

***COLLECTIVE  
AGREEMENT***

**BETWEEN**

**SHARED HEALTH EMPLOYERS ORGANIZATION**

**AND**

**MANITOBA NURSES UNION**

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**April 1, 2024 to March 31, 2028**

## Table of Contents

ARTICLE	PAGE
PREAMBLE.....	7
ARTICLE 1 -- SCOPE OF RECOGNITION .....	7
ARTICLE 2 -- DURATION .....	7
ARTICLE 3 -- DEFINITIONS .....	8
ARTICLE 4 -- MANAGEMENT RIGHTS.....	10
ARTICLE 5 -- UNION SECURITY AND REPRESENTATION.....	10
ARTICLE 6 -- CONTINUANCE OF OPERATIONS .....	14
ARTICLE 7 -- NON DISCRIMINATION .....	14
ARTICLE 7A -- HEALTH AND SAFETY.....	14
ARTICLE 7B -- REPRESENTATIVE WORKFORCE.....	17
ARTICLE 8 -- TECHNOLOGICAL CHANGE.....	18
ARTICLE 9 -- CHANGE OF FUNCTION OF NURSING UNIT .....	19
ARTICLE 10 -- EMERGENCY, DISASTER, FIRE PLANS .....	19
ARTICLE 11 -- JOINT COMMITTEES.....	20
ARTICLE 12 -- GRIEVANCE PROCEDURE.....	33
ARTICLE 13 -- ARBITRATION PROCEDURE.....	34
ARTICLE 14 -- HOURS OF WORK.....	36
ARTICLE 15 -- SHIFT SCHEDULES.....	37
ARTICLE 16 -- OVERTIME .....	43
ARTICLE 17 -- SHIFT PREMIUM AND WEEKEND PREMIUM .....	45
ARTICLE 18 -- STANDBY.....	48
ARTICLE 19 -- RESPONSIBILITY PAY .....	50
ARTICLE 20 -- TRANSPORTATION ALLOWANCE/ESCORT DUTY .....	53
ARTICLE 21 -- VACATIONS .....	55
ARTICLE 22 -- RECOGNIZED HOLIDAYS.....	59
ARTICLE 23 -- INCOME PROTECTION AND WORKERS COMPENSATION.....	61
ARTICLE 24 -- LEAVE OF ABSENCE .....	66
ARTICLE 25 -- SENIORITY .....	80
ARTICLE 26 -- NOTICE OF TERMINATION OF EMPLOYMENT.....	82
ARTICLE 27 -- LAYOFF AND RECALL.....	83
ARTICLE 28 -- PROMOTION AND REASSIGNMENT.....	87

ARTICLE 29 -- DISCIPLINE, DEMOTION AND ACCESS TO PERSONNEL FILE.....	93
ARTICLE 30 -- VACANCIES, TERM POSITIONS AND NEW POSITIONS .....	95
ARTICLE 30A – NURSE-INITIATED MOBILITY .....	100
ARTICLE 31 -- PROBATIONARY PERIOD.....	103
ARTICLE 32 -- PERFORMANCE APPRAISALS.....	103
ARTICLE 33 -- DAMAGE TO PERSONAL PROPERTY .....	104
ARTICLE 34 -- SPECIAL UNDERSTANDINGS RE PART-TIME NURSES .....	104
ARTICLE 35 -- SPECIAL UNDERSTANDINGS RE CASUAL NURSES .....	107
ARTICLE 36 -- SPECIAL UNDERSTANDINGS RE GRADUATE NURSES, GRADUATE PRACTICAL NURSES AND GRADUATE PSYCHIATRIC NURSES .....	109
ARTICLE 37 -- HEALTH PROGRAM .....	110
ARTICLE 38 -- SALARIES AND INCREMENTS .....	111
ARTICLE 39 -- EMPLOYEE BENEFIT PROGRAM.....	114
ARTICLE 40 -- OVERPAYMENTS .....	115
ARTICLE 41 -- STAFF ORIENTATION .....	117
ARTICLE 42 -- EMPLOYER-INITIATED MOBILITY.....	117
APPENDIX "A" -- SALARIES .....	125
APPENDIX "B" -- ACADEMIC ALLOWANCE.....	153
APPENDIX "C" -- OCCUPATIONAL CLASSIFICATIONS.....	155
APPENDIX "D" -- SITE LIST .....	159
APPENDIX "E" -- MEALS AND MISCELLANEOUS EXPENSES .....	168
APPENDIX "F" -- BI-WEEKLY REMOTENESS ALLOWANCES.....	173

## MEMORANDA OF UNDERSTANDING

1. Re: Ratification of Collective Agreement .....	180
2. Re: Manitoba Health Premiums ( <i>n/a @ Breast Health Centre</i> ) .....	180
3. Re: Amnesty From Provincial Wage/Hours Of Work Reduction Legislation .....	180
4. Re: Shifts of Less than 7.75 Hours ( <i>n/a @ Breast Health Centre</i> ).....	180
5. Re: Agency Nurses.....	181
6. Re: Group Benefit Plans.....	182
7. Re: Pensions [Participation in Jointly Trusteed Pension Plan (HEPP)] .....	182
8. Re: Joint Nursing Council .....	183
9. Re: Buyback of Healthcare Employees' Pension Plan (HEPP) Pension .....	184
10. Re: Participation in PHCLA/Redeployment .....	184

11. Re: Provisions for Part-time Nurses Occupying More Than One Position Within Sites Comprising the Employer .....	189
12. Blank .....	191
13. Re: Secondment of a Nurse Elected to Serve as President of the Manitoba Nurses' Union.....	191
14. Re: Letter of Understanding – HEPP COLA Fund .....	193
15. Re: Former Civil Service Nurses Who Have Maintained Their Pension with the Civil Service Superannuation Plan.....	195
16. Re: Grievance Investigation Process.....	196
17. Re: 12 Hour Shift Schedule Pattern.....	200
18. Re: 10 Hour Shift Schedule Pattern.....	204
19. Re: 7.75/11.63 Hour Shift .....	208
20. Re: Transfer of Program as per Article 4204 (A) .....	213
21. Re: Relocation Assistance as per Article 4204 (A) - Program Transfers .....	213
22. Re: Seniority Recognition .....	215
23. Re: Return of Service Agreements .....	216
24. Re: Provincial Travel Nurse Team (the “Team”).....	217
25. Re: Preservation of Seniority, etc. For Different Annual Work Hours .....	227
26. Re: Article 3408 (Increments).....	229
27. Re: Hours of Work .....	229
28. Re: Undergraduate Nursing Employee (UNE).....	229
29. Re: Vacancy Information Provided to Patient Care Optimization Committee .....	231
30. Re: Reference to Standardization Committee During Term of Agreement.....	231
31. Re: French Language.....	232
32. Re: Article 30A.....	233
33. Re: Appendix C – Occupational Classifications.....	233
34. Re: Regional Float Nurse(s) .....	234
35. Re: Joint Safe Patient Care Committee.....	235
36. Re: Compressed Schedule Worker .....	235
37. Re: Supervised Internationally Education Nurse (SIEN).....	235
38. Re: Internationally Educated Nurse/Nurse Re-Entry/Refresher Program- Undergraduate Nursing Employee (IEN/NREP-UNE) .....	237
39. Re: Nursing Recruitment and Retention Fund (NRRF).....	239
40. Re: PIO Incentive Full-Time Weekend Worker Nurses.....	240
41. Standardizing of Offering of additional Available Shifts and Overtime.....	240

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42. Classification Discussion .....	241
43. Joint Nurses' Safety Working Group.....	241
44. Re: Funding of Online Workload Staffing Report System.....	243
45. Re: Transition of Incentives .....	243
46. Re: Nurse Practitioners and Most Responsible Provider.....	244
47. Re: Reduction of EFT .....	245
48. Re: CRN-Charge .....	245
49. Reconnection of Seniority.....	245
50. Re: HEB Re-Opener.....	247
51. Re: Inter-facility Position(s).....	247
52. Re: Nurses in Inter-facility Positions .....	248
Re: Job Sharing .....	251
Re: Definition of Units at CancerCare Manitoba.....	253
Re: Article 1504 (d) .....	255
Re: Manitoba Nurses' Union Process for Unfilled Positions .....	257
Re: Application of Offering of Overtime and Additional Available Shifts .....	259
Re: Special Understandings - Clinical Nurse Specialists (CNS).....	260
Re: Secondment of a Health Sciences Centre Nurse Elected to Serve as President of the Worksite 10 .....	261
Re: Secondment of a Health Sciences Centre Nurse Elected To Serve As Vice-President of Worksite #10 .....	264
Re: Research Nurse Positions .....	267
Re: Child Health Program Nurses and Critical Care Program Nurses .....	268
Re: Nurse Practitioners CancerCare/Health Sciences Centre .....	270
Re: Nurse Clinician – Bleeding Disorder Program .....	272
Re: Child Health Program Nurses Health Sciences Centre Site and Home Care .....	274
Re: Child Health Program Nurses Health Sciences Centre and Rehabilitation Centre for Children.....	276
Re: Therapeutic Aphoresis Program – Health Sciences Centre and St. Boniface Hospital .....	278
Re: Renal Transplant Coordinator/Multi Organ Donor Coordinator – Health Sciences Centre and St. Boniface Hospital .....	280
Re: Renal Transplant Coordinator/Multi Organ Donor Coordinator – Health Sciences Centre and Grace Hospital.....	282

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Re: Renal Transplant Coordinator/Multi Organ Donor Coordinator – Health Sciences Centre and Seven Oaks General Hospital .....	284
Re: Newborn Follow Up Clinic Nurse and RCC Clinic Nurse .....	286
Re: MOU Re Staff Mobility Within the Following Facilities/Programs of the WRHA System .....	288
Re: Article 2411 Bereavement Leave.....	289
INDEPENDENT ASSESSMENT COMMITTEE (IAC) .....	293
RE: FULL-TIME HOURS SALARY ENHANCEMENT– 2015 ANNUAL HOURS .....	294
RE: SUB-COMMITTEE ON NURSE PATIENT RATIOS.....	306
RE: COVID REACTIVATION .....	309

**THIS AGREEMENT MADE BETWEEN:**

**SHARED HEALTH EMPLOYERS ORGANIZATION**  
(hereinafter referred to as the “Employers Organization”)

**– and –**

**MANITOBA NURSES UNION**  
(hereinafter referred to as the “Union”)

WHEREAS, it is the desire of both parties to this Agreement to recognize a mutual obligation to provide the best possible quality of health care through the successful operation of the Health Care Organization; and recognizing that some Employers are Faith based; and to maintain harmonious relationships between the Employers and the members of the Union; and to recognize the value of joint discussion and negotiation in matters related to working conditions; and

WHEREAS, the Employers Organization and the Union have agreed to enter into a Collective Agreement containing terms and conditions of employment of the nurses as herein set forth; and

WHEREAS, the Employers Organization recognizes the responsibility to secure nurses from risks to their safety, health and welfare arising out of or in connection with the activities in their workplaces, the Employers will comply with their responsibilities in accordance with Section 2(2) of The Workplace Safety and Health Act.

