

Collective Agreement

between

Red River College Polytechnic

and

**Manitoba Government and General Employees' Union
Local 073**

June 14, 2025 to June 9, 2028

Red River College Polytechnic and the Manitoba Government and General Employees' Union are committed to ensuring that First Nations, Métis and Inuit Knowledge, cultures and traditions are embraced and respected.

Red River College Polytechnic campuses are located on original lands of Anishinaabeg, Ninawa, Anishininwak, Dakota **Oyate**, and Denésuline peoples, and on the **National Homeland** of the Red River Métis.

Red River College Polytechnic and the Manitoba Government and General Employees' Union are committed to a renewed relationship and dialogue with First Nations, Métis, and Inuit peoples based on the principles of mutual trust, respect and reciprocity.

We respect the Treaties that were made on these territories, and we dedicate ourselves to move forward in partnership with Indigenous **people** in a spirit of reconciliation and collaboration.

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This Agreement made this 22nd day of December, **2025**

between

Red River College Polytechnic
(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.

Purpose

The purpose of this Agreement is to promote cooperation and understanding between the **Employer** and its employees and to recognize the mutual value of joint discussions and negotiations with respect to compensation and working conditions for employees. The parties hereto agree as follows:

Article 1 Interpretation

1:01 In this Agreement, the terms "they, them and their" are used and shall be construed as meaning the singular or plural where the context requires.

1:02 In this Agreement, unless the context otherwise requires, the expression:

- (a) "Agreement" means this Collective Agreement;
- (b) "Authorized Overtime" shall mean overtime authorized by the Employer and where the term "overtime" is used in this Agreement, it shall mean "Authorized Overtime";
- (c) "Casual Employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis;

- (d) "Classification" or "classification of position" means a group of positions involving duties and responsibilities to which the same schedule or grade of pay can be reasonably applied to all positions in the group;
- (e) "Continuous Service" or "continuous employment" means consecutive and contiguous days, weeks, months and/or years of employment with the Employer where there has been no break in service involving termination of the employee. In the calculation of continuous service, any approved leave of absence with pay shall not affect continuous service and any authorized leave of absence without pay or a temporary layoff, while not considered a break in service, shall not be counted in the total continuous service. (Example: ten [10] years consecutive and continuous service with six (6) months leave of absence without pay or six (6) months layoff = nine and one-half (9½) years continuous service);
- (f) "Dismissal" means the removal of an employee for disciplinary reasons from employment for just cause;
- (g) "Employee" means a person employed in a position in the bargaining unit in accordance with Article 4 - Application of Agreement;
- (h) "Increment" means the amount per annum provided as a rate of increase in the applicable salary payable to any eligible employee which, unless the context of the relevant approved pay range otherwise clearly indicates, may be granted annually on the applicable anniversary dates;
- (i) "Layoff" means to temporarily remove from a position of employment subject to the employee retaining such rights as set out under this Agreement;
- (j) "Part-time Employee" means an employee who normally works less than the full normal daily, weekly or monthly hours, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis;
- (k) "Position" means a position of employment with the Employer as provided in Article 4 - Application of Agreement;

- (l) "Promotion" means a change of employment from one position to another having a higher maximum salary;
- (m) "Regular Employee" means an employee who carries out and occupies a continuing function with the Employer and who has all the rights and privileges of permanent status.

Article 2 Duration of Agreement

- 2:01 This Agreement shall become effective from and including the **fourteenth (14th)** day of June, **2025** and shall continue in effect up to and including the **ninth (9th)** day of June, **2028** 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 forty-five (45) days prior to but not more than one hundred and eighty (180) days prior to the expiry date hereof. During the period required to negotiate a renewal, or revision and renewal of this Agreement, this Agreement shall remain in full force and effect without change.
- 2:02 Where notice for revision of this Agreement is given under Section :01, the parties shall meet and exchange proposals at least thirty (30) days prior to the expiry date of the Agreement and commence collective bargaining. These time limits may be changed by mutual agreement between the parties hereto.
- 2:03 All additions, deletions, amendments, and/or revisions from the previous Agreement to the renewed Agreement shall be effective date of ratification of this Agreement, **September 29, 2025**, unless otherwise specified.

Article 3 Amendment to the Salary Schedule

- 3:01 During the term of this Agreement, amendments to the salary schedule resulting from the introduction of a new classification, or amendments to Appendix A of the Agreement in respect of exclusions from the terms of this Agreement shall be determined through negotiation between the parties hereto.
- 3:02 If it is necessary for the purpose of recruitment or retention to effect an upward adjustment to the pay range of an established classification, the Employer shall

consult with the Union and may amend the salary schedule to give effect to the required change. In no case shall such pay range be less than that already existing for the classification.

Article 4 Application of Agreement

- 4:01** The Employer recognizes the Manitoba Government and General Employees' Union as the sole and exclusive bargaining agent for all employees of the Employer save and except:
- (a) Those employees employed in positions listed in Appendix A (Exclusions) from the terms of the Agreement, attached to and forming part of this Agreement;
 - (b) Casual employees who have less than one hundred and sixty (160) hours of accumulated service in an eight (8) hour per day classification or less than one hundred and forty-five (145) hours of accumulated service for employees in a seven and one-quarter ($7\frac{1}{4}$) hours per day classification. Casual employees who have accumulated the required hours shall be included in the Agreement effective the start of the biweekly period following such accumulation. See Appendix D (Casual Employees);
 - (c) Evening Instructors and evening Educational Assistants employed by separate employment agreement in the **Employer's** continuing education division. For greater certainty, day time Instructors in the continuing education division are covered by the terms and conditions of the Collective Agreement;
 - (d) Part-time employees who have less than three hundred and thirty-six (336) hours of accumulated service for employees in an eight (8) hour per day classification or less than three hundred four and one half ($304\frac{1}{2}$) hours of accumulated service for employees in a seven and one-quarter ($7\frac{1}{4}$) hours per day classification. Part-time employees who have accumulated the required hours shall be included in the Agreement effective the start of the biweekly pay period following such accumulation. See Appendix C - Application of Benefits to part-time employees;

- (e) Student employees that are not replacing a bargaining unit employee or otherwise creating a shortage of work within the bargaining unit; and
- (f) Elders.

Article 5 Term Employees

5:01 "Term Employee" means an employee hired for a specific term of employment. The term of employment may be based on a specific period of time or the completion of a specific job or until the occurrence of a specified event.

5:02 Where the employment of a term employee terminates at the end of a specific term of employment, then:

- (a) The Employer shall not be required to give any notice or payment in lieu thereof;
- (b) The employee shall not be required to give any notice of resignation;
- (c) The Employer shall inform the employee of any performance issues that arose during the employee's term.

5:03 Where a term employee is laid off, then the following shall apply:

- (a) If the layoff is at the end of a specific term of employment, no notice of layoff is required;
- (b) If the layoff is prior to the end of a specific term of employment, an employee will receive written notice prior to the layoff or granted payment in lieu thereof based on the following:
 - (i) Four (4) weeks' notice to an employee with one (1) or more years of full-time continuous service or;
 - (ii) Two (2) weeks' notice to an employee with less than one (1) year of full-time continuous service.

5:04 (a) Where a term employee is employed in the same position performing the same function for a period of more than twenty-four (24) continuous

months and where the need for the position is expected to continue, the Employer will convert the employee to regular status.

- (b) Where it is known, prior to twenty-four (24) continuous months, that the position is expected to continue, and subject to Article 11:02, the term employee will be converted to regular status at that time.

- 5:05 An employee appointed on term shall be informed in writing as to the duration of the term. Where the term relates to the reason set out in Section :07, the employee shall be so informed. Failure to comply with the foregoing shall not in itself negate the employee's status as a term employee.
- 5:06 Where the employee is not to be converted in accordance with Section :04, the employee shall be notified in writing of the reasons prior to the completion of twenty-four (24) continuous months of service. Inadvertent failure to provide such notice shall not result in a right to conversion if the other conditions in Section :04 are not met. A meeting may be held with the employee to discuss this matter. The employee has the option to have a union representative present.
- 5:07 Section :06 and :10 do not apply where a term employee is replacing an employee who is absent for any reason.
- 5:08 Where a term employee is re-employed within one-hundred and fifty (150) days from the last day for which they were paid, service as of the end of the previous term of employment will be credited to the employee as consecutive service. The foregoing does not apply to a term of employment where an employee has resigned.
- 5:09 The Employer and the Union will meet in the month of June, or as otherwise mutually agreed, in each year to review the status of all term employees with more than twenty-four (24) continuous months of service.
- 5:10 (a) Term employees who accumulate twenty-four (24) months of consecutive service in accordance with **Section** :08 shall be entitled, for a period of one-hundred and fifty (150) days, to a right of first refusal to fill the same

term position provided it is available and subject to the following conditions:

- (i) Service was accumulated in the same position performing the same function;
- (ii) The position was initially filled through a competitive process.
- (b) When more than one (1) employee meets the criteria outlined in (a), offers shall be made in order of seniority.
- (c) The person to whom this article applies must:
 - (i) Report any change of contact information to Human Resources without delay;
 - (ii) If offered that position, respond to the offer within seven (7) days of receipt of notification;
 - (iii) Return to work on the date required by the employer; and
 - (iv) Except for good and sufficient reasons, accept the offer in accordance with this Article or be deemed to have abandoned **their** rights under this Article.

Article 6 Part-time Employees

- 6:01** The calculation of benefits for part-time employees covered by this Agreement will be as set out in Appendix C - Application of Benefits to Part-time Employees.

Article 7 No Discrimination/Respectful Workplace

- 7:01** The Employer and the Union jointly affirm that every employee is entitled to a respectful workplace, which is free of discrimination and harassment.
- 7:02** The Employer and the Union shall administer this Article consistent with the definition of harassment and discrimination set out in the Manitoba Human Rights Code, Workplace Safety and Health Act and Manitoba Labour Relations Act.

- 7:03** The Employer shall maintain policies in relation to discrimination, harassment and respectful workplace and shall provide copies to all employees.
- 7:04** The Employer and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems, should they arise. Situations involving harassment or discrimination shall be treated in a confidential manner by the Employer, the Union and the employee(s).
- 7:05** The Employer and the Union are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee. Reasonable accommodation is the shared responsibility of the employees, the Employer and the Union.
- 7:06** Where a dispute arises, the parties agree that the dispute resolution procedure under the Employer's policies shall be utilized.
- 7:07** Notwithstanding the above, a complaint of harassment may proceed as a grievance.

Article 8 Management Rights

- 8:01** 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.
- 8:02** In administering this Agreement, the Employer shall act reasonably, fairly, in good faith, and in a manner consistent with the Agreement as a whole.

Article 9 Pay

- 9:01** Employees shall be paid on the basis of the hourly rates for an employee's assigned step in the applicable pay scale as set out in the applicable pay schedule. The biweekly pay shall be calculated by multiplying the applicable hourly rate of pay by the number of hours worked in a biweekly pay period. An employee's pay may also include the applicable premiums, supplements, allowances, over-time, and any leave with pay in that period for which the employee is eligible, rounded to the nearest cent.

- 9:02** Where an employee is promoted to another position, the employee shall be paid at a rate of pay set out for that position in the salary schedule that is, if possible, one full increment more than the rate of pay the employee was being paid in the employee's former position.
- 9:03** Where, in special cases, the application of the general rules for placing an employee on a step of a pay range works an injustice or does not make adequate provision, the Employer shall consult with the Union, and may make such provisions as may be necessary to maintain equity and parity among salaries of incumbents of such positions within the pay range of the classification. Such provisions may take the form of salary rate assignment of incumbents to a proper and equitable step of the pay range of the classification of the position or to such a step of the pay range of the incumbent in the event that the pay range of the incumbent is lower than the pay range of the classification of the position.
- 9:04** Where an employee is granted a special merit or additional remuneration by the Employer, the Employer shall notify the Union.
- 9:05** Where the Employer wishes to fill a position with an employee in underfill status, the Employer shall consult with the Union.

Article 10 Retroactive Wages

- 10:01** (a) Retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall apply to:
- (i) Employees who are in the employ of the Employer on the date of the signing of this Agreement;
 - (ii) Employees who, during the above referenced period, retired in accordance with the Civil Service Superannuation Act;
 - (iii) Employees who, during the above referenced period, were laid off in accordance with Article 22;

- (iv) Term employees terminated at the end of a specific term of employment or after the completion of the specific job for which they were employed;
 - (v) An employee who, during the above referenced period, died and such retroactive wage adjustment shall be paid to **their** estate.
- 10:02 (b) Upon written request to the Employer, within sixty (60) days of the date of the signing of this Agreement, retroactive pay adjustments for the period between the expiration of the previous Agreement and the date of the signing of this Agreement shall be made to employees who have voluntarily terminated their services (resigned).

Article 11 Recruitment Selection and Appointment

- 11:01 If a vacant or new regular position or term position of at least six (6) months known duration, in the bargaining unit is to be filled, a competitive selection process will be used.
- 11:02 Notwithstanding Section :01, a competitive selection process may not be required where:
- (a) A qualified person on the **Employer's** re-employment list is appointed to a position without competition; or
 - (b) A regular employee at risk of layoff is re-deployed to an alternate position; or
 - (c) A term employee is converted to regular status in accordance with the provisions of Article 5 - Term Employees; or
 - (d) An acting status appointment made through a competitive process is subsequently converted to regular status; or
 - (e) A regular employee is re-deployed to an alternate position due to health, reasonable accommodation, or human rights reasons; or
 - (f) A term employee who is backfilling a regular position may be directly appointed into the regular position where the incumbent in the regular position is not returning to such position and where the term employee's

appointment to the backfill position was determined through a competitive process; or

- (g) A term employee is being hired into a term position within one hundred and fifty (150) days of the expiration of their previous term of employment in the same position performing the same function and where **their** appointment for that position was made through a competitive process. The foregoing does not apply where an employee has resigned; or
- (h) The parties have otherwise mutually agreed to waive the posting and competitive process.

- 11:03 Where a competitive process is used a competition bulletin shall be posted for a minimum of ten (10) working days unless mutually agreed otherwise, and shall state the closing date for applications, **employment equity criteria**, the location of the position, the classification and salary range (if available), duties and qualifications. The Union will be provided with a copy of all bulletins as they are issued. All internal applicants who meet the screening criteria established pursuant to the competition bulletin shall be interviewed for the position.
- 11:04 The selection of employees for vacant or new positions shall be on the basis of **employment equity**, ability, prior work performance, relevant qualifications and seniority. Where **employment equity**, ability and prior work performance, and relevant qualifications are relatively equal, seniority shall be the determining factor.
- 11:05 Notwithstanding the provisions of Section :04, first consideration for filling vacancies or new positions shall be given to persons on the **Employer** re-employment list.
- 11:06 Nothing in this article shall prevent the Employer from advertising outside the College for a position, nor from selecting a person from outside the **Employer** to a position subject to Section :04.
- 11:07 An employee who is notified that they are an unsuccessful applicant for a position shall be supplied with the reasons for non-acceptance within ten (10) days of making a written request to Human Resources. Such a request shall be

made within ten (10) days of receipt of the notification that they were an unsuccessful applicant.

Article 12 Probationary Period

- 12:01 (a) Instructor **or Educational Developer****
 Subject to Section :07, every employee appointed to a position of Instructor **or Educational Developer** shall be on probation for a period of twelve (12) months.
- (b) All Other Classifications**
 Subject to Section :07, every employee appointed to a position shall be on probation for a period of six (6) months or for such longer period as may be established by the Employer. Such period shall not exceed twelve (12) months. The employee shall be notified of the length of the probationary period.
- 12:02** Where an employee's probation period has been established for a period of less than twelve (12) months, the Employer may extend the employee's probation period. Such extension when combined with the initial probation period shall not exceed twelve (12) months duration and the total shall be deemed to be the initial probation period.
- 12:03** An employee shall be notified in writing of any extension of the probation period under Section :02 prior to the expiry of the probation period. A meeting may be held with the employee to discuss the extension. The employee has the option to have a representative present.
- 12:04** After consultation with the Union, the Employer may extend the probationary period for an Instructor up to an additional twelve (12) months.
- 12:05** An employee who is rejected during the initial probation period may grieve the rejection at Step 2 of the grievance procedure within fifteen (15) working days from the date the employee received notice of the rejection. The College President or designate shall hold a hearing to discuss the grievance with the employee and the employee's representative. The decision at Step 2 shall be final for such grievances.

- 12:06** Where an employee has been rejected during probation following a promotion, upon such rejection the Employer will relocate the employee to their former position or to a position comparable to the former position.
- 12:07** An employee shall not be required to serve a further probation period when:
- (a) The employee is promoted without competition as a result of reclassification of the employee's position;
 - (b) The employee initiates a transfer to a position in the same pay band involving similar duties and responsibilities;
 - (c) The Employer initiates the transfer or demotion of an employee from one position to another for any reason.
- 12:08** The rejection of an employee on probation is not arbitrable.
- 12:09** An employee who is being rejected during the employee's probation period shall be provided with two (2) weeks' notice or payment in lieu thereof.
- 12:10** An employee who is temporarily appointed to another position on an acting basis is not considered to be on probation. If the employee is subsequently promoted to that position, the period during which the employee was in acting status does not count towards the employee's probation period.

Article 13 Conduct of Employees

- 13:01** Each employee shall observe standards of behaviour consistent with the employee's function and role as a college employee and in compliance with the terms of this Agreement.
- 13:02** Where an employee is absent without leave for a period of two (2) weeks, the employee shall be considered to have abandoned their position and shall be deemed to have been terminated on the last day on which the employee was present at work and performed their regular duties.

Article 14 Performance Assessment

- 14:01** Where a formal assessment of an employee's performance is made, the employee concerned shall be given an opportunity to sign the assessment form

upon its completion to indicate that its contents have been read. Employees shall have the right to place their own comments on the form where such space is provided or to append their comments to the form where no space is provided. An employee shall, upon request, receive a copy of the assessment.

- 14:02** An employee's performance shall be assessed against the duties of their official position description. The assessment process may also include other objective criteria which have been jointly developed between the employee and their supervisor for the purpose of performance assessment.

Article 15 Merit Increments

- 15:01** "Merit Increment" means an increase in the rate of pay of an employee within the employee's pay range which may be granted on the employee's anniversary date in recognition of satisfactory service.
- 15:02** Subject to Section :03, the anniversary date of an employee is the first of the month which follows the date on which the employee is employed.
- 15:03** The anniversary date for an employee who, as a result of promotion or transfer received an increase in rate of pay equivalent to two or more merit increments, shall become the first day of the month that falls on or after the effective date of the promotion or transfer, and the employee shall be eligible for their next merit increment twelve (12) months from the anniversary date established in accordance with this section.
- 15:04** Where the pay range for an employee's classification permits, an employee shall be eligible for a merit increment twelve (12) months from the employee's anniversary date established in accordance with this Article provided the employee has accumulated one thousand and eight (1,008) regular hours of work during that twelve (12) month period. If an employee has not accumulated one thousand and eight (1,008) regular hours during that twelve (12) month period and as a result has not received a merit increment, the employee is eligible for a merit increment at the employee's next subsequent anniversary date twelve (12) months hence provided the employee has accumulated one thousand and eight (1,008) regular hours during the preceding twenty-four (24) month period. In a similar manner an employee who has not accumulated one

thousand and eight (1,008) regular hours over the preceding twenty-four (24) month period is eligible for a merit increment at the employee's next anniversary date following the accumulation of one thousand and eight (1,008) regular hours.

- 15:05** Notwithstanding that an employee is appointed to a position at a salary rate higher than the minimum salary applicable to the position, the employee is eligible for a merit increment on the employee's anniversary date.
- 15:06** The effective date for an employee's merit increment shall be the first day of the biweekly pay period which includes the employee's anniversary date.
- 15:07** Where a merit increment is not granted to an employee on the employee's anniversary date:
- (a) The employee shall be notified of the merit increment denial on or before the applicable anniversary date. The employee shall be provided in writing with the reasons the merit increment was denied;
 - (b) The merit increment may be granted to the employee on any subsequent monthly anniversary date which is not less than three (3) months from the employee's anniversary date. The effective date for such a merit increment shall be the first day of the biweekly pay period which includes the subsequent monthly anniversary date referred to. No grievance may be initiated where a merit increment is not granted to an employee under this subsection;
 - (c) The employee is eligible for a merit increment at the employee's next anniversary date notwithstanding that the employee was granted a merit increment under subsection (b).

Article 16 Instructor Education Supplements

- 16:01** Upon supplying proof of attainment, Instructors shall be eligible for an educational supplement as outlined below upon attainment of a recognized and relevant degree effective the first biweekly pay period of the month following attainment of the credential.

For attainment of:

- (a) Recognized and relevant Master's Degree – **effective first day of the biweekly pay period following date of signing of the Collective Agreement \$3,000** per annum (**administered as \$1.60* hourly**); or
- (b) Recognized and relevant Doctorate – **effective first day of the biweekly pay period date of signing of the Collective Agreement \$6,000** per annum (**administered as \$3.19 hourly**).

Hourly amounts are subject to calculation upon entry into the Human Resource Information System.

- 16:02** For purposes of administering Section :01 above, "relevant" means "academic preparation and attainment that is directly applicable and connected to the subject matter the Instructor is assigned to teach."

Article 17 Disciplinary Action

- 17:01** An employee shall only be disciplined for just cause.
- 17:02** A meeting may be held with an employee prior to making a determination to discipline the employee. The employee has the option to have a representative present.
- 17:03** 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 they have read it. Upon signing, the employee shall receive a copy of such a report.
- 17:04** 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.
- 17:05** An employee may grieve any disciplinary action according to Article 47 - Grievance Procedure. Grievances concerning demotion, suspension or dismissal shall be initiated at Step 2 of the grievance procedure.

- 17:06** The person or board to whom a grievance is made 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).
- 17:07** No notice or payment in lieu thereof is required where an employee is dismissed.
- 17:08** An employee may request in writing the removal of a disciplinary letter from their personnel file. This request shall not be unreasonably denied. The Employer's decision may be grieved up to Step 2 of the grievance procedure. The decision at Step 2 shall be final for such grievance.

Article 18 Resignations

- 18:01** An employee wishing to resign shall provide the Employer with a written signed notice of resignation which shall specify the last day of employment.
- 18:02** The effective date of a resignation shall be the last day for which they are paid.
- 18:03** Subject to Sections :04, :05, and :06, where the last day on which an employee who has submitted a notice of resignation performs their regular duties precedes a Friday which, but for the fact that a holiday provided for in Article 24 falls thereon would be a regular working day, the employee shall be deemed to have voluntarily terminated their service on that Friday and shall be eligible for holiday pay for that Friday.
- 18:04** (a) Subject to Section :06 employees shall give written notice of resignation at least two (2) weeks prior to the date on which the resignation is to be effective. Notice of resignation shorter than the required two (2) weeks may only be given with the approval of the Employer.
- (b) An Instructor who gives at least four (4) weeks' notice of resignation shall be included under Article 25 - Vacation, Section **25:11(e)**.

- 18:05 An employee may, with the approval of the Employer, withdraw the notice of resignation at any time before the resignation becomes effective.
- 18:06 Where the employment of an employee terminates at the end of a specific term of employment, or on the completion of a job for which the employee was specifically employed, no notice of resignation is required.

Article 19 Contracting Out

- 19:01 The Employer will give all reasonable consideration to the continued employment of employees who would become redundant because work is contracted out.
- 19:02 Where work is to be contracted out which would result in the redundancy of employees in the bargaining unit, then the following procedure shall apply:
- (a) The Employer will provide the Union with one hundred and twenty (120) days' notice;
 - (b) During the notice period the Union and the Employer shall meet to facilitate potential retraining and/or re-deployment opportunities.
- 19:03 Where an Employer contracts out work that was formerly performed by an employee currently on the re-employment list, the Union and the Employer shall meet to facilitate potential re-training and/or re-deployment opportunities.

Article 20 Technological Change

- 20:01 The Employer and the Union recognize that technological change can offer significant improvements in the quality and quantity of College services.
- 20:02 For purposes of this Article, "technological change" means the introduction of equipment, **technology** or material into College operations which is likely to affect the security of employment of regular employees who are employed on a full-time, year-round basis.

- 20:03** The Employer agrees that it will endeavour to introduce technological change in a manner which, as much as is practicable, will minimize the disruptive effects on services to the public and employees.
- 20:04** Where the Employer intends to introduce technological change, the following procedure will be followed:
- (a) The Employer will provide the Union with one hundred and eighty (180) days' notice prior to the date the change is to be effective;
 - (b) During this period, the parties will meet to discuss the steps to be taken to assist the employees who could be affected;
 - (c) Where retraining is to be provided, it shall be provided during the employees' normal working hours where possible;
 - (d) At the request of either party, an on-site technological change implementation committee shall be established at the work location(s) affected. The committee will consist of two (2) worker representatives and two (2) management representatives. The role of the committee will be to facilitate the implementation of the technological change in a manner consistent with this Article.
- 20:05** The provisions of this Article are intended to assist employees affected by technological change and **Sections 83, 84 and 85 of The Labour Relations Act** do not apply during the term of this Agreement.
- 20:06** The Employer will provide to **regular employees** training and professional development on knowledge, techniques, and technologies necessary to support **their work**.

Article 21 Change of Work Headquarters

- 21:01** Where, as a result of a reorganization an employee's work headquarters is moved from one city or town to another city or town requiring a change of residence by the employee, the employee shall be given notice of the move ninety (90) days in advance of the date upon which the move of the employee is to be effected. Such notice shall be provided in writing to the employee by the Employer.

- 21:02 Where an employee has accepted relocation involving a change in residence by the employee, the employee shall be reimbursed for expenses incurred due to the relocation in accordance with existing policy respecting Employee Relocation Expenses.
- 21:03 Where such notice has been given to an employee and the employee is unable to relocate, every reasonable effort will be made to place the employee in another suitable position within the College.
- 21:04 Where an employee with one (1) or more years of continuous service is unable to relocate, the employee shall be subject to layoff. If the employee has not been offered another suitable position within one (1) year from the date of layoff the employee shall be permanently laid off and shall be eligible for severance pay in accordance with Article 23 - Severance Pay.
- 21:05 For purposes of interpretation of this Article, where the term "suitable position" is used it means a position which the employee is reasonably qualified for and able to perform and which is in a location that would not require a change of residence by the employee.

Article 22 Layoff

- 22:01 Where by reason of a shortage of work or funds, or the abolition of a position or material changes in duties or organization, the Employer determines that a layoff(s) is necessary, the Employer shall determine the classification(s) from which the layoff(s) are to take place.
- 22:02 The Employer shall determine employees potentially affected within each classification from which employees are to be laid off.
- 22:03 Where the layoff(s) of employee(s) is necessary, the Employer shall provide the Union with written notice not less than forty (40) days prior to the date of layoff(s). The parties shall then meet to discuss the steps to be taken to assist the employees affected.
- 22:04 Employees identified for layoff shall receive four (4) weeks' notice or payment in lieu. No notice is required for term employees who are released at the end of **their** term. The Union shall be provided with a copy of all layoff notices issued.

