THE CITY OF WINNIPEG

-and-

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

MEMORANDUM OF AGREEMENT

MARCH 1, 2021 to FEBRUARY 29, 2024

Errors and Omissions Excepted

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF WINNIPEG
and
THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION
THE PARAMEDICS OF WINNIPEG, LOCAL 911

ERRORS AND OMISSIONS EXCEPTED

1. GENERAL

It is understood and agreed that the negotiating committees of The City of Winnipeg and the Manitoba Government and General Employees' Union (MGEU) shall recommend ratification of the amended Agreement to their respective principals. The City of Winnipeg and MGEU agree, subject to ratification by both parties, to extend and amend the Collective Agreement that expired February 28, 2021 as follows:

A. All amendments to the Agreement will take effect upon ratification by both parties unless otherwise specifically stated.
B. All provisions of the Collective Agreement remain status quo except as specifically stated.
C. All provisions of the Collective Agreement that require amendment to reflect changes in the term of the Agreement, salary adjustments and re-numbering of articles shall be made without change to the underlying intent or meaning of those provisions.
D. The date of ratification of this Agreement shall be the first date on which both parties have ratified the Memorandum of Agreement.

2. Term of Agreement

March 1, 2021 — February 29, 2024 (36 months)

3. General Wage Increase

The City shall increase all bi-weekly/hourly rates in effect as follows:

Effective February 27, 2022 – 1.0%*
Effective September 11, 2022 – 1.5%*
Effective February 26, 2023 – 1.0%*
Effective September 10, 2023 – 1.5%
Effective February 29, 2024 – 2.00%

*To be paid retroactively to all employees who are bargaining unit members on the date of ratification.

4. **Gender-Neutral Language**

The parties will amend the agreement to incorporate gender-neutral language throughout the collective agreement.

5. **Amendments to the Collective Agreement — Appendix A**

Preamble
Article 1 – Recognition
Article 2 – Management Rights
Article 4 – Job Security
Article 5 – Union Representation
Article 6 – Grievance Procedure
Article 8 – Arbitration
Article 14 – Leave of Absence
Article 16 – Safety and Health
Article 18 – Shift Premiums
Article 20 – General Holidays
Article 24 – Sick Leave
Article 27 – Acquisition Merger or Successor Rights
Article 29 – Welfare and Group Insurance
Article 32 – Labour/Management Committee
Article 37 – Notice of Resignation or Retirement
Article 38 – Platoon Transfers

6. **Memorandum of Agreement**

Amend:

MEMORANDUM OF AGREEMENT RE: Part-Time Employees

Renew:

MEMORANDUM OF AGREEMENT RE: Return of Service Agreement

7. **Letters of Understanding**

Amend:

LETTER OF UNDERSTANDING RE: Respectful Workplace
LETTER OF UNDERSTANDING RE: Vacation Scheduling
LETTER OF UNDERSTANDING RE: Appendix A to LOU – Vacation Scheduling RE: Specialty Programs
LETTER OF UNDERSTANDING RE: Critical Incident Stress Management Peer Support Team
LETTER OF UNDERSTANDING RE: Clothing Entitlement Point System Committee

Delete:

LETTER OF UNDERSTANDING RE: Paramedic – Leadership, Mentor and/or Coach Role
LETTER OF UNDERSTANDING RE: Licensing Requirements
LETTER OF UNDERSTANDING RE: Family Illness
LETTER OF UNDERSTANDING RE: Paramedic Self-Regulation
LETTER OF UNDERSTANDING RE: Stat Tour
LETTER OF UNDERSTANDING RE: Wellness and Fitness

Renew:

LETTER OF UNDERSTANDING RE: Short Shift Change
LETTER OF UNDERSTANDING RE: Religious Observances
LETTER OF UNDERSTANDING RE: Confidentiality
LETTER OF UNDERSTANDING RE: Reasonable Accommodation
LETTER OF UNDERSTANDING RE: Tactical Emergency Medical Services
LETTER OF AGREEMENT RE: Inter-facility Transport Team Employees
LETTER OF UNDERSTANDING RE: Clothing Entitlement Point System
LETTER OF UNDERSTANDING RE: Addendum – Clothing Entitlement Point System
LETTER OF UNDERSTANDING RE: Special Event Staffing

Add:

LETTER OF UNDERSTANDING RE: Workplace Culture and Morale Committee
LETTER OF UNDERSTANDING RE: Off-Schedule Training & Personal Wellness/Family Illness Days
LETTER OF UNDERSTANDING RE: Flex Benefits Program
LETTER OF UNDERSTANDING RE: Equity, Diversity and Inclusion

8. **APPENDIX 1 – List and Order of Arbitrators**

Amend:

List and Order of Arbitrators

9. Salary Schedules

Update titles of classifications and rates of pay in accordance with this memorandum.

Add Quality Improvement Analyst – Community Paramedicine

Agreed this 19th day of May 2023.

FOR THE CITY OF WINNIPEG

Dave Clark
Manager of Labour Relations
and Negotiation Services
City of Winnipeg
05-23-2023

FOR THE ASSOCIATION

~~Ryan Wolden~~ Shayne Orr
~~President~~ Staff Representative
MGEU, Local 911

APPENDIX A

Amendments to the Collective Agreement

ERRORS AND OMISSIONS EXCEPTED

1. It is understood that any language added during the last round of bargaining was identified in bold along with the year [2017]. For the new Collective Agreement, all added language will be in bold only.

2. All references to "management" within the body of the Collective Agreement will be changed to the "City" for consistency purposes.

3. For consistency purposes, all Memorandum of Agreements shall be in numerical order. In addition, all Letters of Agreements and all Letters of Understanding shall be all referred to as "Letters of Understandings" and shall be in numerical order.

Preamble

WHEREAS it is the desire of both parties to this Agreement to recognize their mutual obligation to provide the best possible quality of ~~ambulance~~ **Paramedic** service in the City of Winnipeg and to maintain harmonious relationships between the City and its employees;...