NOW, THEREFORE, the Employers Organization and the Union mutually covenant and agree as follows:

**ARTICLE 1 -- SCOPE OF RECOGNITION**

**101** The Employers Organization recognizes the Union as sole bargaining agent for nurses in the bargaining unit defined in the Health Section Bargaining Unit Review Act Certificate HSBURA-0030.

**ARTICLE 2 -- DURATION**

**201** This Collective Agreement shall be in full force and effect from the 1<sup>st</sup> day of April, 2024, up to and including the 31<sup>st</sup> day of March, 2028.

**202** Either party to this Collective Agreement desiring to terminate this Collective Agreement or renegotiate a new Agreement, shall give notice to the other party in writing at least ninety (90) days prior to the expiration date of the Collective Agreement and present its proposals in writing at a meeting between the parties, within thirty (30) days following such notice. If notice is not given as above, the Collective Agreement shall be automatically renewed without change for a further period of one (1) year.

**203** The provisions of this Agreement shall continue in effect following the expiry date until replaced by a new Agreement, or until the declaration of a strike or lockout, whichever occurs first.

### **ARTICLE 3 -- DEFINITIONS**

**301** A "nurse" is a Registered Nurse, or a Nurse Practitioner (Registered Nurse Extended Practice) or a Licensed Practical Nurse, or a Registered Psychiatric Nurse, or a graduate nurse, or a graduate nurse extended practice or a graduate practical nurse, or a graduate psychiatric nurse, or an Operating Room Technician who is employed by the Employer in one of the occupational classifications described in Appendix "C" attached hereto and forming part of this Agreement, subject to Article 3806 herein.

**302** Employment status of nurses shall be defined as:

- (a) A "full-time nurse" is one who works the full prescribed hours of work specified in Article 14.
- (b) A "part-time nurse" is one who works on a regular and continuing basis for less than the full prescribed hours as specified in Article 14 but not less than seven and three-quarter (7.75) hours per bi-weekly period when averaged over a four (4) week period.
- (c) A "casual nurse" is one called in occasionally by the Employer to replace a full-time or part-time nurse or to supplement regular staff coverage in situations of unforeseen staff shortage.

**303** "Weekend" shall mean the 48 hour period between 0001 hours on the Saturday to 2400 hours on the following Sunday.

**304** "Bi-weekly period" as used herein shall mean the two (2) weeks constituting a pay period.

**305** The provisions of this Collective Agreement are intended to be gender neutral and gender inclusive. A word used in the singular applies also in the plural, unless the context otherwise requires.

**306** A "Registered Nurse" or a "Nurse Practitioner" (Registered Nurse Extended Practice) is a person entitled to practice under the Regulated Health Professions Act of Manitoba.

**307** A "Licensed Practical Nurse" is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.

**308** A "Registered Psychiatric Nurse" is a person entitled to practice under the Regulated Health Professions Act of Manitoba.

**309** An "Operating Room Technician" shall mean a person who has graduated from a formal course in Operating Room Technology approved by the Employer.

**310** A "graduate nurse" means a person whose name is entered on the graduate nurse register of the College of Registered Nurses of Manitoba. A "graduate nurse extended practice" means a person whose name is entered on the graduate nurse extended practice register of the College of Registered Nurses of Manitoba. A "graduate practical nurse" means a person whose name is entered on the register of graduate practical nurses of the College of Licensed Practical Nurses of Manitoba. A "graduate psychiatric nurse" means a person whose name is entered on the register of graduate psychiatric nurses of the College of Registered Psychiatric Nurses of Manitoba. The terms of this Agreement shall be applicable to the graduate nurse, the graduate practical nurse, graduate psychiatric nurse, and graduate nurse practitioner, except as otherwise specified in the Collective Agreement.

**311** Definition of Continuous Service/Length of Employment

"Length of Employment" with an Employer shall mean the period of time since an employee last became a full-time or part-time employee in a permanent or term position for purposes of calculating all entitlements pursuant to this Agreement including, but not limited to, vacation, bonus vacation and pre-retirement leave and "Length of Service" shall have a similar meaning. Conversion from full-time or part-time status to casual status shall be considered a break in service and no period of casual employment or prior full-time or part-time employment in a permanent or term position shall be included in an employee's length of employment or length of service even when a casual employee subsequently becomes a full-time or part-time employee.

**312** Site(s)" shall mean the program(s)/facility(ies) within the Employer as listed in Appendix "D" under the Site List column.

**313** "Employer" shall mean the legal entity with whom the nurse is employed as listed in Appendix "D" under the Employer List column.

**314** "Employers Organization" shall mean the party to this Agreement, being the collective total of Employers listed in Appendix "D" (Employer list column) herein established for the purpose of identifying the group of Employers party to this Collective Agreement.

**315** "Layoff" shall mean the temporary or permanent removal of a nurse from active employment status as a result of an employment security notice issued in accordance with Article 27. It is understood that nothing contained in the definition of layoff shall abrogate, limit or restrict any right of a nurse as provided in Article 27.

## **ARTICLE 4 -- MANAGEMENT RIGHTS**

**401** The Union recognizes the right of the Employer to exercise its function of management which includes, without limiting the generality of the foregoing; the right to direct the work of its nurses; to hire, promote, demote and discipline, suspend and discharge for just cause; or to expand or contract the numbers of the work force; to assign activities, determine job content; to transfer nurses to any area within the jurisdiction of the Employer; and to determine the numbers and the classification of nurses at any designated work area; to make, modify, and enforce rules and regulations in a manner consistent with the terms of this Agreement, and to establish the standards of volume, the level and quality of work performance, and if necessary, to sub-contract work to meet the requirements of the institution.

The Employer agrees not to exercise the foregoing rights in a manner inconsistent with this Agreement.

**402** The Employer, in administering the Collective Agreement, shall act reasonably, fairly, in good faith, and in a manner consistent with the Collective Agreement as a whole.

## **ARTICLE 5 -- UNION SECURITY AND REPRESENTATION**

**501** All nurses who are union members in good standing, or who may subsequently become union members in good standing shall as a condition of employment maintain union membership during the life of this Agreement. All nurses who are not union members shall not be required to become members as a condition of employment. All new nurses hired shall as a condition of employment, become union members within ninety (90) days from the date of employment and shall as a condition of employment, remain union members in good standing during the life of this Agreement.

The Employer agrees to deduct an amount equal to the current Union dues as directed in writing by the Manitoba Nurses' Union from each nurse in the bargaining unit, whether a member of the Union or not. Such letter shall include any dues exemptions. The Employer shall forward such dues to the Manitoba Nurses' Union within fifteen (15) business days following the date deductions were made together with a list of the names of nurses from each site/program for whom deductions have been made and a list of the names of all nurses newly hired/terminated and all nurses on leave of absence for a

period of four (4) weeks or longer. Electronic copies of the lists from each site/program will be provided with specifications as indicated below.

Annually, by January 31<sup>st</sup> a list including the name, address and telephone number of each nurse currently in the bargaining unit shall be sent to the Union. This information may only be used by the Union for the purpose of communicating with its members.

The Employer also agrees to deduct once annually the amount of any special general assessment made by the Union. The Union shall notify the Employer, in writing, of the amount of the assessment at least one (1) month in advance of the end of the pay period in which the deductions are to be made.

The Employer agrees to provide each newly hired nurse with a Union Membership Form, or provide an electronic Union Membership Form, or link to an electronic Union Membership Form as requested/determined by the Union at the time of hiring. A nurse who chooses to complete the Union Membership Form shall forward the completed Union Membership Form to the Worksite President.

The Union commits to have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of this information.

**502** The Employer agrees to deduct union dues and the amount of any special general assessment in arrears upon receiving written authorization from the Union, and the Union agrees that all nurses to which the foregoing applies shall be given advance notice of the requested adjustment; and the Union further agrees to make refunds to nurses in the event of an overdeduction of dues.

**503** When a nurse makes known to the Employer or the Union that they are a member of a religious group which has as one of its articles of faith the belief that members of the group are precluded from being members of or financially supporting any union or professional association, the matter shall be dealt with in accordance with Section 76(3) of the Labour Relations Act of Manitoba.

**504** The Union shall notify the Employer in writing of any change in the amount of dues at least one (1) month in advance of the end of the pay period in which the deductions are to be made; however, such change shall not be made more frequently than once in a twelve (12) month period.

**505** The Union shall save the Employer harmless from any claims from nurses covered by this Agreement as a result of dues or special general assessments having been collected in accordance with the terms of this Article.

**506** The Union shall provide the Employer with a list of officers and nurse representatives of the Union, and shall provide the Employer with a revised list within four (4) weeks of any changes made. The Employer also agrees to notify the Union when there are changes to relevant management positions.

