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Rm# LB222C – 820 Sherbrook St
Winnipeg MB R3A 1R9

P: 204-787-1892

F: 204-787-4895

E: mbereziak@hsc.mb.ca

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To: HSC - All Nurses

From: Michael Bereziak, Director, Labour and Employee Relations

cc: HSC Executive Team, HR Consultants

Subject: Voluntary Vacation Payout Plan Opportunity for Nursing Staff (MNU)

Health Sciences Centre would like to thank you for your continued commitment to providing our patients with quality care. You continue to play an integral role in the delivery of health services to Manitobans. We recognize that it has been challenging for many of you working during this time of significant change in the system.

As we enter the busy summer months, we are identifying opportunities to try to reduce overtime during this busy time. One of those opportunities is for nurses at Health Sciences Centre being offered a voluntary vacation payout opportunity for scheduled vacation days in July, August, September and/or October. Payout of scheduled vacation time over the busy summer months will assist us in managing increased workload and overtime while ensuring for the delivery of safe patient care.

We would like to make this abundantly clear; this is a voluntary option which will see interested staff exchange some or all of your previously scheduled summer vacation days for an equivalent monetary pay-out of the time. This approach has received the support of WRHA Nursing Leadership and Human Resources. In addition, MNU has been advised of this process to ensure that this opportunity is contract compliant. This option would require mutual agreement from both you and your manager and be limited to 50% of your vacation entitlement to ensure there is no risk posed to you or those you take care of on a daily basis.

All approved vacation payouts will be processed for payment on an off-cycle pay deposit for your convenience, awareness and ease in tracking.

If you are interested in this opportunity, please contact your manager and your local union representative at your earliest opportunity. All requests will be reviewed and considered on a case by case basis by your manager, taking into consideration the circumstances of the individual nurse, as well as operational requirements.

We thank you for your continued commitment to our patients and consideration of this opportunity. If you have any questions, in the interim please do not hesitate to contact your Manager, site Human Resources or your local MNU representative.

