



LETTER OF UNDERSTANDING #17/2017-20
Between
MANITOBA HYDRO
and
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 998

RE: KEEYASK CONSTRUCTION PROJECT

This letter will confirm the understanding reached between Manitoba Hydro and the Canadian Union of Public Employees, Local 998 with respect to employees who are temporarily assigned to work on the Keeyask Construction Project.

The parties agree to the following:

1. An employee who is assigned to work on the Keeyask Construction Project and is not in receipt of Northern Allowance, shall be granted a minimum of two working days or up to a maximum of one work week leave without pay as follows:
 - a) Once every 21 calendar days (3-and-1); this leave will be granted not more than 10 days prior to or following the completion of 21 days at the worksite; or
 - b) Once every 14 calendar days (2-and-1), this leave will be granted not more than seven (7) days prior to or following the completion of 14 days at the worksite.

These leaves will be granted provided the total assignment is expected to extend beyond 75 calendar days.

Exact duration of days-in/days-out may vary slightly depending on flight schedules.

2. Employees will have the opportunity to identify their preference of the 3-and-1 or 2-and-1 schedules once each calendar year. While line management will take into consideration employee preferences when developing work schedules, there is no guarantee that the employees' preferences will be accommodated.

3. Leave will be granted upon written request to the employee's supervisor. Once the leave has been granted, an employee may elect to use banked time or vacation credits in lieu of leave without pay for his/her leave.
4. Transportation expenses related to these approved leaves will be reimbursed up to the transportation costs to Winnipeg or the employee's principal residence, whichever is less.
5. Employees assigned to work on the Keeyask Construction Project who use banked overtime credits while on leave shall be eligible to replenish their overtime bank to 80 hours while working on the project.

Agreed this 15 day of NOVEMBER, 2018.



M. Levitt
Manager
Labour Relations & HR Services



C. Mravinec
President
CUPE Local 998

Intent: The parties agree to establish northern leave provisions for employees assigned to work on the Keeyask Construction Project. While employees can identify a preference for one of two schedule options, there is no guarantee that employees will be assigned to their preferred schedule; schedule assignment will be determined by line management.