**507** Union activities other than those provided for in this Agreement shall not be conducted during the hours of duty of any nurse, nor in any non-public restricted area of the Employer's premises, without prior authorization by persons designated by the Employer.

**508** If required in relation to the renewal of this Agreement or any new Agreement which may be negotiated as herein provided, nurse representatives or officers of the Union shall be granted time off duty, without loss of pay, to participate in negotiations in which both the Employer and the Union are represented, subject to a maximum cost as follows:

(a) Worksite Negotiations:

Facilities of less than 150 beds -- Two (2) nurses

Facilities of 151 - 400 beds -- Three (3) nurses

Facilities of over 400 beds -- Four (4) nurses

This sub-paragraph (a) shall only apply in the event Worksite Negotiations of individual site Collective Agreements are reinstated, such that the Employers Organization structure established under the HSBURA is no longer applicable to the affected Employers/sites for the purpose of collective bargaining.

(b) In the case of "Central Table" negotiations, salaries of up to twelve (12) nurses representing participating Manitoba Nurses' Union regions/worksites shall be maintained by the respective Employers.

The number of nurses from each Employers Organization shall be designated/determined by the Union.

**509** The Employer shall provide the Manitoba Nurses Union (MNU) link to the electronic copy of the Collective Agreement to each nurse at the time of hiring.

**510** A suitable notice board or notice board space for the use of the Union will be provided by the Employer. Such notice boards shall be located in each building within the site where members of the bargaining unit are regularly employed. The Employer reserves the right to request the removal of posted material if considered damaging to the Employer and the Union agrees to comply with this request.

**511** The Employer agrees to show on the income tax (T-4) slip of each nurse, the total amount of union dues deducted from their earnings and remitted to the Union.

**512** A representative of the Union shall be granted not less than forty-five (45) minutes at a time authorized by the Employer, within thirty (30) calendar days of hiring a nurse in order to familiarize newly hired nurses by the Employer with the general conditions and responsibilities with respect to this Collective Agreement and to the Union. A management representative may be present during this period. . Where it is not

reasonably possible to hold a Union orientation within the thirty (30) calendar day time limit, the Employer shall notify the Union of such, including reasoning, and will provide the orientation as soon as practicable.

**513** No nurse shall be required to make a written or verbal agreement with the Employer which may conflict with the terms of this Agreement, in accordance with Section 72(1) of the Labour Relations Act of Manitoba.

**Applicable for Health Sciences Centre site only:**

**514** In order to facilitate the holding of ward representative meetings, the Employer agrees that ward representatives who are on duty at the time shall be allowed to attend one ward representative meeting per month of up to one hour's duration, subject to the following conditions:

- (a) the time the nurse is absent from the ward shall include the time that they would normally use for meal break
- (b) the meeting time utilized in excess of the ward representative's normal meal period shall only be granted if it is not detrimental to patient care as determined by the Manager or nurse in charge of the ward.

**515** Where a nurse, as a member of the MNU bargaining committee:

- a) Has their scheduled week of vacation fully or partially disrupted due to collective bargaining negotiation meetings with the Employer, the nurse may, at their election, choose one of the following options for every week of vacation disrupted:
  - (i) Reschedule vacation amongst remaining available weeks in the vacation schedule within the current vacation year.
  - (ii) Carry over the week(s) of disrupted vacation for use in the subsequent vacation year, up to a maximum of ten (10) days of current annual vacation (pro-rated for part time nurses).
- b) Where a single personal use vacation day(s) has been disrupted the nurse may choose amongst the following options:
  - (i) Select an alternate day(s) of vacation amongst the remaining available days in the vacation schedule within the current vacation year.
  - (ii) Elect to carry over the vacation day(s) for use in the subsequent vacation year, up to a maximum of five (5) days.

## **ARTICLE 6 -- CONTINUANCE OF OPERATIONS**

**601** The Union agrees that during the life of this Agreement there shall be no strike, and to this end the Union will take affirmative action to prevent any nurse covered by this Agreement from striking. The Employer agrees that for the duration of this Agreement, there shall be no lockout.

## **ARTICLE 7 -- NON DISCRIMINATION**

**701** The parties agree that there shall be no discrimination, interference, restriction, harassment or coercion based on the applicable characteristics cited in Section 9 of the Human Rights Code of Manitoba.

**702** The Employer and the Union agree that no form of workplace harassment, sexual harassment, disruptive workplace conflict, disrespectful behavior or violence, shall be condoned in the workplace. It is further agreed that both parties will work together in recognizing and resolving such problems should they arise. Situations involving sexual harassment shall be treated in strict confidence by both the Employer and the Union, except where disclosure is required by law.

## **ARTICLE 7A -- HEALTH AND SAFETY**

**7A01** The parties to this Collective Agreement endorse the importance of a safe and secure environment, in which nurses must work. The parties will work together in recognizing and resolving Occupational Health and Safety issues.

**7A02** In accordance with the Workplace Safety and Health Act, the Employer agrees to make reasonable and proper provisions for the maintenance of a high standard of health and safety in the workplace and will provide safety and personal protective equipment where required and install safety devices where necessary.

**7A03** The Workplace Safety and Health Committee shall cooperate with Union representation for the purpose of ensuring health and safety in the workplace and the identification of health and safety hazards.

On an annual basis the Workplace Safety and Health Committee will be provided with and will review the Critical Incident Stress Response policy, security/response plans and all other applicable policies and regulations.

The Employer will make available where it exists, support through the Critical Incident Stress Response (CISR) team, or where there is no CISR team, appropriate Critical Incident support, to a nurse affected by a Critical Incident, an incident or circumstances that are deemed by the nurse to be outside the normal experience of their

duties/workplace, and/or upon request of the nurse, or the manager on behalf of the nurse.

Where the Employer, does not currently maintain a CISR team, they shall provide the Union with the specifics of how nurses are provided support similar to that provided by CISR teams, and through what programs and/or services.

Where maintenance of CISR teams is no longer reasonably possible the Employer shall provide the Union as much notice as possible and the parties shall meet to discuss what options are to be implemented to continue provision of similar support to nurses.

The Employer will communicate to members the option to activate CISR as well as provide information as to the nature of the support provided by the CISR teams.

The parties agree that there shall be a dedicated mental health support unit (over and above EAP), funded by PCOC, and established exclusively for nurses in the bargaining unit.

The parties agree to establish a committee within sixty (60) days of ratification of this agreement to establish the scope, duties and terms of reference of the mental health support unit.

**7A04** The Employer and the Union agree that no form of abuse, harassment or bullying of nurses will be condoned in the workplace. Both parties will work together in recognizing, facilitating the reporting of alleged abuse and resolving such problems as they arise.

There shall be zero tolerance of abuse, harassment or bullying.

Any nurse who believes a situation may become or has become abusive, harassing or bullying shall report this to the immediate supervisor. The Employer shall notify the Union ninety-six (96) hours after the receipt of the report. Every reasonable effort will be made to rectify the abusive situation to the mutual satisfaction of the parties.

Any workplace injury or harmful exposure suffered by a nurse shall be reported to the Union no later than ninety-six (96) hours after the report/notification is made to the Employer. Such report to the Union will include the name of the affected nurse, if the nurse agrees, and a brief description as to the mechanism of injury/exposure.

In regards to respectful workplace; there shall be a policy supporting a Respectful Workplace which shall be provided to the Union, and shall be reviewed annually by the Workplace Health and Safety Committee. Such policy shall address the issue of communication strategies, which will include signage. The Employer's Respectful Workplace policy shall include a commitment to conclude the investigation as quickly as is reasonably possible. Where a respectful workplace complaint is filed by a nurse, the

Employer shall notify the Union of such complaint no later than ten (10) business days following receipt of the complaint.

Where the Union has concerns regarding the impartiality of an Employer conducted Respectful Workplace Investigation, the Union shall have the right to request the investigation be conducted by an individual from outside the work site. The Employer shall give all due reasonable consideration to such request.

If a Respectful Workplace Investigation is conducted, a report of findings, or a summary of the report will be shared by the Employer with the complainant and respondent nurse(s). Where a summary is provided, rather than the full report the Union may request and the Employer shall provide the rationale for the provision of a summary rather than the full report. The complainant and respondent may share the report/summary with the Union if they wish.

**7A05** At the request of a nurse, the Employer shall provide, at no cost to the nurse, vaccination(s) and/or immunization(s) for occupational illness(es) in accordance with the Canadian Immunization Guide from the Laboratory Centre for Disease for Health Canada.

All reasonable efforts should be made to provide immunization(s) to the nurse during their regularly scheduled work hours.

**7A06** **Rehabilitation and Return to Work Program** - The Employer agrees to actively participate and facilitate the rehabilitation and return to work of ill, injured or disabled nurses even when they are not covered under the D & R, WCB or MPI programs. For clarity, where a nurse is waiting for a decision from D & R, WCB, or MPI and has been medically cleared to return to work, the Employer will pay for all return to work hours. It is understood that the nurse will reimburse the Employer once their claim is accepted. Any such nurse will be supernumerary in nature when reasonably possible. The Union shall be notified by the Employer if there is a request for a Rehabilitation and Return to Work Program for a nurse. The Employer shall include the Union in the initial meeting with the nurse to review the provisions of the program to ensure that the work designated is within their restrictions and limitations. If required, the Employer shall schedule subsequent (progress) review(s) with the Union and the nurse and may proceed without the Union's involvement subject to the Union's concurrence. Where appropriate, by agreement between the Employer and the Union, job postings may be waived.

**Not Applicable at non-transferred sites**

Nurses may be placed in a rehabilitation program within a fifty (50) kilometre radius of the originating site unless a greater distance is mutually agreed between the Employer and the nurse.

**7A07** **Whistle Blowing Protection** - Nurses who exercise their rights in accordance with the Public Interest Disclosure Act shall not be subject to discipline or reprisal.

**7A08** Basic pay or equivalent time off with a minimum of one (1) hour guaranteed to nurses who are not on duty, will be granted to nurses appointed by the Union to attend meetings of the Workplace Safety and Health Committee or to perform such other duties as may be specified in the Workplace Safety and Health Act or prescribed by regulation.

