



LETTER OF UNDERSTANDING #15/2021-25  
Between  
MANITOBA HYDRO  
and  
THE ASSOCIATION OF MANITOBA HYDRO STAFF  
AND SUPERVISORY EMPLOYEES

RE: VARIOUS PREMIUMS AND BENEFITS UPDATES

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This letter will confirm the understanding reached between Manitoba Hydro and Association of Manitoba Hydro Staff and Supervisory Employees, with respect to adjusting language in various articles related to employee / member benefits and premiums, as detailed below.

1. Article C 3.6 (Shift Employees) Evening Premiums will be updated to reflect the following (retroactive to Jan 1, 2024):

An hourly shift premium of \$2.30 shall be paid to designated shift employees required to work according to a shift schedule between the hours 16:00 and 08:00 on Monday to Friday, inclusive, when such work is according to an assigned shift and not as overtime.

2. Article C 3.6.1 (Shift Employees) Weekend Premiums will be updated to reflect the following (retroactive to Jan 1, 2024):

An hourly shift premium of \$4.59 shall be paid to designated shift employees required to work according to a shift schedule between the hours 00:00 and 24:00 on Saturdays, Sundays and Corporation Holidays when such work is according to an assigned shift and not as overtime.

3. Article D2.1.1 (Standby – Working Day) will be updated to reflect the following (effective March 28, 2024):

Effective March 28, 2024 for standby on a normal working day will be one times the hourly maximum of Pay Grade 25 per day. Working day standby duty shall consist of all non-working hours from the completion of work on that day up to the normal starting time of the following day or up to what would be normal starting time on a day of rest or Corporation Holiday. Further, effective in July 2025, the standby rate will be adjusted to one time the hourly maximum of Pay Grade 31.

Employees who are not assigned a Dorsey/Riel headquarters zone but are temporarily required to work at the Riel Station will continue to receive a special allowance of \$7.00 for each day they are required and report to Riel Station, provided no Corporation transportation is available.

If Corporation transportation is not available, any additional travel beyond the original commute to/from either Converter Station will be reimbursed at the prevailing Corporate Policy rates as outlined in H1.1

8. Article H4.2 (Special Rates) Stonewall Training Centre allowance will be updated to reflect the following (retroactive to Jan 1, 2024):


Employees assigned a Stonewall headquarters zone will receive a special allowance of \$8.50 for each day they are required and report to work at the Stonewall Training Centre. This travel rate will not apply when Corporation transportation is available.

Employees who are not assigned a Stonewall headquarters zone, but are temporarily required to work at the Training Centre will be reimbursed at the prevailing Corporate Policy rates as outlined in H1.1, provided no Corporation transportation is provided.

9. Letter of Understanding #10/2021-25 (Pointe Du Bois HQZ Travel Rate) will be updated to reflect the following (retroactive to Jan 1, 2024):

In recognition of the lack of housing available within a reasonable distance of the Pointe du Bois Generating Station, employees assigned a Pointe du Bois headquarters zone will receive a special travel rate of \$12.50 for each day they are required and report for work. This travel rate will not apply when Corporation transportation is available, or when corporate accommodations are provided.

Agreed his 14 day of May, 2024.



M. Levitt  
Manager  
Employee and LR Department



C. Eyolfson  
President  
AMHSSE