



LETTER OF UNDERSTANDING #19/2017-20
Between
MANITOBA HYDRO
and
THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 998

RE: Parental Leave Changes

This Letter of Understanding will set forth the understanding reached between the Canadian Union of Public Employees, Local 998 and Manitoba Hydro with respect to parental leave changes.

Section F, Article 6.8 of the collective agreement shall be amended to reflect that parental or adoptive leave shall consist of a period up to 63 continuous weeks.

All remaining terms of the collective agreement will apply without modification.

Agreed this 31st day of JANUARY, 2020.

A blue ink signature of M. Levitt, consisting of stylized initials and a long horizontal flourish.

M. Levitt
Department Manager
Labour Relations & HR Services

A blue ink signature of M. Bergen, written in a cursive style.

M. Bergen
President
CUPE Local 998

Intent: In accordance with legislated changes to the Employment Standards Code, the maximum period of parental leave afforded by the collective agreement will be extended from 43 continuous weeks to 63 continuous weeks. To ensure compliance with the Code, the parties agreed to commence offering 63 weeks of parental leave to parents whose child came into their care on or after June 4, 2018. It is agreed that this letter will expire when the identified change to Section F, Article 6.8 is rolled into the collective agreement as a housekeeping change through the next round of collective bargaining.