In accordance with the Workplace Safety and Health Act, a nurse is entitled to take time off from their regular work duties in order to carry out their duties as a committee member under this Act and the regulations. The nurse shall be paid by the Employer at their regular or premium pay, as applicable, for all time spent carrying out their duties as a committee member under this Act and the regulations.

Upon application, each nurse on the Workplace Safety and Health Committee shall be granted paid educational leave in accordance with the Workplace Safety and Health Act.

As part of the above paid education days, new Committee Members shall be required to attend a basics course offered by Manitoba Workplace Safety and Health or an equivalent course approved by the Workplace Safety and Health Committee within their first year on the Committee.

**7A09** The Employer recognizes its obligation to ensure, so far as is reasonably practicable, the safety, health and welfare of nurses at work. The Employer agrees that the obligation includes taking all precautions necessary, in so far as is reasonably practicable, even where there is not yet scientific certainty regarding the efficacy and/or necessity of such measures.

## **ARTICLE 7B -- REPRESENTATIVE WORKFORCE**

**7B01** Health services across Manitoba are provided in facilities located on the original lands of First Nations and Inuit peoples, and on the homeland of the Métis Nation. Manitoba's health authorities respect that First Nations treaties were made on these territories and we dedicate ourselves to collaborate in partnership with First Nations, Inuit, and Métis peoples in the spirit of reconciliation.

**7B02** The Union and the Employer agree with the goal of achieving a representative workforce for First Nations, Métis, and Inuit ("Indigenous") peoples who are significantly underrepresented in the health workforce. Additional actions are needed to promote and facilitate employment of Indigenous persons in health care occupations at all levels. The parties shall work collaboratively to:

- (a) Develop strategic initiatives and programs that:
  - Foster mutual respect, trust, equity, open communication, and understanding;
  - Focus on recruiting, training, and career development of Indigenous staff;
  - Identify workplace barriers that may be discouraging or preventing Indigenous staff from entering and remaining in the workforce;

- Foster reconciliation in race and cultural relations;
  - Promote the elimination of anti-Indigenous racism in the healthcare system.
- (b) Promote and publicize initiatives undertaken to encourage, facilitate, and support the development of a representative workforce.

**7B03** The Employer will implement educational opportunities for all employees to promote awareness of cultural diversity with an emphasis on Indigenous peoples. This will include enhanced orientation sessions for new employees to promote cultural awareness with emphasis on Indigenous peoples. Anti-racism education will be offered. The Union will encourage participation in such efforts amongst its members.

**7B04 Truth and Reconciliation**

The parties agree to collaborate in finding constructive ways of implementing the Calls to Action outlined by the Truth and Reconciliation Commission of Canada, June 2015 that are relevant to health and healthcare, including improving cultural competencies, improving health outcomes, supporting culturally appropriate healthcare services, and increasing the number of Indigenous employees in the health care system.

## **ARTICLE 8 -- TECHNOLOGICAL CHANGE**

**801** Technological Change shall mean the introduction by the Employer of equipment or material of a different nature or kind than that previously used by the Employer, and a change in the manner in which the Employer carries on the work, that is directly related to the introduction of that equipment or material.

In the event of a technological change occurring during the life of this Agreement which will displace or adversely affect one or more nurses in the bargaining unit:

- (a) The Employer shall notify the Union at least one hundred and twenty (120) working days before the introduction of the technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on nurse(s).
- (b) The Employer and the Union will meet as soon as possible and not later than ninety (90) working days prior to the intended date of implementation for the purpose of negotiating reasonable provisions to protect the interest of nurse(s) so affected.
- (c) If the Employer and the Union fail to agree upon measures to protect the nurse(s) from any adverse effects, the matter may be referred by either party to arbitration as provided for under the terms of this Agreement.

**802 Applicable for SH (direct operations):**

A nurse who is displaced from their job as a result of technological change:

- (i) shall be entitled to apply for any vacancy within the sites comprising the Employer, or
- (ii) shall have the right to displace a nurse with less seniority in accordance with Article 27 specified in this Agreement.

**Applicable for all non-transferred sites:**

A nurse who is displaced from their job as a result of technological change:

- (i) shall be entitled to apply for any vacancy, or
- (ii) shall have the right to displace a nurse with less seniority in accordance with Article 27 specified in this Agreement.

**803** Where newer skills are required than are already possessed by nurse(s) who are affected by a technological change as provided in Article 801, such nurse(s) shall, at the expense of the Employer, be given a reasonable training period during which they may acquire the skills necessitated by the new method of operation or, at the option of the Employer, be trained in a new area in respect of which there is a demand for individuals possessing such skills. There shall be no reduction in wage or salary rates during the training period of any such nurse.

## **ARTICLE 9 -- CHANGE OF FUNCTION OF NURSING UNIT**

**901** Should the Employer find it necessary in the interest of patient/client care, reduction of costs, or increased efficiency, to change the general overall function of a nursing unit, the Employer shall provide written notice to the nurses and the Union at least ninety (90) days in advance of the change of function. The Employer and the Union shall enter into discussion within fourteen (14) calendar days of notice being given for the purpose of affecting reasonable provisions to protect the interests of the nurse(s) so affected.

## **ARTICLE 10 -- EMERGENCY, DISASTER, FIRE PLANS**

**1001 Emergency**

- (a) In any emergency or disaster, nurses are required to perform duties as assigned notwithstanding any contrary provision in this Agreement.

For purposes of this Article, emergencies will be those situations which directly affect the safety or well-being of patients/residents/clients in the site.

In the event of the declaration of an emergency, written confirmation of same will be given to the President of the Union by the Employer.

In the event of the issuance of a major health alert such as a possible pandemic occurrence, it is understood that notification will also be provided to the Manitoba Nurses' Union.

- (b) Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of Article 16 shall apply to overtime hours worked.
- (c) This clause is subject to the Labour Relations Act of Manitoba.

## **1002**      Drills

- (a) Site disaster, emergency or fire plans brought into effect by drill shall override the provisions of this Agreement provided always that where overtime is worked by reason of a disaster or fire drill, pay, or by mutual agreement equivalent time off will be granted.
- (b) The importance of regular disaster plan exercises and fire drills is mutually acknowledged by the Employer and the Union and, to this end, the participation of all nurses is encouraged.
- (c) Fire drills and equipment testing shall be held in accordance with the Manitoba Fire Code, and a review of written disaster plan exercises will be conducted at least once annually. The site will ensure that the telephone fan-out system will be maintained on a perpetual basis. Each newly hired nurse shall receive the appropriate information relative to the site emergency, disaster, and fire plans during orientation to the site. An inservice session related to evacuation procedures will be conducted at least once annually.

The Workplace Safety and Health Committee will be provided with a copy of the written Disaster Plan annually for their information. The Committee may provide feedback.

## **ARTICLE 11 -- JOINT COMMITTEES**

### **1101**      Release Time

- (a) Basic pay or equivalent time off, with a minimum of one (1) hour guaranteed to nurses who are not on duty, will be granted to nurses appointed by the Union to attend meetings of the Union Management Committee, Nursing

Advisory Committee and any other worksite, regional, or provincial joint committee to which the Union is required or requested by the Employer to appoint representatives.

- (b) All reasonable efforts will be made to relieve a nurse who is appointed to attend meetings of the Union Management Committee, Nursing Advisory Committee, NRRF Committee or any other worksite, regional, or provincial joint committee to which the Union is required or requested by the Employer to appoint representatives, without loss of salary or benefits. This clause is applicable when the meeting(s) occurs during hours the nurse is otherwise scheduled to work.

## **1102**

### **Union Management Committee**

- (a) The Employer and the Union agree to establish and maintain a Union Management Committee at either a site comprising the Employers Organization, or multiple-sites comprised within the same Employers Organization, structure being dependent on mutual agreement between the Employer and the Union. The Union Management Committee will consist of not less than two (2) persons appointed by each of the parties. Management representatives shall include the designated senior nursing manager at the site or Employers Organization. Union representatives shall be nurses employed at the site and shall include the President and/or Vice-President of the Worksite. Appointments shall be made for a term of one (1) year but without limit on the number of consecutive terms a member may serve. The committee shall meet at the request of either party subject to five (5) days notice being given, but not less than quarterly unless otherwise mutually agreed. Other persons may be invited to participate as mutually agreed.

The purpose of this committee shall be to discuss/study/make recommendations to the Employer and Union regarding matters of mutual concern at that site and/or Employer Organization.

- (b) In addition, the Employer and the Union agree to establish and maintain a Regional Union Management Committee for the Employers Organization consisting of one (1) nurse from each site in the agreed upon groupings appointed by the Union, and senior management representatives appointed by the Employer, the number of whom shall not exceed the number of Union representatives. The Committee shall meet at the request of either party subject to ten (10) days notice being given, but not less than semi-annually. Other persons may be invited to participate as mutually agreed.

This committee shall address concerns as follows:

- (i) Issues that have been referred by any site/multi-site Union Management Committee because they could not be resolved at the site level, or
- (ii) Issues that have region-wide implication.

Where a nurse is required to use their vehicle to travel to attend meetings of this committee at a location other than their work site/office, they shall be reimbursed by the Employer in accordance with the prevailing Province of Manitoba mileage rates. It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

### **1103 Nursing Advisory Committee**

#### **(1) Purpose of the Committee**

- (a) At the request of either the Union or the Employer's senior nursing management, a Nursing Advisory Committee (NAC) shall be established at each site to:
  - (i) Review and make recommendations relative to those unresolved issues relating to workload and staffing including documented Workload Staffing Reports.
  - (ii) Provide a forum for discussion and make recommendations on issues relative to nursing professional practice such as nursing standards, nursing functions, physical planning and layout of facilities as they relate to nursing and other matters of concern.
- (b) The parties mutually recognize that resolving nurses' workplace issues supports the delivery of effective patient/resident/client care and contributes to a healthy work environment.
- (c) It is further agreed it is in the best interests of the Employer, the facilities/sites/programs and the nurses to work together to resolve the issues relative to staffing and scheduling, prolonged periods of work (consecutive hours and consecutive shifts), standby assignments, agency nurse utilization and the use of part time additional shifts and casual shifts as it relates to the creation of permanent positions.
- (d) It is further agreed that to facilitate the effective functioning of the NAC, the NAC as a committee shall be provided no less frequently than quarterly all data related to use of additional and/or casual shifts, overtime hours, and vacancies, as well as Agency Nurse utilization with a view to making recommendations relative to the creation of positions and service delivery strategies to ensure the

highest quality of patient/client/resident care and compliance with professional nursing standards.