Article 1 - Recognition

Amend Article 1.03 Definitions as follows:

d) Gender Neutral Language

In an attempt to recognize all that encompasses gender neutrality the utilization of they, their(s), and them will be utilized within the body of the Collective Agreement.

e) Day

Unless specified otherwise, all references to "day" within the body of the Collective Agreement shall mean calendar day

f) Service:

All references to "the Service" within the body of the Collective Agreement shall mean WFPS

Article 2 – Management Rights

Add new Article 2.03 to read as follows:

2.03 **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 4 – Job Security

Amend Article 4.04 & 4.05 to read as follows:

4.04 The Service shall maintain a minimum complement of sixty-five (65) full-time equivalent Advanced Care Paramedics (ACP). ACP's shall be assigned shifts in accordance with Articles 18.01(i) or 18.01(u). The complement of ACP's shall be reviewed ~~**every two (2) years**~~ **yearly** and adjusted to ensure bargaining unit members are the regular and primary providers of patient care within the ACP scope. In no case shall such adjustment reduce the complement to less than the prescribed sixty-five (65) ACP minimum. ~~**[2017]**~~

4.05 The Service shall maintain a minimum complement of twenty-four (24) full-time Advanced Care Paramedics — Practitioner (ACP-P). ACP-P's shall be assigned shifts in accordance with Articles 18.01(i) or 18.01(u). The complement of ACP-P's shall be reviewed ~~**every two (2) years**~~ **yearly** by the parties and adjusted to ensure bargaining unit members are the regular and primary providers of patient care within the ACP-P scope. In no case shall such adjustment reduce the complement to less than the prescribed twenty-four (24) ACP-P minimum. ~~**[2017]**~~

Article 5 – Union Representation

Amend Article 5.07 to read as follows:

5.07 Union representation shall be offered in all instances where a meeting with an employee is for the purpose of discipline or may lead to discipline such as investigation, respectful workplace, attendance support management and health & safety violations.

The City shall provide as much notice as practicable to the employee in advance of the meeting and indicate its nature.

In the event that an employee declines Union representation then the employee shall sign a waiver indicating as such after being provided with an opportunity to contact the Union.

A copy of the signed waiver shall be provided electronically to the MGEU Staff Representative within forty-eight (48) hours after the conclusion of the meeting.

Article 6 – Grievance Procedure

Amend Article 6.01 to read as follows:

6.01 An employee, covered by this Agreement, who considers that he has been unjustly dealt with, shall have the right to access the following grievance procedure.

All grievances shall be considered and settled on their individual merits. It is clearly understood that time limits established therein are for the sake of procedural orderliness and are to be adhered to. The time limits specified below may be extended by the mutual agreement of the parties as confirmed in writing.

Policy grievances and disciplinary grievances greater than a written reprimand and any other grievances impacting other employees aside from the Grievor may be submitted directly at Step 2 of the grievance procedure.

~~In so doing, the parties agree, and it is understood, that it is always preferable that employer-employee differences be resolved directly between the employee and his supervisor. Where that is not possible, the problem solving and grievance procedure is intended to provide a process of resolution that is positive and constructive. The problem solving and grievance process outlined hereafter is an extension of that process and is intended to resolve differences in an expeditious manner so far as possible. In keeping with that intent, the parties agree to disclose and exchange all particulars and information, excluding internal privileged documents, respecting the matters of the issue, throughout the process and at all times as early as possible to promote settlement at the earliest possible stage.~~

~~Step 1~~

~~In regard to any matter coming within the scope of this Agreement, the employee shall, within fifteen (15) days of when he became aware of the alleged violation, confer directly with his immediate supervisor either alone or accompanied by his Union Representative. The immediate supervisor shall render a written decision within ten (10) days.~~

Step 1 – Problem Solving

a) **Within twenty-one (21) days of the event in question or from the time employees should reasonably have known of the occurrence of the event upon which the grievance is based or consequences thereof, the employees shall, with the assistance of a representative of the Union, if they so desire, take up the matter with their Platoon Chief/Branch Head or designate. All parties involved shall approach the resolution of grievances in a problem-solving manner.**

   For that purpose, any discussions and/or resolution of the grievance at this stage will be "without prejudice" to either party and will not be used and/or relied on by the parties at subsequent steps of the grievance process and/or at other grievance proceedings between the Union and the City.

   Should a resolution not be achieved during the aforementioned timeline, then a grievance may be filed within fifteen (15) days.

b) **Once a grievance has been filed at Step 1, the Platoon Chief/Branch Head or designate shall render their decision, in writing, within fifteen (15) days after receiving the grievance. Such decision shall include its supporting reason(s).**

Step 2

Should this written decision of the employee's ~~immediate supervisor~~ **Platoon Chief/Branch Head or designate** be unsatisfactory to the employee, the employee's complaint shall, with fifteen (15) days after having received the reply specified in Step 1

above, be submitted in writing to the Human Resource Manager, Chief or designate with a copy **submitted electronically** to the ~~Manager of~~ Labour Relations **Coordinator**. The written complaint shall outline the details of the matter.

Within fifteen (15) days after receipt of the written grievance to the Fire Paramedic Chief or designate shall meet with the Union ~~Grievance Committee~~ to discuss the grievance and try to resolve same. **A problem-solving approach will be used during such meeting.**

Within fifteen (15) days of the aforementioned meeting, the Fire Paramedic Chief, or ~~his~~ designate, shall present the Union with his decision in writing. **Such decision shall include its supporting reason(s).**

Step 3

A grievance may be submitted to voluntary grievance mediation **by mutual agreement between the parties** ~~through the Manitoba Labour Relations Act by way of a joint application under Section 129(1) prior to the expiration of time limits set out in Article 6 - Step 2. The parties will provide first consideration to accessing services as provided through Provincial Mediation/Conciliation Services for such mediation. Should the parties agree by mutual consent, an alternate forum may be utilized.~~ Neither party is obligated in any fashion to provide agreement or consent to participate in this Step. The parties further agree that the following shall represent the terms of this grievance mediation process:

a) The parties agree to waive, extend or suspend all time provisions contained in the grievance procedure in the Collective Agreement, with respect to the last Step referring to arbitration. However, either party may, ~~at any time~~, opt to withdraw from such participation and proceed to arbitration. Notice of such withdrawal will be provided in writing **with as much notice as reasonably possible.**

b) Any discussions by the parties or recommendations of the Mediator shall be made without prejudice to any further proceedings, and the parties agree that the Mediator is not a compellable witness in any arbitration hearing.

c) Any recommendations made by the Mediator shall not be binding on either party and either party shall retain the right to proceed to arbitration failing a satisfactory resolution to the grievance through mediation, within fifteen (15) ~~calendar~~ days after the grievance mediation process is concluded.

d) The parties understand the mediation meetings are not hearings and therefore are not formal.

e) The Grievor will be advised by one or both of the parties of the date and place of this grievance mediation. If the grievance mediation is scheduled to occur during the effected Grievor's scheduled shift, the Employer will provide the Grievor with leave from scheduled duty without loss of pay and benefits to participate in such mediation. Wherever possible requests for leave shall be made within five (5) ~~working~~ days advance notice in writing to the Fire Paramedic Chief, or designate specifying the date(s) of leave being requested.

f) Each party shall pay one-half (½) of the fees and expenses of the Mediator if there is a cost associated.