- 22:05** In determining the order of layoff of employees, seniority shall be the determining factor. This Article is subject to the requirement that the employees who are retained must have the qualifications and ability to perform the duties, which the remaining employees will be required to perform. Term employees with less than two (2) years of continuous service shall first be considered for layoff.
- 22:06** (a) Where an employee is identified for layoff, the Employer may identify a vacant suitable placement that is at the same or an equivalent classification and the same annual hours of work where the employee is deemed to have the qualifications and ability to perform the duties. The employee may only decline the placement opportunity if the position would require a change of work location from one city or town to another city or town outside of a twenty (20) kilometre radius measured from the employee's current work location.
- (b) If no vacant suitable placement is identified by the Employer, or the employee declines the opportunity under subsection (a), the employee may exercise an option to displace, into another position of same, equivalent or lower classification, subject to the following:
- (i) The Employer will create a list of potential position(s) and share it with the Union;
 - (ii) The employee must have the qualifications and ability to perform the work of the position they are seeking to displace;
 - (iii) The incumbent with the least seniority in the position would be displaced;
 - (iv) A term employee laid off prior to the expiry of their term may only displace another term employee with the same scheduled expiry date;
- 22:07** An employee who is displaced pursuant to Section :06 shall be given notice of layoff and may, in turn exercise a displacement option as set out in Section 22:06. The process will continue in this manner until there are no displacement opportunities.

- 22:08** An employee who is entitled to displace into another position in accordance with the provisions of this Article may have a familiarization period in the new position. The purpose of the familiarization period is to allow the employee to become oriented to the specific duties of the position. The familiarization period is not intended to be a period during which an employee acquires the necessary qualifications and ability to enable the employee to displace another employee.
- 22:09** The familiarization period shall not be more than three (3) months' duration. An employee who is found to be unsuitable during this familiarization period will be returned to the appropriate re-employment list for the greater of three (3) months' or the remainder of the employee's twenty-four (24) month period on the re-employment list.
- 22:10** For the purposes of this Article, "qualifications" refers to education, knowledge, training, skills, experience, aptitude and competence. "Ability" refers to mental, and physical capability. The Employer, in making a decision with respect to determining which employees are to be retained and which employees are to be laid off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform, in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the Employer in any dispute over the application of qualifications and ability to perform the duties which the remaining employees will be required to perform.
- 22:11** The provisions of Sections :06 and :07 are not applicable if the layoff is to be for a duration of less than three (3) months and the employee(s) is to return to their position upon expiry of such layoff.
- 22:12** Casual employees shall not be used to do the work of laid off employees unless the laid off employee(s) is not available for work.
- 22:13** Where an employee, including a term employee, alleges that the employee's layoff has not been in accordance with this Agreement, the grievance shall be initiated at Step 2 of the grievance procedure.
- 22:14** The Employer shall maintain a re-employment list for all employees who are laid off. A copy will be provided to the Union on request.

- 22:15** Employees who are laid off shall be placed on a re-employment list for a period of up to twenty-four (24) months from the effective date of the layoff.
- 22:16** Employees who are placed on a re-employment list shall be recalled to their positions in reverse order of layoff in the classification from which the employee was laid off.
- 22:17** An employee who is on the re-employment list must:
- (a) Report any change of address to Human Resources without delay;
 - (b) If called back or provided a reasonable re-employment opportunity, respond to the call-back or reasonable re-employment opportunity within seven (7) days of receipt of notification of call-back or reasonable re-employment opportunity. An employee who accepts a reasonable re-employment opportunity at a lower rate of pay shall retain their recall rights under Section 22:16 for the duration of the time they would have remained on the re-employment list;
 - (c) Return to work within fourteen (14) days of receipt of notification of call-back or reasonable re-employment opportunity or such other date as may be agreed upon between the employee and the Employer;
 - (d) Except for good and sufficient reasons, accept a call-back or reasonable re-employment opportunity in accordance with this Article or be deemed to have resigned.
- 22:18** A "reasonable re-employment opportunity" is a position which the employee is reasonably qualified for and able to perform and which is in a location which would not require a change of residence by the employee.
- 22:19** Employees on a re-employment list may be offered re-employment to other positions within the College.
- 22:20** An employee who accepts another position may be placed on a trial period of not more than six (6) months duration. An employee who is found to be unsuitable during this trial period will be returned to the appropriate re-employment list for the greater of six (6) months or the remainder of the employee's twenty-four (24) month period on the re-employment list. An

employee found to be unsuitable may grieve the decision commencing at Step 2 of the grievance procedure.

- 22:21** If a regular employee accepts a term position as a result of re-employment, the employee's status as a regular employee shall be maintained. On the expiry of the term, the employee will be permanently laid off, or remain on the re-employment list for the remainder of the twenty-four (24) month period if applicable.
- 22:22** An employee who has been notified of layoff may opt to waive their employee displacement and re-employment rights and accept a permanent layoff. The employee is then eligible to receive severance pay in accordance with Article 23:04.

Article 23 Severance Pay

- 23:01** Employees with nine (9) or more years of continuous employment whose services are terminated as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act, or The Teachers' Pension Act, or death, shall be paid, or to the employee's estate in the event of death, severance pay in the amount of one (1) weeks' pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed fifteen (15) weeks' pay. (Example: ten (10) years, eight (8) complete months of continuous employment equals ten and eight-twelfths ($10\frac{8}{12}$) years of continuous employment for purposes of calculation.)
- 23:02** Where an employee in their ninth (9th) year of continuous employment fails to complete nine (9) years' continuous employment as a result of retirement in accordance with the provisions of The Civil Service Superannuation Act, or The Teachers' Pensions Act, or death, the employee shall be paid, or to the employee's estate in the event of death, severance pay on the basis of nine (9) weeks' pay multiplied by the factor of the number of complete months service completed in their ninth (9th) year divided by twelve (12) months.
- 23:03** In addition to the severance pay set out in Section :01, employees who retire in accordance with the provisions of The Civil Service Superannuation Act or The Teachers' Pensions Act will also be eligible for the following severance pay:

- (a) For employees with twenty (20) or more years of accumulated service, an additional two (2) weeks' pay;
- (b) For employees with twenty-five (25) or more years of accumulated service, two (2) weeks' pay in addition to the amount in Subsection (a);
- (c) For employees with thirty (30) or more years of accumulated service, two (2) weeks' pay in addition to the amount in Subsections (a) and (b);
- (d) For employees with thirty-five (35) or more years of accumulated service, two (2) weeks' pay in addition to the amounts in Subsections (a), (b) and (c);
- (e) For employees with forty (40) or more years of accumulated service, two (2) weeks' pay in addition to the amounts in Subsections (a), (b), (c) and (d).

23:04 Employees with one (1) or more years of continuous employment whose services are terminated as a result of permanent layoff shall be paid severance pay in the amount of one (1) weeks' pay for each complete year of continuous employment or portion thereof, but the total amount of severance pay shall not exceed twenty-six (26) weeks' pay.

23:05 Where an employee in their first (1st) year of continuous employment fails to complete one (1) year continuous employment as a result of permanent layoff, the employee shall be paid severance pay on the basis of one (1) weeks' pay multiplied by the factor of the number of complete months of service completed in their first (1st) year divided by twelve (12) months.

23:06 The rate of pay referred to in this Article shall be determined on the basis of the last regular biweekly rate of pay, excluding allowances, which was in effect for the employee at the time of retirement, permanent layoff, or death. Subject to Section :08, the rate of pay for hourly rated employees shall be determined on the basis of the applicable work week, either thirty-six and one-quarter (36¼) or forty (40) hours per week.

23:07 In the case of employees eligible for severance pay who are on stand-by or temporary layoff at the time of retirement, permanent layoff or death, the weekly hours shall be, subject to Section :08, the normal weekly hours of work

in effect for the classification of the employees at the time of the retirement, permanent layoff or death.

- 23:08** In the case of hourly paid employees whose total weekly hours of work vary between summer and winter, the severance pay to be paid shall be based on an average of the normal hours of work over the fiscal year.

Article 24 Holidays

- 24:01** (a) The following holidays shall be observed in the College:

New Year's Day	Labour Day
Louis Riel Day	National Day for Truth & Reconciliation
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day (Jul 1)	Boxing Day
Terry Fox Day	

Any other holiday proclaimed by Federal or Provincial Statute

- (b) For calculation purposes holidays shall be observed as indicated below:
- (i) For all shift employees, where any of the holidays fall on a Saturday or a Sunday they shall be observed on that day. When July 1 is a Sunday, July 2 will be observed. For purposes of this Article, a shift employee is one whose regular work week is not Monday to Friday inclusive;
 - (ii) For all non-shift employees, where any of the holidays fall on a Saturday or Sunday, the holiday shall be observed on the following Monday. Where holidays fall on both Saturday and Sunday, the holidays shall be observed on the following Monday and Tuesday.

- 24:02** (a) All College offices shall be closed at noon on December 24th when that day falls on Monday through Friday. This day shall be considered a full working day for purposes of calculation.

- (b) Where an employee is on approved vacation or banked time off on December 24, when that day falls on Monday through Friday, the employee shall utilize one-half ($\frac{1}{2}$) day of vacation or banked time off credits and the day shall be considered a full day for purposes of all other calculations.
- (c) Where the Employer requires an employee to work a regular work day on December 24 when that day falls on Monday through Friday inclusive, such employee shall be entitled to one-half ($\frac{1}{2}$) day of compensatory leave with pay to a maximum of four (4) hours.

24:03 An employee is entitled to their regular pay for a holiday on which the employee does not work provided the employee:

- (a) Did not fail to report for work after having been scheduled to work on the day of the holiday;
- (b) Has not absented herself from work without the consent of the Employer on the regular working day immediately preceding or following the holiday unless the absence is by reason of established illness.

24:04 Notwithstanding Section :03(b) an employee who is on an approved leave of absence without pay at the time of the holiday shall be entitled to receive their regular pay for the holiday provided that the employee received pay for part or all of each day of at least fifteen (15) days during the thirty (30) calendar days immediately preceding the holiday.

24:05 If an employee who is not entitled to pay for a holiday that falls on a regular working day for reasons as outlined in Section :03 does work on the holiday, the employee shall be paid wages equivalent to one and one-half ($1\frac{1}{2}x$) times the employee's regular rate for the time worked on that day.

24:06 Subject to Section :08, and subject to the call-out provisions as provided in this Agreement, an employee who is required to work on the holiday when it is observed on the employee's day of rest shall receive, in addition to the regular holiday pay to which the employee may be entitled:

- (a) If the employee is eligible for premium overtime, overtime compensation based on two times (2x) the employee's regular rate of pay for all overtime

worked on the holiday. Such overtime compensation is in lieu of the overtime compensation to which the employee would otherwise be eligible;

- (b) If the employee is not eligible for premium overtime, compensation based on one and one-half times ($1\frac{1}{2}x$) the employee's regular rate of pay for all overtime worked on the holiday. Such compensation is in lieu of the compensation to which an employee would otherwise be eligible.

24:07 Subject to Section :03, where the wages of an employee vary from day to day, the pay for a holiday on which the employee has not worked shall be equivalent to the employee's average daily earnings exclusive of overtime for the days on which the employee worked during the twenty (20) working days immediately preceding the holiday.

- 24:08**
- (a) An employee who is entitled to pay for a holiday and who is required to work on the holiday, in addition to the regular pay, shall be compensated at the rate of time and one-half ($1\frac{1}{2}x$) for all regular hours worked on the holiday, or be granted compensatory leave for such hours worked at the rate of one and one-half ($1\frac{1}{2}x$) hours for each additional hour worked. Any overtime hours worked on the holiday shall be compensated on the same basis as set out in Section :06(a) or (b).
 - (b) Subject to Section :08(c), the accumulated compensatory leave referred to in Section :08(a) above, shall be taken in the vacation year in which it is earned.
 - (c) The Employer may allow accumulated compensatory leave to be carried forward to the next vacation year.
 - (d) In the event that an employee is terminated, the accumulated compensatory leave shall be paid out at the final rate in effect for the employee during the year in which the statutory holidays were worked.
 - (e) Shift employees shall be entitled to add to their regular annual vacation a maximum of five (5) days accumulated compensatory leave, and any additional compensatory leave shall be granted at the discretion of the Employer.

24:09 An employee who leaves the employment of the Employer shall receive pay in lieu of the compensatory leave that has not been granted.

24:10 December Break

Employees shall receive time off with pay during that period between Boxing Day and New Year's Day designated by the Employer as December break. This does not apply to employees who are on leave of absence without pay. Where an employee is required to work during any part of that period between Boxing Day and New Year's Day designated by the Employer as December break, the employee shall receive equivalent time off without loss of pay.

Article 25 Vacation

25:01 The vacation year is the period beginning on April 1 and ending on March 31 next following.

25:02 Subject to **Section** :12, employees shall earn vacation leave credits based on a full-time equivalent status on the following basis:

- (a) Employees who have completed less than two (2) years' service, fifteen (15) days (108.75/120 hours) per vacation year;
- (b) Commencing from the beginning of the vacation year in which two (2) years of service will be completed, twenty (20) days (145/160 hours), per vacation year;
- (c) Commencing from the beginning of the vacation year in which nine (9) years of service will be completed, twenty-five (25) days (181.25/200 hours) per vacation year;
- (d) Commencing from the beginning of the vacation year in which nineteen (19) years of service will be completed, thirty (30) days (217.50/240 hours) per vacation year;
- (e) Notwithstanding subsections (a), (b), (c) and (d), employees terminating in their second (2nd) year of service shall have their vacation leave credits cashed-out at the rate of which it was earned based on regular hours worked.

- 25:03 An employee shall accumulate vacation credits from their date of hire, based on hours worked.
- 25:04 Vacation time shall be deducted from an employee's vacation credits for vacation time taken rounded to the nearest fifteen (15) minutes.
- 25:05
- (a) Vacation leave may be taken as earned; however, vacation leave would normally be taken in the vacation year following the vacation year in which it is earned.
 - (b) Vacation leave requests are subject to approval of the Employer. Such approval shall be based on operational requirements and will not be unreasonably withheld.
 - (c) Vacation leave may not be taken in advance of when it is earned.
 - (d) The Employer may authorize vacation to commence on any day.
 - (e) The Employer may authorize that vacation leave be carried forward to the next following year to supplement the vacation period in that year, but in no case will a vacation carry-over be allowed which comprises more than one previous year's vacation entitlement.
 - (f) The Employer may authorize or require an employee to take vacation leave in two (2) or more periods.
 - (g) Where an employee is called back from vacation by their Employer, the employee shall be reimbursed for trip cancellation fees or any other expenses approved by the Employer.
- 25:06 Notwithstanding **Section** :05, where the Employer has been unable to schedule part or all of an employee's vacation within the vacation year and as a result finds it necessary to restrict the whole or part of the vacation leave of an employee in two (2) consecutive years, the Employer shall authorize payment in lieu of vacation. Such pay shall not be subject to deduction of pension fund contributions or life insurance contributions.
- 25:07 Subject to the requirements of the Employer, vacation leave shall be rotated regardless of seniority.

- 25:08 Where for any reason other than death, an employee leaves the employment of the Employer after having been granted more vacation leave than the employee has earned in accordance with this Agreement, the employee shall repay to the **Employer** all salary paid for such excess period of leave.
- 25:09 Where an employee dies, the employee's estate shall receive the employee's accumulated vacation credits.
- 25:10 Where an employee is absent on leave without pay vacation leave credits shall no longer accumulate.
- 25:11 For Instructors, all provisions of this Agreement respecting vacations shall apply with the exception of those provisions contrary to the specific provisions outlined in this section:
- (a) Instructors shall accumulate vacation credits at the full-time equivalent rate of forty-four (44) days (319 hours) per vacation year;
 - (b) Subject to the applicable sections of this Article, vacations shall be taken by an Instructor during periods in which no instructional or teaching responsibilities with a class have been assigned;
 - (c) Where an Instructor is transferred or promoted, or returns from acting status to a classification which does not qualify for vacation benefits specific to Instructors, the employee will be entitled to their unexpended vacation credits as of the date of transfer or promotion;
 - (d) Where a regular Instructor resigns, their unexpended vacation credits shall be recalculated and paid out on the basis of the appropriate rate of accumulation as set out in Section :02;
 - (e) Notwithstanding Section :11(d), where a regular Instructor is laid off or retires or dies or gives at least four (4) weeks' notice of resignation, their unexpended vacation credits shall be calculated and paid out at the rate of accumulation specified in Section :11(a);
 - (f) Where a term Instructor who has less than twenty-two (22) accumulated months of service is terminated or resigns, their unexpended vacation

credits shall be recalculated and paid out on the basis of the appropriate rate of accumulation as set out in Section :02;

- (g) Where a term Instructor with twenty-two (22) or more accumulated months of service is terminated or resigns in accordance with the provisions of Section :11(f) their unexpended vacation credits shall be calculated and paid out at the rate of accumulation specified in Section :11(a).

25:12 For employees who regularly work ten (10) or twelve (12) hour shifts, vacation will be calculated in accordance with their employment category in the Hours of Work article; either Category A or Category B.

Article 26 Medical Fitness

26:01 The Employer may require an employee to have a psychiatric examination and/or a physical examination by a duly qualified medical practitioner acceptable to the Employer.

26:02 The cost of any examination referred to in Section :01 will be paid by the Employer.

Article 27 Sick Leave

27:01 It is agreed by both parties that earned sick leave entitlement shall be granted where an employee is unable to be at work and perform their regular duties as a result of **mental or physical** illness or injury.

27:02 **Effective date of signing of the Collective Agreement,** the sick leave to which an employee is entitled shall accumulate:

- (a) During the first **two (2)** years of service at the rate of 3.63 (4) hours per bi-weekly pay period; and
- (b) After the first **two (2)** years of service, at the rate of 7.25 (8) hours per bi-weekly pay period.

- 27:03 Sick leave shall be earned by daily and hourly paid employees pro-rated on the basis of total accumulated service and regular hours worked, exclusive of overtime (Appendix C).
- 27:04 Sick leave with pay up to but not exceeding the net amount of entitlement will be paid to hourly paid employees based on the number of hours they normally would have been scheduled to work on the day they were absent on sick leave.
- 27:05 Sick leave shall not accumulate beyond 1508 (1664) hours.
- 27:06 An employee who has been absent on sick leave with pay, upon returning to work, shall continue to accumulate sick leave up to a maximum of 1508 (1664) hours in accordance with Sections :02 and :03.
- 27:07 **An employee shall accumulate sick leave credits from their start date based on hours worked.**
- 27:08 **Effective date of signing of the Collective Agreement,** a new employee may be granted sick leave in advance of it being earned during the first **year** of service, provided that the amount advanced, does not exceed **72.5 (80)** hours. If an employee who has used more sick leave than has been earned has their services terminated for a reason other than layoff or death, the salary over-payment resulting from the use of unearned sick leave shall be recovered by the Employer.
- 27:09 Sick leave shall not accumulate during periods when an employee is:
- (a) Absent on sick leave and/or absent on Workers Compensation for a period of more than ten (10) consecutive working days; or
 - (b) Absent without leave; or
 - (c) Absent on leave of absence without pay.
- Subsections (b) and (c) to apply where the period of absence is greater than one-half ($\frac{1}{2}$) of the bi-weekly period.
- 27:10 Where an employee is to be absent because of illness, the employee shall endeavour to notify their immediate supervisor of the absence due to illness at least one hour (1) prior to and not more than thirty (30) minutes after the

normal hour of beginning work, or as soon thereafter as the means of communication permit.

- 27:11** The Employer may request a medical certificate or sworn statutory declaration by advance notice or any time during or after the period of illness certifying an employee is or was unable to be present at work because of illness. Should the employee fail to provide a medical certificate or sworn statutory declaration acceptable to the Employer within a reasonable amount of time, the employee shall not be paid for the absence.
- 27:12** 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. The application of this clause to employees subject to the instructor vacation provisions outlined in Article 25:11 shall be to a maximum of fifteen (15) working days.
- 27:13** Where the Employer has cause to request information other than that required in Section :11, the Employer shall reimburse the employee for any costs incurred for providing such information.
- 27:14** Employees should make every reasonable effort to schedule their medical and dental appointments outside of their working day. However, if employees are unable to schedule their medical and dental appointments outside normal working hours, they will be allowed time off without loss of pay provided they are absent less than two (2) hours. Employees are encouraged to schedule appointments at the beginning or end of the working day in order to minimize disruptions and absences. Employee absences for appointments greater than two (2) hours, will be allowed without loss of pay if the employee has sick leave credits. The time off in excess of two (2) hours will be charged against the employee's sick leave credits, in fifteen (15) minute intervals.
- 27:15** For medical and dental appointments with specialists or for services not available locally, up to two (2) days including travel and appointment time, may be allowed for such appointments. Where documentation acceptable to the

Employer is provided, sick leave may be used for such medical and dental appointments.

- 27:16** When an employee is unable to work and is in receipt of an Income Replacement Indemnity (IRI) from Manitoba Public Insurance (MPI) as a result of an injury incurred in a vehicle accident, the employee may elect to be paid an additional amount, which when combined with the IRI benefit, shall ensure the maintenance of net salary consistent as if they were in receipt of regular sick leave. Such additional amount shall be chargeable to the employee's sick leave credits accrued at the time the employee commenced receipt of the IRI and such additional payment shall be payable until the employee's accrued sick leave credits have been exhausted.
- 27:17** Where an employee requires domestic violence leave, the employee's sick leave entitlement shall be used to provide the five (5) paid days as provided by The Employment Standards Code.

Article 28 Workers Compensation

- 28:01** When an employee is unable to work and is in receipt of Workers Compensation allowance as a result of an injury incurred in the course of the employee's duties, the employee will be paid an additional amount which, when combined with the compensation allowance, shall ensure the maintenance of 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 allowances, and such additional payments shall be payable until the employee's accrued sick leave credits have been exhausted. Net salary shall be as determined by the Workers Compensation Board.
- 28:02** Notwithstanding Section :01, an employee's pay may only be topped up by a maximum of 10% of the employee's net salary at the time of the injury.
- 28:03** Where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date of absence due to the compensable injury.

- 28:04 Where an employee is injured on the job and is required to leave for medical treatment and/or is sent home by management due to the injury, the employee shall incur no loss in regular pay and benefits for the day on which the accident occurs.
- 28:05 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.

Article 29 Bereavement Leave

- 29:01 **Effective date of signing of the Collective Agreement, an employee shall be entitled to bereavement leave of five (5) working days without loss of salary in the event of the death of parent, legal guardian, spouse, sibling, child, legal ward, or an individual with whom the employee permanently resides. The relationships named in this Section (:01) include in-law relationships (including common law), foster and step relationships.**
- 29:02 **Effective date of signing of the Collective Agreement, an employee shall be entitled to bereavement leave of three (3) working days (21.75/24 hours) without loss of salary in the event of the death of a grandparent, grandchild, parent's sibling, sibling's child. The relationships named in Article :02 include in-law (including common law), foster and step relationships.**
- 29:03 **Effective date of signing of the Collective Agreement, an employee shall be entitled to bereavement leave of three (3) working days (21.75/24 hours) without loss of salary in the event of the death of any other person whom the employee considers to be comparable to the relationships in Article :01 and :02.**
- 29:04 An employee who is entitled to bereavement leave under Sections :01, :02 and :03, during vacation leave shall receive vacation credits equal to the number of **hours** of bereavement leave granted.
- 29:05 Provided an employee has not received bereavement leave for the death in question, an employee shall be entitled to bereavement leave up to a maximum of one (1) day without loss of salary for attending a funeral as a pallbearer or to perform a formal eulogy.

29:06 **Effective date of signing of the Collective Agreement**, an employee shall be entitled to additional bereavement leave up to a maximum of two (2) days **(14.5/16 hours)** without loss of salary, requested for the purpose of attending a funeral **rite of the deceased** at a distance of two-hundred kilometres (200 **kms**) or further.

Article 30 Care Leave

30:01 **Effective April 1 following the date of signing of the Collective Agreement and each April 1 thereafter, full-time** employees shall be entitled to up to a **maximum of** five (5) **working** days **(36.25/40 hours) with pay** and charged against the employee's sick leave credits **on the following basis:**

- (a) **Employees are to request Care Leave with as much notice as reasonable and practicable in the circumstances; and**
- (b) **Approval of the Care Leave is subject to operational requirements and shall not be unreasonably denied; and**
- (c) **Employees must have already earned the required amount of sick leave credits as at the date of the requested Care Leave; and**
- (d) **Care Leave may be taken in increments up to the annual number of hours granted; and**
- (e) **Care Leave is to be taken as paid time off in the fiscal year in which it is granted; and**
- (f) **Unused Care Leave in the fiscal year is forfeited on March 31 and will not be carried forward into the next fiscal year; and**
- (g) **Unused Care Leave in the fiscal year cannot be paid out; and**
- (h) **Upon termination, unused Care Leave is forfeited and will not be paid out or otherwise provided to the employee.**

30:02 An employee shall have the required sick leave accumulation under Article 27 Sick Leave to offset the **Care Leave** under this provision.

- 30:03 **Where an employee is entitled to Care Leave during the period of the employee's approved annual vacation, the Employer, in its discretion may grant Care Leave and credit the employee with alternate days vacation equivalent to the number of days approved Care Leave. The employee will be responsible to provide a written request to the Employer, and upon receipt of such written request, the Employer's decision shall be final not subject to grievance.**

Article 31 Ceremonial, Cultural, Religious and Spiritual Leave

- 31:01 **Effective April 1 following the date of signing of the Collective Agreement and every April 1 thereafter, an employee may request up to two (2) working days (14.5/16 hours) of leave per fiscal year with pay to participate in ceremonial, cultural, religious or spiritual event(s).**
- 31:02 **An employee shall submit a request for the leave to their immediate supervisor at least five (5) business days in advance of the leave, or as soon thereafter as the means of communication permits.**
- 31:03 **Unused leave in the fiscal year shall not be carried over into the following fiscal year. Unused leave in the fiscal year shall not be paid out. Upon termination, unused leave is forfeited and will not be paid out or otherwise provided to the employee.**
- 31:04 **Requests are subject to operational requirements and shall not be unreasonably denied.**

Article 32 Birth Leave

- 32:01 **An employee shall be granted one (1) day's leave with pay, to attend to needs directly related to the birth of their child.**

Article 33 Maternity Leave

- 33:01 **The effective date of changes to the maternity leave provisions are the first day of the biweekly pay period following the date of signing.**

An employee who qualifies for maternity leave may apply for such leave in accordance with either Plan A or Plan B but not both.

PLAN A

33:02 In order to qualify for Plan A, an employee must:

- (a) Submit to the Employer an application in writing for leave under Plan A at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence such leave; and
- (b) Provide the Employer with a certificate of a duly qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of delivery.