- (i) *As part of the data related to Agency Nurse Utilization, a standing NAC agenda item will be maintained to discuss the Agency Report that is provided to MNU Central on a quarterly basis in accordance with MOU #5.*
- (e) The parties further agree that the cost of producing the Workload Staffing Reports will be shared equally.
- (f) Any information shared with NAC cannot be used or shared by NAC members for any purpose other than that set out in this Article.

(2) Committee Representation and Meeting Processes

- (a) The NAC shall be comprised of at least two (2)\* and up to three (3)\*\* nurses appointed by the Union and senior nursing management representatives appointed by the Employer, the number of whom shall not exceed the number of Union representatives. Other persons may be invited to participate as mutually agreed.

\*Two (2) at those facilities which have less than three (3) out of scope senior nursing managers.

\*\*Four (4) for those facilities exceeding 400 beds.

- (b) The NAC shall meet at the request of either party subject to five (5) days notice being given but not less than bi-monthly unless otherwise mutually agreed.
- (c) The chair and the secretary of the NAC shall alternate between the parties. The secretary shall be the opposite party to the chair.
- (d) Agendas shall be circulated at least seven (7) calendar days prior to each meeting; however this shall not preclude members from raising issues without prior agenda notice. It is understood that issues may be deferred to future meetings to enable appropriate investigation.
- (e) Minutes of the NAC meetings shall be circulated to members of the committee and shall be approved at the next NAC meeting.
- (f) A regular report outlining the activities and deliberations of the NAC including the number, type and disposition of issues dealt with by the NAC shall be forwarded to the facility's/Regional Health Authority's Board of Directors (Board).

- (g) The NAC shall be provided with a copy of that portion of the minutes of the Board's meeting relating to its deliberations of the NAC report. The NAC shall provide the nurse(s) with a copy of that portion of the minutes of the Board's meeting relating to issues raised by a nurse(s) under 1 (a) (i) above.

(3) Nursing Advisory Committee Procedures

- (a) A nurse(s) with a concern as referenced in 1 (a) (i) above shall discuss the matter at the ward/unit/program level utilizing established lines of communication including the designated out of scope manager with the objective of resolving the concern. If the matter is not resolved to the satisfaction of the nurse(s), the nurse(s) may complete and submit a Workload Staffing Report. The Manager shall provide a written response as soon as is reasonably possible and no later than fourteen (14) days after the form has been submitted to management. The response will outline the action(s) taken and any further actions to be implemented. The Workload Staffing Report will then be reviewed at the next scheduled Nursing Advisory Committee meeting.
- (b) Those issues referenced in 1 (a) (ii) above may be placed on the agenda at any time by any NAC member.
- (c) If the decision of the NAC regarding an issue referenced in 1 (a) (i) or 1 (a) (ii) above is unacceptable to the nurse(s) who submitted the issues, or if the NAC is unable to resolve the issues in 1 (a) (i) or 1 (a) (ii), the matter shall be referred in writing to the facility Administrator/Executive Management Committee/regional senior nursing manager/senior nursing officer. Upon the request of either party, a meeting will be scheduled as soon as reasonably possible, but no later than fourteen (14) days.
- (d) The response of the Administrator/Executive Management Committee/regional senior nursing manager/senior nursing officer shall be provided in writing to the nurse(s) and the NAC within fourteen (14) calendar days of the referral unless otherwise mutually agreed.
- (e) Where, in the opinion of the nurse(s) who submitted the issue, the response from the Administrator/Executive Management Committee/regional senior nursing manager/senior nursing officer does not resolve the issue, it may be referred to an Independent Assessment Committee (IAC) within twenty-one (21) days following the response.

**1104**      **Independent Assessment Committee**

- (a) The IAC shall be composed of three (3) nurses, one (1) of whom shall be appointed by the Manitoba Nurses' Union, and one (1) of whom shall be appointed by the Employer. The third (3<sup>rd</sup>) nurse shall chair the IAC and shall be selected in the following manner:

- (i) A list of IAC Chairpersons as agreed between the parties shall be appended to this Collective Agreement.
  - (ii) When a Chairperson is required, the Provincial Health Labour Relations Services (PHLRS) and the Manitoba Nurses' Union will be contacted. They will provide the name of the person to be utilized on the alphabetical listing of Chairpersons. The name to be provided shall be the name following that of the last person utilized.
  - (iii) Should the person whose name is so selected be unable to serve, or where the person would be unsuitable due to connections with the parties or geographic community involved, the next person on the list shall be approached to act as Chairperson.
  - (iv) In the event that an individual whose name appears on the list of IAC Chairpersons can no longer serve in that capacity, another individual shall be jointly selected by the Manitoba Nurses' Union and the Provincial Health Labour Relations Services (PHLRS) and the list of Chairpersons shall be amended accordingly.
  - (v) Appointments to the IAC shall be confirmed within twenty-one (21) calendar days of the referral.
- (b) A meeting of the IAC to investigate and make recommendations shall be held within thirty (30) calendar days of the IAC's appointment unless a longer time frame is otherwise mutually agreed between the Employer and the Union. Such recommendations shall be provided in writing to the nurse(s), the NAC and the Administrator/Executive Management Committee/regional senior nursing manager/senior nursing officer within a further fourteen (14) calendar days. The Employer shall convene a meeting of Employer representatives, the Union and representative(s) selected by, and from amongst, the nurses who referred the matter/issues to the NAC, subsequent to the receipt of the report, to review and discuss potential implementation of the recommendations.
- (c) Each party shall bear the cost of its own appointee to the IAC and shall jointly bear the cost of the Chairperson.
- (d) Nurses required to attend IAC meetings shall be granted Union leave upon seven (7) calendar days notice in accordance with Article 2409.
- (e) Nurses who are nominees to an IAC shall be granted leave of absence in accordance with Article 2409.
- (f) A regular report outlining the activities and deliberations of the IAC including the number, type and disposition of issues dealt with by the IAC shall be

forwarded to the facility's/Regional Health Authority's Board of Directors (Board).

- (g) The NAC shall be provided with a copy of that portion of the minutes of the Board's meeting relating to its deliberations of the NAC report. The NAC shall provide the nurse(s) with a copy of that portion of the minutes of the Board's meeting relating to issues raised by a nurse(s) under 1 (a) (i) above.

## **1105 Employers Organization Nursing Advisory Committee**

### **(1) Purpose of the Committee**

- (a) The parties agree that an Employers Organization Nursing Advisory Committee (EO NAC) shall be established for the WCHREO and SHEO and the facilities/sites/programs affiliated therein to address issues outlined in Article 1103 above, which have Regional impact as well as the following. The EO NACs participants will be as follows:

### ***NURSING ADVISORY COMMITTEE (NAC) PARTICIPANTS COMMUNITY CARE***

*Public Health Nurses Worksite 1*  
*Home Care Nurses Worksite 97*  
*Breast Health Centre Nurses Worksite 132*  
*Clinical Nurse Specialists Worksite 134*  
*Nurse Practitioners/RNEP Worksite 141*  
*Primary Care Nurses Worksite 142*  
*Klinik*  
*Mount Carmel Clinic*  
*Nine Circles Community Health Centre*  
*Nor'West Co-op Community Health Centre*  
*Women's Health Clinic*  
*Manitoba Adolescent Treatment Centre \**  
*Rehabilitation Centre for Children Worksite 58\**  
*Crisis Response Services*

### ***NURSING ADVISORY COMMITTEE (NAC) PARTICIPANTS ACUTE CARE***

*Health Sciences Centre Worksite 10*  
*St. Boniface Nurses Worksite 5*  
*Concordia Nurses Worksite 27*  
*Misericordia Nurses Worksite 2*  
*Grace Nurses Worksite 41*  
*Victoria Nurses Worksite 3*  
*Seven Oaks Nurses Worksite 72*  
*Pan Am Nurses Worksite 135*  
*Regional Programs Nurses Worksite 153*

*Riverview Health Centre Nurses Worksite 1a  
Cancer Care Worksite 36*

- (b) The parties mutually recognize that resolving nurses' workplace issues supports the delivery of effective patient/resident/client care and contributes to a healthy work environment.
- (c) It is further agreed it is in the best interests of the Employers Organization, the facilities/sites/programs and the nurses to work together to resolve the issues relative to staffing and scheduling, prolonged periods of work (consecutive hours and consecutive shifts), standby assignments, and the use of part time additional shifts and casual shifts as it relates to the creation of permanent positions.
- (d) It is further agreed that the Employers Organization NAC will review data relative to use of additional and/or casual shifts, with a view to making recommendations relative to the creation of positions.
- (e) It is agreed this structure shall not preclude issues as noted above being brought forward and/or resolved at the facility/site/program NAC in accordance with the provisions of Article 1103.

**(2) EO NAC Committee Representation and Meeting Processes**

- (a) The Employers Organization NAC shall be comprised of (1) one nurse from each facility/site/program appointed by the Union, and senior nursing management representatives from the facilities/sites appointed by the Employer, the number of whom shall not exceed the number of Union representatives. Other persons may be invited to participate as mutually agreed.
- (b) Where a nurse is required to use their vehicle to travel to attend meetings of this committee at a location other than their work site, they shall be reimbursed by the Employer in accordance with the prevailing Province of Manitoba mileage rates. It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.
- (c) The Employers Organization NAC shall meet at the request of either party subject to five (5) days notice being given but not less than bi-monthly unless otherwise mutually agreed.
- (d) The chair and the secretary of the Employers Organization NAC shall alternate between the parties. The secretary shall be the opposite party to the chair.

