

Enhancements to MAHCP collective agreements;

Standby and Callbacks

904 A An employee other than an employee who is required by the Employer to use a motor vehicle as a condition of employment, who is required to return to work on a callback or otherwise travel locally on behalf of the Employer shall be reimbursed for return taxi fare, or reimbursed in accordance with Province of Manitoba mileage rates (see page 4) for use of a personal motor vehicle, subject to a minimum mileage payment of \$4.00 return.

905b When a employee returning on a callback who is on route and the callback is cancelled, that employee shall be paid for not less than one hour at straight time rates.

Job Security

2518 Secondment is a temporary transfer of an employee(s) from one employer to another employer, the terms of which shall be negotiated with the Association.

Leave of Absence

16XX New Compassionate Care Leave

An Employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least thirty (30) days of employment as of the intended date of leave.
- (b) An employees who wishes to take leave under this section must give the Employer notice of a t least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) An employee may take no more than two (2) periods of leave, totaling no more than eight (8) weeks, which must end no later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
 - (1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (i) the day the certificate is issued; or
 - (ii) if the leave was begun before the certificate was issued, the day the leave began;
 - and
 - (2) the family member requires the care or support of one or more family members.

The employer must give the employer a copy of the physician's certificate as soon as possible.

- (e) A family member for the purpose of this Article shall be defined as:
 - (i) a spouse or common-law partner of the employee;
 - (ii) a child of the employee or a child of the employee's spouse or common-lar partner;

(iii) a parent of the employee or a parent of the spouse or common-law partner;
(iv) or any other person described as family in the applicable regulations of the Employment Standards Code.

(f) Unless otherwise mutually agreed an employee may end her/his compassionate care leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours notice. Any additional available shifts resulting from compassionate care leave being granted shall be subject to forty-eight (48) hours notice of cancellation.

(g) Seniority shall accrue as per Article 603a).

(h) Subject to the provisions of Article 1202 the employees may utilize income protection credits to cover part or all of the two (2) week Employment Insurance waiting period.

(i) In the event that the death of a family member occurs during this period of leave, the employees shall be eligible for Bereavement Leave as outlined in Article 1302.

1603b All time spent subpoenaed as a witness on a work related matter shall be considered time worked and overtime rates shall apply as per Article 8.

Seniority, Promotions, and Transfers

614 The Employer and the Association are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee. Reasonable accommodation is the shared responsibility of the employees, the Employer and the Association.

Where a need had been identified, the parties agree to meet to investigate and identify the feasibility of accommodation that is substantial, meaningful and reasonable to the point of undue hardship.

Where necessary, relevant provisions of the Collective Agreement may, by mutual agreement between the Association and the Employer be waived.

Income Protection

1205 Add mother-in-law and father-in-law to existing language. " Subject to the provisions of providing care in the event of an illness of a spouse, child, parent, mother-in-law, or father-in-law."

Job Sharing

3001 Language now is not restrictive to full time positions

Bereavement & Compassionate Leave

1302 Bereavement Leave of up to four (4) days without loss of pay shall be granted in the event of the death of a spouse, live in partner, child, step-child, parent, step-parent,

sibling, step-sibling, father-in-law, mother-in-law, grandparent, grandparent-in-law, grandchild, brother-in-law, sister-in-law, daughter-in-law, son-in-law, former legal guardian, fiancé and any other relative who resides in the same household. Unless other arrangements have been made, such days may be taken only in the period which extends from the date of notification of the death, up to and including the day following the funeral proceedings.

One bereavement leave day may be retained for use in the case where actual interment or cremation is at a later date.

Norman RHA, Burntwood RHA, 1208

Change “two days” to “three days”.

SouthEastman RHA EMS Memo only relevant to Community Responders.

Travel Rates for Province of Manitoba

MILEAGE

	<u>South of 53°</u>	<u>North of 53°</u>
Effective January 1, 2007		
Distance of up to 10,000km per year		
January 1, 2007	38.4¢/km	42.8¢/km
April 1, 2007	39.4¢/km	43.8¢/km
Distance over 10,000km per year		
January 1, 2007	30.7¢/km	33.9¢/km
April 1, 2007	31.7¢/km	34.9¢/km
Effective April 1, 2008		
Distance of up to 11,000km per year		
April 1, 2008	39.7¢/km	44.1¢/km
April 1, 2008	32.0¢/km	35.2¢/km
Effective April 1, 2009		
Distance of up to 12,000km per year		
April 1, 2009	40.0¢/km	44.4¢/km
April 1, 2009	32.3¢/km	35.5¢/km

Distance is that accumulated in the fiscal year – April 1 to March 31

MEALS

In all areas (other than remoteness allowance)	<u>Breakfast</u>	<u>Lunch</u>	<u>Supper</u>
January 1, 2007	\$ 6.60	\$ 8.60	\$15.45
April 1, 2007	\$ 6.85	\$ 8.85	\$15.70
In areas covered by remoteness allowance	<u>Breakfast</u>	<u>Lunch</u>	<u>Supper</u>
January 1, 2007	\$ 6.85	\$ 8.85	\$16.40
April 1, 2007	\$ 7.35	\$ 9.35	\$16.90