



Memorandum of Agreement 2021/01

Between

Efficiency Manitoba Inc.

and

The Canadian Union of Public Employees (CUPE), Local 998

RE: Maternity Leave Plan B Top-Up

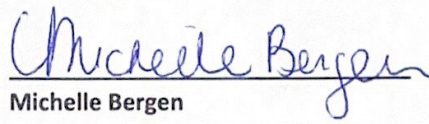
This letter will set forth the understanding reached between the Canadian Union of Public Employees (CUPE), Local 998 and Efficiency Manitoba with respect to changes to Maternity Leave (Plan B) Top-Up provisions.

1. Changes were made to the Maternity Leave program by Service Canada with respect to the unpaid waiting period for maternity leave benefits, which was reduced from two weeks to one week on January 1, 2017.
2. Under the current Collective Agreement Maternity Leave top-up provisions, Efficiency Manitoba employees would receive 93% of their basic earnings for the first two weeks of Maternity Leave, followed by 15 weeks of payment equivalent to the difference between 93% of their basic earnings and Service Canada benefits.
3. With the waiting period reduced to one week, employees will receive Service Canada benefits in their second week of Maternity Leave. As per the current Collective Agreement language, Efficiency Manitoba pays 93% of basic earnings in week two which would result in employees being overpaid during their second week of Maternity Leave.
4. To maintain the total amount of Maternity Leave top-up that Efficiency Manitoba pays to employees, the following changes will apply:
 - a. In accordance with Maternity Leave Plan B – employees taking maternity leave will receive the following allowances:
 - i. 98.8 % of their basic earnings for the first week followed by
 - ii. payments equivalent to the difference between 98.8% of their total basic earnings and Service Canada benefits for a maximum of 15 additional weeks.

5. It is understood that changes resulting from increasing the percentage top up (from 93% to 98.8%) coupled with a weeks' reduction in benefits paid represents a cost neutral change for employees.
6. The number of weeks of maternity leave an employee is entitled to remains unchanged at 17 weeks.
7. There are no changes to service accruals or service-related benefit accruals resulting from these changes.
8. Should further changes be made to the Service Canada Maternity Leave program, it is understood that a further review of the Collective Agreement for Maternity Leave benefits may be required.

Agreed this 31st day of August, 2021.

Dori Chudobiak
VP Corporate Performance & Engagement
Efficiency Manitoba



Michelle Bergen
President – CUPE Local 998