Article 8 - Arbitration

Amend Article 8 as follows:

8:01 Either party deciding to submit a matter to arbitration shall notify, by registered mail or by any other mutually agreeable method, the other party of intentions to do so within the time limits so specified in Article 6.02.

The parties, at this stage, may agree upon a Single Arbitrator, where mutually acceptable, ~~otherwise the party initiating the arbitration shall notify the other party of the name of its nominee to a Board of Arbitration~~.

~~8:02 The party when receiving a notice shall, within five (5) working days, thereafter notify the other party of its nominee to a Board of Arbitration.~~

~~8:03 The City and the Union Nominees shall, within five (5) working days of the last appointment, meet in an attempt to select a neutral Chairman.~~

8:04 If the Union and the City ~~Nominees~~ are unable to reach an agreement within ~~a further~~ five (5) day work period on the selection of a **single arbitrator** ~~Chairman~~, they will submit a request to the Minister of Labour for the Province of Manitoba to appoint a ~~Chairman~~ **single arbitrator**.

8:05 The parties hereto shall each bear the costs of their own nominee and fifty percent (50%) of the costs of the **Arbitrator** ~~Chairman~~.

8:06 The ~~Arbitration Board or~~ Single Arbitrator shall not be empowered to change, by its decision, any provisions of this Agreement or to set provisions of a new Agreement.

8:07 After the Single Arbitrator has been agreed upon, ~~or an Arbitration Board has been formed by the foregoing procedure,~~ it shall meet and hear evidence of both sides and render its decision as soon as possible after completion of and taking of evidence and its decision, ~~or the decision of the majority of the Board~~, shall be final and binding upon the employee, the Union and the City.

Article 14 – Leave of Absence

Amend Articles 14.01, 14.02, 14.07 and 14.08 as follows:

14.01 When the requirements of the Service will permit, employees will be allowed leave of absence without pay not exceeding ninety (90) days in any calendar year. Any request for leave of absence shall be submitted in writing **to the Winnipeg Fire Paramedic Service Chief or designate along with a reason for the leave**, ~~with~~ a copy **of such request will also be** sent to the duly accredited Union Representative who will be advised of the names of any employees on authorized leave **and each request will be considered on a case-by-case basis.** Employees shall give the Service as much notice as possible on any request for leave of absence. The Service shall notify the employee, in writing, with a copy to the Union whether or not his leave of absence will be granted

within five (5) days of the employee's request. **In the event that a request is denied then the reason for said denial will be included in the notification mentioned above.**

14.02 Employees on leave of absence who engage in other employment, **if determined to be contrary to the nature of the approved leave outlined in Article 14.01 following an investigation, will have such leave terminated and may be subject to disciplinary action up to and including termination.** ~~will be considered terminated unless otherwise mutually arranged between the Service and the duly accredited Union Representative.~~

14.07 **(A) Maternity Leave**

A pregnant employee may elect Maternity Leave under either Plan A or Plan B, subject to the express provision relating to the job classification occupied by the pregnant employee.

"Maternity Leave" is defined for the purposes of this Section as being a leave of absence, granted in accordance with the provisions as hereinafter set out, for an employee to recover from the effects of pregnancy and delivery and to care for **their**~~her~~ newborn child.

A. Maternity Leave Plans

1. Plan A

a) The City shall grant Maternity Leave to a pregnant employee who:

i) has completed six (6) months continuous service with the City;

ii) submits to the Fire Paramedic Chief an application, in writing, for Maternity Leave under Plan A at least four (4) weeks before the date specified by ~~her~~**them** in the application as the date on which ~~she~~they intends to commence such Maternity Leave;

iii) provides to the Fire Paramedic Chief a certificate from a duly qualified medical practitioner ("the Certificate") certifying ~~she~~**they** ~~is~~**are** pregnant and specifying the estimated date of delivery.

b) Maternity Leave under Plan A shall be considered as a leave of absence without pay.

2. Plan B

a) In order to qualify for Maternity Leave under Plan B, a pregnant employee must:

i) have completed the equivalent of twelve (12) months of full-time continuous service with the City as at the time ~~she~~**they** notifies**y** the Fire Paramedic Chief of her pregnancy;

ii) submit to the Fire Paramedic Chief an application, in writing, for Maternity Leave under Plan B at least four (4) weeks before the date specified by **them**~~her~~ in the application as the date on which **they**~~she~~ intends to commence such Maternity Leave;

iii) provide to the Fire Paramedic Chief a certificate from a duly qualified medical practitioner ("the Certificate") certifying **they**~~she~~ **are**~~is~~ pregnant and specifying the estimated date of delivery.

iv) provide the Fire Paramedic Chief with proof that **they**~~she~~ **have**~~has~~ applied for Employment Insurance benefits and that ~~Human Resource Skills and Development Canada (the HRSDC)~~ **Service Canada** has agreed that **they**~~she~~ **have**~~has~~ qualified for and is entitled to such Employment Insurance benefits pursuant to Section 22 of the Employment Insurance Act, ~~1997,~~ **2005.**

b) An applicant for Maternity Leave under Plan B must sign an agreement with the City to provide that:

i) **they**~~she~~ will return to work and remain in the employ of the City for the equivalent of at least six (6) months of full-time employment following **their**~~her~~ leave, within two (2) consecutive years following **their**~~her~~ return to work;

ii) **they**~~she~~ will return to work on the date of the expiry of **their**~~her~~ Maternity Leave; and

iii) should **they**~~she~~ fail to return to work as provided under (i) and/or (ii) above, **they**~~she~~ will be required to reimburse the City for the full amount of pay **they**~~she~~ received from the City as maternity allowance during the entire period of Maternity Leave.

c) A pregnant employee who qualifies for Maternity Leave under Plan B shall receive the following maternity allowance:

i) for the first ~~two (2)~~ week~~s~~ the employee shall receive ninety-three percent (93%) of her weekly rate of pay.

ii) for up to a maximum of fifteen (15) additional weeks, payment equivalent to the difference between the Employment Insurance benefits the employee is entitled to receive and ninety-three percent (93%) of **the employee's**~~her~~ weekly rate of pay;

iii) **For the week immediately following the discontinuation of payments of Employment Insurance Maternity benefits, an employee will receive ninety-three percent (93%) of their weekly rate of pay provided the employee does not receive Employment Insurance Parental benefits.**

If an employee receives Employment Insurance Parental benefits immediately following the exhaustion of Employment Insurance Maternity benefits, the employee will receive ninety-three (93%) of their weekly rate of pay for the week immediately following the discontinuation of payment of Employment Insurance Parental benefits.

iv) Should an employee not be required to serve any waiting period before the commencement of Employment Insurance benefits, the benefit under 14.07(A)(2)(C)(i) will be paid in the week following the payment in 14.07(A)(2)(C)(iii)."