33:03 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 Section :02(b); 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 Section :02(b) 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.

33:04 (a) An employee who has been granted maternity leave shall be permitted to apply up to a maximum of five (5) days of **their** accumulated sick leave against the Employment Insurance waiting period.

An employee who has been granted maternity leave shall also be permitted to apply up to an additional five (5) days of the employee's accumulated sick leave in the week after Employment Insurance maternity leave benefits are paid or an additional five (5) days of the employee's accumulated sick leave in the week after Employment Insurance parental

benefits cease, but shall not be payable beyond the **eightieth (80)** week of leave.

- (b) Should the employee not return to work following maternity leave for a period of employment sufficient to allow for re-accumulation of the number of sick days granted under subsection (a), the employee shall compensate the Employer for the balance of the outstanding days at the time of termination. Approved sick leave with pay granted during the period of return shall be counted as days worked.

33:05 Where an employee's anniversary date falls during the period of maternity leave, the employee shall be eligible to receive a merit increase effective the date upon which the employee returns to their position of employment.

PLAN B

33:06 Plan B does not apply to term employees.

33:07 The effective date of changes to Plan B is the first day of the biweekly pay period following the date of signing.

33:08 In order to qualify for Plan B an employee must:

- (a) **Be a regular employee at the time of application for Plan B; and**
- (b) Submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence such leave; **and**
- (c) Provide the Employer with a certificate of a duly qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of delivery; **and**
- (d) Provide the Employer with proof that the employee has applied for Employment Insurance benefits and that Service Canada has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits **prior to the payment of Plan B top up.**

33:09 An applicant for maternity leave under Plan B must sign an agreement with the Employer providing that:

- (a) The employee will return to work and remain in the employ of the Employer on a full-time basis for at least twenty-six (26) weeks following the employee's return to work, or, in the case of a part-time employee, the employee will return to work and remain in the employ of the Employer on a part-time basis for at least twenty-six (26) weeks following the employee's return to work; and
- (b) If the employee does not take parental leave as provided in Article 35 - Parental Leave, the employee will return to work on the date of the expiry of **their** maternity leave; and
- (c) If the employee does take parental leave as provided in Article 35 - Parental Leave, the employee will return to work on the date of the expiry of parental leave; and
- (d) Should the employee fail to return to work as provided above, the employee is indebted to the Employer for the full amount of pay received from the Employer as a maternity top-up allowance during the employee's entire period of maternity leave.
- (e) Should the employee return to work as provided above but fail to complete the return to service commitment, the employee is indebted to the Employer for a prorated amount based on the number of weeks the employee has remaining on the return service commitment, rounded to the nearest full week.

33:10 At the request of an employee who is not a part-time employee and who has received maternity leave under Plan B, the Employer may authorize the employee to return to work on a part-time basis for a period of fifty-two (52) weeks.

Should the employee fail to return to work as provided above, the employee is indebted to the Employer for the full amount of pay received from the Employer as a maternity top-up allowance during the employee's entire period of maternity leave.

Should the employee return to work as provided above but fail to complete the return to service commitment, the employee is indebted to the Employer for a prorated amount based on the number of weeks the employee has remaining on the return service commitment, rounded to the nearest full week.

33:11 An employee who qualifies is entitled to a maternity leave 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 Section :08(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 Section :08(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.

33:12 During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance in accordance with the following:

- (a) For the first week an employee shall receive ninety-three percent (93%) of the employee's weekly rate of pay;
- (b) For up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the Employment Insurance benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's weekly rate of pay;
- (c) For the week immediately following the discontinuation of payments of Employment Insurance maternity benefits an employee shall receive ninety-three percent (93%) of the weekly rate of pay provided the employee does not receive Employment Insurance parental benefits immediately following the exhaustion of the Employment Insurance maternity benefits.

If the employee receives Employment Insurance parental benefits immediately following the exhaustion of Employment Insurance maternity

benefits, the employee shall receive ninety-three percent (93%) of the weekly rate of pay for the week immediately following the discontinuation of payments of Employment Insurance parental benefits;

(d) **Should an employee not be required to serve any wait period before the commencement of Employment Insurance Maternity benefits, the benefits under :12(a) will be paid in the week following the payment in :12(c).**

(e) All other time as may be provided under Section :11 shall be on a leave without pay basis.

33:13 During the period of maternity leave, benefits will not accrue. However, the period of maternity leave will count as service towards eligibility for long service vacation and long service sick leave entitlement.

33:14 Where an employee's anniversary date falls during the period of maternity leave, the employee shall be eligible to receive a merit increase effective the date upon which the employee returns to their position of employment.

Article 34 Adoptive Parent Leave

34:01 An employee shall be granted one (1) day's leave with pay to attend to needs directly related to the adoption of the child. At the employee's option such leave shall be granted on the day of, or the day following the adoption.

34:02 Where an employee adopts a child aged sixty (60) months or younger, such employee shall be eligible to receive parental leave and the relevant provisions of Article 35 – Parental Leave shall apply with the necessary modifications.

Article 35 Parental Leave

35:01 The effective date of changes to the parental leave provisions are the first day of the biweekly pay period following the date of signing of the collective agreement.

An employee who qualifies for parental leave may apply for such leave in accordance with either Plan A or Plan B but not both.

- 35:02 In order to qualify for parental leave, an employee must:
- (a) **Be the parent who gave birth to a child; or**
 - (b) Be the **parent** of a child or **they** must assume actual care and custody of **their** newborn child; or
 - (c) Adopt a child aged sixty (60) months or younger under the law of a province.
- 35:03 An employee who qualifies under Section :02 must **submit to the Employer 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.**
- 35:04 An employee who qualifies in accordance with Section :02 and :03 is entitled to parental leave without pay for a continuous period of up to sixty-three (63) weeks.
- 35:05 Subject to Section :06, parental leave must commence no later than eighteen (18) months after the date of birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee.
- 35:06 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.
- 35:07 (a) An employee who has been granted parental leave shall be permitted to apply up to five (5) days of their accumulated sick leave against the Employment Insurance waiting period.
- (b) Should the employee not return to work following parental leave for a period of employment sufficient to allow for re-accumulation of the number of sick days granted under subsection (a), the employee shall compensate the Employer for the balance of the outstanding days at the time of termination. Approved sick leave with pay granted during the period of return shall be counted as days worked.

35:08 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 upon which the employee returns to their position of employment.

Plan B

35:09 An employee is not entitled to parental top-up under Parental Leave Plan B if they have received the full seventeen (17) weeks of maternity top-up. If an employee received less than seventeen (17) weeks of maternity top-up, they will be eligible for parental top-up with the combined number of weeks of maternity (Plan B) and parental top-up (Plan B) not to exceed seventeen (17) weeks. **Subject to the eligibility requirements, parents that both work for the Employer can apply for either Maternity Leave top-up or Parental Leave top up, as applicable.**

35:10 Plan B does not apply to term employees.

35:11 In order to qualify for **Parental Leave**, an employee must:

- (a) **Have given birth to** a child; or
- (b) Be the **parent** of a child or **they** must assume actual care and custody of **their** newborn child; or
- (c) Adopt a child aged sixty (60) months or younger under the law of a province.

35:12 An employee who qualifies under Section :11 must:

- (a) **Be a regular employee at the date of submission of the application; and**
- (b) Submit to the Employer 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; **and**
- (c) Provide the Employer with proof that the employee has applied for Employment Insurance benefits and that Service Canada has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits **as at the date of application for Plan B.**

- 35:13** An employee who qualifies in accordance with Sections :11 and :12 is entitled to parental leave for a continuous period of up to sixty-three (63) weeks.
- 35:14** Subject to Section :15, parental leave must commence no later than eighteen (18) months after the date of birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee.
- 35:15** 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.
- 35:16** 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 upon which the employee returns to their position of employment.
- 35:17** An applicant for parental leave under Plan B must sign an agreement with the Employer providing that:
- (a) The employee will return to work and remain in the employ of the Employer on a full-time basis for at least twenty-six (26) weeks following the employee's return to work, or in the case of a part-time employee, the employee will return to work and remain in the employ of the Employer on a part-time basis for at least twenty-six (26) weeks following the employee's return to work; and
 - (b) Should the employee fail to return to work as provided above, the employee will be indebted to the Employer for the full amount of pay received from the Employer as a top-up allowance during the entire period of parental leave.
 - (c) Should the employee return to work as provided above but fail to complete the return to service commitment, the employee will be indebted to the Employer for a prorated amount based on the number of weeks the employee has remaining on the return service commitment, rounded to the nearest full week.

35:18 During the period of parental leave, an employee is entitled to a total of seventeen (17) weeks of paid parental top-up allowance in accordance with the plan as follows:

- (a) If the employee is required to serve a one (1) week wait period before Employment Insurance parental benefits are payable:
 - (i) The employee shall receive ninety-three percent (93%) of their weekly rate of pay in that wait period week;
 - (ii) For a maximum of sixteen (16) additional weeks, payments equivalent to the difference between the Employment Insurance standard parental benefits the employee is eligible to receive ninety-three percent (93%) of their weekly rate of pay. Employees opting for extended parental benefits will receive the same top-up dollar amount that they would have received had they elected to take standard parental benefits.
- (b) If the employee is not required to serve a one (1) week wait period before Employment Insurance parental benefits are payable:
 - (i) The employee shall receive a maximum of seventeen (17) weeks of payments equivalent to the difference between the Employment Insurance standard parental benefits the employee is eligible to receive and ninety-three percent (93%) of their weekly rate of pay. Employees opting for extended parental benefits will receive the same top-up dollar amount that they would have received had they elected to take standard parental benefits.
- (c) All other time as may be provided under Section :11 shall be on a leave without pay basis.

Article 36 Bridging of Service

36:01 A regular employee who resigns as a result of the employee's decision to raise a dependent child or children, and is re-employed, upon written notification to the Employer shall be credited with the length of service accumulated up to the time of resignation for the purposes of sick leave and long service vacation

entitlement benefits as defined in this Agreement and based on service seniority.

The following conditions shall apply:

- (a) The employee must have accumulated at least four (4) years of continuous employment at the time of resigning;
- (b) The resignation itself must indicate the reason for resigning;
- (c) The break in service shall be for no longer than six (6) years , and during that time the employee must not have been engaged in remunerative employment for more than three (3) months;
- (d) The previous length of service shall not be reinstated until successful completion of the probationary period;
- (e) Upon successful completion of the probationary period, the employee will be credited with the accumulated sick leave credits at the time of the resignation up to a maximum of twenty-six (26) days of credits.

Article 37 Loss Of or Damage To Personal Effects

- 37:01** Employees are responsible for any personal effects which are brought to their place of work and are not specifically required in the course of their employment; and no claim for compensation will be considered for loss or theft of or damage to personal effects or clothing other than damage to clothing that occurs as a result of an accident, normal wear and tear excepted.
- 37:02** Employees suffering loss of, theft of, or damage to tools, equipment, personal effects or clothing incurred when they are away from their normal place of work while on a business or field trip may claim compensation only for such items as are necessary in day-to-day living in the course of their employment away from their normal place of work.
- 37:03** Employees whose occupation requires them to provide and use their own tools, equipment or personal effects in the course of their employment, should safeguard such tools, equipment or personal effects against loss, theft or damage; and no claim for compensation for loss, theft or damage to such tools,

equipment or personal effects may be made under this Section except where such tools, equipment or personal effects are handed over or delivered to a supervisor where this is practical and the receipt thereof is acknowledged by the supervisor.

- 37:04** Where employees are required to provide, commandeer or rent without fee from any person or firm, tools, equipment or personal effects which are to be used in the course of their employment and which are not readily available from the Employer, claims for compensation may be made for the loss or theft or damage to such tools, equipment or personal effects.
- 37:05** No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or theft of or damage to the employee's tools, equipment or personal effects, or for luxury items.
- 37:06** Every claim for compensation made pursuant to Sections :01, :02, :03, and :04 will be considered by the Employer, and the claim shall indicate:
- (a) The name of the claimant, position classification, normal place of work and type of work the position entails;
 - (b) Identification as to category - loss, theft, damage - and full particulars as to when, and how the loss, theft or damage took place, with any other relevant particulars;
 - (c) Justification for the claim in accordance with Sections :01, :02, :03, or :04;
 - (d) A certification by the claimant that all items lost, stolen or damaged are not covered by any form of insurance.
- 37:07** Payment of claims approved by the Employer shall be paid at full replacement cost provided that the item that is lost or damaged beyond repair has been purchased within three (3) months of the incident, and proof of purchase is submitted. In other cases reimbursement shall be limited to the cost of repair, or, on the basis of seventy-five percent (75%) of the replacement cost, including applicable sales taxes where necessary.

Article 38 Remoteness Allowance

38:01 The Employer shall provide remoteness allowances as shown in Appendix B which is attached hereto and which forms part of this Agreement.

Article 39 Benefits

- 39:01** (a) The Employer shall provide a Flex Benefit Plan as outlined in Appendix G. The plan document and group policy issued by the Insurance Carrier are the governing documents.
- (b) A group re-enrollment occurs every two (2) years. Employees will not be able to change their Flex Benefit Plan option within the two year timeframe, subject to the following exceptions where an employee experiences a life event and notifies Pay and Benefits as soon as possible following the life event. Eligible life events are as follows:
- (i) Change in marital status (for example: attaining common-law status, marriage, divorce). A spouse is defined as a legal spouse and includes common-law and same-sex relationships. No more than one spouse can be covered on the plan at one time.
 - (ii) Acquiring a Child (birth, adoption or step-child).
 - (iii) Involuntary loss of similar coverage through a spouse's group benefit program (for example, because of a change in a spouse's employment status).
 - (iv) Death of a spouse or child.
 - (v) A child ceasing to qualify for coverage (for example, a child's attainment of a limiting age).
- (c) An employee will have sixty (60) days from the date of the life event to choose a new Flex Benefit Plan option.
- (d) Regular employees are eligible to participate in the Flex Benefit Plan immediately. Term employees are eligible to participate in the plan after completion of 1885 (2080) hours.

- (e) Any changes which may be negotiated by the Employer and the Union must result in all Flex Benefit Plan options having equivalent cost to the Employer.
- (f) Each year the financial experience of the Flex Benefit Plan options, which carry an employee cost, will be reviewed and the employee cost may be adjusted accordingly by the Employer.
- (g) The Employer will provide the Union the annual cost of the Flex Benefit Plan options, and review the previous year's Flex Benefit Plan experience, by April 30.

Article 40 Employee and Family Assistance Program

- 40:01** The Employer and the Union agree that the employees will continue to have access to the Employee and Family Assistance Program.

Article 41 Safety and Health

- 41:01** The Employer and the Union recognize that safety, accident prevention and the preservation of health are of primary importance in College operations and that these activities require the combined efforts of the Employer, employees, and the Union.
- 41:02** 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.
- 41:03** 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.
- 41:04** Every employee shall take all reasonable precautions and follow all reasonable safety rules, practices and procedures in order to protect their safety and health and the safety and health of any other persons who may be affected by their acts or omissions at work.
- 41:05** The parties agree to the establishment of Workplace Safety and Health Committees in the College where it is deemed necessary. Where it is deemed

appropriate to establish a Workplace Safety and Health Committee in a workplace, the following shall apply.

- 41:06** Efforts should be made to schedule committee meetings, functions or duties during the employees' work time but if this is not possible meetings may be held during an employee's off duty hours. Employee representatives who are members of a Workplace Safety and Health Committee and who are scheduled to meet during off duty hours shall be compensated at straight time rates or at the employee's option be granted time off in lieu for time spent in such meetings, functions or duties.
- 41:07** Minutes of all committee meetings are required. Minutes shall consist of matters relating to the receipt and disposition of safety and health concerns. The minutes shall be signed by both chairpersons. Where there is disagreement as to the accuracy or content, either party may so note the disagreement and place their comments on the minutes prior to signing. When the minutes are signed by both co-chairpersons, the management co-chairperson shall retain the original for the records of the committee, forward a copy to the Workplace Safety and Health Division, post a copy and forward a copy to members of the committee.
- 41:08** The objectives of Workplace Safety and Health Committees include:
- (a) Assisting employees to identify, record, examine, evaluate and resolve safety and health concerns in the workplace;
 - (b) Developing practical procedures and conditions to help achieve safety and health in the workplace;
 - (c) Promoting education and training programs to develop detailed knowledge of safety and health concerns and responsibilities in each individual workplace.
- 41:09** Where a supervisor knows that any condition exists at a workplace that is unusually dangerous to the safety or health of an employee, the supervisor shall not require or permit an employee to engage in, carry on or continue to work in that workplace under that condition.

- 41:10** (a) Where an employee has reason to believe, and does believe, that a condition exists that is dangerous to their safety or health in the performance of the employee's work, the employee shall report that condition to their supervisor.
- (b) The supervisor upon being notified under Section :10(a) shall inspect the condition with the employee and discuss the employee's reasons for believing the condition to be dangerous. Where there is a safety and health committee at the workplace, the co-chairpersons may be asked to participate.
- (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 without delay.
- (d) If the employee refuses to work because of their belief that the condition is dangerous, the employee must be available to perform other work assigned.
- 41:11** Where an employee has refused to perform work in accordance with Section :10, no other employee shall be assigned the particular work unless such employee is notified of the refusal and the reasons for the refusal, if known.
- 41:12** Nothing in this Article prevents the performance of any work that may be necessary in order to remedy the dangerous condition described in Sections :09 and :10.
- 41:13** Disciplinary action shall not be taken against an employee solely for the reason that the employee:
- (a) Made a report under Section :10; and
- (b) Refused to work or continue to work under the conditions described under Section :10 provided a safety and health officer has reported in writing that the employee had reasonable and probable grounds for believing that those conditions were dangerous to their safety or health.

- 41:14** Where an employee wilfully takes unfair advantage of the provisions described in Section :10, the employee may be subject to disciplinary action up to and including suspension or dismissal.

Article 42 Uniforms and Protective Clothing

- 42:01** Where the Employer determines that uniforms and protective clothing are required in the performance of the employee's duties, such uniforms and protective clothing shall be provided to the employee.
- 42:02** Where uniforms and protective clothing are supplied, the Employer agrees to furnish, replace or repair such clothing when damaged in the performance of the employee's duties.
- 42:03** Where an employee is required, as a condition of employment, to provide and wear approved safety footwear or prescription safety glasses during the course of the employee's regular duties the employee will be eligible for an allowance once per fiscal year, to help offset the cost to the employee of purchasing approved safety footwear and prescription safety glasses. The allowance shall be one-hundred and sixty dollars (\$160.00) per approved safety footwear purchase and one-hundred and sixty dollars (\$160.00) per prescription safety glasses purchase. Employees may use their Vision Care benefits to supplement the purchase of prescription safety glasses.
- 42:04** The allowance will be paid under the following conditions:
- (a) The safety footwear and/or prescription safety glasses purchased must meet the standards defined in the Manitoba Workplace Safety and Health Regulations and be approved by the Canadian Standards Association (CSA).
 - (b) Satisfactory proof of purchase must be provided by the employee; and
 - (c) The employee must have purchased safety footwear and/or prescription safety glasses specifically for employment with the Employer; and
 - (d) To be eligible to receive the allowance an employee must work five (5) consecutive work days.

- 42:05 Where an employee who has worked for a fiscal year and has not claimed the allowance in that fiscal year, purchases safety footwear and/or prescription safety glasses in the next fiscal year, the employee is eligible to claim up to twice the maximum allowance in that fiscal year.
- 42:06 Notwithstanding any other provision of this Agreement, where an employee disputes the provision of protective clothing and footwear in accordance with this Article, the employee may file a grievance in accordance with the grievance procedure. The decision at Step 2 shall be final for such grievances.

Article 43 Video Display terminals

- 43:01 Where an operator is of the opinion that the work results in undue eye fatigue, the employee may request a review of the job duties. The Employer will endeavour to design the job of the operator in a manner that will, wherever practicable, permit an operator to be assigned at least ten (10) minutes of alternate duties during any two (2) hour period of continuous operation.

Article 44 Union Business

- 44:01 Leave of absence to attend to Union business may be granted to employees under the following conditions:
- (a) Requests for leave shall be made in writing by the Union by providing the employee with a letter of request. The employee shall submit the letter to their immediate supervisor who shall forward the request to the Employer for approval. The Union will also provide a copy of the written request to the Director of Human Resources;
 - (b) Requests for leave shall be made with reasonable advance notice but not less than three (3) working days and shall be granted only where operational requirements permit. Where special or unusual circumstances prevent compliance with the three (3) working days' notice, the request shall be considered and shall not be unreasonably denied;
 - (c) Where such leave of absence has been granted the Union shall reimburse the **Employer** one hundred percent (100%) of the wages paid to such employees during the approved absence.

- 44:02** (a) For time spent with the Employer's representatives during negotiations of the Agreement, the Union will be allowed to have no more than two (2) employees present at each bargaining session on a time off with pay basis.
- (b) Prior to the commencement of negotiations, the Union shall supply the Employer with a list of employee representatives. Dependent upon operational requirements, requested leave for such employees shall not be unreasonably denied.
- (c) Subject to the mutual agreement of the parties, the total number of employees referred to in both Sections :02(a) and (b) above may be changed provided any additional employees are on leave without pay or on wage recovery as per Section :01(c).
- 44:03** Union staff members shall not visit employees at their place of work unless prior approval has been obtained from the employee's supervisor.
- 44:04** The Employer agrees to allow the Union use of space on existing bulletin boards for the purpose of posting official Union information relating to business affairs, meetings, and social events provided the information does not contain anything that is adverse to the interests of the Employer. The Employer shall have the right to refuse to post or remove the posting of any information.

Article 45 Rights of Union Officers

- 45:01** "Union Officer" means an employee elected or appointed by the Union who is authorized to represent the Union, an employee or both.
- 45:02** The Employer recognizes the Union's right to select Union Officers to represent employees.
- 45:03** The Union shall determine the number of Union Officers and the jurisdiction of each Union Officer having regard to the plan of organization, the distribution of employees at the work place, and the administrative structure implied by the grievance procedure.
- 45:04** The Union agrees to provide the Employer with a list of Union Officers and any subsequent changes. The Union shall provide appropriate identification for Union Officers.

- 45:05** Union Officers and employees shall not conduct union business during their working time.
- 45:06** The duties of the Union Officers shall be to investigate complaints of an urgent nature and to investigate and present grievances in accordance with the grievance procedure.
- 45:07** For complaints of an urgent nature, a union officer shall first obtain the permission of their immediate supervisor before leaving work to investigate such complaint. Such permission shall not be unreasonably sought or withheld. On resuming their normal duties, the Union Officer shall notify their supervisor.
- 45:08** When it is necessary for a Union Officer to investigate a complaint or grievance during working hours, no deduction in salary shall be made from the Union Officer 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 Union Officer and employee shall notify their supervisor(s).
- 45:09** Notwithstanding Section :05, upon request, a Union representative shall be provided an opportunity to meet with newly hired employees for up to fifteen (15) minutes during regular working hours. The time shall be established by agreement subject to operational requirements and may include a group orientation to facilitate this.

Article 46 Union Security

- 46:01** Employees covered by this Agreement, whether members of the Union or not, shall pay to the Union, by payroll deduction, an amount equal to 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 biweekly pay period, following the date the employee is covered under the terms of this Agreement.
- 46:02** The Employer shall forward to the Union the amount of the dues deducted under Section :01 above on a biweekly basis.

- 46:03** The Employer shall provide the Union on a biweekly basis, the names of the employee from whose wages dues have been deducted showing opposite each employee's name, the amount of dues deducted for that employee.
- 46:04** 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.
- 46:05** Notwithstanding any other provision in this Agreement, the Employer shall, no later than ninety (90) days preceding the expiry date of this Agreement, furnish in written form to the Union the following, by classification groupings:
- (a) The name of each employee;
 - (b) The classification of each employee;
 - (c) The current rate of pay of each employee.

Article 47 Labour/Management Committee

- 47:01** A joint consultation committee will be established and maintained within the **Employer**. The committee shall consist of no more than three (3) representatives of the Employer and three (3) representatives of the Union. The committee shall meet at the request of either party for the purpose of discussing matters of mutual concern, and which either party considers appropriate for discussion by the committee.
- 47:02** The committee may make recommendations to the Union and the Employer with respect to its discussion and conclusions, but it shall not have jurisdiction over wages, or any matter of collective bargaining including the administration of this Agreement. The committee does not have the power to bind either the Union or its members or the Employer to its decisions or conclusions.

Article 48 Grievance Procedure

- 48:01** 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.

48:02 All grievances shall be sent to the Director, Human Resource Services. When a grievance cannot be presented in person at any step, it may be transmitted by registered mail, or electronic mail which will be deemed received the next working day.

48:03 It is mutually agreed that every effort shall be made to have meaningful discussion and resolve complaints through discussion before a written grievance is initiated. The aggrieved employee shall have the right to have a representative present at such a discussion.

A grievance is defined as a complaint in writing 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;
- (b) The dismissal, suspension, demotion, or written reprimand of an employee;
- (c) A dispute concerning the classification of an employee.

48:04 Notwithstanding Section :03, an employee may complain or grieve on any unsatisfactory working condition up to and including Step 2 of the grievance procedure. The decision at Step 2 shall be final for such grievances.

- 48:05**
- (a) Where a grievance has been initiated and the nature of the grievance is such that it has or potentially could have widespread application affecting a number of employees: and where as a result the Union deems it impractical that each affected employee grieve separately, the Union shall have the right to present a group grievance on those matters as defined in Section :03(a). A group grievance shall be presented directly to the College President within twenty (20) working days following the date upon which the employee(s) were notified orally or in writing, or on which the employee(s) first became aware of the action giving rise to the grievance.
 - (b) 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. Where such a grievance is initiated by the Union it shall be

presented to the College President. Where such a grievance is initiated by the Employer it shall be presented to the President of the Manitoba Government and General Employees' Union. In all cases the grievance shall be presented within twenty (20) working days from the date of the action giving rise to the grievance.

- (c) Where the parties fail to resolve a grievance under Section :05(a) or :05(b), either party may refer the grievance to Arbitration. It is agreed and understood that grievances which have been submitted and dealt with as individual grievances may not subsequently be submitted as a policy grievance.
- (d) Notwithstanding Section :07 a grievance filed under Section :05(b) shall not require the signature of an employee.

48:06 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 of 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. Either party may request an extension of the time limits providing such extension is requested prior to the expiry of the time allowed. An extension, if requested, shall not be unreasonably withheld.

48:07 Wherever possible, the grievance shall be presented on the Union Grievance Form. 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. Except for failure to meet the time limits, a grievance shall not be deemed to be invalid if it is not written on the Union grievance form or for failure to quote the Article in dispute.

48:08 An employee has the right to representation by a Union representative at any step of the grievance procedure.

