

**TO: ALL CUPE LOCAL 5021 MEMBERS**  
**RE: 2015-2019 COLLECTIVE AGREEMENT RATIFIED!**

After information sessions and balloting on Wednesday, January 13 and Thursday, January 14, 2016, CUPE Local 5021 members voted to accept the offer to settle a Collective Agreement between CUPE and Manitoba Liquor & Lotteries.

The term of the four-year agreement is October 1, 2015 to September 30, 2019, and includes:

- No concessions;
  - Total of 2% wage increases in each year of the agreement, with retroactivity to October 1, 2015;
  - Additional DLT entitlement of 24 hours upon ratification, DLT entitlement increase to 80 hours each year (April 1, 2016, 2017, 2018, 2019), DLT bank maximum increases to 400. Employer to trial waiving minimum 24-hour DLT requirement for cash-out;
  - Option for 36.75 hour workweek at same hourly rate of pay, linked to plans for continued wage negotiations related to the merged workplace (integrated compensation talks);
  - Vacation improvement for new employees (6% vacation from year 1 up to year 5, beginning April 1, 2016);
  - Standby pay improvements - \$23 for regular work days, \$38 for days of rest or holidays;
  - Benefits improvements, including expansion of 100% Employer-paid benefits, Choices flexible benefits credits and options, with possibility to change options after two years;
  - \$500 Full-time/\$400 part-time annual retirees' health spending account;
  - Better language on human rights and health and safety, inclusion of protection against personal harassment (bullying);
  - MBLL continues to pay LGA registration fees;
  - Agreement to discuss alternatives to reliance on casual employees after they work 640 hours;
  - Agreement to discuss warehouse driving duties;
  - Agreement for Employer to endeavour to make arrangements for a true half-day on Christmas Eve for eligible employees;
  - Agreement to discuss the Employer's proposed removal of IT Architect and Payroll Administrator classifications from the Union prior to any exclusion;
- Agreement to deal with merger and pay structure, including green circling, and the right of members to vote on any proposed changes to pay structure.

**What's Next?**

- Retroactive pay to October 1, 2015 will be processed by the Employer.
- More Choices Flex Benefits information and consultation meetings for members will be scheduled. The implementation date for the new benefits program is May 1, 2016.
- The terms of the new Collective Agreement are effective as of ratification (January 14, 2016) unless otherwise specified.
- The Union will establish a Compensation Structure Committee to discuss proposed integrated wage structures with Employer.
- Once the new agreement is signed, copies will be distributed to members.
- **Position Profiles:** Local 5021 wants to hear from you with any views on position profile changes. If you believe your profile does not match your duties, you have grounds to apply for reclassification, or your duties have changed significantly, please contact the Union.
- **ITS Members:** ITS is the first area to fall under the proposed integrated compensation structure. ITS members would have received a letter from the Employer in December 2015, and Local 5021 wants to hear from you with any views on the proposed new wage. We will use this information to advocate for an equitable and fair settlement on integrated wages. Remember, the Union will continue to negotiate and members will have the opportunity to vote on the proposed wage structure. The Employer has established an ITS implementation date of April 1, 2016, and this subject to negotiations.

Feel free to contact us at [cupe5021@gmail.com](mailto:cupe5021@gmail.com) or call Liz Carlyle, National Representative at 204-942-0343, ext. 298 if you have any questions or concerns.

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