Appendix 3: Value of City Benefits Summary Sheet

Living Wage Family Expense includes allowances for Private Health Care Expenses and a Contingency Amount to provide cushion for unexpected events, such as serious illness (equivalent of 2 weeks wages)

	Per Hour	Annual 35 weekly hours x 52.2 weeks	Annual 40 weekly hours x 52.2 weeks
Manitoba Living Wage 2023	$19.21	$35,097	$40,110

Comparable Employer (ER) Paid Health Care and Sick Leave Benefits

	Payable By	Monthly Rate (as of July 1, 2024)	Annual Cost	Per Hour (35 Hr Work Week)	Per Hour (40 Hr Work Week)
Ambulance/Hospital	City	$2.94	$35.28	$0.02	$0.02
Vision	City	$20.56	$246.72	$0.14	$0.12
Dental	City	$132.88	$1,594.56	$0.87	$0.76
ER Paid - Health Benefits	***City***	***$156.38***	***$1,876.56***	***$1.03***	***$0.90***
Sick Leave (paid)[1]	**City**	**6% of regular earnings ($19.21/hr)**	$2,105.80 $2,406.63	$1.15	$1.15
ER Paid - Sick Leave				***$1.15***	***$1.15***
Total ER Paid Health & Sick Leave Benefits				***$2.18***	***$2.05***

[1] (CUPE) Permanent employee is credited with 15 sick days credits per year, the unused portion accrues for future benefit. Temporary, seasonal, part-time and probationary employees are credited with sick pay credits on the basis of 1.25 days per month worked. Cost based on earnings $35,097/$40,110 annually.

OTHER BENEFITS

Employee (EE) Paid Benefits (Optional)

	Payable By	Monthly Rate (as of July 1, 2024)	Annual Cost	Per Hour (35 Hr Work Week)	Per Hour (40 Hr Work Week)
Extended Health	Employee	$127.80	$1,533.60	$0.84	$0.73
Travel Health	Employee	$7.64	$91.68	$0.05	$0.04
EE Paid - Health Benefits		***$135.44***	***$1,625.28***	***$0.89***	***$0.77***

Benefits where both Employer and Employee Contribute

	Payable By	2024	Annual Cost	Per Hour (35 Hr Work Week)	Per Hour (40 Hr Work Week)
Group Life[1]	City	0.05% of biweekly earnings ($19.21/hr)	$17.55 $20.06	$0.01	$0.01
Civic Pension/Long Term Disability[2]	City	9.5% of regular earnings	$3,334.18 $3,810.50	$1.82	$1.82
ER Paid				***$1.83***	***$1.83***

	Payable By	2024	Annual Cost	Per Hour (35 Hr Work Week)	Per Hour (40 Hr Work Week)
Group Life[1]	Employee	0.05% of biweekly earnings ($19.21/hr)	$17.55 $20.06	$0.01	$0.01
Civic Pension/Long Term Disability[2]	Employee	9.5% of regular earnings	$3,334.18 $3,810.50	$1.82	$1.82
EE Paid				***$1.83***	***$1.83***

[1] Group Life - cost based on earnings $35,097/$40,110, annually at 2x Group Life; rate basis is % of bi-weekly earnings

[2] Civic Pension - cost based on earnings $35,097/$40,110 annually. Contribution rate: a) 9.5% of portion of Employment Earnings that are Canada Pension Plan Earnings, plus (B) 11.8% of any portion of Employment Earnings that are in excess of Canada Pension Plan Earnings. Members of the Pension Plan who meet eligibility requirements have Long Term Disability coverage.

Other Compensation or Employer Paid Benefits

(CUPE) Shift premium of $1.30 per hour applies for evening and night shift work. Shift premium of $1.30 per hour applies to hours worked during the day shift on Saturday and Sunday.
(CUPE) Annual vacation entitlements (exceeds Manitoba Employment Standards); start at 3 weeks, increases to 4 weeks at 4 years service, 5 weeks at 11 years service, 6 weeks at 21 years service
(CUPE) Maternity Leave Top-Up - eligible employees paid the difference between Employment Insurance (EI) benefit and 93% of weekly rate of pay for a period up to 17 weeks (includes the one week EI waiting period)
(CUPE) Long Service Pay - after ten years of service, an employee may be paid long service pay starting from $150 up to and including $600 per year, depending on years of service.
(All Employees) Employee Assistance Program - employees and eligible family members can access counselling support with mental, financial, physical and emotional wellbeing.