~~iii~~v) all other time as may be provided to the employee shall be on a leave without pay basis.

3. Provisions re Plan A and Plan B Maternity Leave

a) At least two (2) weeks prior to returning to work following **their**~~her~~ Maternity Leave an employee shall notify the Fire Paramedic Chief of the date of **their**~~her~~ intended return and shall provide, to the City's Occupational Health Physician, a Medical Consent Form in the format required by the Service, completed by **their**~~her~~ attending physician certifying that **they**~~she~~ **are**~~is~~ able to perform all **their**~~her~~ normal duties.

b) An employee, upon **their**~~her~~ return from Maternity Leave, shall be placed in a position comparable to and at not less than the same wages as **their**~~her~~ position prior to **their**~~her~~ commencement of Maternity Leave and without loss of seniority benefits which had accumulated as at the date of **their**~~her~~ commencement of Maternity Leave; however, an employee must maintain certification to be placed back in the appropriate Paramedic position.

c) Employment after the termination of Maternity Leave shall be deemed to be continuous with employment prior to the commencement of Maternity Leave for the purpose of calculating pension and other benefits of an employee on Maternity Leave. An employee's seniority will continue to accrue during the period of Maternity Leave.

d) The City, notwithstanding any of the foregoing provisions, may vary the length of an employee's Maternity Leave upon receipt of proper certification from that employee's attending physician.

e) Nothing in Article 14.07 shall prevent the Fire Paramedic Chief from requiring an employee to provide a medical certificate from a duly qualified medical practitioner certifying that **they**~~she~~ **are**~~is~~ able to perform her normal duties

14.08 Parental Leave

1. The City will grant a leave of absence not to exceed ~~fifty-two (52)~~ **sixty-three (63)** continuous weeks to any employee who has completed ~~twelve (12) months~~ **seven (7) months** of service with the City for the purpose of the actual care and custody of a child after becoming a natural or adoptive parent. The employee shall submit an application, in writing, stating the duration of leave requested to the Fire Paramedic Chief for Parental Leave at least four (4) weeks before the day on which the Leave is intended to commence, except in the case of an employee intending to take Maternity Leave, in which case the employee shall submit **their**~~her~~

application for Parental Leave at the same time as **their**~~her~~ application for Maternity Leave.

2. Parental Leave must commence no later than **eighteen (18) months after**~~the first anniversary of~~ the birth or adoption of the child or the date on which the child comes into the actual care and custody of the employee. However, where an employee intends to take Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave immediately on expiration of the Maternity Leave without a return to work on expiration of the Maternity Leave.

3. Parental Leave shall be considered Leave of Absence Without Pay.

4. Sick leave credits, annual leave credits, long service pay, statutory holidays and clothing issue will not accrue for any period of time the employee is absent on Parental Leave.

5. During the period of Parental Leave, the employee may, on request in advance of the Leave, pay both **their**~~his~~ and the City's portion of fringe benefit costs within the policies and regulations governing said benefits.

6. The employee returning to work after Parental Leave shall provide the City with at least four (4) weeks' notice, in writing, prior to the date of returning to work except in the case of an employee taking more than seventeen (17) weeks of Parental Leave, in which case at least twelve (12) weeks' notice, in writing, shall be required.

7. On return to work from Parental Leave, the employee will be placed in a comparable position at not less than the same wages as **their**~~his~~ position prior to the commencement of Parental Leave. An employee's seniority will continue to accrue during the period of Parental Leave.

8. An employee on Parental Leave shall remain eligible for promotion providing the employee is available when required by the Service.

ARTICLE 16 – SAFETY AND HEALTH

Amend Article 16.04 as follows:

16.04 A Safety Committee shall be ~~established consisting~~ **maintained and consist** of four (4) employees each from the Service and the Union.

This Committee shall make recommendations to the Service and the Union as to policies and conduct in respect of safety and health matters brought to their attention through sickness and accident reports, safety inspections, correspondence and other means at their disposal.

The Committee members structure shall be as follows:

1) A list of designated committee members, both core and alternate shall be provided to the other party. In the event that designated core member(s) will be absent, designated alternate member(s) will attend with prior notification given to the other party.

2) **A minimum of two (2) members from each party shall constitute quorum.**

3) **Additional attendees such as subject matter experts and/or other individuals identified as needed by either party may attend with prior notification given to the other party.**

Reasonable efforts shall be made to ensure representation from each Platoon with at least one (1) appointed Worker employee or designate being an employee of the Union Local Executive. The Co-Chairs (one [1] appointed from the Union and one [1] from Management) and one (1) employee each from Management and Worker employee(s) of the Committee shall meet a minimum of six (6) times per year. In the case of the Worker's Representative, the employee shall be the appointed Union Local Executive employee of the Committee or designate. The entire Committee shall meet at least once every three (3) months or more frequently if required, as mutually agreed by the Co-Chairs.

Worker employees assigned to the Committee shall be provided time off from regular duties without loss of pay in order to attending meetings or carry out Committee functions. Committee functions shall be assigned by the mutual agreement of the Co-Chairs. Employees attending Committee meetings or conducting Committee work (other than training or education) during other than their scheduled work hours shall be compensated at straight time for all meetings and assigned work with one (1) additional hour prior to, and one (1) additional hour after, added to the total time for purposes of such compensation for Committee activities.

Training or education for Committee employees shall be compensated in accordance with the Workplace Safety and Health Act of Manitoba.

