

**LETTER of AGREEMENT:**

**VACATION LEAVE FOR EXISTING RESEARCH ASSOCIATES AND SENIOR RESEARCH ASSOCIATES**

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LETTER OF AGREEMENT

BETWEEN

THE UNIVERSITY OF WINNIPEG (the "Employer")

- and -

THE PUBLIC SERVICE ALLIANCE OF CANADA ("PSAC")  
RESEARCH CAPACITY UNIT

**LETTER of AGREEMENT:**

**WAGE PROTECTION**

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BETWEEN

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- and -

THE PUBLIC SERVICE ALLIANCE OF CANADA ("PSAC")  
RESEARCH CAPACITY UNIT

WHEREAS the Parties have negotiated(i)3.rgn3(d(i)3.rgg(ar)-3(e1(e)-12.3((at)-1.o9( ))TJ 0.002 T24 0.325 0 T[(w(R)-2.ag

**LETTER of AGREEMENT:**

**MEMORANDUM of AGREEMENT:**

**JOB CLASSIFICATION CONVERSION**

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**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**UNIVERSITY OF WINNIPEG (“Employer”)**

**AND**

**THE PUBLIC SERVICE ALLIANCE OF CANADA (“Union”)**

**JOB CLASSIFICATION CONVERSION**

1. Within 30 days of the signing of this Memorandum of Agreement, or unless otherwise agreed to by the Parties, the Employer shall commence the development of a gender neutral job classification process consistent with sound job classification practices in accordance with the Employer’s management rights. This process will serve to classify all positions located within the bargaining unit.
2. The Employer agrees to meaningfully consult with the Union throughout the development of the new job classification process.
3. The effective date of the new classifications will be the date of ratification of the new collective agreement and will be applied to all employees of record at the date of ratification.
4. Following ratification and completion of the job classification process, the Employer shall provide the Union: the full name and position of each member of the bargaining unit, their current and new classification, their current and new rate of pay.
5. Within 40 working days of ratification of the collective agreement, the Employer shall provide employees, in writing, with their new job classification and job evaluation rationale. This written notification will also inform the employee of their right to appeal the classification of their position, as set out in Clause 6 of this document, as well as instructions on how to file an appeal.
6. Employees who disagree with the classification of their position may file a request for classification reconsideration within 20 working days of receiving written notification of their classification decision. The Employer shall provide its response to the request for classification reconsideration within ten (10) working days. If the Employee does not agree with the decision of the classification reconsideration, they may file a written appeal within 10 working days of receipt of the notification of this decision. The Parties agree to establish a Joint Classification Appeal Committee for this initial classification process only. The Joint Classification Appeal Committee (Committee) shall consist of a classification specialist representative from each Party, with each Party determining their own representative . The Employee shall have the right to submit their reasons/rational for the appeal in writing for the consideration of the Committee to Human Resources on the designated form. Human Resources will distribute the appeal information to the Committee in advance. If either party on the Committee determines additional information is required, the Committee may request additional information from the Employee and the Researcher. Either party may request to obtain this information in writing, over the telephone, or in a meeting with the Committee. If the Joint Classification Appeal Committee is unable to come to agreement, the Union may submit the matter to an arbitrator in accordance with Clause 2.2(C)-2b [(J)-8(o)3t

7. No Employee shall have their salary or hourly wage for their current position reduced as a result of the implementation of the new job classification process.

8. If, as the result of this classification conversion, an Employee's new rate of pay is equal to an amount that is between two steps of their wage grid for pay scales that utilize steps, the Employee shall be paid at the step immediately above their new rate of pay.

9. All time limits in this MOA may be extended by mutual agreement.

DATED this 14th day of December 2018.

On Behalf of the Employer:

"Laurel Repski"

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Laurel Repski  
Chief Negotiator

On Behalf of the Union:

"Mathieu Brûlé"

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Mathieu Brûlé  
Negotiator