell  
Manitoba Government and General  
Employees' Union

Stephanie Faubert  
YWCA Meredith Place Residence

Eileen Hunte  
Manitoba Government and General  
Employees' Union

## Salary Schedule

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
<b>Housekeeper</b>					
April 1/18 - March 31/19 (2%)	14.69	15.23	15.77	16.32	16.86
April 1/19 - March 31/20 (1.5%)	14.91	15.46	16.01	16.56	17.11
April 1/20 - March 21/21 (1%)	15.06	15.61	16.17	16.73	17.28
April 1/21- March 31/22 (1%)	15.20	15.77	16.33	16.90	17.45
<b>Food Services Coordinator</b>					
April 1/18 - March 31/19 (2%)	14.69	15.23	15.77	16.32	16.86
April 1/19 - March 31/20 (1.5%)	14.91	15.46	16.01	16.56	17.11
April 1/20 - March 21/21 (1%)	15.06	15.61	16.17	16.73	17.28
April 1/21- March 31/22 (1%)	15.20	15.77	16.33	16.90	17.45
<b>Support Worker (FT/PT)</b>					
April 1/18 - March 31/19 (2%)	14.69	15.23	15.77	16.32	16.86
April 1/19 - March 31/20 (1.5%)	14.91	15.46	16.01	16.56	17.11
April 1/20 - March 21/21 (1%)	15.06	15.61	16.17	16.73	17.28
April 1/21- March 31/22 (1%)	15.20	15.77	16.33	16.90	17.45
<b>Casual Support Worker</b>					
April 1/18 - March 31/19 (2%)	13.60	14.14	14.69		
April 1/19 - March 31/20 (1.5%)	13.80	14.35	14.91		
April 1/20 - March 21/21 (1%)	13.94	14.49	15.06		
April 1/21- March 31/22 (1%)	14.08	14.63	15.21		