

## TENTATIVE AGREEMENT PART 2

# Memorandum of Agreement

between

**Canadian Union of Public Employees (CUPE)**  
(the “Union”)

and

**The Employers Represented by the  
Provincial Health Labour Relations Services (PHLRS) in  
Northern Health Region Employers Organization  
Shared Health Region Employer Organization  
Southern Health Region Employer Organization**

and

**Winnipeg Churchill Health Region Employer Organization**  
(the “Employer”)

### **FACILITY AND COMMUNITY SUPPORT COLLECTIVE AGREEMENTS**

The above-referenced parties agree that the following appended items constitute the settlement of all outstanding issues.

Status quo language is as agreed to at the negotiations table.

*Errors and omissions excepted.*

#### **Minimum Wage Gap Adjustment**

##### **70% of Employee Pool:**

<b>Sept. 30, 2025</b>	<b>\$0.50 increase</b>
<b>Sept. 30, 2026</b>	<b>\$0.50 increase</b>
<b>April 1, 2027</b>	<b>\$2.00 increase</b>

**Effective April 1, 2025 for multi-step salary scales, eliminate 1<sup>st</sup> Step**

#### **Wage Compression Adjustment:**

##### **Applies to Remaining 30% of Employee Pool:**

<b>Sept. 30, 2025</b>	<b>\$0.45 increase</b>
<b>Sept. 30, 2026</b>	<b>\$0.45 increase</b>
<b>April 1, 2027</b>	<b>\$1.75 increase</b>

#### **Market Adjustment and Wage Standardization Committee Fund Increase**

The Employer to increase the agreed to Multi-Union Support Sector Joint Market Adjustment and Wage Standardization Committee Fund by ten million dollars (\$10,000,000) in total funding over the life of the Collective Agreement. This sum is to be allocated as two million five hundred thousand dollars (\$2,500,000) to MGEU and seven million five hundred thousand dollars

(\$7,500,000) to CUPE. The yearly distribution of the fund shall be determined by the parties with the understanding that the total financial impact over the life of the Collective Agreement shall not exceed ten million dollars (\$10,000,000).

### **CRA Mileage Rate for Home Care Direct Service Staff and Mental Health Proctors**

Effective January 1, 2025

### **Addition of the Mental Health Proctors**

**Available Work Period** THIS REPLACES AWP LANGUAGE IN PART 1 - AWP will be eliminated  
Remove the AWP and any reference to AWP effective date of ratification.

Eliminate up to six (6) months after date of ratification.

### **ARTICLE 19 - SHIFT SCHEDULES**

#### ***19XX (New) Not Applicable to Home Care DSS***

Should the Employer desire to permanently make changes to the shift pattern (master rotation) that may affect the shifts in the pattern (Day/Evening/Night and weekends) or start and end times of shifts, the Employer shall serve ninety (90) days' notice to the Union.

The Employer and the Union shall enter discussions regarding the process for employee rotation selection to be done in seniority order.

### **Recognition of Pre-Retirement Hours**

**RE: Recognition of Pre-Retirement Leave for Standardized Annual Hours of Work to 2015 or 2080**

WHEREAS the parties agreed to standardize the annual hours of work for those working 1885 and 1950 to 2015 annual hours in LOU # 51 Re: Standardization of Annual Hours of Work, and those working 2015 to 2080 annual hours in LOU #52 re: Standardization of Annual Hours of Work for Power Engineers to 2080 Annual Hours within the April 1, 2017 to March 31, 2024 Collective Agreements;

AND WHEREAS the implementation of standardization to 2015 annual hours from 1885 or 1950 and 2015 to 2080 annual hours impacted the pre-retirement leave calculations;

THEREFORE the parties agree to the following:

1. All active employees who were standardized as noted above shall have their pre-retirement leave prior to the standardization calculated based on their previous annual hours of work.
2. For further clarity, Employees who transitioned to standardized hours of work as per above, shall have pre-retirement leave calculated for each period of annual hours worked.
3. Reconciliation of the pre-retirement leave banks for those impacted employees under 1. above shall be made within one hundred and eighty (180) days of ratification.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

**FOR THE CANADIAN UNION OF PUBLIC  
EMPLOYEES:**

**FOR THE PROVINCIAL HEALTH LABOUR  
RELATIONS SERVICES:**

\_\_\_\_\_  
**ALEX McCLURG  
NATIONAL REPRESENTATIVE**

\_\_\_\_\_  
**KERRY LEGAL**

\_\_\_\_\_  
**MARGARET SCHROEDER  
PRESIDENT CUPE LOCAL 204**

\_\_\_\_\_  
**KELSEY LAFRENIERE**

\_\_\_\_\_  
**LIMSON MESTITO  
PRESIDENT CUPE LOCAL 500**

\_\_\_\_\_  
**HOLLY CHAPERON  
PRESIDENT CUPE LOCAL 4270**