Step 1

- (a) Within twenty (20) working days after the date upon which the employee was notified orally or in writing, or on which the employee 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 employee's supervisor.
- (b) The supervisor shall sign for receipt of the grievance and if the nature of the grievance is such that the supervisor is authorized to deal with it, the supervisor shall issue a decision in writing to the employee and to the Union within fifteen (15) working days.
- (c) The supervisor may discuss the grievance with the employee and the employee's representative before giving a decision on the grievance.
- (d) If the nature of the grievance is such that a decision cannot be given below a particular level of authority, the supervisor shall forward the grievance to the College President or designate at Step 2 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.
- (e) Where the immediate supervisor at Step 1 is a Union Officer or Officer of the Union, the grievance shall automatically be referred by the immediate supervisor to Step 2.
- (f) If the action or circumstances giving rise to the grievance are the result of a decision of the employee's supervisor, the employee may present the grievance to the next level supervisor.

Step 2

- (a) If the grievance is not resolved satisfactorily at Step 1, the employee shall submit the same grievance and the redress requested to the College President or designate within fifteen (15) working days of the receipt of the decision at Step 1.
- (b) The College President or designate shall sign for receipt of the grievance and issue a decision in writing to the employee and to the Union within fifteen (15) working days of receipt of the grievance.

- (c) For those grievances defined in accordance with Section :03, the College President or designate may hold a hearing to discuss the grievance with the employee and the employee's representative before giving a decision on the grievance. For those grievances concerning unsatisfactory working conditions as defined in Section :04, the College President or designate shall hold a hearing to discuss the grievance with the employee and the employee's representative before giving a decision on the grievance.

48:09 Grievances concerning demotion, suspension or dismissal shall be initiated at Step 2 of the grievance procedure within twenty (20) working days of the date that the employee became aware of the action.

48:10 An employee or the Union may withdraw a grievance at any step of the grievance/arbitration procedure by giving written notice to the Employer. An employee may abandon a grievance by not processing it within the prescribed time limits.

Article 49 Arbitration Procedure

49:01 Only those matters set forth below may be submitted to Arbitration by the Union or the Employer:

- (a) Grievances concerning the application, interpretation or alleged violation of an Article of this Agreement;
- (b) Grievances concerning the application, interpretation or alleged violation of a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;
- (c) Grievances concerning dismissal, suspension, demotion or a written reprimand of an employee;
- (d) Disputes involving classification.

49:02 The procedure for arbitrating grievances shall be as set forth below:

- (a) Where a difference arises between the parties hereto relating to a subject matter as outlined in Section :01, either of the parties may, within twenty (20) working days from the receipt of the decision at Step 2, notify the

other party in writing of its desire to submit the grievance to arbitration. Such notification, when initiated by the Union, shall be made directly to the College President, and shall set forth the issue in dispute for referral to an arbitrator or arbitration board in accordance with Sections :02(b) or (c);

- (b) Where the party initiating the arbitration proceedings wishes to request a single arbitrator, the notice referred to in Section :02(a) shall so state;
 - (i) The parties will attempt to reach agreement on the selection of a single arbitrator within ten (10) working days;
 - (ii) Where the party who receives the notice rejects the request for a single arbitrator or where the parties have failed to reach agreement on the selection of a single arbitrator within ten (10) working days, the party initiating the arbitration proceedings may submit the name of its appointee to the board in accordance with Section :02(c) within ten (10) working days;
 - (iii) A single arbitrator shall be considered to be an arbitration board for purposes of this Article.
- (c) Where the party initiating the arbitration proceedings wishes to request arbitration by a three (3) person board, the notice referred to in Section :02(a) shall contain the first party's appointee to the arbitration board. The following procedure will then apply:
 - (i) The party who receives the notice shall within ten (10) working days of receiving the notice, name an appointee to the arbitration board and notify the other party in writing of such appointee;
 - (ii) The two (2) members of the arbitration board named by the parties shall, within ten (10) working days of the appointment of the second of them, appoint a third member of the arbitration board who shall be the chairperson thereof;
 - (iii) Should either party fail to appoint a Chairperson as herein provided, then the other party to the dispute may request that the Manitoba Labour Board select a Chairperson;

- (iv) The chairperson and one other member are a quorum; but, in the absence of a member, the other members shall not proceed unless the absent member has been given reasonable notice of sitting;
- (d) Where the matter is submitted to the arbitration board, the arbitration board shall commence hearings within thirty (30) days of the matter being submitted to the board and shall hear evidence and argument submitted by or on behalf of the parties relevant to the matter submitted and shall make a decision thereon in the form of an award of the arbitration board;
- (e) The arbitration board shall hear and determine the difference or allegations and shall issue a decision, which decision shall be final and binding and enforceable upon the parties and upon any employee or employees affected by it;
- (f) The arbitration board may summon before it any witnesses and require them to give evidence on oath, orally or in writing, and to produce such documents and evidence as the arbitration board deems requisite to the full investigation and consideration of the matters referred to it;
- (g) The arbitration board shall submit a report on the findings and the decision of the board within fourteen (14) days following the completion of the hearing to the parties;
- (h) Any of the time limits referred to above may be extended by mutual agreement of the parties hereto;
- (i) In the case of a three (3) person arbitration board the decision of the majority shall be the decision of the arbitration board. If there is no majority, the decision of the chairperson shall be the decision of the board;
- (j) The arbitration board shall not have the power to add to, subtract from or modify or alter in any way the provisions of this agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;

- (k) The arbitration board shall expressly confine itself to the issue submitted to the board, and shall have no authority to make a decision and/or recommendation on any other issue not so submitted to the board;
- (l) Where the arbitration board determines that an employee has been dismissed or otherwise disciplined by the Employer for just cause, the arbitration board may uphold the discipline or substitute such other remedy as the board deems just and reasonable under the circumstances;
- (m) The expenses incurred by and in respect of an arbitration board shall be paid as follows:
 - (i) The parties to the arbitration shall each pay an equal portion of the remuneration and expenses of the chairperson of the arbitration board;
 - (ii) Each party to the arbitration shall pay the remuneration and expenses of the member of the arbitration board named or appointed by or on behalf of that party;
 - (iii) Each party to the arbitration shall pay the fees and expenses of witnesses called by that party to give evidence before the arbitration board;
 - (iv) Each party to the arbitration shall pay the fees and expenses of any counsel appearing before the arbitration board on behalf of that party;
 - (v) The parties to the arbitration shall each pay an equal portion of other costs and expenses incurred by the arbitration board in conducting the arbitration.

Article 50 Employee Development

- 50:01** The parties recognize the desirability of ongoing employee development, the purpose of which is to improve services to meet the needs of students and the community. Employee development activities may include activities related to an employee's current position as well as activities for potential career development opportunities with the Employer. In addition, upon the

employee's written request, the Employer will create an employee development plan for each employee who requests same.

- 50:02** Educational leave policies and practices shall be as set forth from time to time in the College's Policies and Procedures Manual.

Article 51 Civil Liability

- 51:01** If an action or proceeding is brought against any employee covered by this Agreement for an alleged tort committed by the employee in the performance of their duties, then:
- (a) The employee, upon being served with any legal process, or upon receipt of any action or proceeding as hereinbefore referred to, being commenced against the employee shall advise the College President of any such notification or legal process;
 - (b) The Employer shall pay any damages or costs awarded against any such employee in any such action or proceedings and all legal fees; and/or
 - (c) The Employer shall pay any sum required to be paid by such employee in connection with the settlement of any claim made against such employee if such settlement is approved by the College President before the same is finalized; provided the conduct of the employee which gave rise to the action did not constitute gross negligence of the employee's duty as an employee;
 - (d) Upon the employee notifying the Employer in accordance with Section :01(a), the Employer and the employee shall forthwith meet and appoint counsel that is mutually agreeable to both parties. Should the parties be unable to agree on counsel that is satisfactory to both, then the Employer shall unilaterally appoint counsel. The Employer accepts full responsibility for the conduct of the action and the employee agrees to co-operate fully with appointed counsel.

Article 52 Employee Files

- 52:01** Upon the written request of an employee, the Employer's personnel file of that employee shall be made available for the employee's full examination. Such examination shall be in the presence of a representative of Human Resources. The employee has the option to have a representative present.
- 52:02** An employee may request a copy of specific documents on the Employer's personnel file of that employee. This provision shall not be unreasonably requested or denied.

Article 53 Long Term Disability Income Plan

- 53:01** The parties agree that the Employer shall provide an employer paid Long Term Disability Income Plan for eligible employees. The regulations governing this plan will be agreed upon in a separate Memorandum of Agreement.
- 53:02** Group Life and Employee Health Benefits (including any and all Employer contributions) shall be maintained during any unpaid leave required to satisfy the 120 day elimination period or date of initial decision, whichever is later, for the LTD plan.

Article 54 Seniority

- 54:01** (a) "Seniority" means the length of service with the College as defined in this Article provided such service has not been broken by termination of the employee.
- (b) "Seniority" shall also include service with the Province of Manitoba prior to April 1, 1993 as reflected in the "Transition to Board Governance" Memorandum of Agreement signed by the parties, provided such service has not been broken by termination of the employee.
- 54:02** Seniority for service shall include only the following:
- (a) Regular paid time;
- (b) Periods of Workers Compensation;
- (c) Periods of maternity leave;

- (d) Periods of adoptive parent leave;
- (e) Periods of parental leave;
- (f) Approved educational leave to a maximum of one (1) year;
- (g) Any sick leave without pay necessary to satisfy the elimination period of the Long Term Disability Plan;
- (h) Leaves without pay to a maximum accumulation of twenty (20) working days in a calendar year.

54:03 An employee will lose all seniority when the employee:

- (a) Resigns;
- (b) Retires;
- (c) Is dismissed and not reinstated;
- (d) Dies;
- (e) Is permanently laid off;
- (f) Is terminated at the expiry of the employee's term of employment.
However, this subsection does not apply to a term employee who has been employed on a full-time basis for twenty-four (24) continuous months and who is re-employed within twelve (12) months of the expiration of the employee's term of employment.

54:04 A seniority list will be prepared by April 1 by the Employer based on service up to and including the last day of the last pay period of the previous year. The list will be posted at work locations as determined by the Employer.

54:05 Seniority lists will be prepared for the following types of employees in order of seniority:

- (a) Instructional:
 - (i) Regular;
 - (ii) Term.

(b) Non-Instructional:

(i) Regular;

(ii) Term.

54:06 Grievances concerning the calculation of seniority must be filed at Step 2 of the grievance procedure within twenty (20) working days of the date the employee became aware of the seniority calculation. Such grievances shall be restricted to the calculation of seniority in the calendar year immediately prior to the year in which the seniority list is posted.

Article 55 Instructor Qualifications

55:01 Each Instructor shall be required to attain the Teaching For Learning in Applied Education post-graduate certificate or an equivalent qualification acceptable to the Employer.

55:02 It is desirable that the Teaching for Learning in Applied Education be completed as quickly as reasonably possible. Therefore, an Instructor shall complete at least six (6) credit hours towards the post-graduate certificate in each academic year.

(a) Where an Instructor has no assigned contact hours and subject to the approval of the Employer, where operational requirements permit, the Instructor may complete one or more courses towards accreditation during the period Monday to Friday, during an Instructor's normal hours of work.

(b) An Instructor completing the Teaching for Learning in Applied Education shall be eligible for one increment step increase within the pay range effective the first day of the biweekly pay period of the month following attainment as reflected in the Instructor's transcript. The Instructor's eligibility for relevant increments at the next anniversary date will not change as a result of the foregoing.

(c) The tuition waiver for Teaching for Learning in Applied Education courses will be in effect for instructors.

Article 56 Off-Campus Assignments

- 56:01** Where an Instructor is assigned instructional duties and responsibilities off-campus such that the Instructor is unable to return to **their** normal residence at the end of a work day and must therefore reside temporarily in another location, the Instructor shall be provided reasonable notice of such assignment.
- 56:02** An employee who accepts relocation as a result of program decentralization shall be entitled to the following:
- (a) Where the program is moved permanently to a location which requires relocation of the employee, the **Employer** policy on Employee Relocation Expenses shall apply;
 - (b) Where the location of the program is to be temporary (one [1] full academic year or less), the employee shall be deemed to be in travel status and the following conditions shall apply:
 - (i) The employee shall receive a temporary relocation allowance equivalent to two (2) weeks' salary;
 - (ii) The employee shall be entitled to accommodations in accordance with Appendix F;
 - (iii) The employee shall receive the applicable meal allowances and other expenses as per Appendix F;
 - (iv) Prior to being committed to accepting the assignments, the employee shall be entitled to one (1) pre-location trip to the community, including transportation, meals and accommodation expenses, for the purpose of reviewing the accommodation and educational facilities;
 - (v) Upon accepting the assignment, the employee, in addition to the initial paid relocation trip and final return trip, shall be entitled to further paid return trips to **their** permanent residence a minimum of eight (8) weeks or major portion thereof. Where possible, the teaching assignments shall be scheduled in such a manner as to allow the paid travel to occur on normal working days;

- (vi) The employee shall retain remoteness allowance applicable to the location of their permanent residence;
- (vii) Additional miscellaneous expenses may be claimed, with the approval of the College President or designate.

56:03 Where an employee is assigned to travel away from their normal work location and, with the prior approval of the Employer, travel time is required outside of the normal hours of work, the travel time will be compensated at applicable overtime rates.

Article 57 Shift Premium

57:01 **Effective date of signing of the Collective Agreement, a Category A or Category B** employee required to work a shift where half or more of the hours are worked between 6:00 p.m. and 6:00 a.m. shall receive a shift premium of one-dollar **and seventy-five** cents (\$1.75) per hour or portion thereof.

57:02 An employee required to work a full shift of overtime on their day of rest or as a result of a "call out" shall receive the shift premium if half or more of the hours worked are between 6:00 p.m. and 6:00 a.m. An employee shall not receive shift premium for overtime shifts which are contiguous to their regular working hours.

57:03 The shift premium shall not be included in the calculation of overtime payments, superannuation, group insurance, sick leave payments, vacation pay, or any other employee benefits.

Article 58 Standby

58:01 **Effective date of signing of the Collective Agreement, a Category A or Category B** employee, who has been designated by the Employer or authorized supervisor to be available on standby during off duty hours on a regular working day, shall be entitled to:

- (a) A payment of thirty-**two** dollars (\$32.00) for each eight (8) hour period.

58:02 **Effective date of signing of the Collective Agreement, a Category A and Category B** employee who has been designated by the Employer or

authorized supervisor to be available on standby during off duty hours on a day of rest or on a paid holiday that is not a working day:

(a) A payment of thirty-**eight** dollars (\$38.00) for each eight (8) hour period.

- 58:03** To be eligible for standby payment, an employee designated for stand-by duty must be available during the 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.
- 58:04** The standby payment includes the responsibility to respond to phone calls and other forms of electronic communication which do not include a return to work. If such calls individually or in total exceed one-half ($\frac{1}{2}$) hour, the employee is entitled to claim overtime for the period beyond one-half ($\frac{1}{2}$) hour at the applicable overtime rate. The provisions respecting minimum call-out do not apply in these circumstances.
- 58:05** An employee on standby who is called back to work shall be compensated in accordance with call-out provisions of the Overtime Article in addition to standby pay.
- 58:06** The **Employer** will establish, for each department, a maximum limit of consecutive standby days up to which the employee is required to be available. The maximum limit of standby days will include regular work days, days of rest, and general holidays. Where operationally feasible, standby assignments will be rotated amongst qualified employees.
- 58:07** **Standby duty will normally be scheduled with at least fourteen (14) days' notice of such schedule. Standby duty may be modified by the Employer in the event of unforeseen circumstances.**

Article 59 Academic Coordinator's Allowance

- 59:01** "Academic Coordinator" means those Instructors who are designated in writing by the Employer as coordinators of academic programs and receive an allowance in recognition of duties that may include administration and coordination of these programs.

- 59:02** Effective June 30, 2012, where an Instructor is designated by the Employer as an Academic Coordinator, the Academic Coordinator shall be paid an allowance of two thousand nine hundred dollars (\$2,900) per annum.
- 59:03** Where an Instructor serves the Employer with written notice requesting that they not be designated as an Academic Coordinator the Employer shall make every reasonable effort to accommodate the request. Normally, the Instructor will not be required to assume the responsibilities of Academic Coordinator for a period longer than ninety (90) days following the date the Employer received such notice.
- 59:04** The Employer may designate an Instructor as an Academic Coordinator where necessary due to operational requirements such as program accreditation standards.
- 59:05** Notwithstanding Article **63:05** (j), an Instructor who is designated as an Academic Coordinator for the full academic year will have an annual contact hour threshold of four hundred and sixty (460) hours.
- An Instructor who is designated as an Academic Coordinator for part of the academic year will have an annual contact threshold that is prorated based on the period the Instructor was designated as an academic coordinator and the period the Instructor was not designated as an academic coordinator.
- 59:06** Where operationally feasible, an expression of interest may be circulated to instructors within the department prior to assigning Academic Coordinator responsibilities to an instructor on a full time basis.

Article 60 Acting Status

- 60:01** Where the Employer directs an employee employed in one position to temporarily take over the duties and responsibilities of another position having a higher grade of pay, and provided the employee takes over and continues to perform for five (5) or more consecutive working days the duties and responsibilities of that position, the employee shall be appointed temporarily to that position with acting status and shall be paid at the rate of pay for that position from the date of taking over the duties and responsibilities of that position until the temporary appointment is revoked; and upon the temporary

appointment being revoked shall, unless the employee is appointed or promoted to another position, revert to their original position and be paid at a rate of pay for their original position that the employee would be paid if the employee had never held the temporary appointment.

60:02 For purposes of interpretation of this Article, the duties and responsibilities under this Article means the duties and responsibilities that would have been performed by the incumbent during the period in which the incumbent had been replaced.

60:03 The Employer will inform the Union when an employee is placed in acting status for longer than six (6) months via a semi-annual report.

Article 61 Job Sharing

61:01 The Employer and the Union agree as follows:

- (a) Job sharing is an alternative work arrangement whereby the duties and responsibilities of a full-time position may be restructured in a manner that would accommodate the employment of two (2) or more employees on a part-time basis;
- (b) The Employer will inform the Union of any new job share arrangements within the bargaining unit at the time the job share is initiated.

Article 62 Weekend Premium

62:01 **Effective date of signing of the Collective Agreement, a Category A or Category B** employee shall receive one-dollar **and twenty-five cents** (\$1.25) per hour for all regular hours of work or portions thereof on a Saturday or Sunday.

62:02 A **Category A and Category B** employee who works overtime will only be eligible for weekend premium if the employee is replacing another **Category A or Category B** employee who would have received the weekend premium if the **Category A or Category B** employee being replaced had worked.

- 62:03** The weekend premium shall not be included in the calculation of overtime payments, superannuation, group life insurance, sick leave payments, vacation pay, or any other employee benefits.

Article 63 Hours of Work

- 63:01** All employees will fall within one (1) of the following categories of hours of work:
- (a) Category (A) seventy-two and one-half (72½) hours of work biweekly;
 - (b) Category (B) eighty (80) hours of work biweekly;
 - (c) Category (C) Instructors.
- 63:02** All employees within this Agreement shall come within Category (A) except for employees classified as Instructor Series, who shall be categorized as Category (C) employees, and employees in the following classifications who shall be categorized as Category (B) employees:
- 2nd Class Power Engineer
 - 3rd Class Power Engineer
 - Assistant Manager, Maintenance
 - Building Service Worker
 - Carpenter
 - Controls Technician
 - Cook
 - Coordinator, Emergency Preparedness
 - Director, Technology Access Centre
 - Electrician
 - Executive Chef PGI
 - Facility Manager
 - Food Services Worker
 - Groundskeeper
 - Landscaping & Grounds Maintenance Technician
 - Landscaping & Grounds Maintenance Worker
 - Locksmith
 - Maintenance Assistant

- Manager, Building Services
- Manager, Maintenance
- Manager, Research Programs
- Manager, Safety & Health
- Millwright
- Musculoskeletal & Ergonomics Coordinator
- Nurse
- Painter
- Plumber
- Production Chef
- Restaurant Manager, PGI
- Safety & Health Technician
- Safety and Health Officer
- Security Officer
- Senior Facility Manager
- Storekeeper/Buyer
- Supervisor Building Services, Night
- Supervisor, Building Services, Day
- Supervisor, Food Services
- Supervisor, Landscaping & Grounds Maintenance
- Supervisor, Security Services
- Trades Helper

63:03 Category (A)

- (a) The regular work day shall be seven and one-quarter (7¼) hours exclusive of the forty-five (45) minute meal break and the regular work week, five (5) consecutive days, Monday to Friday between 8:00 a.m. to 5:00 p.m., unless the work schedule is modified to provide for a flexible work day or work week, to a maximum of ten (10) hours per day exclusive of meal periods, on the understanding that the biweekly hours of work set out in :01 are maintained. All hours worked beyond the scheduled daily or biweekly hours are subject to the overtime provisions set out in Article 64.

- (b) Based on the needs of students or other operational requirements the Employer may assign flexible work assignments. The Employer shall assign hours in the following order:
 - Previously hired to work these hours,
 - Employee volunteers,
 - Assigned in reverse order of seniority.
- (c) Flexible work arrangements may be requested by the employee. Such requests shall not be unreasonably denied, subject to operational requirements.
- (d) The employee has the right to have a Union representative present. Any change to the regular work day or work week arrangement shall be copied to the Union. A notice period of no less than ninety (90) days shall be provided in writing to the Union and the affected employee(s) for any changes in the regular work day or work week arrangements. The notice period may be shortened or waived by mutual agreement between the Employer and the employee(s). The employee(s) has a right to Union representation.
- (e) Any variations to a work day where the hours of work exceed ten (10) hours per day shall only be instituted with the mutual consent of both the parties.
- (f) **Workload Review**
 - (i) An employee who believes a review of **their** workload is warranted shall meet to discuss the concern with **their** immediate supervisor and if the concern is deemed valid, to identify possible methods to resolve the concern.
 - (ii) In the event that a resolution cannot be reached, the employee may refer the concern in writing to the next level manager. The decision, in writing, shall be provided to the employee within five (5) working days.
 - (iii) An employee who is dissatisfied with the decision in (ii) above, may grieve the decision at Step 2 of the grievance procedure within five (5) working days from the date the employee received the

decision. The College President or designate shall hold a hearing to discuss the grievance with the employee and the employee's representative. The decision at Step 2 shall be final for such grievances.

63:04 Category (B)

- (a) The regular work day shall be eight (8) hours and the regular work week five (5) consecutive days unless the work schedule is modified to provide for a flexible work day or work week, to a maximum of ten (10) hours per day exclusive of meal periods*, on the understanding that the biweekly hours of work set out in :01 are maintained. All hours worked beyond the scheduled daily or biweekly hours are subject to the overtime provisions set out in Article 64.

*Meal Period Inclusive:

- **Manager, Safety and Health Services**
 - **Musculoskeletal and Ergonomics Coordinator**
 - **Nurse**
 - **Safety and Health Officer**
 - **Safety Technician**
 - **Security Officer**
 - **Supervisor, Security**
- (b) Based on the needs of students or other operational requirements, the Employer may assign flexible work assignments. The Employer shall assign hours in the following order:
- Previously hired to work these hours,
 - Employee volunteers,
 - Assigned in reverse order of seniority.
- (c) Flexible work arrangements may be requested by the employee. Such requests shall not be unreasonably denied, subject to operational requirements.
- (d) The employee has the right to have a Union representative present. Any change to the regular work day or work week arrangement shall be copied

to the Union. A notice period of not less than ninety (90) days shall be provided in writing to the Union and the affected employee(s) for any change in the regular work day or work week arrangements. The notice period may be shortened or waived by mutual agreement between the Employer and the employee(s). The employee(s) has a right to Union representation.

- (e) Any variations to a work day where the hours of work exceed ten (10) hours per day shall only be instituted with the mutual consent of both the parties.
- (f) **Workload Review**
 - (i) An employee who believes a review of **their** workload is warranted shall meet to discuss the concern with **their** immediate supervisor and if the concern is deemed valid, to identify possible methods to resolve the concerns.
 - (ii) In the event that a resolution cannot be reached, the employee may refer the concern in writing to the next level manager. The decision, in writing, shall be provided to the employee within five (5) working days.
 - (iii) An employee who is dissatisfied with the decision in (ii) above, may grieve the decision at Step 2 of the grievance procedure within five (5) working days from the date the employee received the decision. The College President or designate shall hold a hearing to discuss the grievance with the employee and the employee's representative. The decision at Step 2 shall be final for such grievances.

63:05 **Category (C)**

The academic year for Instructors shall be the period July 1 to June 30.

- (a) The parties recognize that the workload of an Instructor includes but is not limited to the following in various proportions:
 - Curriculum development;
 - Assigned contact hours;
 - Course/lesson preparation (new, revised or repeated);

- Evaluation (including marking, grading of oral presentations and other forms of student assessment);
- Student supervision (number of students);
- Student consultation;
- Committee work;
- Applied research;
- Other professional duties related to instruction.

While the pattern of these duties may vary among disciplines and individual Instructors, they constitute the principal obligations of an Instructor during the academic year.

- (b) An Instructor's workload may also be influenced by other factors including but not limited to:
 - Multi-campus assignments;
 - Method of delivery;
 - Student accommodation requirements;
 - Approved Professional development.
- (c) Normally, prior to the commencement of the academic year, the chair shall determine workload within **their** area and for the individual Instructors within the area. The workload assigned to individual Instructors shall be appropriate and reasonable for the discipline concerned, taking into account the various duties and factors set out in Section :05(a) and (b) hereof. The workload assigned to each Instructor shall be determined following consultation with the Instructor including a consideration of the Instructor's qualifications and course preferences. The workload shall be reasonable and fair. Each Instructor shall receive their workload assignment in writing by May 31 for the fall term and with six (6) weeks prior notification for any subsequent start date. The workload assignment may be modified in the event of unforeseen circumstances.

Unless mandated by an accrediting body or professional organization the Instructor(s) subject to the review of the chair, shall choose the course materials, method of presentation and evaluation for each subject assigned.

Curriculum developed by another institution and purchased for use by the **Employer** shall be delivered by Instructors within the College unless otherwise mutually agreed with the Union. It is understood that programs delivered in partnership with another organization may be delivered by Instructors from that organization and the **Employer**. No Instructor shall be laid off as a result of purchased courses or programs delivered in partnership.