Article 18 – Hours of Work

Amend Article 18.03 as follows:

18.03 a) **Effective July 13, 2023, a** shift premium of ~~**ninety ($0.90)**~~ **ninety-five cents ($0.95)** shall be paid for each hour that an employee works between 19:00 and 07:00 hours.

b) **Effective July 13, 2023, n**otwithstanding Article 18.03(a), a shift premium of one dollar and **twenty-five** cents **($1.25)** per hour will apply for each hour that a Communication Centre employee works on Night Shift as per Article 18:01(iv). A shift premium of one dollar and **twenty-five** cents **($1.25)** per hour will apply for hours worked during the Day Shift as per Article 18:01 (iv) on Saturday and Sunday. Weekend premium does not apply to overtime hours worked. ~~**[2017].**~~

Article 20 – General Holidays

Amend Article 20.01 a) as follows:

20.01 a) The following shall be recognized as general holidays with pay:

New Year's Day Terry Fox Day

Louis Riel Day	Labour Day\
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
~~Canada Day~~ **July 1**	Boxing Day

National Day of Truth and Reconciliation

Plus any date proclaimed by legislation as a general holiday by the City of Winnipeg or the Province of Manitoba.

Article 24 – Sick Leave

Amend Articles 24.02 and 24.05 as follows:

24.02 In the case of sickness the employee may apply for sick leave with pay against accumulated sick leave credits. **When sufficient credits are not available, the employee will be granted absence without pay.**

24.05 The Service may request an employee to produce proof of illness in order to obtain future benefits. Failure to produce this evidence will result in absence without pay for part, or all of the period of absence. ~~When sufficient credits are not available, the employee will be granted absence without pay.~~

Article 27 – Acquisition Merger or Successor Rights

Delete Article 27.04

Article 29 – Welfare and Group Insurance

Amend Article 29.01 as follows:

29.01 The City shall provide a contract ~~with Manitoba Blue Cross~~ for its Extended Health Benefits, Ambulance and Hospital Semi-Private with a ten dollar ($10.00) single/family deductible provision and the City shall pay one hundred percent (100%) of the premium for such combined Plan.

The parties agree that the City of Winnipeg may **change the** ~~contract with a~~ benefit provider **if the following stipulations are met** ~~other than Blue Cross provided that:~~

i) the benefit plan contains comparable provisions and service;

ii) prior to changing providers and/or plans, MGEU is provided with an opportunity to review the proposed changes and assess comparability.

iii) in the event the Union does not agree that the new benefit plan is comparable, the Union may refer the matter to arbitration. The arbitrator will be appointed in accordance with Article 6.02 (a)(ii), unless the parties agree otherwise.

Article 32 – Labour/Management Committee

Amend Article 32 as follows:

32.01 a) The City of Winnipeg and the Union agree to **maintain** ~~the formation and implementation of~~ a Labour/Management Committee **which is to operate under the following parameters:** ~~The Committee shall consist of equal representation with, at a minimum, two (2) representatives each from the Union and from Management.~~

1) The Committee shall meet at least six (6) times per year, but not more than once per month for purposes of discussing and resolving matters of common interest.

2) **The committee shall consist of the Union Staff Representative as well as up to four (4) members from Local 911 executive (Union Appointees) and up to five (5) representatives from the Service.**

3) **A list of designated Service committee members, both core and alternate shall be provided to the Union. In the event that designated core member(s) will be absent, designated alternate member(s) will attend with prior notification given to the Union.**

4) **A minimum of two (2) members from each party shall constitute quorum.**

5) **Additional attendees such as subject matter experts and/or other individuals identified as needed by either party may attend with prior notification given to the other party.**

b) Participation in such meetings by designated Union Appointee(s) shall occur wherever reasonably possible during duty time. Appointee(s) shall be permitted to attend on duty time to such meetings without loss of pay or benefits. Shift start times may be adjusted with reasonable notice, and mutual consent, however weekly leave will not be modified. Should attendance/participation occur on other than duty time, the employee shall be compensated at straight time, plus one (1) hour, for all time so engaged. Such time shall be banked to the Appointee's credit for use at a mutually agreeable time, and shall not be subject to cashout. Should a Union Appointee refuse to accept a reasonable shift start modification, and attends the meeting, the Service is not obligated to provide straight time compensation for such attendance.

c) Participation by Union Appointees for the following Committees shall also be administered as per Article 32.01(b):

- Medical Advisory Committee
- Labour Management Committee
- Clothing Committee
- ~~Mentoring Committee~~

Article 37 – Notice of Resignation or Retirement

Amend Article 37 as follows:

A permanent employee desiring to leave the Service of the City shall, unless excused by the Chief, give ~~thirty (30) days'~~ **sixty (60) days'** notice in writing for the purpose of retirement and no less than fifteen (15) days' notice in the case of resignation.

Article 38 – Platoon Transfers

Amend Article 38 as follows:

An employee may request, in writing, to their ~~Superintendent~~ **Platoon Chief** a transfer from one Platoon to another for purposes that are reasonable and justified. Transfers will only be allowed to the extent to which operational requirements permit. Requests for Platoon transfers shall not be unreasonably denied.

If vacancies or an operational need necessitates Platoon transfers, transfer requests and volunteers will be considered.

A balance of experienced personnel and compatibility shall all be considered in determining Platoon assignments.

(New) Letter of Understanding RE: Workplace Culture and Morale Committee

LETTER OF UNDERSTANDING # XXXX

BETWEEN THE CITY OF WINNIPEG AND

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

RE: WORKPLACE CULTURE and MORALE COMMITTEE

The parties recognize that Workplace Culture and Morale is an integral part of the working environment and agree to create a committee to address related issues as well as to develop initiatives with a goal to continually improve the overall culture & morale within the workplace as well as among the workforce.

The aforementioned committee shall be created as soon as possible but no later than six (6) months following the ratification date of the Collective Agreement and shall have the following operating guidelines:

Mandate:

Address current issues and proactively work on larger scope initiatives to improve the work environment, culture and morale within the department that affect members of local 911.

Structure:

Representatives from the Union shall consist of the MGEU Staff Representative and the local 911 executives. The remainder of the committee will be comprised of members and subject matter experts reflecting diverse roles within local 911 and shall be appointed by the local executive.

Meetings Frequency:

The committee shall meet at least four (4) times per year on an alternate month aside from Labour Management and maintain ongoing communications between meetings in order to promote open dialogues on matters/initiatives being worked on.

Should any matter require immediate attention, then either party will notify the other and does not preclude any other methods of reporting as defined by the collective agreement or workplace policies.

Terms of Reference:

The terms of reference shall be created by the committee upon its creation and a review of these terms of references shall take place in January of every year in order to determine if amendments are required.

