1175 - Appendix "A" referred to in Clause 1 of the Report of the Executive Policy Committee dated October 23, 1996

MEMORANDUM OF AGREEMENT

Between

The City of Winnipeg

and

The Winnipeg Civic Nurses' Association
Local 1 of MNU

The parties have entered into the following understanding and agree to recommend it to their respective principles.

The parties agree that the provisions of the current collective agreement shall remain unchanged except as provided herein.

ARTICLE 3 - OPERATIVE DATE

3-1 Amend "1993" to read "1996".

ARTICLE 4 - DURATION, REVISION AND TERMINATION OF AGREEMENT

4-1 Amend "1993" to read "1996".

Amend "1995 to read "the end of the first pay period of 1998".

Delete the second last sentence, "A government supervised secret ballot shall be taken before any strike shall be called".

4-2 Amend "23rd day of December, 1995" to read, "3rd day of January, 1998".

4-5 Amend "1993" to read "1995".

ARTICLE 10 - SALARIES AND INCREMENTS

10-1 Amend "1993" to read "1996".

Appendix "A" referred to in Clause 1 of the Report of the Executive Policy Committee dated October 23, 1996 (continued)

ARTICLE 13 - SICK LEAVE

13-7 Cashout

Amend title to read "Severance"
Amend to read as follows:

A nurse upon retirement, death or termination of service caused by the transfer of a Departmental function either in total or in part from the City to another administration, shall be entitled, or her/his estate shall be entitled, as the case may be, to receive payment of an amount equivalent to the total of:

a) *For nurses hired before January 1, 1991:*

i) One hundred percent (100%) of the accrual during the nurse's last five (5) years of service less any sick leave used during that last five (5) years multiplied by the daily rate of her/his permanent or regular position in effect on her/his last day of service; and

ii) Twenty-five (25%) of the number of unused sick days standing to the nurse's credit which were accumulated immediately preceding the last five (5) years of service, multiplied by the daily rate of her/his permanent or regular position in effect on her/his last day of service up to a maximum of one hundred and thirty-two (132) days.

b) *For nurses hired after January 1, 1991, but before October 17, 1996:*

i) One hundred percent (100%) of the accrual during the nurse's last five (5) years of service less any sick leave used during that last five (5) years multiplied by the daily rate of her/his permanent or regular position in effect on her/his last day of service.

c) *For nurses hired after October 17, 1996:*

i) One (1) day's pay per each year of service for the first fifteen (15) years of service, plus;

ii) Two (2) day's pay per year of service from year sixteen (16) and beyond.

Appendix "A" referred to in Clause 1 of the Report of the Executive Policy Committee dated October 23, 1996 (continued)

ARTICLE 16 - ANNUAL VACATION AND PUBLIC HOLIDAYS

16-1(a)(vii) Delete "(The provision of this subsection to be applicable in 1986)".

Add the following sentence, "This provision shall only apply to nurses employed prior to October 17, 1996".

16-3 Add, on the second line, after the words, "on Public Holidays" the following: "as stated in Article 16-6".

ARTICLE 21 - MEDICAL EXAMINATION

21-1 Amend to read as follows:

"Before a new nurse is confirmed as permanent, the Department may request medical certification that she/he is medically able to perform the duties of the position. The nurse shall provide this information, upon request. All costs entailed with this examination shall be the nurse's expense. The Department shall have the right to challenge the report."

ARTICLE 22 - LEAVE OF ABSENCE

22-6 Delete and add to provisions of 22-8 as follows.

22-7 Delete and add to provisions of 22-8 as follows.

22-8 Change "seventeen (17) weeks" to read "fifty-two weeks".

Add a subsection (g) to read as follows:

"Twenty-one (21) hours of paid leave of absence shall be granted to a full-time nurse prior to the commencement of Parental Leave as a result of Adoption or Paternity. The nurse will use this leave to replace scheduled hours of work immediately prior to the Sunday of the week the leave commences."

ARTICLE 29 - SENIORITY

29-4(vi) Amend "eighteen (18) weeks" to read, "twenty-six (26) weeks".

Add new subsection (vii) to read, "Maternity or Parental Leave".

Appendix "A" referred to in Clause 1 of the Report of the Executive Policy Committee dated October 23, 1996 (continued)

29-5(iii) Amend "eighteen (18) months" to read, "three (3) years".

ARTICLE 32 - DAMAGE TO UNIFORMS

Amend title to read, "Damage to Clothing".

The parties agree that editorial changes such as:

Department Head to Director
Assistant Supervisor to Team Leader
Personnel Department to Human Resource Services
Health Department to Community Services Department

will be made.

AGREED THIS DATE Oct 22, 1996

FOR THE NEGOTIATING COMMITTEE OF THE CITY OF WINNIPEG

FOR THE NEGOTIATING COMMITTEE OF THE WINNIPEG CIVIC NURSES' ASSOCIATION, LOCAL 1 OF MNU

Appendix “A” referred to in Clause 1 of the Report of the Executive Policy Committee dated October 23, 1996 (continued)

EXECUTIVE SUMMARY
TENTATIVE AGREEMENT WITH
WINNIPEG CIVIC NURSES ASSOCIATION - LOCAL 1 OF MNU

- Two (2) year Collective Agreement from December 24, 1995 to January 3, 1998.
- No wage increases.
- Effective Pay Period #1, 1997, ten (10) scheduled unpaid days off (furlough days).
- Sick Leave Cash-Out. All employees hired prior to October 17, 1996 will have no change to their Sick Leave Cash-Out. Employees hired after October 17, 1996 will not have a Sick Leave Cash-Out plan, but, will rather have a "severance" plan that provides for one (1) day's pay per year of service for the first fifteen (15) years of service and two (2) day's pay per year of service from year sixteen (16) and beyond upon retirement or death in service.
- For all employees hired after October 17, 1996, delete one (1) week of vacation.
- Permanent nurses employed with the City of Winnipeg as at October 17, 1996 will not be laid off prior to December 20, 1997.

Communications:

- The Nurses Union will be holding their ratification vote on October 24, 1996.
- The City of Winnipeg and the Winnipeg Civic Nurses Association have agreed that all contents of the Memorandum of Agreement are confidential until both parties have had an opportunity to ratify same.
- A communication plan/strategy is being prepared in anticipation of the ratification of the agreement by both parties.
- The earliest possible release of information is October 25, 1996.