- (d) An Instructor shall carry out the responsibilities for teaching with fair and ethical dealing with students, taking care to inform students adequately regarding course format, assignments, and methods of evaluation, to maintain teaching schedules in all but exceptional circumstances, to inform students adequately of any necessary cancellation and rescheduling of instruction, and to adhere to the schedules for the submission of grades and evaluations and to act in conformity with the Senior Academic Committee. Instructors shall exercise with discretion their responsibility to maintain order and safety in the classroom and in the laboratory, and to evict disrupters and /or those persons who pose a threat to themselves or to others.
- (e) **Appeal Procedure**
 - (i) An Instructor who wishes a review of **their** workload shall apply to the appropriate dean or designate, within five (5) working days of receiving the assignment from the chair. The dean or designate, shall render a decision within five (5) working days of receipt of the appeal.
 - (ii) An Instructor who is dissatisfied with the decision of the dean, or designate, may submit **their** complaint to the appropriate vice-president or designate, within five (5) working days of receipt of the dean's, or designates decision and the vice-president, or designate, shall render **their** decision within five (5) working days of receipt of the complaint.
 - (iii) The time limits may be extended by mutual agreement between the parties.

- (iv) If the above procedures fail to resolve the issues the matter may be submitted to arbitration in accordance with Article 48 of this Agreement.
- (f) A contact hour is a period of sixty (60) minutes or less of assigned responsibilities with a class including (but not limited to) exam invigilation, clinical, practicum supervision, worksite visitations, and assisted supervision. Where responsibilities with a class are assigned beyond one hour, the contact shall be calculated hourly using the actual assigned time, rounded up to the nearest half ($\frac{1}{2}$) hour.
- (g) Except as provided for in Section :05(h), Instructors may be assigned contact hours during an eight (8) consecutive hour period between 8:00 a.m. and 6:00 p.m. Monday through Friday. During this period Instructors are entitled to a one (1) hour meal break between 11:00 a.m. and 2:30 p.m. if the hours are between 8:00 a.m. and 6:00 p.m., or no later than four (4) hours after start of shift if the hours of work are subject to Section :05(h). Instructors are expected to make themselves reasonably available during non-contact time for student consultation and other duties as described in **Section :05(a)**.
- (h) The parties recognize that some instructional programs must be conducted after 6:00 p.m. or on weekends. The parties agree as follows:
 - (i) For those instructional programs offered after 6:00 p.m. or on weekends for which a new Instructor has been specifically hired, the Employer may assign the Instructor hours beyond 6:00 p.m. or on weekends provided eight (8) consecutive hours is not exceeded;
 - (ii) For those non-evening school programs that traditionally have operated beyond 6:00 p.m., the Employer may assign the Instructor hours beyond 6:00 p.m. provided eight (8) consecutive hours is not exceeded;
 - (iii) Where operational requirements require that an Instructor be assigned hours beyond 6:00 p.m. or on weekends, the Employer, after consultation with the Union may assign such hours provided eight (8)

consecutive hours is not exceeded. Such hours shall be assigned as follows:

- (A) Volunteers who meet the qualifications and are able to perform the duties starting with the most senior Instructor;
 - (B) Assigned by reverse seniority to Instructor(s) who meet the qualifications and are able to perform the duties.
- (iv) There shall be a minimum fourteen (14) hour break between the end of the last assignment and the start of the first assignment the following day.
 - (v) A notice period of not less than ninety (90) days shall be provided in writing to the Union and the affected Instructor(s) for any change in the regular work day or work week arrangements. The notice period may be shortened or waived by mutual agreement between the Employer and the Instructor(s). The Instructor(s) has a right to Union representation.
- (i) When an Instructor in a health care program is assigned to oversee student practicums, the Instructor may work up to three (3) twelve (12) hour shifts during the course of a work week and where the Instructor will be considered to have met the requirements of Section :05(g).
- Where an Instructor has worked two (2) twelve (12) hour shifts, the Instructor will receive one (1) day compensatory time. Where an Instructor has worked one (1) twelve (12) hour shift, the Instructor will receive one-half ($\frac{1}{2}$) day compensatory time. This compensatory time will be taken with mutual agreement within two (2) weeks of the time worked. Where mutual agreement is not achieved, the Employer will schedule time.
- (j) An Instructor shall be eligible for payment at overtime rate for any and all contact hours in excess of 800 in an academic year.
 - (k) Payment under Section :05(j) will be at a rate of one and one-half times ($1\frac{1}{2}x$) the Instructors hourly rate as set out in the salary schedule. Such pay shall not be subject to superannuation or group life insurance deductions, nor will vacation credits accrue.

- (l) Where, because of the nature of the course and/or at the discretion of the Employer, an Instructor is required to instruct beyond two hundred (200) working days in any one academic year, such Instructor shall be granted equivalent compensatory time off in lieu, or shall be paid for such additional instructional time at their normal rate of pay. Such pay shall not be subject to superannuation or group life insurance deductions, nor will vacation credits accrue. An Instructor who is eligible for payment under Section :05(j) hereof will not be eligible for compensation under this Article.
 - (m) (i) The workload of part-time Instructors shall normally consist of assigned contact hours and the other duties in accordance with 62:05 (a) and may be subject to the other influencing factors in accordance with 62:05(b).
 - (ii) Part-time Instructors shall be advised of their assigned teaching schedule and the number of hours for which they shall be paid as compensation in a biweekly period.
 - (iii) The principles of reasonableness and fairness referenced in 62:05(c) shall apply to the assignment of workload and resulting compensation for part-time Instructors. A part-time Instructor may appeal assigned workload and/or resulting compensation (excluding the hourly rate of pay and benefits) in accordance with **Section** :05(e).
 - (n) Individual sections of a course will not be shared across more than one (1) Instructor for the purpose of complying with **Section** :05(j).
- 63:06** Assignment of contact hours shall be fairly and equitably rotated amongst those Instructors in the department that are qualified to instruct the course offerings.
- 63:07** Employees will be entitled to two (2) rest periods of fifteen (15) minutes each per day at such time as may be specified by the employee's immediate supervisor.

Article 64 Overtime

- 64:01** The Employer may require employees to work overtime.
- 64:02** Notwithstanding Section :01, all overtime work shall be distributed equitably amongst employees who volunteer for overtime work and are able to perform the required duties.
- 64:03** An employee who is required to work overtime on their regular work day shall receive compensation at time and one-half (1½x) for all overtime worked.
- 64:04** An employee who is required to work on their first day of rest shall receive compensation at time and one-half (1½x) for the first four (4) hours and two times (2x) thereafter.
- 64:05** An employee who is required to work on their second day of rest shall receive compensation at two times (2x) for all time worked. Second in this context means the second day of rest in the employee's work week.
- 64:06** An employee in the position of Print and Graphic Operator or Press Operator, or whose hours of work are determined in Category (B) of Article 62:04, and who is required to work on their day(s) of rest is entitled to compensation at double time (2x) for all time worked.
- 64:07** An employee, if called out or scheduled to work additional hours, shall receive for the work a minimum payment equivalent to three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to their scheduled working hours. A meal break shall not be regarded as affecting contiguity.
- 64:08** At the employee's option, overtime shall be compensated by paying the employee for all time worked at the applicable rate or by granting the employee equivalent time off in lieu thereof.
- 64:09** All time off in lieu thereof shall be granted at a time mutually agreeable to the employee and the Employer.
- 64:10** Where an employee has chosen to receive time off in lieu, arrangements in respect thereof shall be completed to the mutual satisfaction of the employee

and the Employer within sixty (60) calendar days following the end of the biweekly pay period in which the overtime was worked. Where mutual agreement has not been reached within this sixty (60) day period, the employee shall receive payment based on the rate at which **the employee** was being paid when the overtime was worked. For further clarity, the time off in lieu can be taken beyond the sixty (60) calendar days as long as an agreement is in place within sixty (60) calendar days.

- 64:11** Notwithstanding the foregoing provisions, part-time employees will only be entitled to overtime compensation when they are required to work beyond the daily or weekly hours of work as prescribed in Article 63 - Hours of Work.

Article 65 Court Leave

- 65:01** An employee who is summoned for jury duty or who receives a summons or subpoena to appear as a witness in a court proceeding, other than a court proceeding occasioned by the employee's private affairs, shall be granted a leave of absence with pay for the required period of absence and all jury or witness fees received by the employee shall be remitted to the Employer.

Article 66 Deferred Salary Leave Plan

- 66:01** The terms and conditions of the Deferred Salary Leave Plan (DSLP) will apply to all employees. Employees may apply to the Employer to elect to defer salary to be paid during a period of leave of absence, in accordance with the provisions outlined in the DSLP.
- 66:02** The implementation of the DSLP will become effective the first biweekly pay period following the date of notice of a positive tax ruling from Human Resource Development Canada.

Article 67 Work at Home

- 67:01** Work at home arrangements shall be voluntary and may be terminated by either party with thirty (30) days' notice.

- 67:02 The Employer shall supply the necessary equipment and supplies to employees working at home and shall be responsible for the insurance and maintenance costs of such equipment.
- 67:03 Working at home shall not affect the employment status of any employee.
- 67:04 All provisions of the Agreement apply to work at home arrangements except as otherwise agreed by the parties to the Collective Agreement.
- 67:05 Work at home arrangements refer to work performed at an employee's home during regular work hours. The provisions of this Article refer to long term arrangements only.
- 67:06 The Employer reserves the right to attend at the employee's home with reasonable notice to inspect and repair the Employer's equipment as necessary.
- 67:07 A joint committee will be established to review specific work at home issues not covered by these provisions.

Article 68 Military Leave

- 68:01 Military leave of absence without pay may be granted to any employee who is inducted or who enlists in lieu of induction in any branch of the Canadian Armed Forces. Military leave may be granted for the purpose of fulfilling commitments to any reserve component of the Canadian Armed Forces. Where possible, reasonable notice shall be provided to the Employer. Upon return from such leave, the employee shall be placed at the same step on the salary schedule that they would have been had they worked in the College during such period.

Article 69 Professional Fees

- 69:01 **Effective January 1 following the date of signing of the Collective Agreement for professional fees paid on or after that date,** the Employer shall provide **one-hundred** percent (**100%**), reimbursement for professional licensing and professional fees to those employees who are required **by the Employer** to maintain such designations as a condition of employment.

Article 70 Job Classification Plan

- 70:01** The Employer shall maintain a point rated job classification system which will be used to evaluate all non-instructional positions, with the exception of those positions listed in Salary Schedule F, in the bargaining unit. The weighted total for a position determines which pay band a position will be assigned to. Changes to the point rated job classification system currently in use shall be made in consultation with the Union.
- 70:02** The Joint Job Evaluation Committee (JJE) will evaluate all non-instructional positions, with the exception of those positions listed in Salary Schedule F. Where the JJE is unable to make a determination the parties shall refer the matter to a Classification Appeal Arbitrator in accordance with Article 49.
- 70:03** An employee who is of the opinion that the employee's position is improperly classified may submit a request for position review to Human Resource Services by the JJE.
- 70:04** Where the employee considers the decision of the JJE to be unsatisfactory, the employee may, within twenty (20) working days of receipt of notice, appeal to the Director of Human Resources Services for a determination by a Classification Appeal Arbitrator(s) in accordance with Article 49. The Classification Appeal Arbitrator(s) shall be an individual or individuals who are qualified to deal with classification. The decision of the Classification Appeal Arbitrator(s) shall be binding.
- 70:05**
- (a) Where there is a requirement to pay a position at a higher rate of pay than what is provided for in the pay band, the parties agree to negotiate a market supplement. New supplements or changes to amounts of supplements will be managed through Collective Bargaining or with ninety (90) days' notice by either party to negotiate a supplement. Any resulting changes or new supplements will be subject to the mutual agreement of the parties.
 - (b) Market Supplements will be paid on a time limited basis for up to a maximum of five (5) years, unless otherwise mutually agreed between the parties.

Article 71 Commitment to Action: Advancing Equity, Diversity, Inclusion and Accessibility

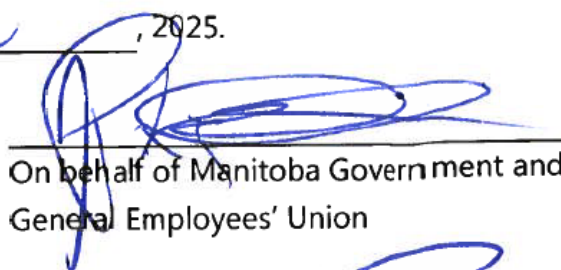
71:01 The parties are united in their commitment to building a vibrant, diverse workforce and nurturing workplace. They actively champion initiatives that remove barriers and create opportunities for equity-deserving groups. Workplace equity goes beyond equal treatment – it calls for intentional, meaningful actions that acknowledge the past and build a more just and inclusive future.

IN WITNESS WHEREOF representatives of Red River College Polytechnic have hereunto set their hand for and on behalf of Red River College Polytechnic and representatives of Manitoba Government and General Employees' Union have hereunto set their hand for and on behalf of Manitoba Government and General Employees' Union.

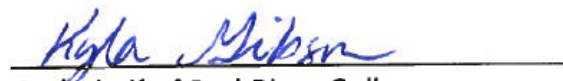
Signed this 22nd day of December, 2025.



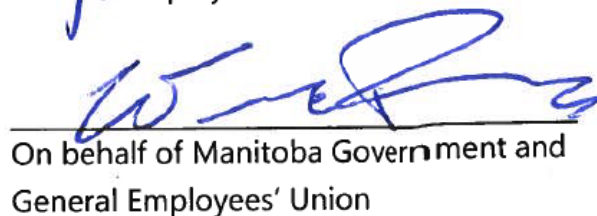
On behalf of Red River College
Polytechnic



On behalf of Manitoba Government and
General Employees' Union



On behalf of Red River College
Polytechnic



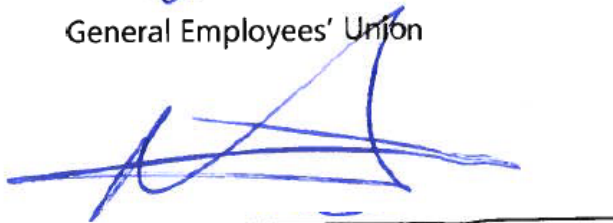
On behalf of Manitoba Government and
General Employees' Union



On behalf of Red River College
Polytechnic



On behalf of Manitoba Government and
General Employees' Union



On behalf of Manitoba Government and
General Employees' Union

Appendix A Exclusions from the Terms of the Agreement

The bargaining unit shall comprise all employees as defined in this Agreement except those employees in positions mutually agreed to between the parties as managerial and/or confidential exclusions.

Guidelines to be considered in negotiating exclusions shall be:

1. Positions and incumbents employed for the primary purpose of exercising executive management functions;
2. Positions and incumbents employed in a confidential capacity in matters relating to labour relations.

The exclusions of incumbents of new positions established by the **Employer** shall be determined by mutual agreement unless the position is excluded from the Agreement by a ruling of the Manitoba Labour Board.

Positions Excluded From the Agreement:

- **Academic Planning Specialist**
- Academic Portfolio and Governance Coordinator
- **Academic Programs Specialist**
- Administrative Assistant, Human Resource Services (3)
- **Assistant to the Dean**
- Assistant to the Executive Director
- **Associate Dean**
- Chair
- Chief Human Resource Officer
- Chief Information Officer
- **Compensation Associate**
- **Compensation Specialist**
- Comptroller
- Dean
- **Director**
- **Disability Management Specialist**
- **Employee and Labour Relations Investigator**
- **Executive Assistant to the Vice President**
- **Executive Assistant, Office of the President and CEO**

- **Executive Director**
- **Fiscal Strategy Advisor**
- General Counsel
- **Government Relations Advisor**
- Human Resource Associate
- **Human Resource Business Partner**
- **Human Resource Metrics Analyst**
- **Human Resource Program Consultant**
- Human Resource **Specialist**
- **Indigenous Recruitment Consultant**
- Labour Relations Advisor
- **Labour Relations Consultant**
- **Legal Assistant to General Counsel**
- **Legal Counsel**
- Manager, Communications and Public Relations
- **Manager, Financial Services**
- **Manager, Human Resource Advisory Services**
- Manager, Human Resource Systems
- Manager, Human Resources Programs and Policies
- Manager, Information Protection & Compliance
- **Manager, Labour Relations**
- **Manager, Pay and Benefits**
- Manager, Security Services
- **Manager, Talent Acquisition**
- **Manager, Total Compensation**
- **Operations Manager, Human Resource Services**
- President and CEO
- **Respectful College Advisor**
- **Senior IT Security Analyst/Investigator**
- Senior Project Manager & Practice Lead (1)
- Senior Strategic Advisor
- **Senior Strategy and Governance Advisor**
- **Talent Acquisition Specialist**
- **Vice-President**

Appendix B Remoteness Allowance

- 1:01** Remoteness Allowances shall be paid to employees subject to the eligibility criteria and conditions laid down in this Appendix.
- 1:02** Eligibility Claim: A notarized eligibility claim, in a standard format to be determined by the Employer in accordance with the provisions of this Appendix for the payment of dependent's or single rate of allowances shall be submitted to the Employer when first requesting the allowance, and renewed not less frequently than annually thereafter, normally prior to the fiscal year or where any change in dependents claimed arises.
- 1:03** Single or Dependent's Allowance: Subject to Section :05, the single allowance will be paid to employees that have established a residence and maintain a home in a location designated as a remote location and who are eligible for the payment of a remoteness allowance. Claims for dependent's allowance will be subject to **Sections** :04 and :05 and to the following criteria and conditions:
- The employee shall be supporting one or more dependents where a dependent includes:
- A marital partner living with and dependent on the employee for main and continuing support;
 - An unmarried child under 18 years of age;
 - An unmarried child over 18 years but under 21 years if in full-time attendance at school or university or similar educational institution;
 - An unmarried child of any age if physically or mentally incapable, provided such a child is dependent on the employee for support.
- 1:04** There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement between the marital partners must have been in existence for at least one year prior to the application for dependent's rate.
- 1:05** Where both marital partners are employees of the College, department, board, agency or commission of the Government of Manitoba to which remoteness allowances apply, but subject to Section :06 that follows, the dependent rate shall be paid to one partner only and the other partner will not receive either

the dependent or single rate of remoteness allowance. Such remoteness allowance will be pro-rated as per Section :09 for part-time employees.

1:06 Where both marital partners are employees of the Government of Manitoba in any department, board, agency or commission or College to which this Agreement or the Civil Service Regulations covering remoteness allowances apply, the dependent rate will be paid to the permanent employee, if the other partner is temporary or departmental, or the first employee to be hired on a permanent basis, otherwise to the first employee hired. Where specially requested by both employees in writing, the dependent's rate may be divided and equal amounts (to the nearest cent) paid to each employee. Such remoteness allowance will be pro-rated as per Section :09 for part-time employees.

1:07 Locations and Residence: The remoteness allowance applicable to the location at which the employee has established their residence and maintains a family home is normally that which prevails; since the residence would be within normal daily travel distance to the employee's headquarters. Where there is doubt as to whether the employee's residence is established in relation to their headquarters the location for remoteness allowance shall be determined by the Employer.

Where there is no community in relation to which the employee has a residence, for which an allowance can be established, the nearest community to the designated employee's workplace shall be considered to be the location for the allowance.

1:08 Hourly Rated Personnel and Employees Hired on an "If, As and When" Basis
Part-time Employees: Remoteness allowances are to be determined separately from hourly wage rates. Except for employees hired on an "if, as and when" basis, for part-time employees, remoteness allowances are to be considered on a daily basis, i.e. one-tenth ($\frac{1}{10}$) of the biweekly rate, up to the maximum amount for the biweekly period for the following conditions:

- (a) For each day the employee is at work irrespective of the number of hours worked provided the employee worked one-half ($\frac{1}{2}$) or greater of the

normal working hours, i.e. seven and one-quarter (7¼) or eight (8) hours in any one day, or

- (b) For each day that the employee is recognized as being on "stand by." In order to qualify for the daily rate, an employee hired on an "if, as, and when" basis is required to work one-half (½) or greater of the normal working hours, i.e. seven and one-quarter (7¼) or eight (8) hours in any one (1) day.

1:09 Part-time employees: Section :08 will apply to all part-time employees on staff as of the date of signing of this Agreement. For all other part-time employees, remoteness allowances will be pro-rated based on the number of hours an employee works. Example: if an employee works fifty percent (50%) of the hours of a full-time employee, the employee will receive fifty percent (50%) of the remoteness allowance.

1:10 Limitations: The remoteness allowances for the various communities, for single or dependents as indicated, represent a maximum biweekly allowance relative to paid employment. They are payable during paid holidays and vacations taken during continued employment, during authorized paid sickness leave during continued employment, and as limited in Section :08 above for hourly-rated employees. They are not payable during periods of absence without pay. They are not included as part of regular earnings.

1:11 Rates

The biweekly remoteness allowances relative to each location at single and dependent's rate are shown in Section :16 hereto. Communities in an eligible area for which no allowance has been established may be added to the list by mutual agreement of the parties.

1:12 Geographic Eligibility: No location will be included for remoteness allowance that is two-hundred fifty (250) kilometres or less from the center of the metropolitan area of the City of Winnipeg or the City of Brandon, unless that location is a distance of sixty-five (65) kilometres or more by the most direct road to a Provincial Trunk Highway or paved Provincial Road, and the aggregate distance to the highway or paved road and thence to Winnipeg or Brandon totals two-hundred (200) or more kilometres. No location having road

access and situated south of the 53rd parallel of latitude will be included unless the criterion concerning off-highway access was met.

1:13 Bunk-houses or Similar Accommodations

- (a) In areas where a remoteness allowance has been established, or can be established in relation to a specific community, where employees are provided with living quarters but are not provided board, such employees shall receive twenty-five percent (25%) of the remoteness allowance applicable to that community. In lieu of the twenty-five percent (25%) of the remoteness allowance, employees in the listed locations will receive the following:

	Jun 14/25	Jun 13/26	Jun 12/27
Bisset	\$30.89	\$31.82	\$32.77
God's Lake Narrows	\$65.82	\$67.79	\$69.82
Island Lake	\$63.57	\$65.48	\$67.44
Norway House	\$54.80	\$56.47	\$58.16

The parties agree to increase bunkhouse rates by the negotiated General Pay Increase in each year of a new Collective Agreement.

- (b) Where such employees are to be stationed under such conditions in a remote location on a semi-permanent basis (i.e. for a period of three [3] months or more), they shall receive in addition twenty-five percent (25%) of the remoteness allowance applicable to that community.
- (c) The rates shall be based on the community closest to the location where accommodation is supplied.
- (d) Employees stationed in a remote area who are provided with room and board shall not receive any form of living or remoteness allowance.

1:14 No Duplication of Allowance by Reason of Retroactivity

Any person hitherto entitled to receive an allowance under provisions replaced hereby, in respect of the period during which those provisions were in force and effect, shall be entitled to receive hereunder only the difference, if any, between what the employee was entitled to receive under those provisions and what the employee is entitled to receive hereunder.

1:15 A full-time employee eligible for remoteness allowance as provided in this Appendix, shall be eligible, in each fiscal year to receive up to a maximum of two (2) days travel time without loss of regular pay.

1:16 Biweekly Remoteness Allowance

The parties agree to increase the remoteness allowance by the negotiated General Pay Increase in each year of the new Collective Agreement.

Biweekly Remoteness Allowances

Location	June 14, 2025		June 13, 2026		June 12, 2027	
	Dependent	Single	Dependent	Single	Dependent	Single
Berens River	326.99	187.49	336.80	193.11	346.90	198.90
Bissett	216.91	127.44	223.42	131.26	230.12	135.20
Bloodvein River	331.86	190.62	341.82	196.34	352.07	202.23
Brochet	390.58	224.91	402.30	231.66	414.37	238.61
Churchill	315.75	191.58	325.22	197.33	334.98	203.25
Cormorant	184.35	117.56	189.88	121.09	195.58	124.72
Cranberry Portage	157.96	99.54	162.70	102.53	167.58	105.61
Crane River	194.61	141.40	200.45	145.64	206.46	150.01
Cross Lake	351.57	203.25	362.12	209.35	372.98	215.63
Dauphin River (Anama Bay)	218.11	154.76	224.65	159.40	231.39	164.18
Easterville	161.31	101.80	166.15	104.85	171.13	108.00
Flin Flon	136.70	85.03	140.80	87.58	145.02	90.21
Gillam	280.89	169.96	289.32	175.06	298.00	180.31
God's Lake Narrows	387.41	222.73	399.03	229.41	411.00	236.29
Gods River	392.43	226.15	404.20	232.93	416.33	239.92
Grand Rapids	156.82	96.92	161.52	99.83	166.37	102.82
Ilford	419.65	240.24	432.24	247.45	445.21	254.87
Island Lake/Garden Hill	360.93	206.18	371.76	212.37	382.91	218.74
JenPeg	256.34	153.24	264.03	157.84	271.95	162.58
Lac Brochet	425.65	244.16	438.42	251.48	451.57	259.02
Leaf Rapids	216.84	134.57	223.35	138.61	230.05	142.77
Little Grand Rapids	347.86	197.26	358.30	203.18	369.05	209.28
Lynn Lake	223.91	135.59	230.63	139.66	237.55	143.85
Manigotagan	216.91	128.26	223.42	132.11	230.12	136.07
Matheson Island	221.17	157.48	227.81	162.20	234.64	167.07
Moose Lake	234.19	144.76	241.22	149.1	248.46	153.57
Negginan/Poplar River	332.47	191.21	342.44	196.95	352.71	202.86
Nelson House	239.39	146.16	246.57	150.54	253.97	155.06
Norway House	312.73	178.80	322.11	184.16	331.77	189.68
Oxford House	380.03	217.41	391.43	223.93	403.17	230.65

Location	June 14, 2025		June 13, 2026		June 12, 2027	
	Dependent	Single	Dependent	Single	Dependent	Single
Pikwitonei	306.56	183.60	315.76	189.11	325.23	194.78
Pukatawagan	252.64	155.17	260.22	159.83	268.03	164.62
Red Sucker Lake	385.43	221.07	396.99	227.70	408.90	234.53
St. Theresa Point	360.93	206.18	371.76	212.37	382.91	218.74
Shamattawa	412.48	239.49	424.85	246.67	437.60	254.07
Sherridon	249.65	153.15	257.14	157.74	264.85	162.47
Snow Lake	187.58	116.58	193.21	120.08	199.01	123.68
Southern Indian Lake	397.26	229.13	409.18	236.00	421.46	243.08
Split Lake	413.32	235.91	425.72	242.99	438.49	250.28
Tadoule Lake	432.21	248.77	445.18	256.23	458.54	263.92
The Pas	128.28	78.39	132.13	80.74	136.09	83.16
Thicket Portage	305.93	183.13	315.11	188.62	324.56	194.28
Thompson	204.26	143.46	210.39	147.76	216.70	152.19
Wabowden	262.13	178.88	269.99	184.25	278.09	189.78
Waterhen	161.94	101.26	166.80	104.30	171.80	107.43
York Landing	416.94	242.85	429.45	250.14	442.33	257.64

Appendix C Application of Benefits to Part-time Employees

Definitions

- 1:01** "Part-time Employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work follows an ongoing, predetermined schedule of work on a regular and recurring basis.
- 1:02** "Casual Employee" means an employee who normally works less than the full normal daily, weekly or monthly hours of work, as the case may be, and whose work is irregular, or non-recurring or does not follow an ongoing predetermined schedule of work on a regular and recurring basis.
- 1:03** "Accumulated Service" means the equivalent length of service acquired by an employee by virtue of their employment; e.g. for an employee in an eight (8) hour per day classification: (The figures for seven and one-quarter [7¼] hour per day classifications are shown in brackets.)
- 8 (7¼) hours work equals one day of accumulated service;
- 40 (36¼) hours work equals one week of accumulated service;
- 80 (72½) hours work equals one biweekly pay period of accumulated service;
- 168 (152¼) hours work equals one month of accumulated service;
- 2016 (1827) hours work equals one year of accumulated service.
- (a) For purposes of accumulated service, overtime hours are not included.
- (b) Accumulated service must be continuous service, i.e. there must have been no break in service involving termination of the employee.
- 1:04** "Calendar Service" is based on continuous service with the Employer. i.e. one (1) year of continuous employment equals one (1) year of calendar service.

