

1. Program Purpose and Objectives

Green Team grants create summer employment opportunities for youth ages 15 to 29 years. Approved Applicants provide a variety of community development projects that improve neighbourhoods, promote community involvement and help develop young leaders. The employment period is between May 1 and September 30.

Priorities for the 2024 summer season are focused on: municipal governments and community-based organizations that can offer full-time employment opportunities for youth, projects that build leadership and employment skills for youth, and projects that can demonstrate community need and partnerships.

2. Eligible Applicants

- Municipal governments (other than the City of Winnipeg), Northern Affairs Community Councils, non-profit organizations and education authorities throughout Manitoba.
- A non-profit organization is defined as one whose activities are carried on with no financial gain to any of its members. Their activities must also benefit the larger community. To be eligible, non-profit organizations must be able to provide evidence, on request, that the organization is active and in good standing.

Approved Applicants must comply with the following requirements:

- Follow all criteria as set out on all Green Team Program forms, documents and guidelines.
- Comply with all applicable legislation and standards, whether federal, provincial or municipal, including (without limitation) labour, environmental, privacy and human rights legislation and any public health orders.
- Have a conflict of interest policy and abide by that policy. The conflict of interest policy must, at a minimum, meet or exceed Manitoba's Conflict of Interest Policy Guidelines (modified as necessary to fit the Applicant's organizational structure), the relevant portions of which are available under Urban/Hometown Green Team at www.manitobago.ca. The Applicant must, upon request, disclose its conflict of interest policy to Manitoba in writing.
- Provide project management and daily supervision of Green Team employees.
- If the Green Team employee may have contact with youth under the age of eighteen (18), and/or vulnerable persons, obtain:
 - (a) a criminal record check, including a vulnerable sector search, which does not reveal a criminal conviction that prohibits or disqualifies that individual from working or volunteering with vulnerable persons or youth; and
 - (b) a child abuse registry check, which confirms that the individual does not appear on that Registry; and/or
 - (c) an adult abuse registry check, which confirms that the individual does not appear on that Registry (as applicable based on age of persons they may have contact with);

and discontinue the employee's contact with youth and/or vulnerable persons if the results from the checks raise any apprehension regarding their safety which may include re-deployment of the employee to a different position.

While waiting for the results of a criminal record or an abuse registry check, the Applicant must ensure that the Green Team employees are supervised at all times by another individual with satisfactory up-to-date searches.

For more information on child or adult abuse registry checks, visit www.gov.mb.ca/fs/abuseregistries.html or for criminal record checks, contact your local police department or local RCMP detachment.

- Have Workers' Compensation coverage for all approved Green Team employees. Applicants can open a Workers Compensation account once they are notified on the status of their funding request and can apply for that coverage to only include Green Team employees. For more information, visit: www.wcb.mb.ca.
- Pay all approved Green Team employees Manitoba's current minimum wage, plus a 4% vacation allowance. For the most current minimum wage rate or for any questions regarding your obligations as an employer, visit www.gov.mb.ca/labour/standards/index.html.
- Document all hours worked by each employee on a daily basis.
- Issue cheque stubs showing hours worked, gross/vacation pay, deductions and net pay.
- Issue a T4 slip to each Green Team employee.
- Remit all applicable payroll deductions to Canada Revenue Agency. For more information, visit www.canada.ca/en/revenue-agency.html.
- Return phone calls and send in requested information to Program staff in a timely fashion.
- Ensure that all work done on private, residential and municipal properties has the required permission from all affected parties (waiver forms).
- Report any changes to a project description or Applicant's contact information to Program staff (changes may affect approved grant funding).
- Permit identification of the Applicant by name in publicity related to the Program.
- Provide information to assist in reviewing the effectiveness of the Program.
- Provide the Program with funding recognition on any promotional or advertising materials.

3. Eligible Employees

- Youth aged 15 to 29 years, resident in Manitoba and legally entitled to work in Canada.
- Must a valid Social Insurance Number. For information on how to obtain one, visit www.canada.ca/en/employment-social-development/services/sin.html.
- Youth aged 15 years must have a certificate of completion for the Young Worker Readiness Certificate course which they can take on-line at: www.gov.mb.ca/labour/standards/doc.young-workers-factsheet.html.

Approved Applicants cannot hire:

- Immediate relatives (spouses, children or siblings) of a board member, director or executive member of the Applicant or of any person who is involved in the hiring process or responsible for the supervision of the youth hired through the Program.
- Individuals who were employed by the approved Applicant on a full-time basis (more than 24 hours per week) for a period of three or more months just prior to the Green Team employment period.
- Individuals with a financial interest in the Applicant.
- Self-employed individuals, independent contractors, sub-contractors or commissioned salespersons.
- A Green Team employee if it will result in the lay-off, reduction of hours or dismissal of one or more existing employees or replace employees who have previously been laid-off or dismissed.

- Individuals who are partially or fully funded for wages by other provincial or federal government employment programs at the same time as the Green Team Program employment period.

Approved Applicants are responsible for ensuring individuals meet the eligibility requirements and must submit an Employee Profile form for each Green Team employee they hire within one week of hiring. If Manitoba determines that an individual does not meet employee eligibility criteria, the approved Applicant will not be reimbursed in accordance with Section 10 (Terms and Conditions).