- (e) Agendas shall be circulated at least seven (7) calendar days prior to each meeting; however, this shall not preclude members from raising issues without prior agenda notice. It is understood that issues may be deferred to future meetings to enable appropriate investigation.
- (f) Minutes of the Employers Organization NAC meetings shall be circulated to members of the committee and shall be approved at the next Employers Organization NAC meeting.

**(3) EO NAC Procedures**

- (a) A nurse(s) with a concern which may be of regional impact may complete and submit a NAC summary report to the Chair of the Employers Organization NAC
  - (i) If such issue is determined to be of regional impact it will be placed on the agenda of the Employers Organization NAC. If not, it shall be referred to the appropriate facility/site/program NAC.
- (b) If the decision of the Employers Organization NAC regarding an issue referenced above is unacceptable to the nurse(s) who submitted the issue, or if the EO NAC is unable to resolve the issue, the matter shall be referred in writing to the regional senior nursing manager/senior nursing officer. Upon the request of either party, a meeting will be scheduled as soon as reasonably possible.
- (c) The response of the EO Executive Management Committee shall be provided in writing to the nurse(s) and the EO NAC within fourteen (14) calendar days of the referral unless otherwise mutually agreed.
- (d) Where in the opinion of the nurse who submitted the issue to the Employers Organization NAC, the response from the EO Executive Management Committee does not resolve the issue it can be referred to an Independent Assessment Committee (IAC) within twenty-one (21) days following the response.

**1106 Employers Organization (EO) Independent Assessment Committee (IAC)**

- (a) The IAC shall be composed of three (3) nurses, one (1) of whom shall be appointed by the Manitoba Nurses' Union, and one (1) of whom shall be appointed by the Employer. The third (3rd) nurse shall chair the IAC and shall be selected in the following manner:
  - (i) A list of IAC Chairpersons as agreed between the parties shall be appended to this Collective Agreement.

- (ii) When a Chairperson is required, the Provincial Health Labour Relations Services (PHLRS) and the Manitoba Nurses' Union will be contacted. They will provide the name of the person to be utilized on the alphabetical listing of Chairpersons. The name to be provided shall be the name following that of the last person utilized.
  - (iii) Should the person whose name is so selected be unable to serve, or where the person would be unsuitable due to connections with the parties or geographic community involved, the next person on the list shall be approached to act as Chairperson.
  - (iv) In the event that an individual whose name appears on the list of IAC Chairpersons can no longer serve in that capacity, another individual shall be jointly selected by the Manitoba Nurses' Union and the Provincial Health Labour Relations Services (PHLRS) and the list of Chairpersons shall be amended accordingly.
  - (v) Appointments to the IAC shall be confirmed within twenty-one (21) calendar days of the referral.
- (b) A meeting of the IAC to investigate and make recommendations shall be held within thirty (30) calendar days of the IAC's appointment unless a longer time frame is otherwise mutually agreed between the Employer and the Union. Such recommendations shall be provided in writing to the nurse(s), the EO NAC and the senior nursing manager/senior nursing officer within a further fourteen (14) calendar days. The Employer shall convene a meeting of Employer representatives, the Union and representative(s) selected by, and from amongst, the nurses who referred the matter/issues to the EO NAC, subsequent to the receipt of the report, to review and discuss potential implementation of the recommendations.
  - (c) Each party shall bear the cost of its own appointee to the IAC and shall jointly bear the cost of the Chairperson.
  - (d) Nurses required to attend IAC meetings shall be granted Union leave upon seven (7) calendar days notice in accordance with Article 2409.
  - (e) Nurses who are nominees to an IAC shall be granted leave of absence in accordance with Article 2409.
  - (f) A regular report outlining the activities and deliberations of the EO IAC including the number, type and disposition of issues dealt with by the EO IAC shall be forwarded to the Regional Health Authority's Board of Directors (Board).
  - (g) The EO NAC shall be provided with a copy of that portion of the minutes of the Board's meeting relating to its deliberations of the EO NAC report. The EO NAC

shall provide the nurse(s) with a copy of that portion of the minutes of the Board's meeting relating to issues raised by a nurse(s) under (a) (i) above.

**1107 Patient Care Optimization Committee**

WHEREAS it is the desire of the Employers Organizations to ensure that quality health care services are delivered to Manitobans through a system which is, to the fullest extent possible, sustainable, accessible, cost-effective, efficient and effective;

AND WHEREAS Nurses are an integral part of the delivery of health care services in facilities, programs and communities throughout the province, and have a shared commitment and responsibility for the provision of appropriate, quality health care to Manitobans;

AND WHEREAS the Employers Organizations are responsible for the provision of health care services and programs for Manitobans, and as such desire to attract and retain nurses to work as part of the delivery of those services;

AND WHEREAS the parties recognize that it is in the best interest of the health care delivery system to have all parties working together towards these mutual goals, and the parties wish to work towards the achievement of these goals through collaborative initiatives to optimize patient care;

1. The Employers Organizations through the Provincial Health Labour Relations Services (PHLRS), and the Union, agree to establish the Patient Care Optimization Committee, which shall have a dual purpose:

- (a) to make recommendations to the Deputy Minister of Health regarding the identification, development and implementation of system delivery changes that are intended to improve the effectiveness and efficiency of health care service delivery in Manitoba; and
- (b) to administer and distribute the Patient Care Optimization Allocation, described below, which shall be used to support the following objectives:
  - i) to improve recruitment and retention of nurses where staffing priorities and needs are identified; and
  - ii) to incentivize training or education with respect to identified areas of need in the health care system.

2. The Patient Care Optimization Committee ("Committee") shall be established as follows:

- a) the Committee shall be comprised of equal representation from the Union and Employer representatives through the PHLRS, to a maximum of five (5)

representatives each, unless expanded by agreement of the Committee. MNU appointees shall be permitted to participate in Committee functions without loss of salary and or benefits;

- b) each of the Union and PHLRS shall nominate an appointee to serve as Committee co-chair;
- c) the Committee shall develop Terms of Reference and ensure processes are in place to appropriately authorize distribution of the allocated funds.
- d) the Committee shall meet three (3) times per year at minimum, or more frequently as required upon agreement of the Committee. PHLRS shall provide all necessary administrative resources required by the Committee to carry out its functions and mandate;
- e) the Committee shall make recommendations to the Deputy Minister of Health that will include but are not limited to:
  - 1. improving scheduling practices to reduce the use of overtime and agency nurses;
  - 2. creating a balance of full-time and part-time positions;
  - 3. improving the quality of work-life balance through the implementation of the group self-scheduling guidelines;
  - 4. improving weekend staffing resources through broader implementation of the weekend worker;
  - 5. focusing on safe practices and the reduction of WCB injuries; and
  - 6. ensuring the skill sets of specialty nurses are used to maximum effect in the delivery of quality health services.

The parties agree to commit the necessary resources and expertise to this work.

- (f) the Committee will be provided an allocation of four (4) million dollars (\$4,000,000.00) per fiscal year to be allocated solely for the purpose of the Nurses Recruitment and Retention Fund (NRRF) as outlined in the Memorandum of Agreement #39. The allocated funds for NRRF shall be fully disbursed each year, or any portion thereof may be carried over to the next year by mutual agreement or order of the Arbitrator.
- (g) the Committee will be provided an allocation of twelve (12) million dollars (\$12,000,000.00) per fiscal year for 2024/2025, 2025/2026, 2026/2027 and 2027/2028 and shall be responsible to determine how these funds are to be disbursed to improve recruitment and retention of nurses where staffing priorities and needs are identified and to incentivize training or education with respect to identified areas of need in the health care system. In the event the funds are not fully spent as of March 31<sup>st</sup> in a given fiscal year the balance shall remain a part of the Patient Care Optimization allocation and carried over into

the next fiscal year. For clarity any remaining amount unspent in any fiscal year shall not reduce the twelve (12) million dollars (\$12,000,000.00) allocation for the next fiscal year.

- (h) the Committee shall make all decisions about the disbursement of the allocated funds by mutual agreement, failing which either party shall have the right to refer any dispute to an arbitrator, who shall be empowered to determine any dispute about how the allocated funds shall be disbursed in accordance with principles as defined in this Article.

3. For clarity, to the extent the allocated funds are to be used to incentivize training/education in identified areas of need for recruitment or retention of nurses, the funds shall not be utilized to replace funding the Employer Organizations provide under Article 2407 for education/training/certification, nor for other necessary instruction deemed mandatory for nurses engaged in a specific role/function/assignment or duty.

#### Incentive for Full Time Employment

1. The parties agree that a Full Time Employment Incentive shall be payable in a lump sum annually to a nurse (LPN, RN2 or RN3) employed in a full-time (1.0 EFT) position during the following periods:
  - April 1, 2021 – March 31, 2022
  - April 1, 2022 – March 31, 2023
  - April 1, 2023 – March 31, 2024
  - April 1, 2024 – March 31, 2025
2. Upon confirmation of the nurse's employment in a full-time position for the above periods, the nurse shall be paid two thousand dollars (\$2,000), on the first off-cycle pay period in May following each qualifying period. For clarity, eligibility depends on being employed in an eligible full-time position on March 31<sup>st</sup> in each year. Full-time nurses on an approved WCB claim are considered to be eligible for the full amount.
3. Nurses going on an approved leave of absence during the year, shall receive the pro-rated amount based on the number of full months the nurse is working full-time during the periods identified above.
4. In the event a nurse secures a full-time position after April 1<sup>st</sup> in any of the above periods, the incentive payment will be prorated based on the number of full months the nurse is employed full-time up to March 31<sup>st</sup> of the qualifying year.

This incentive payable under this provision shall be paid as income and shall not attract any accruals or benefits.