Application

- 2:01** The Agreement applies to part-time employees effective the first of the biweekly pay period following the attainment of 336 (304½) hours of accumulated service.
- 2:02** This Appendix does not apply to casual employees.
- 2:03** The Employer will determine whether an employee is part-time or casual in accordance with Sections :01 and :02. The parties agree to meet in an effort to resolve any problems which may occur as to whether an employee is part-time or casual. The matter may be referred to Labour/Management Committee for resolution.

Conversions

- 3:01** A part-time employee who is converted to casual is no longer covered by the Agreement effective the date of the employee's conversion.
- 3:02** A casual employee who is converted to part-time status must complete the service requirement set out in Section 2:01 of this Appendix but receives no credit for calendar or accumulated service as a casual employee.
- 3:03** Where a part-time employee who has been covered by the Agreement has been converted to casual employment and is subsequently reconverted to part-time employment with no break in service, the period of casual employment shall be treated as a period of leave of absence. While this does not affect the continuity of employment, the period of casual employment does not count as calendar or accumulated service for purposes of benefit determination.

General Principles

- 4:01** Where a benefit is to be pro-rated for a part-time employee it will be calculated so that if two (2) part-time employees were sharing a full-time position the total cost to the Employer of that benefit is no greater than the cost of having the position filled by a full-time employee.
- 4:02** The factor used in pro-rating a benefit shall be determined by totalling the number of regularly scheduled hours the employee has worked in the

preceding eight (8) weeks and dividing by 320 (290); i.e. 8 hours x 8 weeks x 5 days.

$$\text{Pro rating factor} = \frac{\text{number of regularly scheduled hours the employee worked in the preceding eight weeks}}{320 (290)}$$

Benefits

5:01 Part-time employees will only be eligible for the benefits specifically identified in this Section.

5:02 Holidays

- (a) An employee will be eligible for pay for a holiday on which the employee does not work provided the employee:
 - (i) Did not fail to report for work after having been scheduled to work on the day of the holiday; and
 - (ii) Has not absented themselves from work without the consent of the Employer on their regular working day immediately preceding or following the holiday unless the employee's absence is by reason of established illness.
- (b) Where an employee is eligible for holiday pay or time in lieu the employee shall receive an amount calculated by multiplying the regular daily working hours for the employee's classification times the pro rating factor.
- (c) Where the Employer requires an employee to work a full shift (i.e. seven and one-quarter [7¼] or eight [8] hours) as a regular work day on December 24th when that day falls on Monday through Friday inclusive, such employee shall be entitled to one-half (½) day of compensatory leave with pay to a maximum of four (4) hours.

5:03 Vacation

- (a) Vacation shall be calculated on a prorated basis in accordance with Article 25 (Vacation).

- (b) An employee shall accumulate vacation leave credits effective date of hire.
- (c) Long service vacation eligibility is based on calendar service.

5:04 Sick Leave

- (a) Sick leave shall be calculated on a prorated basis in accordance with Article 27 (Sick Leave).
- (b) An employee shall accumulate sick leave credits effective date of hire.
- (c) Calendar Service is used to determine eligibility for receiving sick leave credits at a higher rate (i.e. one (1) day per biweekly pay period rather than one-half ($\frac{1}{2}$) day per biweekly pay period).

5:05 **Bereavement Leave, Birth Leave, Adoptive Parent Leave, Care Leave, Court Leave, Wellness Leave, Ceremonial, Cultural, Religious and Spiritual Leave.**

- (a) These types of paid leave will be pro-rated by multiplying the number of days the employee would qualify for by the pro rating factor.
- (b) In the case of Adoptive Parent Leave and parental leave without pay, an employee is eligible for the full calendar time benefit, i.e. seventeen (17) weeks.

5:06 Maternity Leave

- (a) Part-time employees are eligible for maternity leave Plans A and B as set out in this Agreement.
- (b) To qualify for maternity leave, calendar service is used, i.e. seven (7) months.
- (c) An employee who qualifies is eligible for the full calendar time leave provided under the Agreement, i.e. twenty (20) weeks.
- (d) The application of ten (10) days sick leave towards the Employment Insurance waiting period will be calculated by multiplying the number of days accumulated sick leave the employee has (up to ten [10] days) by the pro rating factor.

5:07 Workers Compensation

An employee who is eligible for Workers Compensation may use accumulated sick leave to supplement Workers Compensation in accordance with Article 28 - Workers Compensation.

5:08 Bridging of Service

Calendar service shall be the basis for determining eligibility for this benefit, i.e. four (4) years.

5:09 Severance Pay

Accumulated service is the basis for meeting the minimum service requirement in accordance with Article 23 - Severance Pay of the Agreement, and for the calculation of severance pay e.g. ten and one-half (10½) years accumulated service multiplied by one (1) week's pay equals ten and one-half (10½) weeks of severance pay.

5:10 Remoteness Allowance

Refer to the Agreement Appendix B Section 1:09.

5:11 Notice of Layoff, Resignation or Termination

- (a) The period of notice required to be given by the employee or the Employer is the same as that applicable to full-time employees.
- (b) Pay in lieu of notice shall be calculated by multiplying the number of weeks' notice by the pro rating factor.

5:12 Merit Increases

Eligibility for merit increases will be based on calendar service provided the employee has received pay for at least 416 (377) hours exclusive of overtime.

5:13 Overtime

- (a) Daily overtime is only payable when the employee has worked beyond the normal daily hours for that classification, i.e. 8 (or 7¼) hours.
- (b) Overtime on a day of rest is only payable when an employee has worked at least five (5) days in a week, i.e. a part-time employee only has two (2) days of rest per week.

- (c) Certain shift configurations may require working more than five (5) days per week without payment of overtime.

5:14 Probation

- (a) The period of probation is based on calendar service.
- (b) Notwithstanding any provision of the Agreement, this period may be extended by the Employer for any reason provided twelve (12) months' probation is not exceeded.

5:15 Seniority

Seniority is based on accumulated service.

5:16 Layoff

Accumulated service is used for purposes of layoff.

5:17 Flex Benefit Plan

- (a) For the purposes of eligibility determination, accumulated hours are used.
 - (i) A regular employee is eligible to participate in the Flex Benefit Plan immediately.
 - (ii) A term employee requires 2080 (1885) hours.

5:18 December Break

Where an employee is eligible for time off with pay during that period between Boxing Day and New Year's Day designated by the Employer as December Break, or time off in lieu, the employee shall receive an amount calculated by multiplying the regular daily working hours for the employee's classification times the pro rating factor.

Additional Hours

- 6:01** Additional hours shall be offered on an equitable basis to part-time employees who are available to work and are capable of performing the duties.

Appendix D Casual Employees

1:01 The only provisions of the Agreement which apply to Casual employees who have attained service requirements stipulated in Article 4:01 (b) of Article 4 - Application of Agreement are as follows:

Article 1 – Interpretation

Article 4 – Application

Article 7 - No Discrimination/**Respectful Workplace**

Article 8 - Management Rights

Article 10 - Retroactive Wages

Article 13 - Conduct of Employees

Article 17 - Disciplinary Action

Article 24 - Holidays

- Provisions respecting 1½x for time worked on the listed holidays only
- All other provisions in accordance with The Employment Standards Code.

Article 37 - Loss of or Damage to Personal Effects

Article 42 - Uniforms and Protective Clothing

- Sections :01, :02 and :07 only

Article 45 - Union Security

Article 48 - Grievance Procedure - limited to the provisions of this Article

Article 49 - Arbitration Procedure - limited to the provisions of this Article

Article 51 - Civil Liability

Article 52 - Employees Files

Article 57 - Shift Premium

Article 62 - Weekend Premium

1:02 Overtime

- (a) Daily overtime is only payable when the employee has worked beyond the normal daily hours for that classification, i.e. eight (8) or seven and one-quarter (7¼) hours;
- (b) Overtime on a day of rest is only payable when an employee has worked at least five (5) days in a week, i.e. a casual employee only has two (2) days of rest per week;
- (c) Certain shift configurations may require working more than five (5) days per week without payment of overtime.

1:03 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.

1:04 A casual employee who has not worked for a period of forty-five (45) calendar days may be terminated at the sole discretion of the Employer. If an employee who has been terminated in accordance with this Section is rehired as a casual employee within twelve (12) months, the employee will receive credit for the employee's previous casual service for purposes of the application of Section 4:01(b) of Article 4 - Application of Agreement.

1:05 A casual employee who is working in a second job with the Employer must meet the requirements of Section :01(b) of Article 4 - Application of Agreement with respect to accumulated service in the second job. The same requirements will also apply to any subsequent jobs.

1:06 The rate of pay shall not be less than the lowest rate of pay set out in the appropriate classification and salary schedule of the Agreement except as may be provided in a separate Memorandum of Agreement between the parties.

Appendix E Privately-Owned Vehicles

1:01 Privately-Owned Vehicles

No college employee is required to provide a personal vehicle as a condition of employment.

1:02 Reimbursement Rates

An allowance for the use of a privately-owned vehicle, for travel on College business, when authorized by the Employer, shall be paid in accordance with the location of the employee's residence as follows:

	For Employees Resident	
	South of 53	North of 53
(a) Effective July 1, 2025	\$0.64/km	\$0.72/km

No employee is required to provide a personal vehicle as a condition of employment.

1:03 The above allowance covers all costs relative to the operation of the vehicle except bridge, ferry or highway tolls and parking, as authorized, which may be claimed as incurred.

1:04 Residence to Work Location

Transportation of an employee between their residence and headquarters may not be claimed except where the employee has been called back to return to work:

- (a) Outside of their normal hours on their regular working day or shift; or
- (b) On the employee's day of rest.

1:05 Special Areas

- (a) When authorized by the Employer, the use of a privately-owned vehicle for travel on College business in the vicinity of towns which are in those areas covered by remoteness allowances and which also do not have road access to a provincial trunk highway, will be paid for at the following rates:

Effective July 1, **2025**: \$32.36/day plus \$0.41/km

- (b) Where this rate has been authorized, it will be in lieu of the normal rate for use of privately-owned vehicles for travel on College business.

- 1:06** The official rates throughout this Article are those expressed in kilometres and cents per kilometre (¢/km). An employee converting mileage to kilometres for the purpose of filing a claim should multiply the total number of miles at the end of the month or expense claim period by 1.6. The resultant figure should be rounded to the nearest kilometre.

Privately Owned Vehicles - Business Insurance

- 2:01** Employees shall be reimbursed for the additional cost of Business Rate insurance above that required for the All Purpose rate, or Pleasure Use rate for a truck, when use of the vehicle will exceed 1,609 kilometres on the Employer's business in the insurance year.

Increases to Rates

- 3:01** The parties agree as follows:

The rates in this Appendix shall be increased effective July 1st each year in accordance with the following formula:

- An amount calculated by measuring the average percentage increase in the Private Transportation component of the Manitoba Consumer Price Index (Table 18-10-0004-07) from July 2019 to June 2020 as follows:
 - July 2019 + August 2019 +
 - September 2019 + June 2020 = Total percentage increase
 - July 2018 + August 2018 +
 - September 2018 + June 2019
- The total percentage increase divided by twelve (12) equals the average percentage increase. The average percentage increase rounded to one (1) decimal place will be applied to each rate and rounded to one (1) decimal place and used to calculate new rates for the application sections.
- The **Employer** will calculate the total percentage increase after Statistics Canada publishes the June rate.

- The **Employer** will communicate to the Union the total percentage increase and the new rates that will be implemented including the data that supports the calculation.

Appendix F Meals and Miscellaneous Expenses**Meals - Eligibility for Claims**

1:01 Breakfast - An employee is expected to have had breakfast before the start of the day's work, even though some travel may be necessary before the recognized starting time. Exceptions occur to this pattern and cost of breakfast may be claimed when:

- (a) The employee is in travel status; or
- (b) The employee has been traveling for more than one (1) hour on College business before the recognized time for the start of the employee's day's work.

1:02 Luncheon - An employee is expected to make arrangements to provide or purchase luncheon, or the mid-day or mid-shift meal. For many employees, either because of lack of facilities in the area of work or for general convenience or economy, luncheon is carried to work rather than purchased. Exceptions to this pattern, when cost of luncheon may be claimed, occur when:

- (a) The employee is in travel status.

The inability of the employee to return to their home or residence does not constitute grounds for claim for the cost of a purchased meal.

1:03 Dinner - An employee may only claim for the cost of a dinner meal when:

- (a) The employee is in travel status; or
- (b) The employee has been traveling on College business and not expected to arrive back to the employee's residence before 7:30 p.m. where a meal break not taken.

Any extension of working hours at the normal place of work is covered under Section 3 - Meal Allowances During Overtime Work. No other meal claims except as provided in this Appendix shall be paid.

Meal Expenses - Travel Within the Province

2:01 An employee who is eligible may claim the actual cost of purchased meals up to the following maximum amounts:

		Individual Meals			
		Breakfast	Lunch	Supper	Per Diem
(a)	In areas covered by remoteness allowance:				
	Effective July 1, 2025	\$12.65	\$16.15	\$28.35	\$57.15
(b)	In all other areas:				
	Effective July 1, 2025	\$11.90	\$15.15	\$27.05	\$54.10

2:02 For each full day in travel status an eligible employee may claim a Per Diem Allowance in lieu of individual meal claims to cover the cost of purchased meals.

2:03 Where no overnight accommodation is involved only the appropriate individual expenses under Section :01 may be claimed.

2:04 Actual meal expenses exceeding the above maximum may be claimed if supported by a receipt up to a maximum of **\$80.75** per day including gratuities and taxes.

Meal Allowances During Overtime Work

3:01 Extension of Working Day

Where an employee's working date has been extended beyond the standard working day or shift at the normal place of work by either:

- (a) At least two (2) hours, exclusive of a dinner or supper break, a meal allowance shall be paid at **\$7.80** per day effective date of ratification;
- (b) At least three and a half (3½) hours, exclusive of a dinner or supper break, an allowance equivalent to that payable for "Lunch" in the appropriate areas as shown in Section 2 - Meal Expenses - Travel Within the Province, shall be paid."

3:02 To qualify for the above, employees in the category of office personnel and Instructors must have been at work for a total (exclusive of lunch or dinner/supper periods) of not less than:

- (a) Nine and one-quarter (9¼) hours; or
- (b) Ten and three-quarters (10¾) hours;

as applicable, on the day for which the allowance is claimed.

3:03 An employee in travel status is not entitled to either of the above allowances.

3:04 Special Emergencies

Where special circumstances arise (e.g. flood control, fire duties, etc.) and an employee is required to work extended hours in connection with that emergency, with the approval of the Employer, the employee may claim the cost of purchased meals appropriate to the period worked, as provided for under Section 2 - Meals Expenses - Travel Within The Province.

Incidentals Allowance

4:01 An employee who is in travel status may claim an incidentals allowance for each night of:

- (a) Commercial accommodation – effective **July 1, 2025, \$8.00.**

4:02 The incidentals allowance covers reimbursement for all incidental expenses except as provided in Section 5 - Miscellaneous Expenses During Travel.

Miscellaneous Expenses During Travel

5:01 Gratuities

No gratuities may be claimed. Allowance is made for these in either the individual meal allowances, the per diem allowances, or as part of the claim for meals during travel outside the province.

5:02 Laundry

- (a) Laundry charges must be supported by receipts and may only be claimed where the employee is traveling on College business and overnight away-

from-home accommodation is involved for a period in excess of four consecutive nights.

- (b) No claim may be made where special reimbursement arrangements have been made, such as a weekly or monthly allowance for living costs.

5:03 Parking

- (a) An employee may claim parking expenses as follows:
 - (i) Short-term parking, when an employee is away from their workplace;
 - (ii) Overnight parking where it is not provided with accommodation.
- (b) Parking at an airport or other transportation terminal will only be allowed where the parking cost and the transportation costs to and from the terminal are less than the normal allowable transportation costs (i.e. limousine, taxi or bus, as available).

5:04 Telephone

- (a) Charges for telephone calls necessary for business purposes may only be claimed when they are supported by a listing of the person telephoned or telegraphed and the city or town involved.
- (b) An employee is entitled to claim the cost of long distance telephone calls up to a maximum of six dollars and twenty cents (\$6.20) for each period-of three (3) consecutive nights that the employee is away from their residence on College business and overnight accommodation is involved.

Travel Status - Return Home Over A Weekend

- 6:01** Provided that work schedules permit, an employee in travel status may return home over a weekend and shall be reimbursed travel expenses in an amount not exceeding the cost of maintaining the employee in travel status over the weekend.
- 6:02** If travel is by College vehicle this cost should be evaluated at the per kilometre rate applicable for personal distance traveled for that class of vehicle.

Accommodations

- 7:01 Employees traveling on College business are entitled to standard hotel room accommodation with a bath when available.
- 7:02 The type, standard and cost of accommodation, and the period for which such costs may be allowed shall, in the opinion of the Employer, be reasonable considering all relevant circumstances.
- 7:03 No accommodation expenses are claimable when the **Employer** provides a caboose, trailer or other suitable accommodation.
- 7:04 An employee choosing to stay in private accommodation while in travel status shall be provided with a private accommodation allowance of ninety-five dollars (\$95.00) per day.

Definitions

- 8:01 **"Travel Status"**
Absence of the employee from their headquarters area on College business involving travel and accommodation with the approval of the Employer.
- 8:02 **"Headquarters Area"**
A metropolitan or urban area of not less than twenty-four (24) kilometres (15 miles) in diameter;

A patrol area or territory of comparable size to a metropolitan area;

In all other cases:
- An area twenty-four (24) kilometres (15 miles) around the employee's headquarters.
- 8:03 **"Employee's Headquarters"**
The workplace where the employee is normally stationed or required to use as their base of operations on a continuing basis in relation to which the employee has established a residence.

Increases to Rates

9:01 The parties agree as follows:

With the exception of the private accommodation rate in Appendix F 7:04, the rates shall increase July 1st each year based on the following formula:

- An amount calculated by measuring the average percentage increase in the Food Purchased from Restaurants component of the Manitoba Consumer Price Index (Table 18-10-0004-01) from July 2019 to June 2020 as follows:
 - July 2019 + August 2019 +
 - September 2019 + June 2020 = Total percentage increase
 - July 2018 + August 2018 +
 - September 2018... + June 2019
- The total percentage increase divided by twelve (12) equals the average percentage increase. The average percentage increase rounded to one (1) decimal place will be applied to each rate and rounded to one (1) decimal place will be applied to each rate and rounded to the nearest five (5) cents. Per diems represent the total of the individual meal rates.
- The **Employer** will calculate the total percentage increase after Statistics Canada publishes the June rate.
- The **Employer** will communicate to the Union the total percentage increase and the new rates that will be implemented including the data that supports the calculation.

Appendix G Flex Benefit Plan Options



	Option 1	Option 2	Option 3	Option 4	Option 5
Ambulance / Hospital	100% Ambulance / Semi-Private Hospital	100% Ambulance / Semi-Private Hospital	100% Ambulance / Semi-Private Hospital	100% Ambulance / Semi-Private Hospital	100% Ambulance / Semi-Private Hospital
Drugs	80% \$750 FT / \$375 PT annual max	80% \$750 FT / \$375 PT annual max	No coverage	50% Dispensing fee deductible Max up to Pharmacare Deductible	90% \$4 deductible per script Max up to Pharmacare Deductible
Health		80%		50%	90%
Paramedicals Acupuncturists, Audiologists, Athletic Therapists, Chiropractors, Dieticians, Massage Therapists, Naturopaths, Osteopaths, Physiotherapists, Podiatrists/Chiroprodists, Speech Therapists	No coverage	\$350 per practitioner / year	No coverage	\$350 per practitioner / year (excludes Massage Therapists)	\$450 per practitioner / year
Mental Health Practitioners*		\$1,000 combined max / year		\$1,000 combined max / year	\$1,000 combined max / year
Private Duty Nursing		\$3,000 / year		\$5,000 / year	\$10,000 / year
Hearing Aids		No coverage		\$500/ 5 years	\$750/ 5 years
Dental	80% Basic 60% Major (including Implants) 50% Ortho (Adult & Child) <i>Basic/Major maximum:</i> \$1,475 FT/\$738 PT /yr <i>Ortho maximum:</i> \$1,675 FT/\$838 PT / lifetime	80% Basic 60% Major (including Implants) 50% Ortho (Adult & Child) <i>Basic/Major maximum:</i> \$1,475 FT/\$738 PT /yr <i>Ortho maximum:</i> \$1,675 FT/\$838 PT lifetime	No coverage	50% Basic 50% Major (including Implants) 50% Ortho (Adult & Child) <i>Basic/Major maximum:</i> \$1,500/yr max for Basic/Major <i>Ortho Maximum:</i> \$2,000 lifetime max for Ortho	100% Basic 50% Major (including Implants) No Ortho <i>Basic/Major Maximum:</i> \$1,500/yr
Vision (Eyewear/Eye Exams)	80% \$225 FT/ \$114 PT every 24 months	80% \$225 FT/ \$114 PT every 24 months	No coverage	50% to \$225/24 months - adult 50% to \$225/12 months - child	100% to \$225/24 months - adult 100% to \$225/12 months - child
Travel	100% Travel Health, untd	100% Travel Health, untd	100% Travel Health, untd	100% Travel Health, untd	100% Travel Health, untd
HCSA	\$1,200 FT/\$600 PT	\$1,200 FT/\$600 PT	\$2,200	\$1,250	\$450

*Eligible Mental Health Practitioner include, but are not limited to: Psychologists, Social Workers, Registered or Licensed Psychotherapists, Psychoeducator, Registered or Licensed Counsellors, Mental Health Therapist, Marriage and Family Therapist, Psychoanalyst and Sexologist.

Notes:

- FT = Full Time Employee
- PT = Part Time Employee
- Drugs and HCSA benefit maximums are per contract/family unit; maximums for all other benefits are per insured member

Memorandum of Agreement #1

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Additional Opportunities for Employees on the Re-Employment List

Red River College Polytechnic and the Manitoba Government and General Employees' Union agree that in the staffing of those positions referenced in Article 4 - Application of Agreement Section 4:01(c), the **Employer** will also give first consideration to employees on the **Employer's** re-employment list subject to the requirement that the employee must have the qualifications and ability to perform the duties which the employee will be required to perform.

The acceptance or rejection of such position by an employee on the **Employer's** re-employment list will not affect that employee's status on the re-employment list.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #2

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Parking

Red River College Polytechnic and the Manitoba Government and General Employees' Union agree that:

1. There shall be no increase to the monthly parking rates for employees prior to the date of ratification of the renewed Collective Agreement.
2. Effective **January 1, 2026**, monthly parking rates **for employees** will increase by **no more than \$3.00**.
3. Effective July 1, **2026** monthly parking rates **for employees** will increase by **no more than \$3.00**.
4. **Effective January 1, 2027 monthly parking rates for employees will increase by no more than \$3.00.**
5. **Effective July 1, 2027 monthly parking rates for employees will increase by no more than \$3.00.**

This Memorandum of Agreement is effective the date of signing of the Collective Agreement and expires on the last day of the Collective Agreement.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #3

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Shift Schedules

Red River College Polytechnic and the Manitoba Government and General Employees' Union agree to the following terms and conditions with respect to the changing of a regularly scheduled employee's posted shift by the employer.

1. Where changes are necessary in a regularly scheduled posted shift, every reasonable effort will be made to provide at least twenty-four (24) hours' notice.
2. Except as set out in (1), where an employee does not receive at least twenty-four (24) hours' notice of a change to the employee's regularly scheduled posted shift, the employee shall be paid at time and one-half (1½) for all hours worked for the first shift which varies from the employee's posted schedule. Such payment shall apply only to the first shift which varies from the posted schedule.
3. This Memorandum does not apply to employees assigned to relief shift or changes to shift schedules due to:
 - (a) Sick leave;
 - (b) Emergency situations.
4. Part-time work schedules shall be posted in each applicable department for a minimum of two (2) weeks, one (1) week in advance.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #4

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Tuition Scholarship

Red River College Polytechnic and the Manitoba Government and General Employees' Union agree to the continued maintenance of a scholarship or bursary funded by the **Employer** for employees' dependents.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #5

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Winnipeg EcoPass

1. The Employer shall operate a City of Winnipeg Transit – EcoPass bus pass discount program for all staff at the Exchange District Campus and the Notre Dame Campus.
2. The discount shall be at the sixty percent (60%) level.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #6

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Change Initiatives

The **Employer** and the Union are committed to delivering academic excellence for the learners.

The parties agree to continue to work together in a cooperative manner to manage change initiatives that may impact staffing levels provided by current members of the bargaining unit.

The **Employer** and Union shall address all such change initiatives involving bargaining unit members with due consideration for the Collective Agreement and the parties' longstanding practice of working together to mitigate the impact of changes.

The parties agree to apply the following principles and processes in managing change initiatives:

Principles

1. The sharing of relevant information and dialogue on matters of mutual interest including departmental budgets, change initiatives and College priorities in a timely manner.
2. The parties may refer matters of mutual interest relating to change initiatives to the Labour Management Committee.

Process

Preliminary Notice

1. When considering change initiatives that may impact on bargaining unit positions, the **Employer** may give preliminary notice of thirty (30) days or more to the Union of its intent to consider the initiative along with a preliminary

estimate of the potential number of positions that may be affected. Attrition will be the guiding principle.

2. Effective the date of the preliminary notice, the **Employer** may identify regular positions that may be suitable redeployment options, and fill them on an interim basis.
3. If the **Employer** provides formal notice of layoff, within a unit or department, the **Employer** may continue to fill regular positions in other units or departments on an interim basis subject to the maximum number of employees to be redeployed giving consideration to appropriate classifications.
4. If the **Employer** proceeds with the change initiative, any regular positions filled on an interim basis shall be available to redeploy affected staff.
5. If the **Employer** elects not to pursue the change initiative, any positions filled temporarily pursuant to the preliminary notice shall be filled through the competitive process without undue delay.