(New) Letter of Understanding RE: Off-Schedule Training & Personal Wellness/Family Illness Days

LETTER OF UNDERSTANDING # XXXX

BETWEEN THE CITY OF WINNIPEG AND

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

RE: Off-Schedule Training & Personal Wellness/Family Illness Days

The parties agree to engage in the following renewable pilot related to training and time off. The provisions outlined herein, Off-Schedule Training and Compensated Time Off and Personal Wellness Days will take effect January 1, 2024 and remain in effect until at least December 31, 2025. This LOU will automatically renew year to year following the initial two-year trial period. Either party may end the LOU following the two-year trial period and each subsequent year, provided notice is provided to the other party, in writing, at least ninety days in advance of the automatic renewal date. The LOU would then end on December 31st of the year in which notice to end was provided.

Off-Schedule Training & Compensated Time Off

For those that are on a platoon schedule, the Service shall be permitted to schedule up to twenty (20) hours of various types of training through the year on employees' off days. The service will endeavour to schedule as much as the aforementioned training in an online format, as possible.

The following conditions apply to this off-schedule training:

i) In-person training sessions shall be scheduled for a minimum of six (6) hours to a maximum of nine and a half (9.5) hours.
ii) Each in-person day scheduled shall include a one (1) hour of uncredited meal period.
iii) In-person training will not require the work uniform to be worn unless said training takes place at the academy, and no one shall be scheduled to work after an in-person training session unless mutually agreed.
iv) Each remote learning training session shall be credited at a minimum of three (3) hours.
v) For any self-paced training sessions that do not have a pre-determined allotted time, the parties will designate two (2) representatives from each side to complete said sessions and then use the average completion time, within reason, as the allotted time for the purpose of the training calendar.
vi) The training schedule draft will be shared with the union in January of every calendar year. It shall include all planned training sessions along with allotted time for each.
vii) Training calendar/ schedule shall be posted no later than May 15 of every calendar year. Employees shall have a minimum of 60 days to complete self-paced training sessions.
viii) A minimum of 30 days notice shall be provided to all employees prior to any new training being added to the calendar throughout the year. For added training of self-paced format, employees shall have a minimum of 60 days to complete after the notice period.

Employees will be granted two (2) days off with pay per vacation year which can be used/booked at the same time as vacation scheduling takes place in return for these off-schedule training sessions. The two (2) days off with pay cannot be cashed out or carried over unless authorized by a Platoon Chief. Time off requests will be included in the vacation scheduling process and fall under the same allowable maximum number of employees to be off at once (20%). If an employee fails to book their days, the Service may schedule them.

An employee who fails to attend/complete the training scheduled by the Service shall lose the days off with pay, on a pro-rated basis, and in in the event they have already taken the days off with pay, the Service may

recover these credits through other available credits such as vacation, stat and banked time.

For part-time employees, training will be booked up to the 20 hours in a year and are eligible for two (2) days off with pay in the calendar year. Part-time employees will book their two (2) paid days off with their Platoon Chief. Approval will be subject to operational requirements.

Employees who take a leave or return from leave shall have their days off with pay entitlement pro-rated only if they will not be scheduled for the full 20 hours of training on scheduled days off. Proration will be determined by the number of hours of training scheduled for the employee to attend.

If additional training would be required beyond the twenty (20) hours then employees would be compensated at time and a half (X1.5).

Personal Wellness & Family Illness Days

This LOU supersedes Article 24.11 Family Illness. During the trial period, an employee shall be allowed to utilize a maximum of three (3) days per year of accumulated sick leave credits as personal wellness or family illness days.

Before taking a day, the employee must give the Service as much notice as is reasonable and practicable in the circumstances. Approval of days will not be unreasonably denied. Days cannot be utilized for the General Holiday or the calendar day immediately preceding the General Holiday.

Days may only be taken as a paid time off, and will not be paid out. Days are not subject to carry-over from year to year. Use of days shall not be considered part of the employee's personal attendance record.

This LOU shall be renewed automatically in any negotiations that take place during the term of the trial period.

(New) Letter of Understanding RE: Flex Benefits Program

LETTER OF UNDERSTANDING # XXXX

BETWEEN THE CITY OF WINNIPEG AND

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

RE: Flex Benefits Program

The parties agree to meet during the life of this Collective Agreement to review options to implement flexible benefits.

The parties may agree, in writing, to make changes to the medical/health benefits provided for in the Collective Agreement.

These changes may be implemented during the life of this Collective Agreement provided that they are mutually agreed to by both parties.

(New) Letter of Understanding – RE: Equity Diversity & Inclusion

LETTER OF UNDERSTANDING # XXXX

BETWEEN THE CITY OF WINNIPEG AND

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

RE: EQUITY, DIVERSITY & INCLUSION

The City of Winnipeg and the MGEU believe that equity, diversity, and inclusion strengthen the community and workplace. A diverse and inclusive workforce enhances excellence, innovation and creativity. The City and the Union are committed to ensuring we have a workforce that is representative of the community we serve.

The Parties are committed to building education and awareness regarding programs to assist in creating a culture of inclusion and valuing diversity at the City of Winnipeg.

During the life of this Collective Agreement the City will undertake to develop an Equity, Diversity, & Inclusion Program. The City will engage the Union in meaningful consultation as this Program is developed.

MOA – Part-Time Employees

Amend as follows, only section with revisions produced below:

RE: PART-TIME EMPLOYEES

I. **Definition – Part-time Employee**

Full-time to Part-time transitions

Full-time employees of the service will be permitted to express an interest in moving from a full-time position to a part-time position. Employees may submit a request to move to part-time status. When a part-time position is to be filled by a full-time

requestor, the Service will assess operational requirements and the reasons for requesting a change in status and make a determination at that time.

II. **Provisions**

b) Overtime

Overtime means authorized time worked which exceeds twelve (12) hours in a shift if working in a position in which a full-time employee works a twelve (12) hour shift or which exceeds eight (8) hours if working in a position in which a full-time employee works an eight (8) hour shift, or for hours in excess of three hundred and twenty (320) hours over an eight (8) week cycle. Overtime rates paid shall be in accordance with Article 19.01.

In the event that a part-time employee has worked enough extra shifts to the extent that working further additional shifts would qualify ~~**him or her**~~ **them** for overtime pay on a shift, said shift shall **first be offered to other part-time employees who have not achieved their variance. Failing the shift being filled, it will then** be offered to a full-time employee as overtime before a part-time employee shall be paid at overtime rates to work a shift.

c) Sick Leave

A part-time employee shall accumulate sick leave credits based on one and one-quarter (1.25) days per month x twelve (12) months = fifteen (15) days divided by twenty-six (26) pay periods = .057690 per pay period x total hours worked (service hours).