## ARTICLE 12 -- GRIEVANCE PROCEDURE

**1201** For purposes of this Agreement "grievance" shall mean a dispute between a nurse; or between a group of nurses with a similar grievance; or between the Union and the Employer regarding the application, interpretation or alleged violation of this Agreement.

**1202** Unless dismissed or suspended by the Employer a nurse shall continue to work in accordance with this Agreement until such time as the dispute has been resolved.

**1203** A nurse may be accompanied by, or represented by, a Union representative at any stage of the grievance procedure.

**1204** A nurse or Union representative shall request permission from their immediate supervisor to leave their duties in order to process grievances; they shall report to their immediate supervisor upon their return; they shall be granted this permission when, in the opinion of their immediate supervisor, it will not prejudice care or student education or require any staff replacement in either area. They shall not suffer loss of salary when engaged in such activities during regular working hours.

**1205** Discussion Stage:

A nurse shall, within fifteen (15) days of the occurrence of the grievance, attempt to resolve the grievance through discussion with their immediate supervisor outside the bargaining unit, and if the matter is not settled to their satisfaction the nurse may proceed with the grievance themselves or elect to be represented by a Union representative.

**1206** Step One:

If the grievance is not resolved within the time period specified in Article 1205 above, the grievor and/or Union representative may, within a further ten (10) days submit the grievance in writing to the Human Resources Consultant or equivalent. The Human Resources Consultant or equivalent shall reply in writing within ten (10) days of receipt of the written grievance.

A grievance concerning general application or interpretation of the Agreement, including the question of whether the matter falls within the scope of this Agreement, or which affects a group of nurses in more than one (1) department, may be submitted as Step 1.

The Employer agrees to notify the Union in writing when there are changes in personnel in these positions.

**1207** Step Two:

If the grievance remains unresolved, the Union may, within a further ten (10) days, submit the grievance in writing to the appropriate Human Resources Director or designate, who shall reply in writing within ten (10) days of receipt of the written grievance.

The Employer agrees to notify the Union in writing when there are changes in personnel in these positions.

**1208** For purposes of determining the lengths of time in the foregoing procedure, Saturdays, Sundays and Recognized Holidays are excluded.

**1209** The time limits fixed in the grievance procedure may be extended by mutual agreement between the Employer and the aggrieved nurse and/or Union, and shall be confirmed in writing. The parties agree that “in writing” includes electronic communications such as email. Confirmation includes indication of receipt of such communication.

**1210** Subject to the provision of Article 1209 above, and subject to Section 121(2) of the Labour Relations Act of Manitoba, failure of the nurse/Union to comply with any of the time limits specified in this Article shall result in the grievance being deemed abandoned, without prejudice.

## **ARTICLE 13 -- ARBITRATION PROCEDURE**

**1301** In the event of the failure of the parties to settle a grievance by means of the grievance procedure stated in Article 12, within ten (10) days of the date upon which the written reply referred to in Article 12 is received from the appropriate Human Resources Director, or designate, the matter may then be referred to arbitration as hereinafter set forth.

**1302** A referral for arbitration shall be made in writing by either party, addressed to the other party to this Agreement, within the time defined in Article 1301. The referral for arbitration shall contain the names of three (3) proposed sole Arbitrators. The other party shall, within ten (10) days of the receipt of such notice, notify the party who referred the matter to arbitration of the acceptance of one of the Arbitrators named or propose others. Where the parties are unable to agree on the choice of a single Arbitrator, the party who referred the matter to arbitration may make application to the Manitoba Labour Board to select an Arbitrator, or proceed as outlined in Article 1303.

**1303** If mutual agreement is not reached by both parties to choose a sole Arbitrator, in accordance with the process in Article 1302, then the party who referred the matter to arbitration shall submit the matter in dispute to a Board of Arbitration by giving notice to the other party within seven (7) days and such notice shall contain the party's one (1) nominee of the intended Board of Arbitration. The other party to the dispute shall, within seven (7) days after the receipt of such notice, also appoint a nominee and the two (2) nominees thus appointed shall, within ten (10) days thereafter, select a third member who shall be the Chairperson of the Board of Arbitration.

**1304** Should either party fail to appoint an Arbitrator as herein provided, or if any Arbitrator thus appointed should fail or be unable to serve and another Arbitrator not be appointed in their place by the party who made the original appointment, then the other party to the dispute may request the Manitoba Labour Board to select a substitute.

**1305** Should the two (2) appointed nominees fail within ten (10) days to agree upon a Chairperson, the two (2) nominees shall forward a request to the Manitoba Labour Board to select a Chairperson.

**1306** It is mutually agreed by both parties to this Collective Agreement that the decision of the Arbitrator, or the decision of the Chairperson in the absence of the majority decision of the Arbitration Board shall be final and binding upon the Employer, the Union and the nurse(s) concerned; however, the Arbitrator or the Arbitration Board shall not be authorized to make any decisions inconsistent with the provisions in this Collective Agreement.

**1307** The Arbitrator or Board of Arbitration shall determine its own procedure but shall give full opportunity to all parties to present evidence and make representations.

**1308** In the event of a grievance alleging unjust layoff, suspension or discharge being referred to arbitration, the Arbitrator or Board of Arbitration shall be authorized to rule whether or not the nurse(s) concerned shall be reinstated and, in the event of reinstatement, shall also be authorized to make an award in terms of compensation for regular salary lost or a reasonable alternate award, however, any monetary award shall not exceed the difference between salary lost and any wages that may have been earned from employment with another employer during the period of the layoff, suspension or discharge.

**1309** Any costs incurred by either of the parties hereto, preceding or during arbitration proceedings, shall be borne by the respective parties incurring such costs, but the costs of the Arbitrator or of the Chairperson of the Arbitration Board shall be borne by the parties hereto in equal shares.

**1310** For the purposes of determining lengths of time in the foregoing procedure, Saturdays, Sundays and Recognized Holidays are excluded.

**1311** Nothing in this Collective Agreement shall preclude a nurse or the Union committee and the Employer from mutually agreeing to settle a dispute by means other than those described in the grievance and arbitration procedures or to extend any of the stipulated time limits.

**1312** Nurses whose attendance is required at arbitration hearings related to the Agreement shall be given permission to be absent from work and shall not suffer any loss of salary as a result.

**1313** The Arbitrator shall be requested to provide both parties with a hard (paper) copy as well as an electronic version of the arbitration award.

## **ARTICLE 14 -- HOURS OF WORK**

**1401** Regular daily, biweekly, and annual hours of work for full-time nurses, excluding meal periods, shall consist of seven and three-quarter (7.75) hours per day, seventy-seven and one-half (77.50) hours biweekly when averaged over the rotation period and two thousand and fifteen (2015) hours per year.

**1402** The meal period will be scheduled by the Employer and will be one-half (.50) of an hour in duration, unless otherwise mutually agreed between the nurse(s) concerned and the Employer.

**1403**

A rest period of fifteen (15) minutes will be allocated by the Employer during each continuous three (3) hour period of work.

**Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

A rest period of twenty (20) minutes will be allocated by the Employer during each continuous three (3) hour period of work.

**1404** A shift shall be seven and three-quarter (7.75) consecutive hours of work exclusive of meal times and inclusive of two (2) fifteen (15) minute rest periods. This clause shall not, however, prevent trial and implementation of changes in shift length if mutually agreed between a majority of nurses whose schedule is affected, the Union representing those nurses whose schedule is affected, and the Employer. Any change in shift length agreements shall take the form of an addendum attached to and forming part of this Agreement.

**Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

A shift shall be seven and three-quarter (7.75) consecutive hours of work exclusive of meal times and inclusive of two (2) twenty (20) minute rest periods. This clause shall not, however, prevent trial and implementation of changes in shift length if mutually agreed between a majority of nurses whose schedule is affected, the Union representing those nurses whose schedule is affected, and the Employer. Any change in shift length agreements shall take the form of an addendum attached to and forming part of this Agreement.

**1405** A full-time or part-time nurse who is advised not to report for their scheduled shift, or who is sent home because of lack of work, shall receive pay for the scheduled hours not worked.

**1406** Where a nurse cannot arrive as scheduled at the Worksite due to whiteout/blizzard conditions as declared by Environment Canada or the Employer, or due

to road closures as declared by police agencies or The Department of Transportation and Infrastructure, the nurse shall be rescheduled at a mutually agreeable time if possible during the following two (2) consecutive bi-weekly pay periods to work any hours missed. Where the scheduling of such shift cannot be accommodated or the nurse chooses not to be rescheduled, the nurse may take the time from banked time which includes banked overtime, Recognized Holidays or vacation.

**1407** Whenever a nurse is called in to work within one (1) hour of the start of the shift and reports for duty within one (1) hour of the start of the shift, the nurse shall be entitled to pay for the full shift. In such circumstances the scheduled shift hours shall not be extended to equal a full shift.

## **ARTICLE 15 -- SHIFT SCHEDULES**

**1501** Shift schedules for a minimum of a four (4) week period shall be posted at least two (2) weeks in advance of the beginning of the scheduled period. Shifts within the minimum four (4) week period shall not be altered after posting except by mutual agreement between the nurse(s) concerned and the Employer. Requests for specific days off duty shall be submitted in writing at least two (2) weeks prior to posting and granted if possible in the judgment of the Employer.

**1502** Requests for interchanges in posted shifts or a portion thereof shall also be submitted in writing, co-signed by the nurse willing to exchange shifts with the applicant. Where reasonably possible, interchanges in posted shifts are to be completed within the posted shift schedule. It is understood that any change in shifts or days off initiated by the nurses and approved by the Employer shall not result in overtime costs to the Employer. Requests for interchanges shall be granted if reasonably possible, including considering the length of notice provided by the nurse and shall receive a prompt reply.

**1503** Night shift shall be considered as the first shift of each calendar day.

**1504** Master rotations for each nursing unit shall be planned by the Employer in meaningful consultation with the nurse(s) concerned.