4. Workplace Safety and Health

All approved Applicants agree to:

- Comply with *The Workplace Safety and Health Act* and applicable regulations.
- Provide general and job specific workplace safety and health training for participants. Resources are available at www.safemanitoba.com.
- Train managers and supervisors on how to train participants. Keep in mind that supervisors must be competent to provide safety and health training for workers.
- Spend ample time explaining the job, providing training and supervising young and new worker participants.
- Identify all hazards and provide specific training on how to perform each task safely before asking participants to do a job.
- Before allowing them to work, make sure participants demonstrate what they have learned and correct any unsafe practices immediately.
- Explain the Applicant's safety rules, emergency procedures, and any restricted work areas, tools or equipment.
- Keep a record of all safety training provided, including evaluations to demonstrate that participants know how to follow the safe work procedures for specific tasks assigned.
- Explain the importance of prompt reporting of unsafe conditions and concerns. Make sure participants know it is a priority for the Applicant and tell them how and to whom they must report a hazard or safety concern.
- Encourage participants to ask questions and ask for help if they are unsure about a task.
- Introduce and provide contact information for members of the Applicant's workplace safety and health committee or representative.

5. What we fund

- All projects that offer youth employment opportunities will be considered for grant funding, except:
 - Projects to be carried out on First Nation Reserve lands.
 - Projects proposing any type of advocacy or solicitation of funds.
 - Projects that include lifeguarding, swimming instruction or pool maintenance duties.
- Support costs are to help cover expenses such as: criminal record and child abuse registry checks; personal protective equipment; project materials; and Workers' Compensation coverage. Costs related to religious activities are not eligible.
- Receipts/other supporting documentation are required to claim for support costs.

6. How much we fund

Municipal governments:

- May be approved for up to \$75,000 in Green Team grant funding (cost-shared amount).
- Will be reimbursed half of the Manitoba minimum wage rate, 4% vacation allowance and CPP/EI remittances, and up to \$125 in support costs for each approved Green Team employee on a 50/50 cost-shared basis up to the total grant approved.

Northern Affairs Community Councils, non-profit organizations and education authorities:

- May be approved for up to \$150,000 in Green Team grant funding.
 - Will be reimbursed the Manitoba minimum wage (visit www.gov.mb.ca/labour/standards/index.html for the most current minimum wage rate), plus 4% vacation allowance and CPP/EI remittances, and up to \$250 in support costs for each approved Green Team employee up to the total grant approved.
- Reimbursement will not be provided for any hours worked outside the Program operating dates (May 1 to September 30) unless a request to extend the project was approved.

7. How to apply

Submit a completed application form to greenteam@gov.mb.ca by the deadline date of March 4, 2024. Applicants are responsible for ensuring their application was received by the deadline date and will receive an auto-reply confirming receipt of their email. Applicants should also save a copy of the original sent email as confirmation that their application was sent by the deadline date.

8. How decisions are made

Applications from eligible Applicants are considered as resources allow and are based on program priorities. Funding is not guaranteed even if an Applicant was approved for a Green Team grant in a previous year.

Priorities for the 2024 summer season are focused on: municipal governments and community-based organizations that can offer full-time employment opportunities for youth, projects that build leadership and employment skills for youth and projects that can demonstrate community need and partnerships.

Officials responsible for the Program have the authority to assess each application on its individual merits and will exercise their discretion in determining the amount (if any) of grant funding approved for each project.

9. Terms and conditions

- If in the opinion of Program staff responsible for the administration of the Green Team Program, an approved Applicant or authorized representative(s) has misrepresented the information provided in the application or other Program documents, used part or all of the funding for purposes other than authorized on the approved application, or fails to comply with the terms and conditions of the Program as described, Program staff may cancel any funding provided and take the appropriate steps to require the approved Applicant or its authorized official(s) to repay in whole or part any funds provided. Failure by Program staff to take action for non-compliance or for a breach of any or all terms and

conditions shall not be construed as a general waiver or relinquishment of this right in future.

- Program staff may conduct scheduled and non-scheduled site visits throughout the duration of the Program to ensure criteria are being followed.
- Manitoba Workplace Safety and Health staff may make unannounced visits to project sites to ensure workplace safety and health procedures are in place and to enforce Workplace Safety and Health regulations.

10. Payment process

- Approved municipal governments will be reimbursed at the conclusion of the project following the submission of a Claim for Reimbursement form.
- Approved Northern Affairs Community Councils, non-profit organizations and education authorities will be provided with an advance payment of 65% of the total grant approved once an Employee Profile form has been approved by the Department. The remaining up to 35% of approved grant funding will be reimbursed at the conclusion of the project following the submission of a Claim for Reimbursement form.
- If actual eligible wage costs and support costs paid by the approved Applicant total less than the total grant funding amount approved, grant payments will be reduced accordingly.

11. Reporting on outcomes and results

The Claim for Reimbursement form and supporting documentation are due on or before November 1, 2024.

NOTE: Approved Applicants that have not fully utilized their grant by September 30 are eligible to request a project extension to December 31, 2024.

12. Letter of Agreement

If an application is approved, Manitoba will prepare a letter of agreement setting out the terms and conditions of funding and will provide same to the Applicant. The Applicant must sign and return the letter of agreement to Manitoba in order to receive funding.

13. Contact Us

Department of Municipal and Northern Relations, Community Development Branch
6-800 Portage Ave., Winnipeg MB R3G 0N4
Ph: 204-945-3379 or 1-855-644-0401 Fax: 204-948-4042
greenteam@gov.mb.ca