

February 15, 2011 – 5 pm

UM PACKAGE PROPOSAL FOR SETTLEMENT OF ALL OUTSTANDING ISSUES

This is a package proposal

MONETARY PROPOSALS

General Wage Increase:

October 2, 2010 – 0%
October 1, 2011 – 0%
September 29, 2012 – 2.9%
September 28, 2013 to March 28, 2014 – 1.45%

Classification Adjustments - increase per hour rate as follows, effective September 29, 2012:

Painter	\$1.10
Insulator	\$0.65
Plasterer	\$0.65
Motor Vehicle Mechanic	\$0.65
Locksmith	\$0.65
Carpenter	\$0.50
Industrial Mechanic B	\$0.80
Heavy Duty Mechanic	\$0.80
Electronic Controls Tech	\$0.65
Shift Charge Engineer (1 st)	\$1.05
Shift Charge Engineer (2 nd)	\$1.00
Assistant Engineer (3 rd)	\$0.90
Assistant Engineer (4 th)	\$0.80
Bannatyne Engineer (5 th)	\$0.75
Icemaker/Caretaker	\$1.00

This increases 7 of the 12 Schedule “A” Trades classifications, and all of the Schedule “B” Power Engineers classifications.

Clause 5.3 Union Duties and Supervisory Approval – agree to status quo

Clause 5.4 Remuneration for Union (Employee) Representatives – agree to status quo

6.8 Shift Premium: Agreed

- increase to \$1.50 effective October 2, 2010. Remainder of article status quo.

13.2 Bereavement Leave - UM maintains position of Sept 27:

An employee in a regular or seasonal position shall normally be granted four (4) regularly scheduled consecutive work days bereavement leave without loss of salary or wages in the case of the death of a parent, spouse (same or opposite sex), brother, sister, child, mother-in-law, father-in-law, or of any second degree relative who has been residing in the same household.

An employee in a regular or seasonal position shall normally be granted one (1) regularly scheduled work day bereavement leave without loss of salary or wages in the case of the death of an employee's brother-in-law, sister-in-law, son-in-law and daughter-in-law, grandparent or grandchild or any one whom the employee is the primary care-giver.

Where burial occurs outside of the city, such leave shall also include reasonable travel time, the latter not to exceed an additional two (2) days.

Any employee who has been employed for a minimum of 30 days is entitled to take up to three (3) days of unpaid leave for the death of a family member as defined in the Employment Standards Code of Manitoba. Family member in this context includes aunt, uncle, niece, nephew as well as close friends or neighbours who are considered to be a family member.

13.10 Family Care –*agreed status quo*

18.5 Safety Footwear:

September 29, 2012 – increase to \$130

September 28, 2013 – increase to \$150

Remainder of clause status quo.

Education Leave: *UM proposes no changes to current agreement provisions.*

NON-MONETARY PROPOSALS

Article 16 Safety and Health – delete: “The Joint report to the central Workplace Health and Safety Advisory Committee (WHSAC).” *Remainder of article status quo.*

New Letter of Understanding re: Compressed Work Week – *Agreed.*