



LETTER OF UNDERSTANDING #15/2017-20
Between
MANITOBA HYDRO
and
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 998

RE: ACCOUNTING CLASSIFICATION NAME CHANGES

This letter will confirm the understanding reached between Manitoba Hydro and the Canadian Union of Public Employees, Local 998 with respect to updating the job titles of all General Accountant classifications to Accounting Analysts.

Appendix A (Classification and Grade Table) will be amended to reflect the following changes:

Former Classification Name	New Classification Name	Pay Grade
General Accountant I	<u>Accounting Analyst I</u>	14
General Accountant II	<u>Accounting Analyst II</u>	21
General Accountant III	<u>Accounting Analyst III</u>	23

Agreed this 17 day of October, 2018.

M. Levitt
Manager
Labour Relations & HR Services

C. Mravinec
President
CUPE

Intent: These changes are being made to align the naming of Manitoba Hydro's non-professional accounting classifications with current industry terminology and result from the merger of professional accounting bodies under CPA. As part of the above changes, the academic qualifications for former General Accountant classifications have been revised. Individuals who have completed an Advanced Certificate in Accounting and Finance (ACAF) will have their qualifications assessed by the Corporation to determine the applicant's qualification level. At a minimum, applicants possessing the ACAF designation will be recognized as having a certificate for the purposes of assessing their academic qualifications on Accounting Analyst job postings, but due to the variability in coursework associated with attaining the ACAF designation, some applicants may be deemed to meet the diploma qualification stream. In addition, any existing employee who secured a General Accountant position under the previously required qualifications prior to the signing of this letter of understanding will have their qualifications grandfathered for the purposes of bidding on Accounting Analyst positions across the Corporation.