

**General Employees' Master Agreement  
Designated French Language Service Additional Remuneration  
Guidelines  
Effective March 21, 2026**

As part of the **2023–2027 collective bargaining**, the Manitoba Government and General Employees' Union and the Province of Manitoba (the parties) signed a **Memorandum of Agreement (MOA)** committing to the implementation of additional remuneration for bilingual employees working in **designated French-language positions**.

Effective **March 21, 2026**, qualifying employees who are actively employed will receive **additional remuneration of \$10.00 bi-weekly**, in addition to their regular salary.

**Eligibility Criteria:**

To qualify for additional remuneration, the following conditions apply:

**1. Position and Employee Criteria**

- The position must be formally **designated as a French-language position by the Employer\***; and
- The incumbent must be **assessed by the Employer\* as meeting bilingual requirements**.
- Both conditions must be satisfied.

*\*Note: 'Employer' defined as 'Department, Francophone Affairs Secretariat and Public Service Commission';*

**2. Part-Time Employees**

- Part-time employees who qualify will receive additional remuneration **in accordance with Appendix "C"** (similar to Qualification Pay) of the collective agreement.

**3. Use of Bilingual Communication**

- An employee's use of both French and English in their communication and/or signature on Employer correspondence does not establish eligibility for additional remuneration.

**4. Employees on Acting Status**

- Where an employee is directed to act in a position with a higher classification (in accordance with Article 64), the following matrix will apply for the purposes of remuneration for 'Designated French Language Service'.

Home Position	Acting Status (A/S) Position	Employee (EE)	Is EE eligible for FLS Additional Remuneration in the A/S?
Home position is <b>designated</b> as French language position and requires incumbent to be bilingual (as per #1 above).	A/S position is <b>designated</b> as French language position and requires incumbent to be bilingual (as per #1 above).	EE <b>meet eligibility criteria</b> in (as per #1 above)	<b>YES</b> , EE will be eligible for FLS Additional Remuneration in A/S position.
Home position is <b>designated</b> as French language position and requires incumbent to be bilingual (as per #1 above).	A/S position is <b>NOT designated</b> as French language position and does not require incumbent to be bilingual (as per #1 above).	EE <b>meet eligibility criteria</b> in home position only (as per #1 above). Not applicable to A/S position	<b>NO</b> , EE is not eligible to receive FLS Additional Remuneration.  They will receive A/S position pay in accordance with Article 64:01
Home position is <b>NOT designated</b> as French language position and requires incumbent to be bilingual (as per #1 above).	A/S position is <b>designated</b> as French language position and requires incumbent to be bilingual (as per #1 above).	EE <b>has been assessed and meet</b> eligibility for A/S position (as per #1 above)	<b>YES</b> , EE will be eligible for FLS Additional Remuneration in A/S position.
Home position is <b>NOT designated</b> as French language position and requires incumbent to be bilingual (as per #1 above).	A/S position is <b>NOT designated</b> as French language position and requires incumbent to be bilingual (as per #1 above).	N/A	<b>NO</b> , EE not eligible for FLS Additional Remuneration in A/S position.

5. **Confirmed List of Qualified Employees**

- An addendum will identify employees deemed qualified, with an effective date of **March 21, 2026**. This list will be regularly maintained and reviewed by the Employer to ensure eligibility requirements are met.