Formal Notice

Formal notice requirements regarding the layoff of staff are set out in Article 22. Preliminary notice is over and above these requirements.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #7

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Market Supplement

1. In previous collective bargaining, the **Employer** and the Union agree that as a result of a review of salaries a Market Supplement shall be applied to the positions referenced in this Memorandum.
2. The supplemented rates are attached as Salary Schedule E and shall be appended to and form part of the current Collective Agreement.
3. The market supplement for the positions in Information Technology was effective June 20, 2009.
4. The market supplement shall be included in the calculation of pensionable income, vacation, vacation payout on retirement or resignation, severance pay, termination settlements, WCB, LTD, parenting leave top up, overtime, sick leave, holidays, paternity leave, **Care Leave, Ceremonial, Cultural, Religious and Spiritual Leave.**, birth and adoptive parent leave, **bereavement** leave, etc.
5. The market supplement for the positions in Information Technology shall be in place for five (5) years at which time it will be reviewed. Where the outcome of the review indicates market conditions have changed, which will result in a decrease to the market supplement, the current market supplement shall be maintained for a period of twelve (12) months.
6. The market supplement applies to the following positions except where an incumbent chose to be green circled in accordance with Memorandum of Agreement #11 dated November 6, 2008.

Information Technology Positions

- Business Systems Analyst
- Colleague Support Specialist
- Computer Programmer
- Database Programmer Analyst
- Database Systems Administrator
- ERP Support Specialist
- Information Security Analyst
- Manager, **Enterprise Support and Enablement**
- Manager, ITS Enterprise Applications
- Manager, ITS Infrastructure Systems
- Manager, ITS Networks and Communications
- Network Technician
- Programmer/Analyst
- Senior Applications Specialist
- Senior ERP Specialist
- Senior Information Security Analyst
- Senior Network Analyst
- Senior Programmer/Analyst
- Senior Technical Support Specialist
- Senior Workstation Management Tech
- Technical Support Specialist
- Web Application Specialist
- Workstation Management Technician

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #8

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Reciprocal Transfer Agreement

The Employer shall maintain a list of Reciprocal Transfer Agreements that are in effect with other organizations. The Employer shall make the list reasonably available to employees and job applicants.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #9

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Wording Changes to Support the Operation of the Classification Program

1. **The Employer undertook a project to implement a new classification program. The Parties entered into a Memorandum of Agreement agreeing to project implementation terms. As a result of the implementation of the classification program, the Parties agree there are Collective Agreement amendments necessary to support the operation of the classification program.**
2. **During the life of the Collective Agreement, the parties will review and draft the wording changes to the Collective Agreement to support operation of the classification program.**

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #10

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Wellness Leave

Effective April 1 following the date of signing of the Collective Agreement and each April 1 thereafter, fulltime employees shall be granted two (2) working days (14.5/16 hours) of Wellness Leave ("the Leave") with pay on the following basis:

- (a) Employees are to request the Leave with as much notice as reasonable and practicable in the circumstances; and**
- (b) Approval of the Leave is subject to operational requirements and shall not be unreasonably denied; and**
- (c) The Leave is to be taken as paid time off in the fiscal year in which it is granted; and**
- (d) Any unused Leave in the fiscal year is forfeited on March 31 and shall not be carried forward into the next fiscal year; and**
- (e) Any unused Leave in the fiscal year shall not be paid out; and**
- (f) Upon termination, any unused Leave is forfeited and shall not be paid out or otherwise provided to the employee; and**
- (g) Effective April 1 following the date of signing of the Collective Agreement and each April 1 thereafter part-time employees, that are eligible under Appendix C, 2:01, are granted an amount of Leave calculated in keeping with the Appendix C Application of Benefits to part-time employees. The above noted terms of use (a-f) apply to part-time employees.**

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #11

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Accessibility of the Collective Agreement

1. **The parties commit to prepare and communicate the renewed Collective Bargaining Agreement in keeping with their Accessibility policies and standards.**
2. **If you require this information in an alternate format, please submit a request through one of the following channels:**
 - (a) **MGEU Resource Centre at 204-982-6438 or resource.centre@mgeu.ca**
 - (b) **RRC Polytechnic at: diversity@rrc.ca**

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #12

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Faculty Workload Assignment Implementation Advisory Group

- 1.** As a result of the beneficial collaboration between the Employer and the Union demonstrated during the mandate of the Instructor Assignment Taskforce, the Employer will continue the joint review of opportunities for improvement regarding the Faculty workload assignment process, materials, guidelines and tool **(worksheet) during the term of this Collective Agreement.**
- 2.** Faculty Workload Assignment Implementation Advisory Group ("Implementation Advisory Group" or "IAG") supports the principles that guided the Taskforce's initial work – equity, transparency, evidence-based decisions, flexibility and accountability – throughout the ongoing **utilization** of the annual Faculty workload assignment processes.
- 3.** The IAG recommends means of enhancing proactive education and proper implementation of the annual workload assignment tool and material throughout the Academic Division.
- 4.** The IAG receives and reviews questions and feedback from Faculty and Managers related to the Faculty workload assignment process, materials and tool **(worksheet)**. The purpose of the meetings is to consider options to address any questions or concerns that have arisen.
- 5.** The IAG provides recommendations to the Executive Director, Academic.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Memorandum of Agreement #13

between

Red River College Polytechnic

and

Manitoba Government and General Employees' Union

Re: Advancing Truth and Reconciliation 2025-2028: the continuing joint review of the Collective Agreement and associated recommendations to Labour Management Committee

1. The **Employer** and Union ("the Parties") are committed to moving forward in a spirit of collaboration to enhance the economic and social well-being of Manitoba by continuing to advance Truth and Reconciliation in the Collective Agreement.
2. The Parties acknowledge the lands upon which they operate are located on lands of Anishinaabeg, Ininiwak, Anishininwak, Dakota **Oyate**, and Denésuline peoples, and the **National** homeland of the Red River Métis.
3. The Parties take individual responsibility to advance the Truth and Reconciliation Commission's Calls to Action and see the opportunity to also do so together.
4. The Parties recognize that the essence of reconciliation is the need to build strong relationships founded on trust, respect and inclusion between Indigenous and non-Indigenous students, staff, faculty and community. The Parties recognize that advancing Truth and Reconciliation is an ongoing obligation and journey, not a singular action item. The Parties also recognize that advancing Truth and Reconciliation within the Collective Agreement will improve equity, diversity, inclusion **and accessibility** within **RRC Polytechnic** and the wider community it serves.
5. The Parties agree that advancing Truth and Reconciliation is the responsibility of all organizations and their employees, and that a **continuing** review of the

Collective Agreement to better align it to **the Parties** shared commitment is important work.

6. As a result of the foregoing, the Parties have agreed, **during the term of this Collective Agreement**, to establish a joint working group that will lead research, consultation and outreach to review the Collective Agreement to better align it to our shared commitment to advance Truth and Reconciliation. **The operation of the working group will be guided by Indigenous methods and principles with support from an Elder or Knowledge Keeper. The Parties also agree to engage Faculty, staff and Knowledge Keepers Council in the review of the Collective Agreement.**
7. The working group will consist of **nine (9)** members, four (4) members appointed by the **Employer** and four (4) appointed by the Union Local, **and one (1) Chair that is jointly appointed by the Parties. In selecting working group members, first consideration will be given to applicants who self-identify as Indigenous.** The working group will be chaired by **an individual that self-identify as Indigenous selected by the Parties. The working group will be supported by a Facilitator appointed by the Employer.**
8. In addition to **nine (9)** members of the working group, the Union may appoint one (1) Staff Representative and the **Employer** may appoint one (1) Human Resource Representative to attend the meetings of the working group in a support capacity.
9. The working group will have access to **Employer** support resources including: Human Resource Services, Information Technology Support, Library Services, Knowledge Keepers **Council**, Elders, and information from the **Employer's** memberships and associations including the Colleges and Institutes Canada (CI-Can) and Polytechnics Canada. The working group will have access to Union support **resources**.
10. The objective of the working group is to provide written recommendations to the Labour Management Committee that better align the Collective Agreement to advance Truth and Reconciliation. The recommendations are to be provided to Labour Management Committee **in a final report** at least **one (1) year** prior to the expiry of the Collective Agreement. **Prior to submitting the final**

report, the working group will consult the Knowledge Keepers Council. The Union and the **Employer** will consider the recommendations and decide how to proceed in the next round of collective bargaining. Neither party is bound to implement the recommendations.

11. The Parties will establish the working group within **four (4) months of signing** of the renewed Collective Agreement and will meet regularly with the intention to develop the recommendations. As recommendations are developed by the working group, they may be presented to Labour Management Committee for consideration including development of pilot projects. **Labour Management Committee will schedule a stand-alone meeting with the Chair of the working group to provide an annual update.** Updates from the working group will be included as a standing item at Labour Management Committee meetings.
12. **The Memorandum of Agreement** will expire when the working group provides the **final** recommendations to the Labour Management Committee **one year prior to the expiry of the Collective Agreement** and will not form part of the Collective Agreement on an ongoing basis.

Signed this 22nd day of December, 2025.

M. Gudmundson
On behalf of Red River College
Polytechnic

[Signature]
On behalf of Manitoba Government and
General Employees' Union

Salary Schedules

Effective **Year 1 June 14, 2025 – 2.75%**

Effective **Year 2 June 13, 2026 – 3.00%**

Effective **Year 3 June 12, 2027 – 3.00%**

As per Article 9:01, hourly rates are authoritative for pay purposes. Biweekly and annual amounts are provided for information only.

Salary Schedule A 72.50 Hours Biweekly

Effective June 14, 2025

Band 1	32,874	34,213	35,531	36,946	38,454
	1,264.40	1,315.90	1,366.60	1,421.00	1,479.00
	17.44	18.15	18.85	19.60	20.40
	39,980	41,563	43,204	44,995	46,352
	1,537.70	1,598.60	1,661.70	1,730.60	1,782.80
	21.21	22.05	22.92	23.87	24.59
Band 2	36,134	37,606	39,114	40,658	42,281
	1,389.80	1,446.40	1,504.40	1,563.80	1,626.20
	19.17	19.95	20.75	21.57	22.43
	43,997	45,731	47,520	49,444	50,934
	1,692.20	1,758.90	1,827.70	1,901.70	1,959.00
	23.34	24.26	25.21	26.23	27.02
Band 3	39,754	41,358	43,017	44,751	46,485
	1,529.00	1,590.70	1,654.50	1,721.20	1,787.90
	21.09	21.94	22.82	23.74	24.66
	48,370	50,310	52,309	54,402	56,040
	1,860.40	1,935.00	2,011.90	2,092.40	2,155.40
	25.66	26.69	27.75	28.86	29.73
Band 4	43,732	45,466	47,333	49,179	51,178
	1,682.00	1,748.70	1,820.50	1,891.50	1,968.40
	23.20	24.12	25.11	26.09	27.15
	53,232	55,361	57,548	59,849	61,659
	2,047.40	2,129.30	2,213.40	2,301.90	2,371.50
	28.24	29.37	30.53	31.75	32.71
Band 5	48,144	50,047	52,083	54,155	56,342
	1,851.70	1,924.90	2,003.20	2,082.90	2,167.00
	25.54	26.55	27.63	28.73	29.89
	58,549	60,866	63,299	65,824	67,802
	2,251.90	2,341.00	2,434.60	2,531.70	2,607.80
	31.06	32.29	33.58	34.92	35.97
Band 6	52,988	55,081	57,285	59,584	61,921
	2,038.00	2,118.50	2,203.30	2,291.70	2,381.60
	28.11	29.22	30.39	31.61	32.85

	64,373	66,973	69,651	72,402	74,570
	2,475.90	2,575.90	2,678.90	2,784.70	2,868.10
	34.15	35.53	36.95	38.41	39.56
Band 7	58,172	60,546	62,998	65,486	68,104
	2,237.40	2,328.70	2,423.00	2,518.70	2,619.40
	30.86	32.12	33.42	34.74	36.13
	70,839	73,665	76,606	79,661	82,035
	2,724.60	2,833.30	2,946.40	3,063.90	3,155.20
	37.58	39.08	40.64	42.26	43.52
Band 8	64,053	66,596	69,256	72,007	74,890
	2,463.60	2,561.40	2,663.70	2,769.50	2,880.40
	33.98	35.33	36.74	38.20	39.73
	77,888	80,997	84,260	87,633	90,272
	2,995.70	3,115.30	3,240.80	3,370.50	3,472.00
	41.32	42.97	44.70	46.49	47.89
Band 9	70,441	73,252	76,193	79,245	82,412
	2,709.30	2,817.40	2,930.50	3,047.90	3,169.70
	37.37	38.86	40.42	42.04	43.72
	85,711	89,122	92,705	96,418	99,301
	3,296.60	3,427.80	3,565.60	3,708.40	3,819.30
	45.47	47.28	49.18	51.15	52.68
Band 10	77,474	80,584	83,808	87,126	90,688
	2,979.80	3,099.40	3,223.40	3,351.00	3,488.00
	41.10	42.75	44.46	46.22	48.11
	94,289	98,020	101,940	106,030	109,197
	3,626.50	3,770.00	3,920.80	4,078.10	4,199.90
	50.02	52.00	54.08	56.25	57.93
Band 11	85,220	88,634	92,157	95,851	99,717
	3,277.70	3,409.00	3,544.50	3,686.60	3,835.30
	45.21	47.02	48.89	50.85	52.90
	103,693	107,822	112,138	116,607	120,112
	3,988.20	4,147.00	4,313.00	4,484.90	4,619.70
	55.01	57.20	59.49	61.86	63.72

Effective June 13, 2026

Band 1	33,854	35,230	36,608	38,058	39,603
	1,302.10	1,355.00	1,408.00	1,463.80	1,523.20
	17.96	18.69	19.42	20.19	21.01
	41,186	42,809	44,504	46,352	47,746
	1,584.10	1,646.50	1,711.70	1,782.80	1,836.40
	21.85	22.71	23.61	24.59	25.33
Band 2	37,229	38,737	40,281	41,886	43,544
	1,431.90	1,489.90	1,549.30	1,611.00	1,674.80
	19.75	20.55	21.37	22.22	23.10
	45,315	47,106	48,952	50,934	52,460
	1,742.90	1,811.80	1,882.80	1,959.00	2,017.70
	24.04	24.99	25.97	27.02	27.83
Band 3	40,942	42,601	44,298	46,087	47,879
	1,574.70	1,638.50	1,703.80	1,772.60	1,841.50
	21.72	22.60	23.50	24.45	25.40
	49,821	51,818	53,874	56,040	57,720
	1,916.20	1,993.00	2,072.10	2,155.40	2,220.00
	26.43	27.49	28.58	29.73	30.62
Band 4	45,052	46,823	48,747	50,650	52,704
	1,732.80	1,800.90	1,874.90	1,948.10	2,027.10
	23.90	24.84	25.86	26.87	27.96
	54,834	57,020	59,282	61,640	63,505
	2,109.00	2,193.10	2,280.10	2,370.80	2,442.50
	29.09	30.25	31.45	32.70	33.69
Band 5	49,595	51,555	53,648	55,777	58,039
	1,907.50	1,982.90	2,063.40	2,145.30	2,232.30
	26.31	27.35	28.46	29.59	30.79
	60,301	62,696	65,202	67,802	69,838
	2,319.30	2,411.40	2,507.80	2,607.80	2,686.10
	31.99	33.26	34.59	35.97	37.05

Band 6	54,571	56,739	59,001	61,375	63,788
	2,098.90	2,182.30	2,269.30	2,360.60	2,453.40
	28.95	30.10	31.30	32.56	33.84
	66,294	68,991	71,744	74,570	76,814
	2,549.80	2,653.50	2,759.40	2,868.10	2,954.40
	35.17	36.60	38.06	39.56	40.75
Band 7	59,924	62,355	64,883	67,446	70,140
	2,304.80	2,398.30	2,495.50	2,594.10	2,697.70
	31.79	33.08	34.42	35.78	37.21
	72,969	75,870	78,907	82,053	84,505
	2,806.50	2,918.10	3,034.90	3,155.90	3,250.20
	38.71	40.25	41.86	43.53	44.83
Band 8	65,975	68,595	71,328	74,175	77,134
	2,537.50	2,638.30	2,743.40	2,852.90	2,966.70
	35.00	36.39	37.84	39.35	40.92
	80,225	83,431	86,785	90,253	92,986
	3,085.60	3,208.90	3,337.90	3,471.30	3,576.40
	42.56	44.26	46.04	47.88	49.33
Band 9	72,553	75,457	78,473	81,621	84,882
	2,790.50	2,902.20	3,018.20	3,139.30	3,264.70
	38.49	40.03	41.63	43.30	45.03
	88,275	91,800	95,495	99,301	102,281
	3,395.20	3,530.80	3,672.90	3,819.30	3,933.90
	46.83	48.70	50.66	52.68	54.26
Band 10	79,791	82,997	86,314	89,744	93,402
	3,068.90	3,192.20	3,319.80	3,451.70	3,592.40
	42.33	44.03	45.79	47.61	49.55
	97,115	100,960	104,995	109,218	112,478
	3,735.20	3,883.10	4,038.30	4,200.70	4,326.10
	51.52	53.56	55.70	57.94	59.67
Band 11	87,783	91,291	94,928	98,737	102,713
	3,376.30	3,511.20	3,651.10	3,797.60	3,950.50
	46.57	48.43	50.36	52.38	54.49
	106,805	111,064	115,494	120,112	123,713
	4,107.90	4,271.70	4,442.10	4,619.70	4,758.20
	56.66	58.92	61.27	63.72	65.63

Effective June 12, 2027

Band 1	34,873	36,285	37,700	39,208	40,791
	1,341.30	1,395.60	1,450.00	1,508.00	1,568.90
	18.50	19.25	20.00	20.80	21.64
	42,432	44,090	45,843	47,746	49,179
	1,632.00	1,695.80	1,763.20	1,836.40	1,891.50
	22.51	23.39	24.32	25.33	26.09
Band 2	38,342	39,904	41,488	43,147	44,844
	1,474.70	1,534.80	1,595.70	1,659.50	1,724.80
	20.34	21.17	22.01	22.89	23.79
	46,672	48,521	50,424	52,460	54,025
	1,795.10	1,866.20	1,939.40	2,017.70	2,077.90
	24.76	25.74	26.75	27.83	28.66
Band 3	42,166	43,882	45,635	47,465	49,311
	1,621.80	1,687.80	1,755.20	1,825.60	1,896.60
	22.37	23.28	24.21	25.18	26.16
	51,311	53,365	55,494	57,720	59,454
	1,973.50	2,052.50	2,134.40	2,220.00	2,286.70
	27.22	28.31	29.44	30.62	31.54
Band 4	46,410	48,237	50,216	52,176	54,288
	1,785.00	1,855.30	1,931.40	2,006.80	2,088.00
	24.62	25.59	26.64	27.68	28.80
	56,474	58,736	61,055	63,486	65,410
	2,172.10	2,259.10	2,348.30	2,441.80	2,515.80
	29.96	31.16	32.39	33.68	34.70
Band 5	51,084	53,099	55,250	57,454	59,774
	1,964.80	2,042.30	2,125.00	2,209.80	2,299.00
	27.10	28.17	29.31	30.48	31.71
	62,111	64,581	67,163	69,838	71,931
	2,388.90	2,483.90	2,583.20	2,686.10	2,766.60
	32.95	34.26	35.63	37.05	38.16

Band 6	56,212	58,435	60,772	63,224	65,712
	2,162.00	2,247.50	2,337.40	2,431.70	2,527.40
	29.82	31.00	32.24	33.54	34.86
	68,294	71,065	73,892	76,814	79,112
	2,626.70	2,733.30	2,842.00	2,954.40	3,042.80
	36.23	37.70	39.20	40.75	41.97
Band 7	61,716	64,222	66,822	69,461	72,251
	2,373.70	2,470.10	2,570.10	2,671.60	2,778.90
	32.74	34.07	35.45	36.85	38.33
	75,155	78,153	81,281	84,523	87,029
	2,890.60	3,005.90	3,126.20	3,250.90	3,347.30
	39.87	41.46	43.12	44.84	46.17
Band 8	67,953	70,649	73,478	76,398	79,453
	2,613.60	2,717.30	2,826.10	2,938.40	3,055.90
	36.05	37.48	38.98	40.53	42.15
	82,638	85,937	89,388	92,968	95,776
	3,178.40	3,305.30	3,438.00	3,575.70	3,683.70
	43.84	45.59	47.42	49.32	50.81
Band 9	74,721	77,719	80,828	84,071	87,427
	2,873.90	2,989.20	3,108.80	3,233.50	3,362.60
	39.64	41.23	42.88	44.60	46.38
	90,914	94,551	98,360	102,281	105,352
	3,496.70	3,636.60	3,783.10	3,933.90	4,052.00
	48.23	50.16	52.18	54.26	55.89
Band 10	82,186	85,485	88,896	92,440	96,210
	3,161.00	3,287.90	3,419.10	3,555.40	3,700.40
	43.60	45.35	47.16	49.04	51.04
	100,037	103,994	108,141	112,496	115,853
	3,847.60	3,999.80	4,159.30	4,326.80	4,455.90
	53.07	55.17	57.37	59.68	61.46
Band 11	90,422	94,023	97,775	101,696	105,786
	3,477.80	3,616.30	3,760.60	3,911.40	4,068.70
	47.97	49.88	51.87	53.95	56.12
	110,008	114,400	118,963	123,713	127,426
	4,231.10	4,400.00	4,575.50	4,758.20	4,901.00
	58.36	60.69	63.11	65.63	67.60

Salary Schedule B 80 Hours Biweekly

Effective June 14, 2025

Band 1	36,275	37,752	39,208	40,768	42,432
	1,395.20	1,452.00	1,508.00	1,568.00	1,632.00
	17.44	18.15	18.85	19.60	20.40
	44,116	45,864	47,673	49,649	51,147
	1,696.80	1,764.00	1,833.60	1,909.60	1,967.20
	21.21	22.05	22.92	23.87	24.59
Band 2	39,873	41,496	43,160	44,865	46,654
	1,533.60	1,596.00	1,660.00	1,725.60	1,794.40
	19.17	19.95	20.75	21.57	22.43
	48,547	50,460	52,436	54,558	56,201
	1,867.20	1,940.80	2,016.80	2,098.40	2,161.60
	23.34	24.26	25.21	26.23	27.02
Band 3	43,867	45,635	47,465	49,379	51,292
	1,687.20	1,755.20	1,825.60	1,899.20	1,972.80
	21.09	21.94	22.82	23.74	24.66
	53,372	55,515	57,720	60,028	61,838
	2,052.80	2,135.20	2,220.00	2,308.80	2,378.40
	25.66	26.69	27.75	28.86	29.73
Band 4	48,256	50,169	52,228	54,267	56,472
	1,856.00	1,929.60	2,008.80	2,087.20	2,172.00
	23.20	24.12	25.11	26.09	27.15
	58,739	61,089	63,502	66,040	68,036
	2,259.20	2,349.60	2,442.40	2,540.00	2,616.80
	28.24	29.37	30.53	31.75	32.71
Band 5	53,123	55,224	57,470	59,758	62,171
	2,043.20	2,124.00	2,210.40	2,298.40	2,391.20
	25.54	26.55	27.63	28.73	29.89
	64,604	67,163	69,846	72,633	74,817
	2,484.80	2,583.20	2,686.40	2,793.60	2,877.60
	31.06	32.29	33.58	34.92	35.97

Band 6	58,468	60,777	63,211	65,748	68,328
	2,248.80	2,337.60	2,431.20	2,528.80	2,628.00
	28.11	29.22	30.39	31.61	32.85
	71,032	73,902	76,856	79,892	82,284
	2,732.00	2,842.40	2,956.00	3,072.80	3,164.80
	34.15	35.53	36.95	38.41	39.56
Band 7	64,188	66,809	69,513	72,259	75,150
	2,468.80	2,569.60	2,673.60	2,779.20	2,890.40
	30.86	32.12	33.42	34.74	36.13
	78,166	81,286	84,531	87,900	90,521
	3,006.40	3,126.40	3,251.20	3,380.80	3,481.60
	37.58	39.08	40.64	42.26	43.52
Band 8	70,678	73,486	76,419	79,456	82,638
	2,718.40	2,826.40	2,939.20	3,056.00	3,178.40
	33.98	35.33	36.74	38.20	39.73
	85,945	89,377	92,976	96,699	99,611
	3,305.60	3,437.60	3,576.00	3,719.20	3,831.20
	41.32	42.97	44.70	46.49	47.89
Band 9	77,729	80,828	84,073	87,443	90,937
	2,989.60	3,108.80	3,233.60	3,363.20	3,497.60
	37.37	38.86	40.42	42.04	43.72
	94,577	98,342	102,294	106,392	109,574
	3,637.60	3,782.40	3,934.40	4,092.00	4,214.40
	45.47	47.28	49.18	51.15	52.68
Band 10	85,488	88,920	92,476	96,137	100,068
	3,288.00	3,420.00	3,556.80	3,697.60	3,848.80
	41.10	42.75	44.46	46.22	48.11
	104,041	108,160	112,486	117,000	120,494
	4,001.60	4,160.00	4,326.40	4,500.00	4,634.40
	50.02	52.00	54.08	56.25	57.93
Band 11	94,036	97,801	101,691	105,768	110,032
	3,616.80	3,761.60	3,911.20	4,068.00	4,232.00
	45.21	47.02	48.89	50.85	52.90
	114,420	118,976	123,739	128,668	132,537
	4,400.80	4,576.00	4,759.20	4,948.80	5,097.60
	55.01	57.20	59.49	61.86	63.72

Effective June 13, 2026

Band 1	37,356	38,875	40,393	41,995	43,700
	1,436.80	1,495.20	1,553.60	1,615.20	1,680.80
	17.96	18.69	19.42	20.19	21.01
	45,448	47,236	49,108	51,147	52,686
	1,748.00	1,816.80	1,888.80	1,967.20	2,026.40
	21.85	22.71	23.61	24.59	25.33
Band 2	41,080	42,744	44,449	46,217	48,048
	1,580.00	1,644.00	1,709.60	1,777.60	1,848.00
	19.75	20.55	21.37	22.22	23.10
	50,003	51,979	54,017	56,201	57,886
	1,923.20	1,999.20	2,077.60	2,161.60	2,226.40
	24.04	24.99	25.97	27.02	27.83
Band 3	45,177	47,008	48,880	50,856	52,832
	1,737.60	1,808.00	1,880.00	1,956.00	2,032.00
	21.72	22.60	23.50	24.45	25.40
	54,974	57,179	59,446	61,838	63,689
	2,114.40	2,199.20	2,286.40	2,378.40	2,449.60
	26.43	27.49	28.58	29.73	30.62
Band 4	49,712	51,667	53,788	55,889	58,156
	1,912.00	1,987.20	2,068.80	2,149.60	2,236.80
	23.90	24.84	25.86	26.87	27.96
	60,507	62,920	65,416	68,016	70,075
	2,327.20	2,420.00	2,516.00	2,616.00	2,695.20
	29.09	30.25	31.45	32.70	33.69
Band 5	54,724	56,888	59,196	61,547	64,043
	2,104.80	2,188.00	2,276.80	2,367.20	2,463.20
	26.31	27.35	28.46	29.59	30.79
	66,539	69,180	71,947	74,817	77,064
	2,559.20	2,660.80	2,767.20	2,877.60	2,964.00
	31.99	33.26	34.59	35.97	37.05

