



LEGISLATIVE ASSEMBLY MANAGEMENT COMMISSION
Minutes of a Meeting Held at
12:00 p.m. Tuesday, March 19th, 2024
Room 254 Legislative Building

DECISIONS

1. Human Resources Matters

The Commission considered Human Resources matters.

2. Changes for Legislative Assembly Staff Resulting from MGEU Contract Settlement

A four year Master Agreement for the Manitoba Government Employees Union (GEMA) was signed on February 28, 2024, effective March 25, 2023 and continuing to March 19, 2027.

Section 8(2) of *The Legislative Assembly Management Commission Act* states that the staff of Legislative Assembly offices shall “as far as possible and practical, have all the rights, privileges and benefits of employees of the government.”

As a result, the changes that impact the Legislative Assembly are as follows:

- March 25, 2023: 2.5 per cent
- March 23, 2024: 2.75 per cent
- March 22, 2025: 3.0 per cent
- March 21, 2026: 3.0 per cent

Retroactive Pay and Interest

Retroactivity is being applied to all general wage increases and special wage adjustments.

Adjustments to Salary Schedules

- a) Effective October 7, 2023 a new 2.5% maximum step will be created in each salary range before the 20-year-long service step. On a one-time only basis, all eligible active employees (except those on the 20-year long service step) will automatically advance to the next step on the scale including the new maximum step. Anniversary dates for merit increases will not change.
- b) Effective October 7, 2023, the 20-year long service step will be adjusted to maintain the 2% differential from the new 2.5% Retention (maximum) Step.
- c) Effective March 23, 2024, a new 2% twenty-five (25) year Long Service Step (LSS) will be established. Advancement to this new step will be subject to the same eligibility criteria as is applied to the 20-year long service step.

Health Benefits

Dental:
FT: from \$1475 to \$1650
PT: from \$738 to \$990
Increase lifetime maximum for orthodontic services: FT: from \$1675 to \$1850 PT from \$838 to \$1110
Vision:
FT: from \$275 to \$375 PT: from \$137.50 to \$225
Drug Plan:
FT: from \$800 to \$900
PT: from \$400 to \$540
Health Spending Account:
FT: from \$850 to \$950
PT: from \$425 to \$570

Personal Wellness Leave

An employee is entitled to up to two (2) days of leave with pay in each fiscal year charged against the employee's sick leave credits for personal wellness. The two (2) days of leave can be used consecutively, but cannot be used contiguous with vacation leave, and these two days are not carried forward from fiscal year to fiscal year. Personal Wellness Leave can be redeemed on an hourly basis in the same manner as family related leave.

3. Manitoba Legislative Assembly Finance, Audit and Risk Advisory Committee

The Commission approved the Terms of Reference, incorporating the inclusion of the Chair reporting to LAMC on the work of the Committee at the end of each fiscal year.

4. Multi-Year Strategic French Language Services (FLS) Plan – Auditor General

The Commission approved the Multi-year Strategic French Language Service Plan for the Auditor General.