

## **Recognition Pay Frequently Asked Questions (FAQs)**

### **1. Who is eligible to receive Recognition Pay?**

Full-Time, Part-time regular and term employees who were active\* employees on January 29, 2024; and:

- (a) appointed in an MGEU classification and pay union dues to the Manitoba Government Employees' Master Agreement (GEMA); or
- (b) appointed in an MGEU classification and excluded (bargaining unit equivalent); or
- (c) appointed in a non-represented or executive pay plan classification

\*Inactive employees appointed under (a), (b), (c) are eligible subject to #6 below.

### **2. What is the Recognition Pay amount that will be paid to eligible employees?**

Full-Time regular and Full-Time term employees will receive \$1,800.  
Part-Time regular and Part-time term employees will receive \$900.

### **3. Are Corrections employees eligible for Recognition Pay?**

Employees who fall under the Corrections component of the collective agreement and who are in receipt of 'auto-pay' as of January 29, 2024 are entitled to the full-time amount of Recognition Pay (\$1,800).

Correctional employees who are not on 'auto-pay' may be eligible for \$900 in Recognition Pay.

### **4. Who is not eligible to receive Recognition Pay?**

Casual employees and students are not eligible to receive Recognition Pay.

Any employees who are not covered in question 1 above.

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### **5. When will eligible Employees receive their Recognition Pay?**

Members of the MGEU bargaining unit will receive the recognition pay on March 8, 2024.

Recognition pay for employees appointed in the non-represented or executive pay plans is being processed and is expected before the end of July, 2024.

### **6. When will inactive Employees (ex. maternity/parental leave, in receipt of Worker's Compensation Board (WCB) benefits, Long Term Disability (LTD) benefits, etc) receive their Recognition Pay?**

MGEU, non-represented, executive and bargaining unit equivalent employees who were inactive on January 29, 2024, will receive their Recognition Pay when they return to active status.

### **7. An employee was hired as a part-time employee, but has been working full-time hours, how much will they receive?**

For MGEU and non-represented, executive and bargaining unit equivalent employees, if, on January 29, 2024, the status of the employee was part-time, they will receive \$900.

Corrections employees appointed in a part-time position, are eligible in accordance with point 3 above.

### **8. Are employees who commenced employment on January 29, 2024, eligible for recognition pay?**

Part time employees must have satisfied the required number of hours (in accordance with Appendix 'C' of the GEMA) or accumulated service to be eligible for recognition pay.

Employees who are non-represented, executive and bargaining unit equivalents are eligible if they are active on January 29, 2024.

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**9. Will employees who terminated their employment on January 29, 2024 be eligible to receive recognition pay?**

No, employees must be in active status on January 29, 2024.

**10. What if a represented employee was promoted to a non-represented position?**

An employee would receive recognition pay one time only.

If a represented employee was promoted to a non-represented position after January 29, 2024, the employee would receive the recognition payment on the March 8, 2024 pay date.

If a represented employee was promoted to a non-represented position before January 29, 2024, the employee will receive the recognition payment at the time processed with non-represented, executive and bargaining unit equivalent employees.

**11. Is the Recognition Pay pensionable?**

No. Recognition pay is a lump-sum payment and therefore is not eligible for pensionable service.

**12. What deductions will be made to the Recognition pay?**

Recognition pay will be paid as a lump-sum payment and the employer will deduct Canadian Pension Plan (CPP), Employment Insurance (EI) and Income Tax.

**13. Are Departmental and Seasonal Employees eligible for Recognition Pay?**

Departmental and Seasonal employees may be eligible to receive Recognition Pay, however, they must have been active at work during the previous 2023-2024 season and accept their recall for the 2024/25 year to be eligible.

**14. I have additional questions, who do I contact?**

Please contact [AskPSC@gov.mb.ca](mailto:AskPSC@gov.mb.ca) with any questions.