Band 6	60,216	62,608	65,104	67,724	70,387
	2,316.00	2,408.00	2,504.00	2,604.80	2,707.20
	28.95	30.10	31.30	32.56	33.84
	73,153	76,128	79,164	82,284	84,760
	2,813.60	2,928.00	3,044.80	3,164.80	3,260.00
	35.17	36.60	38.06	39.56	40.75
Band 7	66,123	68,806	71,593	74,422	77,396
	2,543.20	2,646.40	2,753.60	2,862.40	2,976.80
	31.79	33.08	34.42	35.78	37.21
	80,516	83,720	87,068	90,542	93,246
	3,096.80	3,220.00	3,348.80	3,482.40	3,586.40
	38.71	40.25	41.86	43.53	44.83
Band 8	72,800	75,691	78,707	81,848	85,113
	2,800.00	2,911.20	3,027.20	3,148.00	3,273.60
	35.00	36.39	37.84	39.35	40.92
	88,524	92,060	95,763	99,590	102,606
	3,404.80	3,540.80	3,683.20	3,830.40	3,946.40
	42.56	44.26	46.04	47.88	49.33
Band 9	80,059	83,262	86,590	90,064	93,662
	3,079.20	3,202.40	3,330.40	3,464.00	3,602.40
	38.49	40.03	41.63	43.30	45.03
	97,406	101,296	105,372	109,574	112,860
	3,746.40	3,896.00	4,052.80	4,214.40	4,340.80
	46.83	48.70	50.66	52.68	54.26
Band 10	88,046	91,582	95,243	99,028	103,064
	3,386.40	3,522.40	3,663.20	3,808.80	3,964.00
	42.33	44.03	45.79	47.61	49.55
	107,161	111,404	115,856	120,515	124,113
	4,121.60	4,284.80	4,456.00	4,635.20	4,773.60
	51.52	53.56	55.70	57.94	59.67
Band 11	96,865	100,734	104,748	108,950	113,339
	3,725.60	3,874.40	4,028.80	4,190.40	4,359.20
	46.57	48.43	50.36	52.38	54.49
	117,852	122,553	127,441	132,537	136,510
	4,532.80	4,713.60	4,901.60	5,097.60	5,250.40
	56.66	58.92	61.27	63.72	65.63

Effective June 12, 2027

Band 1	38,480	40,040	41,600	43,264	45,011
	1,480.00	1,540.00	1,600.00	1,664.00	1,731.20
	18.50	19.25	20.00	20.80	21.64
	46,820	48,651	50,585	52,686	54,267
	1,800.80	1,871.20	1,945.60	2,026.40	2,087.20
	22.51	23.39	24.32	25.33	26.09
Band 2	42,307	44,033	45,780	47,611	49,483
	1,627.20	1,693.60	1,760.80	1,831.20	1,903.20
	20.34	21.17	22.01	22.89	23.79
	51,500	53,539	55,640	57,886	59,612
	1,980.80	2,059.20	2,140.00	2,226.40	2,292.80
	24.76	25.74	26.75	27.83	28.66
Band 3	46,529	48,422	50,356	52,374	54,412
	1,789.60	1,862.40	1,936.80	2,014.40	2,092.80
	22.37	23.28	24.21	25.18	26.16
	56,617	58,884	61,235	63,689	65,603
	2,177.60	2,264.80	2,355.20	2,449.60	2,523.20
	27.22	28.31	29.44	30.62	31.54
Band 4	51,209	53,227	55,411	57,574	59,904
	1,969.60	2,047.20	2,131.20	2,214.40	2,304.00
	24.62	25.59	26.64	27.68	28.80
	62,316	64,812	67,371	70,054	72,176
	2,396.80	2,492.80	2,591.20	2,694.40	2,776.00
	29.96	31.16	32.39	33.68	34.70
Band 5	56,368	58,593	60,964	63,398	65,956
	2,168.00	2,253.60	2,344.80	2,438.40	2,536.80
	27.10	28.17	29.31	30.48	31.71
	68,536	71,260	74,110	77,064	79,372
	2,636.00	2,740.80	2,850.40	2,964.00	3,052.80
	32.95	34.26	35.63	37.05	38.16

Band 6	62,025	64,480	67,059	69,763	72,508
	2,385.60	2,480.00	2,579.20	2,683.20	2,788.80
	29.82	31.00	32.24	33.54	34.86
	75,358	78,416	81,536	84,760	87,297
	2,898.40	3,016.00	3,136.00	3,260.00	3,357.60
	36.23	37.70	39.20	40.75	41.97
Band 7	68,099	70,865	73,736	76,648	79,726
	2,619.20	2,725.60	2,836.00	2,948.00	3,066.40
	32.74	34.07	35.45	36.85	38.33
	82,929	86,236	89,689	93,267	96,033
	3,189.60	3,316.80	3,449.60	3,587.20	3,693.60
	39.87	41.46	43.12	44.84	46.17
Band 8	74,984	77,958	81,078	84,302	87,672
	2,884.00	2,998.40	3,118.40	3,242.40	3,372.00
	36.05	37.48	38.98	40.53	42.15
	91,187	94,827	98,633	102,585	105,684
	3,507.20	3,647.20	3,793.60	3,945.60	4,064.80
	43.84	45.59	47.42	49.32	50.81
Band 9	82,451	85,758	89,190	92,768	96,470
	3,171.20	3,298.40	3,430.40	3,568.00	3,710.40
	39.64	41.23	42.88	44.60	46.38
	100,318	104,332	108,534	112,860	116,251
	3,858.40	4,012.80	4,174.40	4,340.80	4,471.20
	48.23	50.16	52.18	54.26	55.89
Band 10	90,688	94,328	98,092	102,003	106,163
	3,488.00	3,628.00	3,772.80	3,923.20	4,083.20
	43.60	45.35	47.16	49.04	51.04
	110,385	114,753	119,329	124,134	127,836
	4,245.60	4,413.60	4,589.60	4,774.40	4,916.80
	53.07	55.17	57.37	59.68	61.46
Band 11	99,777	103,750	107,889	112,216	116,729
	3,837.60	3,990.40	4,149.60	4,316.00	4,489.60
	47.97	49.88	51.87	53.95	56.12
	121,388	126,235	131,268	136,510	140,608
	4,668.80	4,855.20	5,048.80	5,250.40	5,408.00
	58.36	60.69	63.11	65.63	67.60

Salary Schedule C 72.50 Hours Biweekly

Effective June 14, 2025

Instructor	65,109	67,446	69,877	72,553	75,231	78,020
	2,504.20	2,594.10	2,687.60	2,790.50	2,893.50	3,000.80
	34.54	35.78	37.07	38.49	39.91	41.39
	80,979	84,146	87,370	90,649	92,874	96,701
	3,114.60	3,236.40	3,360.40	3,486.50	3,572.10	3,719.30
	42.96	44.64	46.35	48.09	49.27	51.30
	99,603					
	3,830.90					
	52.84					

Effective September 20, 2025

Instructor	65,109	67,446	69,877	72,553	75,231	78,020
	2,504.20	2,594.10	2,687.60	2,790.50	2,893.50	3,000.80
	34.54	35.78	37.07	38.49	39.91	41.39
	80,979	84,146	87,370	90,649	92,874	96,701
	3,114.60	3,236.40	3,360.40	3,486.50	3,572.10	3,719.30
	42.96	44.64	46.35	48.09	49.27	51.30
	99,603	102,091				
	3,830.90	3,926.60				
	52.84	54.16				

Effective June 13, 2026

Instructor	67,069	69,461	71,970	74,721	77,493	80,358
	2,579.60	2,671.60	2,768.10	2,873.90	2,980.50	3,090.70
	35.58	36.85	38.18	39.64	41.11	42.63
	83,410	86,673	89,991	93,363	95,664	99,603
	3,208.10	3,333.60	3,461.20	3,590.90	3,679.40	3,830.90
	44.25	45.98	47.74	49.53	50.75	52.84
	102,601	105,146				
	3,946.20	4,044.10				
	54.43	55.78				

Effective June 12, 2027

Instructor	69,084	71,554	74,136	76,965	79,812	82,771
	2,657.10	2,752.10	2,851.40	2,960.20	3,069.70	3,183.50
	36.65	37.96	39.33	40.83	42.34	43.91
	85,919	89,273	92,684	96,174	98,529	102,601
	3,304.60	3,433.60	3,564.80	3,699.00	3,789.60	3,946.20
	45.58	47.36	49.17	51.02	52.27	54.43
	105,674	108,292				
	4,064.40	4,165.10				
	56.06	57.45				

Salary Schedule D 72.50 Hours Biweekly**Effective June 14, 2025**

Administrative Officer 1	56,776	58,567	60,489	62,545	64,768	67,012	69,030
	2,183.70	2,252.60	2,326.50	2,405.60	2,491.10	2,577.40	2,655.00
	30.12	31.07	32.09	33.18	34.36	35.55	36.62
Computer Programmer 1	56,456	58,398	60,208	62,319	64,430	66,747	
	2,171.40	2,246.10	2,315.70	2,396.90	2,478.10	2,567.20	
	29.95	30.98	31.94	33.06	34.18	35.41	
	69,160	71,744	74,211	76,983	79,302		
	2,660.00	2,759.40	2,854.30	2,960.90	3,050.10		
	36.69	38.06	39.37	40.84	42.07		

Effective June 13, 2026

Administrative Officer 1	58,474	60,320	62,298	64,430	66,710	69,030	71,102
	2,249.00	2,320.00	2,396.10	2,478.10	2,565.80	2,655.00	2,734.70
	31.02	32.00	33.05	34.18	35.39	36.62	37.72
Computer Programmer 1	58,151	60,151	62,017	64,183	66,370	68,746	
	2,236.60	2,313.50	2,385.30	2,468.60	2,552.70	2,644.10	
	30.85	31.91	32.90	34.05	35.21	36.47	
	71,234	73,892	76,437	79,302	81,676		
	2,739.80	2,842.00	2,939.90	3,050.10	3,141.40		
	37.79	39.20	40.55	42.07	43.33		

Effective June 12, 2027

Administrative Officer 1	60,226	62,129	64,165	66,370	68,707	71,102	73,231
	2,316.40	2,389.60	2,467.90	2,552.70	2,642.60	2,734.70	2,816.60
	31.95	32.96	34.04	35.21	36.45	37.72	38.85
Computer Programmer 1	59,906	61,960	63,882	66,107	68,369	70,800	
	2,304.10	2,383.10	2,457.00	2,542.60	2,629.60	2,723.10	
	31.78	32.87	33.89	35.07	36.27	37.56	
	73,364	76,117	78,735	81,676	84,128		
	2,821.70	2,927.60	3,028.30	3,141.40	3,235.70		
	38.92	40.38	41.77	43.33	44.63		

Salary Schedule E 72.50 Hours Biweekly

Effective June 14, 2025

IT 6 - Computer Programmer; Networking	58,302	60,639	63,034	65,522	68,125
Analyst; Workstation Management Technician	2,242.40	2,332.30	2,424.40	2,520.10	2,620.20
	30.93	32.17	33.44	34.76	36.14
Band 6 Hourly Market Sup	28.11	29.22	30.39	31.61	32.85
	2.82	2.95	3.05	3.15	3.29
	70,818	73,684	76,588	79,661	82,053
	2,723.80	2,834.00	2,945.70	3,063.90	3,155.90
	37.57	39.09	40.63	42.26	43.53
Band 6 Hourly Market Sup	34.15	35.53	36.95	38.41	39.56
	3.42	3.56	3.68	3.85	3.97
IT 7 - Technical Specialist; Computer	64,014	66,596	69,292	72,007	74,911
Programmer/Analyst	2,462.10	2,561.40	2,665.10	2,769.50	2,881.20
	33.96	35.33	36.76	38.20	39.74
Band 7 Hourly Market Sup	30.86	32.12	33.42	34.74	36.13
	3.10	3.21	3.34	3.46	3.61
	77,906	81,094	84,336	87,653	90,272
	2,996.40	3,119.00	3,243.70	3,371.30	3,472.00
	41.33	43.02	44.74	46.50	47.89
Band 7 Hourly Market Sup	37.58	39.08	40.64	42.26	43.52
	3.75	3.94	4.10	4.24	4.37
IT 8 - Senior Network Analyst; Senior	70,480	73,252	76,172	79,227	82,469
Computer/Programmer Analyst; Senior Tech	2,710.80	2,817.40	2,929.70	3,047.20	3,171.90
Support Specialist; Database	37.39	38.86	40.41	42.03	43.75
Programmer/Analyst; Senior Workstation					
Management Tech					
Band 8 Hourly Market Sup	33.98	35.33	36.74	38.20	39.73
	3.41	3.53	3.67	3.83	4.02
	85,729	89,122	92,684	96,418	99,340
	3,297.30	3,427.80	3,564.80	3,708.40	3,820.80
	45.48	47.28	49.17	51.15	52.70
Band 8 Hourly Market Sup	41.32	42.97	44.70	46.49	47.89
	4.16	4.31	4.47	4.66	4.81

ITS - Senior Information Security Analyst	73,044	75,909	78,982	82,110	85,371
	2,809.40	2,919.60	3,037.80	3,158.10	3,283.50
	38.75	40.27	41.90	43.56	45.29
Band 8 Hourly Market Sup	33.98	35.33	36.74	38.20	39.73
	4.77	4.94	5.16	5.36	5.56
	88,821	92,328	96,059	99,886	102,902
Band 8 Hourly Market Sup	3,416.20	3,551.10	3,694.60	3,841.80	3,957.80
	47.12	48.98	50.96	52.99	54.59
	41.32	42.97	44.70	46.49	47.89
Band 8 Hourly Market Sup	5.80	6.01	6.26	6.50	6.70
	77,474	80,566	83,844	87,162	90,649
	2,979.80	3,098.70	3,224.80	3,352.40	3,486.50
IT 9 - Networking and Communications Supervisor; Workstation Management Supervisor; Supervisor, Server Admin and Support; Supervisor Database Administration;	41.10	42.74	44.48	46.24	48.09
	37.37	38.86	40.42	42.04	43.72
	3.73	3.88	4.06	4.20	4.37
Band 9 Hourly Market Sup	94,289	98,020	101,959	106,087	109,254
	3,626.50	3,770.00	3,921.50	4,080.30	4,202.10
	50.02	52.00	54.09	56.28	57.96
Band 9 Hourly Market Sup	45.47	47.28	49.18	51.15	52.68
	4.55	4.72	4.91	5.13	5.28
	84,767	88,160	91,704	95,344	99,190
IT10 - IT Manager	3,260.30	3,390.80	3,527.10	3,667.10	3,815.00
	44.97	46.77	48.65	50.58	52.62
	40.86	42.50	44.19	45.96	47.81
Band 10 Hourly Market Sup	4.11	4.27	4.46	4.62	4.81
	103,147	107,237	111,555	116,058	119,527
	3,967.20	4,124.50	4,290.60	4,463.80	4,597.20
Band 10 Hourly Market Sup	54.72	56.89	59.18	61.57	63.41
	49.72	51.70	53.78	55.93	57.60
	5.00	5.19	5.40	5.64	5.81

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Effective June 13 2026

IT 6 - Computer Programmer; Networking Analyst; Workstation Management Technician	60,036	62,470	64,919	67,483	70,179
	2,309.10	2,402.70	2,496.90	2,595.50	2,699.20
	31.85	33.14	34.44	35.80	37.23
Band 6 Hourly Market Sup	28.95	30.10	31.30	32.56	33.84
	2.90	3.04	3.14	3.24	3.39
	72,930	75,909	78,886	82,053	84,523
Band 6 Hourly Market Sup	2,805.00	2,919.60	3,034.10	3,155.90	3,250.90
	38.69	40.27	41.85	43.53	44.84
	35.17	36.60	38.06	39.56	40.75
IT 7 - Technical Specialist; Computer Programmer/Analyst	65,938	68,595	71,367	74,157	77,152
	2,536.10	2,638.30	2,744.90	2,852.20	2,967.40
	34.98	36.39	37.86	39.34	40.93
Band 7 Hourly Market Sup	31.79	33.08	34.42	35.78	37.21
	3.19	3.31	3.44	3.56	3.72
	80,243	83,525	86,860	90,292	92,986
Band 7 Hourly Market Sup	3,086.30	3,212.50	3,340.80	3,472.80	3,576.40
	42.57	44.31	46.08	47.90	49.33
	38.71	40.25	41.86	43.53	44.83
IT 8 - Senior Network Analyst; Senior Computer/Programmer Analyst; Senior Tech Support Specialist; Database Programmer/Analyst; Senior Workstation	72,592	75,457	78,455	81,601	84,939
	2,792.00	2,902.20	3,017.50	3,138.50	3,266.90
	38.51	40.03	41.62	43.29	45.06
Band 8 Hourly Market Sup	35.00	36.39	37.84	39.35	40.92
	3.51	3.64	3.78	3.94	4.14
	88,293	91,800	95,456	99,301	102,317
Band 8 Hourly Market Sup	3,395.90	3,530.80	3,671.40	3,819.30	3,935.30
	46.84	48.70	50.64	52.68	54.28
	42.56	44.26	46.04	47.88	49.33
Band 8 Hourly Market Sup	4.28	4.44	4.60	4.80	4.95

ITS - Senior Information Security Analyst	75,231	78,189	81,338	84,580	87,934
	2,893.50	3,007.30	3,128.40	3,253.10	3,382.10
	39.91	41.48	43.15	44.87	46.65
Band 8 Hourly Market Sup	35.00	36.39	37.84	39.35	40.92
	4.91	5.09	5.31	5.52	5.73
	91,478	95,097	98,943	102,884	105,994
Band 8 Hourly Market Sup	3,518.40	3,657.60	3,805.50	3,957.10	4,076.70
	48.53	50.45	52.49	54.58	56.23
	42.56	44.26	46.04	47.88	49.33
Band 8 Hourly Market Sup	5.97	6.19	6.45	6.70	6.90
	79,791	82,997	86,351	89,783	93,363
	3,068.90	3,192.20	3,321.20	3,453.20	3,590.90
IT 9 - Networking and Communications Supervisor; Workstation Management Supervisor; Supervisor, Server Admin and Support; Supervisor Database Administration;	42.33	44.03	45.81	47.63	49.53
	38.49	40.03	41.63	43.30	45.03
	3.84	4.00	4.18	4.33	4.50
Band 9 Hourly Market Sup	97,115	100,960	105,032	109,254	112,535
	3,735.20	3,883.10	4,039.70	4,202.10	4,328.30
	51.52	53.56	55.72	57.96	59.70
Band 9 Hourly Market Sup	46.83	48.70	50.66	52.68	54.26
	4.69	4.86	5.06	5.28	5.44
	87,313	90,820	94,458	98,209	102,148
IT10 - IT Manager	3,358.20	3,493.10	3,633.00	3,777.30	3,928.80
	46.32	48.18	50.11	52.10	54.19
	42.09	43.78	45.52	47.34	49.24
Band 10 Hourly Market Sup	4.23	4.40	4.59	4.76	4.95
	106,238	110,461	114,891	119,548	123,110
	4,086.10	4,248.50	4,418.90	4,598.00	4,735.00
Band 10 Hourly Market Sup	56.36	58.60	60.95	63.42	65.31
	51.21	53.25	55.39	57.61	59.33
	5.15	5.35	5.56	5.81	5.98

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Effective June 12, 2027

IT 6 - Computer Programmer; Networking Analyst; Workstation Management Technician	61,846	64,334	66,861	69,518	72,290
	2,378.70	2,474.40	2,571.60	2,673.80	2,780.40
	32.81	34.13	35.47	36.88	38.35
Band 6 Hourly Market Sup	29.82	31.00	32.24	33.54	34.86
	2.99	3.13	3.23	3.34	3.49
	75,137	78,189	81,244	84,523	87,050
Band 6 Hourly Market Sup	2,889.90	3,007.30	3,124.80	3,250.90	3,348.10
	39.86	41.48	43.10	44.84	46.18
	36.23	37.70	39.20	40.75	41.97
IT 7 - Technical Specialist; Computer Programmer/Analyst	67,917	70,649	73,496	76,380	79,471
	2,612.20	2,717.30	2,826.80	2,937.70	3,056.60
	36.03	37.48	38.99	40.52	42.16
Band 7 Hourly Market Sup	32.74	34.07	35.45	36.85	38.33
	3.29	3.41	3.54	3.67	3.83
	82,656	86,031	89,481	93,007	95,776
Band 7 Hourly Market Sup	3,179.10	3,308.90	3,441.60	3,577.20	3,683.70
	43.85	45.64	47.47	49.34	50.81
	39.87	41.46	43.12	44.84	46.17
IT 8 - Senior Network Analyst; Senior Computer/Programmer Analyst; Senior Tech Support Specialist; Database Programmer/Analyst; Senior Workstation	74,778	77,719	80,810	84,052	87,482
	2,876.10	2,989.20	3,108.10	3,232.80	3,364.70
	39.67	41.23	42.87	44.59	46.41
Band 8 Hourly Market Sup	36.05	37.48	38.98	40.53	42.15
	3.62	3.75	3.89	4.06	4.26
	90,950	94,551	98,321	102,281	105,391
Band 8 Hourly Market Sup	3,498.10	3,636.60	3,781.60	3,933.90	4,053.50
	48.25	50.16	52.16	54.26	55.91
	43.84	45.59	47.42	49.32	50.81
Band 8 Hourly Market Sup	4.41	4.57	4.74	4.94	5.10

ITS - Senior Information Security Analyst	77,493	80,527	83,787	87,126	90,573
	2,980.50	3,097.20	3,222.60	3,351.00	3,483.60
	41.11	42.72	44.45	46.22	48.05
Band 8 Hourly Market Sup	36.05	37.48	38.98	40.53	42.15
	5.06	5.24	5.47	5.69	5.90
	94,231	97,962	101,904	105,976	109,179
Band 8 Hourly Market Sup	3,624.30	3,767.80	3,919.40	4,076.00	4,199.20
	49.99	51.97	54.06	56.22	57.92
	43.84	45.59	47.42	49.32	50.81
IT 9 - Networking and Communications Supervisor; Workstation Management Supervisor; Supervisor, Server Admin and Support; Supervisor Database Administration;	6.15	6.38	6.64	6.90	7.11
	82,186	85,485	88,953	92,479	96,174
	3,161.00	3,287.90	3,421.30	3,556.90	3,699.00
Band 9 Hourly Market Sup	43.60	45.35	47.19	49.06	51.02
	39.64	41.23	42.88	44.60	46.38
	3.96	4.12	4.31	4.46	4.64
Band 9 Hourly Market Sup	100,019	103,994	108,180	112,535	115,908
	3,846.90	3,999.80	4,160.80	4,328.30	4,458.00
	53.06	55.17	57.39	59.70	61.49
Band 9 Hourly Market Sup	48.23	50.16	52.18	54.26	55.89
	4.83	5.01	5.21	5.44	5.60
	89,934	93,535	97,305	101,150	105,222
IT10 - IT Manager	3,459.00	3,597.50	3,742.50	3,890.40	4,047.00
	47.71	49.62	51.62	53.66	55.82
	43.35	45.09	46.89	48.76	50.72
Band 10 Hourly Market Sup	4.36	4.53	4.73	4.90	5.10
	109,423	113,778	118,341	123,128	126,804
	4,208.60	4,376.10	4,551.60	4,735.70	4,877.10
Band 10 Hourly Market Sup	58.05	60.36	62.78	65.32	67.27
	52.75	54.85	57.05	59.34	61.11
	5.30	5.51	5.73	5.98	6.16

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Salary Schedule F 80 Hours Biweekly**Effective June 14, 2025**

Food Service Worker 1	33,758	34,361					
	1,298.40	1,321.60					
	16.23	16.52					
Food Service Worker 2	33,758	34,777	36,171	37,606	39,124	40,664	41,891
	1,298.40	1,337.60	1,391.20	1,446.40	1,504.80	1,564.00	1,611.20
	16.23	16.72	17.39	18.08	18.81	19.55	20.14
Cook-Schedule A	48,256	50,169	52,228	54,267	56,472	58,739	60,486
	1,856.00	1,929.60	2,008.80	2,087.20	2,172.00	2,259.20	2,326.40
	23.20	24.12	25.11	26.09	27.15	28.24	29.08
Cook-Schedule B	38,958	40,497	42,120	43,846	45,614	47,444	48,880
	1,498.40	1,557.60	1,620.00	1,686.40	1,754.40	1,824.80	1,880.00
	18.73	19.47	20.25	21.08	21.93	22.81	23.50

Effective June 13, 2026

Food Service Worker 1	34,777	35,401					
	1,337.60	1,361.60					
	16.72	17.02					
Food Service Worker 2	34,777	35,817	37,252	38,729	40,289	41,891	43,139
	1,337.60	1,377.60	1,432.80	1,489.60	1,549.60	1,611.20	1,659.20
	16.72	17.22	17.91	18.62	19.37	20.14	20.74
Cook-Schedule A	49,712	51,667	53,788	55,889	58,156	60,507	62,296
	1,912.00	1,987.20	2,068.80	2,149.60	2,236.80	2,327.20	2,396.00
	23.90	24.84	25.86	26.87	27.96	29.09	29.95
Cook-Schedule B	40,123	41,704	43,388	45,156	46,987	48,859	50,356
	1,543.20	1,604.00	1,668.80	1,736.80	1,807.20	1,879.20	1,936.80
	19.29	20.05	20.86	21.71	22.59	23.49	24.21

Effective June 12, 2027

Food Service Worker 1	35,817	36,462					
	1,377.60	1,402.40					
	17.22	17.53					
Food Service Worker 2	35,817	36,899	38,376	39,894	41,496	43,139	44,428
	1,377.60	1,419.20	1,476.00	1,534.40	1,596.00	1,659.20	1,708.80
	17.22	17.74	18.45	19.18	19.95	20.74	21.36
Cook-Schedule A	51,209	53,227	55,411	57,574	59,904	62,316	64,168
	1,969.60	2,047.20	2,131.20	2,214.40	2,304.00	2,396.80	2,468.00
	24.62	25.59	26.64	27.68	28.80	29.96	30.85
Cook-Schedule B	41,329	42,952	44,699	46,508	48,401	50,315	51,875
	1,589.60	1,652.00	1,719.20	1,788.80	1,861.60	1,935.20	1,995.20
	19.87	20.65	21.49	22.36	23.27	24.19	24.94