~~**A part-time employee is only able to utilize sick leave credits after six (6) calendar months of employment.**~~

A part-time employee is only eligible to use sick leave credits to provide sick leave with pay for shifts, which they are unable to work due to illness, that are part of their scheduled shifts. A part-time employee who agrees to work an "extra shift" and is then subsequently unable to work that shift due to illness shall not be eligible for sick leave with pay to cover the extra shift. Absences due to illness for "extra shifts" will not be used as part of the City of Winnipeg Attendance **Support** ~~Management~~ Program.

Part-time employees are not eligible for sick leave cash-out.

Family illness, of three (3) days per year as per Article 24.11 shall be pro-rated for part-time employees based on their contracted hours of work.

i) Benefits

i) Dental and Vision Care benefits will be paid in accordance with the terms of the City of Winnipeg's Dental and Vision Care Plans. Maximum benefit levels for part-time employees will be pro-rated on the basis of twenty-five percent (25%), fifty percent (50%) or seventy-five percent (75%) of the maximum benefit levels payable to full-time employees under the terms of the City of Winnipeg's Dental and Vision Care Plans.

Pro-rated benefit levels will be based on regular contracted hours as a percentage of full-time hours as follows:

Eligible part-time employees with:

- regular contracted hours equaling seventy-five percent (75%) or more of full-time hours shall receive seventy-five percent (75%) of the maximum benefit levels
- regular contracted hours equaling fifty percent (50%) or more of full-time hours shall receive fifty percent (50%) of the maximum benefit levels

Other eligible part-time employees shall receive twenty-five percent (25%) of the maximum benefit levels.

For a part-time employee who is eligible and after one year of employment, effective January 1 of a given year, pro-rated benefit levels will be adjusted based on hours worked by an eligible part-time employee during the twelve (12) months between December 1st and November 30th of the previous year.

ii) Part-time employees would not be eligible for **employer paid** Extended Health benefits.

j) Access to Training

A part-time employee shall be granted access to all training requirements for licensing and safety. Such training shall be paid as per the Collective Agreement.

A part-time employee may be granted access to professional development training with their hours of experience being considered to a full-time equivalency. ACP courses will be offered to employees occupying a full-time position.

Letter of Understanding RE: Respectful Workplace

Amend as follows:

LETTER OF UNDERSTANDING # XXXX

BETWEEN THE CITY OF WINNIPEG AND

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

RE: Respectful Workplace

The City and the Union jointly affirm that every employee in the Civic Service shall be entitled to a respectful workplace. The environment must be free of behaviours such as unlawful discrimination, harassment, disruptive workplace conflict, and disrespectful behaviour.

The parties recognize that disruptive workplace conflicts and disrespectful behaviour can jeopardize an individual's dignity and wellbeing and/or undermine work relationships and productivity. The parties commit to provide a workplace built upon the principle of fair and respectful treatment in order to minimize these conflicts.

In addition, the parties agree that a respectful workplace includes a safe and healthy workplace as defined by the Manitoba Workplace Safety and Health Act.

The City of Winnipeg's Respectful Workplace Administrative ~~**Directive**~~ **Standard** shall be followed on matters relating to respectful workplace including procedures when the principles of this Letter of Understanding have been violated. Individuals have the right at any time, to file a grievance under Article 6 — Grievance Procedure. ~~**[2017]**~~

The Respectful Workplace Administrative ~~**Directive**~~ **Standard** defines harassment as:
Under the Manitoba Workplace Safety and Health Regulation, "harassment" means:

- **Any objectionable conduct that creates a risk to the health of a worker if it is based on race, creed, religion, color, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, ancestry or place of origin; and or**
- **Severe conduct that negatively affects a worker's psychological or physical well-being.**
  Conduct is considered severe if it is:
  - **Repeated humiliation or intimidation that adversely affects a person's psychological or physical well-being (sometimes referred to as bullying); or**
  - **A single occurrence so serious that it has a lasting, harmful effect on a person.**
- **Harassment may be written, verbal, physical, online or electronic, a gesture or display, or any combination of these.**
- **Harassment under The Human Rights Code is a course of abusive and unwelcome conduct or comment that is based on a Protected Ground.**
- **Harassment is any behavior that degrades, demeans, humiliates, or embarrasses a person, and that a reasonable person should have known would be unwelcome. It includes actions (e.g. touching, pushing), comments (e.g. jokes, name-calling) or written communications (e.g. posters, cartoons, emails).**

Reasonable actions by a manager or supervisor to deal with performance issues, guide, coach, or direct workers, or providing instruction in the management of the workplace is not considered harassment.

~~any behaviour that demeans, humiliates or embarrasses a person and that a person knows or ought reasonably to know would be inappropriate or unwelcome. It may comprise objectionable conduct, comment or display by a person. It may be a single incident or continue over time.~~

The Manitoba Human Rights Code prohibits harassment and discrimination related to the following characteristics: ancestry, race, ethnic or national origin, nationality, political belief, political association or political activity, religion, family status, sex, including pregnancy, gender determined characteristics, age, marital status, sexual orientation, gender identity, social disadvantage, source of income, and physical or mental disability. ~~[2017]~~

In addition to the prohibitions defined by the **Manitoba Human Rights** Code, the parties agree that there shall be no discrimination or harassment on the basis of place of residence and membership or activity in the Union.

Letter of Understanding RE: Vacation Scheduling

Amend Letter of Understanding, RE: Vacation Scheduling as follows:

LETTER OF UNDERSTANDING

BETWEEN THE CITY OF WINNIPEG AND

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

RE: VACATION SCHEDULING

In regards to the matter of vacation entitlement and vacation scheduling the parties agree as follows:

1. **The Winnipeg Fire and Paramedic Service (WFPS) has established an ALS service.**

2. The Winnipeg Fire and Paramedic Service (WFPS) will maintain a minimum of three (3) ambulances staffed with at least one (1) Advanced Care Paramedic (ACP) on each of ~~four (4)~~ **six (6)** Platoons.

3. Vacations will be granted in accordance with Article 21 of the Collective Agreement except:

a) Where the leave applications reduce the number of ACP qualified personnel below the complement necessary to staff the three (3) ambulances, in which case an alternate choice by seniority would then be considered for the applicant(s) being denied.

~~b) In the case of the 24 Hour Emergency Units, a maximum of six (6) ACP/ICP Paramedics may be on scheduled leave at any given time. [2017]~~

b) Of the twenty percent (20%) on scheduled leave, up to seventy-five percent (75%) may be ALS (ACPP, ACP, ICP).

