

## Section B – Wages & Pensions

### **ARTICLE 1      WAGE RATES AND SETTLEMENT PAY**

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- B 1.1      The salary range and the hourly rate for each respective classification covered by this agreement shall be as set forth in Appendix "A", which is attached hereto and forms part of this agreement.
- B 1.2      The Corporation shall advise the Union of changes in or additions to the classifications that come within the scope of the agreement, and the Corporation shall negotiate with the Union the salary range and hourly rate for such changes or additions.
- B 1.3      The Corporation's existing class specifications covering the CUPE 998 classifications shall not be modified without prior review with the Union.
- B 1.4      The classifications and rates of pay for work performed by employees shall be in accordance with the Classification Grade Table and Salary Schedule forming part of this agreement.
- B 1.5      If, by virtue of the coming into force of this agreement, the former rate of pay of a classification is reduced, employees in such a classification shall not have their rate of pay reduced so long as they remain in that classification.
- B 1.6      During the term of this agreement, should the Corporation determine that a classification requires an increase in compensation due to external market pressures related to attraction and/or retention, it is agreed the Company and Union shall, in good faith, discuss, negotiate, and implement such mutually agreeable adjustments.

#### **Appendix "A" - Salary Schedule**

Appendix "A" forms part of the general agreement between the Manitoba Hydro-Electric Board and Local Union 998 of the Canadian Union of Public Employees effective January 1, 2009. (This represents a 2.0% wage increase, and a 0.9% special adjustment, from the previous salary schedule that was effective September 18, 2008.

The wage rates shown shall be paid to all active employees retroactively to January 1, 2009 on all hours worked including overtime. Premium rates that have increased will also be paid retroactively to January 1, 2009 where administratively feasible.

In addition to the foregoing:

- a) employees who retired or the estate of an employee who died between January 1, 2009 and December 9, 2009 will also receive retroactive pay on vacation and banked vacation payouts and on all sick leave vesting, severance and early retirement allowance payments.
- b) employees who commenced maternity leave between January 1, 2009 and December 9, 2009 will receive retroactive pay up to the first day of leave and will have their maternity allowance adjusted accordingly, based upon the new wage rates, retroactive to the commencement of their leave.

The salary schedule, effective January 1, 2009, will be escalated during the term of the agreement as follows:

- a) Effective December 31, 2010:  
1 % general increase for all pay grades
- b) Effective January 1, 2011:  
2.50% general increase for all pay grades
- c) Effective January 1, 2012  
2.5% general increase for all pay grades

## **ARTICLE 2 SEVERANCE PAY**

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- B 2.1 An employee will accumulate 3 days pay for each complete year of service beyond 25 years of service (pro-rated for a partial year of service), payable on resignation, retirement, death or termination, for reasons other than dismissal, at the employee's prevailing basic rate of pay.