



Labour Relations Division
Assistant Deputy Minister
811 – 155 Carlton Street
Winnipeg MB R3C 3H8

May 19, 2020

Harald Larsen
President
Manitoba Association of Government Engineers
Suite 960, 363 Broadway (PIPSC)
Winnipeg, MB, R3C 3N9
Harald.Larsen@gov.mb.ca

Dear Harald Larsen:

Re: COVID-19 Workforce Management

This letter confirms the information provided in our virtual meeting of May 19, 2020.

As discussed, COVID-19 has had an unprecedented effect on the state of Manitoba's finances. It requires unprecedented effort to ensure that funds are available when needed to provide a comprehensive and robust response by front line services as they battle the pandemic.

As also discussed, Manitoba has been asked to find \$9.5 million to reallocate to this end. This equates to approximately 0.8% of payroll.

Rather than laying employees off, our preference is to find other methods to achieve this. Therefore, we proposed that:

- All employees who are not working in jobs deemed as essential in the COVID response receive five (5) unpaid days for this year.
- Three of these days fall within the week between Christmas and New Year, 2020. These days are December 29, 30, 31 2020.
- The remaining two days be either subject to agreement between the employee and their employer to ensure operational goals are met or, alternately, on Fridays at a time mutually agreeable to you and us in the months of July and August of this year.

We recognize that your agreement is necessary for this to occur and are prepared to hold further discussions to reach such agreement.

Unfortunately, failing agreement, it will be necessary to lay off employees. In Manitoba's case, this would mean approximately 380 employees overall. The number and specific jobs within each department will vary, but positions critical to the pandemic

response will not be affected. Such lay-off is expected to be for a four-month period. However, that may change if necessary.

We sincerely hope that we will reach agreement and that lay-off of employees will not be necessary and look forward to hearing from you next week.

Sincerely,



Brian Ellis
Assistant Deputy Minister
Labour Relations

- c. Charlene Paquin, Deputy Minister of the Civil Service Commission
Jocelyn Baker, Assistant Deputy Minister, Civil Service Commission
Tanya Cole, Director of Negotiation Services, Labour Relations
Pierre Ouellet, Negotiator