Where the leave applications reduce the number of ACPP qualified personnel below one (1), where required, an alternate choice by seniority would then be considered for the applicant(s) being denied.

For clarity, any amendment to the increase of ACP/ICP Paramedics shall not impact previously approved vacation and shall not cause the Service to exceed the maximum of **twenty (20%)** ~~eighteen~~ percent ~~(18%)~~ of total staff on scheduled leave. ~~[2017]~~

Vacation scheduling shall consider the Off-Duty Return report dated March 15th of every calendar year in order to accurately reflect the active pool of employees participating in the vacation selection process and a copy of the report shall be provided to the Union upon request.

~~c) In the case of the Peak Units, a maximum of three (3) PCP's, which may include two (2) ACP/ICP's, may be on scheduled leave at any given time period.~~

d) In the case of Paramedics designated for specialty programs as identified in Appendix A ~~and the ACP Practitioner classification~~, in recognition of the specialized scope of work and skill set required, where the leave applications reduce the number of qualified personnel below the complement necessary to staff the specialty program, an alternate choice by seniority within the Platoon would then be considered for the applicant(s) being denied. ~~[2017]~~

~~e) In order to facilitate ongoing training initiatives to achieve an ALS service, annual vacation and statutory holiday credits shall be subject to a maximum percentage of employees on scheduled leave at any given time shall not exceed eighteen percent (18%). [2017]~~

Statutory leave requests beyond the ~~eighteen percent (18%) to a~~ maximum of twenty percent (20%) of total staff on leave may be approved on short notice but shall be subject to operational and training requirements. ~~For clarity, leave granted as per the Letter of Understanding Re: STAT Tour shall take priority over statutory leave requested under this Letter of Understanding~~.

~~[2017]~~

4. In the event the WFPS is unable to staff the minimum of three (3) Advanced Life Support (ALS) Units due to short term illness or injury of ALS personnel, the WFPS will make reasonable efforts to utilize ACP qualified members of the Union on an overtime basis.

5. The WFPS may periodically balance the number of ALS personnel per Platoon to increase the minimum number of ALS staffed units based on periodic reviews to determine and meet future considerations relating to staffing resources that may affect operational requirements, and such adjustments will be done in accordance with the Collective Agreement.

6. These provisions shall be reviewed every **two (2)** ~~four (4)~~ years and subject to staffing and operational requirements, consideration shall be given to increasing the limit on maximum percentage of personnel on scheduled leave ~~closer~~ to **exceed** twenty percent (20%) **and/or amend the percentage number of ACP/ICP Paramedics who may be on scheduled leave at any given time.**

Appendix A to LOU – Vacation Scheduling RE: Speciality Programs

Amend as follows:

APPENDIX A

TO

LETTER OF UNDERSTANDING – VACATION SCHEDULING

RE: SPECIALITY PROGRAMS

Designated Specialty Programs as referred to in 2 (d) of the Letter of Understanding are as follows:

1. Community Paramedic (Main Street Project [MSP], EPIC Programs, **Central Processing Unit [CPU], Enhanced low-acuity triage [ELAT])** ~~**[2017]**~~

2. Tactical Emergency Medical Services (TEMS) ~~**[2017]**~~

By mutual agreement this Appendix may be amended during the term of the Collective Agreement as required to include any additional designated specialty programs.

Letter of Understanding – RE: Critical Incident Stress Management Peer Support Team

Amend as follows"

LETTER OF UNDERSTANDING #XXX

BETWEEN THE CITY OF WINNIPEG AND

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

RE: CRITICAL INCIDENT STRESS MANAGEMENT PEER SUPPORT TEAM

~~The parties agree that the current policies and procedures related to the activation and management of the Critical Incident Stress Management Team should be reviewed, refreshed and more effectively communicated to all employees. Prior to changing the protocol the Service shall consult with the Union.~~

The Parties agree there is a need for a Critical Incident Stress Management (CISM) Peer Support Program for the life of this agreement. The purpose of the peer support network will be to ensure that employees have trained peers available to provide support and/or direction to members as soon as possible after a critical/traumatic incident occurs.

Management will inform employees of this program via electronic means and permanent location(s) in Station as well as Headquarters.
New members of the CISM Peer Support Network will be provided training. The City shall consult with the Union on the content of the training. Training on subjects may include, but will not be limited to: modules on conflict resolution, EAP counselling, anti-harassment and discrimination, CSA Mental Health training.

The City agrees to maintain a sufficient number of members to respond to CISM peer support requirements. Employees will be selected jointly by Union and the City.

Union and Management will meet quarterly or otherwise agreed upon to review and audit the Peer Support/CISM Program. Special/emergency meetings can be called by either party at any time.

Letter of Understanding – RE: Clothing Entitlement Point System Committee

Amend as follows:

LETTER OF UNDERSTANDING # XXXX

BETWEEN THE CITY OF WINNIPEG AND

THE MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION

THE PARAMEDICS OF WINNIPEG, LOCAL 911

RE: CLOTHING ENTITLEMENT POINT SYSTEM COMMITTEE

As the parties were unable to reach agreement during bargaining regarding changes to the language related to the current Clothing Entitlement Point System, the parties agree that during the term of the Collective Agreement expiring **February 29, 2024** ~~**February 28, 2021**~~, the parties shall meet and review the current clothing uniform issue and point system with the intent to revise on a cost-neutral basis. **The parties will meet at least once in each of September, October, November and December 2023.**

All changes must be mutually agreed to and any mutually agreed to changes may be implemented during the term of the Agreement. ~~**[2017]**~~

Appendix 1 – List and Order of Arbitrators

Amend as follows"

APPENDIX 1

List and Order of Arbitrators

Diane E. Jones~~, Q.C.~~

Michael D. Werier

~~Krista~~ **Kristin** Gibson

~~William Hamilton~~ **Colin Robinson**

The parties agree that Arbitrator Peltz will not form part of the regular rotation of the above list however the parties may access him on an adhoc basis from time to time.

Not forming part of the Collective Agreement:

The City agreed regarding the involvement of MGEU as it pertains to the Standard Operating Procedures Committee:

- **Where a subject matter expert is required as it pertains to MGEU related policy, MGEU will be consulted with selecting said expert to contribute to the development or revision of SOPs.**

- **The Employer shall, upon review of all current SOP's, provide the rationale as to the relevance of how it applies to the workplace of MGEU, in the interest of including a subject matter expert. Any new SOP's that are created, renewed or revised shall follow this same process.**