

Government Employees' Master Agreement Tentative Agreement Highlights

MGEU

January 2024

DURATION

Four-year Collective Agreement: March 25, 2023 – March 19, 2027.

RECOGNITION PAY

A one-time lump-sum payment of \$1,800 for full-time employees and \$900 for part-time employees (date of ratification).

WAGES

Members employed for the duration of the collective agreement would see their wages increase by approximately 14%. In many cases, depending on classification and years of service, wage increases will exceed 14%.

This is achieved through (1) general wage increases, and (2) adjustments to the salary schedules:

(1) General Wage Increases

Effective March 25, 2023	2.50%
Effective March 23, 2024	2.75%
Effective March 22, 2025	3.00%
Effective March 21, 2026	3.00%

The above increases to be applied to Remoteness Allowance and Northern Premium.

(2) Adjustments to Salary Schedules

New Retention (Maximum) Step Adjustment* and Automatic Progression

Effective October 7, 2023, a **new 2.5% maximum Step** will be added to each Salary Schedule immediately preceding the 20-year long service step. On a one-time only basis, all employees (except those on the 20-year long service step) will automatically advance to the next step on the scale including the new maximum step. Anniversary dates for merit increases will not change.

*excludes Corrections

Adjusted 20-year Long Service Step

Effective October 7, 2023, the 20-year long service step will be adjusted to maintain the **2%** differential from the new 2.5% Retention (maximum) Step.

New 2% 25-year Long Service Step

Effective March 23, 2024, a new **2%** twenty-five (25) year Long Service Step will be established.

Advancement to this new step will be subject to the same eligibility criteria as is applied to the 20-year long service step.

HEALTH BENEFITS

Dental

- Increase maximum:
 - FT: from \$1475 to \$1650
 - PT: from \$738 to \$990**
- Increase lifetime maximum for orthodontic services:
 - FT: from \$1675 to \$1850
 - PT: from \$838 to \$1110**

Vision

- Increase maximum:
 - FT: from \$275 to \$375
 - PT: from \$137.50 to \$225**

Drug Plan

- Increase maximum:
 - FT: from \$800 to \$900
 - PT: from \$400 to \$540**

Health Spending Account

- FT: Increase from \$850 to \$950
PT: Increase from \$425 to \$570**

***Benefits for Part Time (PT) are amended from 50% of Full Time (FT) maximum to 60% of FT maximum*

SPECIAL WAGE ADJUSTMENTS

The employer has agreed to put 1.4% of payroll toward special wage adjustments for certain classifications. The parties will meet in March 2024 and October 2024 to determine which classifications will be in receipt of such adjustments, as well as the value of the adjustments.

SEVERANCE PAY

New article establishing that, under certain circumstances, employees may forgo their rights to be placed on the re-employment list and be paid permanent lay-off severance prior to twenty-four months.

HOLIDAYS

Add National Truth and Reconciliation Day.

SICK LEAVE

Use of sick leave to attend medical appointments to be expanded to include 'psychiatrist', 'psychologist' and 'registered clinical social worker'.

New Letter of Intent – Requests for medical reports/notes

The Employer will review opportunities to streamline for efficiencies related to requests for medical reports and notes of an Employee to ensure a balanced approach.

The Employer commits to meeting with the Union to discuss on or before June 1, 2024.

New Memorandum of Agreement - Personal Wellness Leave

An employee shall be entitled to **up to two (2) days** of leave with pay in each fiscal year as follows and charged against the employee's sick leave credits:

- (a) the leave shall be for personal wellness,
- (b) the two (2) days of leave can be used consecutively, but shall not be used contiguous with a vacation leave, and
- (c) these two days are not carried forward from fiscal year to fiscal year;

Where an employee wishes to use a personal wellness day(s), the employee shall endeavour to notify the employee's immediate supervisor of the absence due 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.

An employee's sick leave accumulation under Article 28 – Sick Leave will not be reduced to less than twelve (12) days per year as a result of the application of this provision.

Wellness days will not be used by the employer for the purposes of attendance management.

SHIFT PREMIUM

Increase from \$12.80 to \$13.70, effective March 25, 2023

Increase for Trades from \$19.20 to \$20.10, effective March 25, 2023

WEEKEND PREMIUM

Increase from \$1.25 to \$1.75, effective March 25, 2023

STAND - BY

Increase stand-by pay on a day of rest or on a paid holiday that is not a working day, from thirty dollars (\$30.00) to thirty-three dollars (\$33.00), effective March 25, 2023

ACCOMMODATIONS

New article ensuring that employees requiring accommodation are advised of their right to have a union representative present when meeting with the employer.

LEGAL INDEMNIFICATION

New article providing legal indemnification for members who face legal proceedings as a result of their work.

APPENDIX "E" PRIVATELY OWNED VEHICLES

Reimbursement Rates

Kilometre rate ratio revised such that adjustment is based on a 7 cent increase/decrease in the price of regular gasoline rather than a 10 cent increase/decrease.

MOA# 5: QUALIFICATION PAY – FLEET VEHICLES

Effective March 23, 2024, Increase from: \$2.40 to \$2.50; \$0.30 to 0.34; \$0.40 to 0.44; \$0.40 to 0.44

COMPONENT HIGHLIGHTS

Administration

Effective March 25, 2022, employees shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.

Legal, Inspection and Regulatory

Effective March 23, 2024 - ADD MCEO to Category (B) employees, such that they work an eight hour day inclusive of a half hour meal period.

Effective March 23, 2024 - Sheriffs/Sheriffs Officers to be eligible to claim breakfast when they are scheduled to travel or start work at or before 7:30AM.

Physical Sciences Component Qualification Pay

5:03 Add Foresters Effective March 25, 2023.

Memorandum of Agreement (MOA) Hours of Work for employees occupying Agri-Food Inspector (E02) – Meat Hygiene positions and Regional Inspectors Supervisor (E04) positions

Commitment to meet and explore the feasibility of repealing or amending the MOA dated September 5, 2013 to address shift durations and the ability to claim overtime.

Social Sciences

Effective March 25, 2022, employees shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.

Memorandum of Agreement – Community Correctional Workers (CCW)

Commitment to meet and explore the feasibility of repealing or amending the MOA dated July 6, 2005 to align with the terms and conditions of employment set out in the GEMA.

The assistance of a mutually agreed mediator may be called upon. The mediator shall have the authority to make a binding decision, if necessary.

Trades, Operations and Services Component

“Early Morning Start” – employees who commence work between the hours of 4am and 7am are eligible to claim breakfast during the winter maintenance season.

Tool Allowance

Effective April 1, 2024, increase from \$400.00 to \$500.00

****NOTE: All of the above increases will be effective the first day of the bi-weekly pay period following the date of signing, unless otherwise specified.**