The process for meaningful consultation shall include:

- Employer proposes a master rotation including the Employer established criteria and provides to nurses concerned
- Nurses are provided reasonable time to submit feedback and/or an alternate master rotation for consideration.
- The amended or new master rotation is provided to nurses for review. Nurses are provided with a reasonable time to submit feedback.
- At each step of the consultation process the Union will be provided with the new or revised master rotation to ensure contract compliance.

- Employer has the sole discretion to select the new master rotation and provides rationale for the selection.

Master Rotations shall, unless otherwise mutually agreed between the nurse(s) concerned and the Employer, observe the conditions listed hereinafter:

- (a) A minimum of fifteen (15) hours off between assigned shifts.
- (b)
  - (i) a minimum of forty-seven (47) hours off at one time, or
  - (ii) where only “8” hour shifts are worked, a single weekday off may be permitted on a changeover from Day shift to Evening shift or in a staffing pattern that provides alternate weekends off. This is subject to meaningful consultation between the nurses affected and the Union.
- (c) A minimum of eight (8) days off within each period of four (4) consecutive weeks.
- (d) **Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**  
Alternate weekends off shall be granted as often as reasonably possible with each nurse receiving a minimum of every third (3<sup>rd</sup>) weekend off, however, overtime rates of pay shall apply to weekend hours worked on the third (3<sup>rd</sup>) and any subsequent consecutive weekends unless otherwise mutually agreed between the nurse concerned and the Employer.

**Applicable for Eden Mental Health Centre (Winkler), Breast Health Centre, Diagnostic Services, Provincial Travel Nurse Team and MAID Services sites only:**

Alternate weekends off shall be granted as often as reasonably possible, with each nurse receiving a minimum of every third weekend off.

**Applicable for Rehabilitation Centre for Children site only:**

Alternate weekends off shall be granted.

**Applicable for Manitoba Adolescent Treatment Centre site only:**

Full-time employees hired after January 1, 1994 shall have a minimum of every second weekend off. Weekends being defined as Saturday and Sunday. Should such full-time employees be required to work weekends as defined, consideration shall be given to classification and gender balance, then employees shall be assigned such weekends in reverse order of seniority.

**Applicable for Crisis Response Services site only:**

See MOU re: Weekend Work former MGEU Local 220 (to be referred to Standardization Committee)

- (e) A maximum of seven (7) consecutive days of work and preferably less between days off. It is understood that eight (8) consecutive days of work may be assigned for the purpose of meeting the requirements of Articles 2204 and 2208 inclusive herein.

**Applicable at Health Sciences Centre site only:**

Not more than seven (7) consecutive working days.

- (f) Nurses who are required to rotate shifts being assigned to work either Day shift and Evening shift, or Day shift and Night shift. There shall be at least as great a number of Day shifts assigned as there are Night (or Evening) shifts within each standard rotation pattern, whenever reasonably possible. This provision is not applicable to a nurse who agrees to work permanently on Evenings or Nights, or a nurse who accepts a position which has been posted as a permanent Night or Evening position.

**Applicable at Health Sciences Centre and CancerCare Manitoba sites only:**

The Employer will make every effort to ensure that no nurse will be required to work more than fifty percent (50%) of their shift on Evenings or Nights, calculated three (3) times per year. The Union acknowledges that the Employer may not in all instances be able to comply with this provision and agrees that when compliance is not possible, the number of shifts may be increased, subject to a double payment of the shift premium being applicable to the shifts worked in excess of fifty-two percent (52%). This provision does not apply to nurses who have agreed to work permanent Evenings and/or Nights or who have accepted a position which has been bulletined as having a non-conforming shift pattern.

Nurses who are required to rotate shifts shall be assigned to work either Day shift and Evening shift, or Day shift and Night shift, unless otherwise agreed.

- (g) A nurse will receive consideration in scheduling to allow the nurse to pursue academic course(s) to further their education. Whenever reasonably possible, subject to patient/resident/client care requirements, the granting shall be based on the following:
- (i) the nurse submits their written request at least eight (8) weeks prior to commencing the academic course(s), and
  - (ii) another nurse(s) on the unit is (are) prepared to interchange their 'normally' scheduled shifts for the 'normally' scheduled shifts of the nurse attending the academic course(s), as agreed in writing,
  - (iii) upon completion of the academic course(s) each nurse shall revert to their former rotation pattern.

Proof of registration in such course(s) shall be submitted by the nurse upon request.

### **1505 Group Self-Scheduling**

- A. The following conditions and understandings apply to Group Self-Scheduling:
1. The procedure to be followed for Group Self-Scheduling shall be as follows:
    - (a) A meeting of all nurses on the unit/worksite/program who wish to participate in Group Self-Scheduling and the Employer (as designated) will be held to discuss The Group Self-Scheduling, the Master Rotation, the Group Self Schedule and proposed date of commencement of the initial trial period. A letter will be forwarded to the Worksite President to inform them of the commencement of the trial period.
    - (b) The length of the initial trial period for Group Self-Scheduling shall be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.
    - (c) Six (6) weeks prior to the completion of the initial trial period, a meeting of all participating nurses on the unit/worksite/program and the Employer will be held to evaluate Group Self-Scheduling.
  2. Upon mutual agreement between the Employer and the Union the Group Self Schedule shall continue for a minimum duration of an additional six months. The Employer shall not unreasonably withhold its agreement. In the event the parties are not able to agree the Collective Agreement provision on Hours of Work, Article 14 shall apply.

The Group Self-Schedule may be cancelled at the end of any six (6) month period by either the Employer or the Union by giving written notice of at least six (6) weeks to the other party of its desire to terminate the agreement. The notice shall coincide with the effective date of the implementation of the existing/new master rotation for the unit/worksite/program. This date must commence with the beginning of a new pay period.
  3. Group Self-Scheduling shall not result in any additional costs to the Employer
  4. All full-time and part-time nurses on a unit/worksite/program may participate in Group Self- Scheduling.

5. Terms and conditions of the Collective Agreement, Appendices and Supplementary Memorandums of Understanding shall remain in full force and effect, except as outlined in # 6. below.
6. All self-scheduling groups shall follow the attached Self-Scheduling Guidelines. The scheduling provisions of Article 1504 (a) to (f) inclusive do not apply to the Group Self-Schedule.
7. The Master Rotation must be in place for each unit/worksite/program in accordance with the provisions of Article 1504 of the MNU Collective Agreement. It is understood that any nurse(s) who requests to be scheduled in accordance with their line on the Master Rotation shall be permitted to do so. All nurses hired into a position(s) on the unit/worksite/program shall be provided with the option of following the Master Rotation or Group Self-Schedule, however, the nurse(s) shall complete the Group Self-Schedule for the remainder of the posted shift schedule.
8. A nurse who is participating in Group Self-Scheduling has the option of reverting to being assigned their shift schedule in accordance with their line on the Master Rotation and a nurse who has a Master Rotation has the option of participating in a self-scheduling group. The nurse must advise their out-of-scope manager/designate in writing of this request two (2) weeks prior to the next round of shift selection. This scheduling preference, Master Rotation or Group Self-Scheduling, must be worked for a minimum of six (6) months before making another change.
9. It is understood that this Article shall apply to any nurse or group of nurses whether or not they have a master rotation.

## **B. GROUP SELF-SCHEDULING GUIDELINES**

Group Self-Scheduling is intended to promote, recruit, retain, engage and offer nurses the opportunity to have flexibility in their work schedules. This is balanced with the unit/worksite/program being staffed properly to ensure patient/resident/client care requirements are met.

## **C.**

1. The Employer established Master Rotation will be used as the basis for each nurse within the Group Self-Scheduling unit/worksite/program. Only occupied Master Rotation lines can be used for Self-Scheduling.
2. A Self-Scheduling Group can consist of two (2) or more nurses on the same unit/worksite/program who agree to work together and take responsibility for coordinating and selecting their scheduled shifts within the combined

Master Rotation schedules of the group over the scheduling period. Each nurse must meet their current EFT requirement within the posted shift schedule and the additional requirements contained herein.

3. The out-of-scope Manager/designate has the responsibility of overseeing the process and has final authority in resolving issues. However, such authority is to be exercised reasonably and in accordance with the principles described herein.
4. To form a self-scheduling group, nurses must be of equal competency and skill sets. Where necessary, consideration must also be given to ensuring that there are nurses who are able to take charge/special skill assignments (e.g. triage, LDRP, OR, clinic, etc.) based on the Employer Master Rotation requirements.
5. Nurses within the self-scheduling group are not allowed to schedule themselves in a way that would incur any overtime costs.
6. Each nurse must have a minimum of one (1) paid shift within each pay period. The Employer will establish a process to allow for the elimination of this requirement no later than twenty-four (24) months after the date of ratification (July 8, 2024) of this Agreement. The parties agree this requirement will be invalidated upon establishment of such process but in any case no later than twenty-four (24) months after date of ratification (July 8, 2024).
7. Shifts can be interchanged once selections are completed, however all nurses may be recommended to work a minimum of four (4) week day shifts in a six (6) week period in order to maintain adequate experience and for evaluation purposes.
8. The self-scheduling group must comply with the provisions of the Collective Agreement and meet the deadlines of these guidelines and the current posting practices, except as identified in #6. above.
9. The out of scope Manager/designate will receive the proposed schedule of the self-scheduling group no later than two (2) weeks prior to the required posting date for the schedule period. The out of scope Manager/designate must approve the proposed schedule prior to it being posted as part of the unit/worksite/program posted schedule. Such approval is not to be unreasonably denied. If approval is denied, the Employer will notify the Union in writing as soon as practicable, such notification to include the reasons for denial.
10. Vacation scheduling will be done in accordance with Article 21.

11. All changes to the self-scheduling group schedule must be confirmed with the out of scope Manager/designate.
12. Group Self-Scheduling meetings shall be held at least once a year so that there is a forum for all participating nurses to voice concerns or make suggestions for change. Attendance is voluntary and all nurses on the unit/worksite/program shall be invited.

## **ARTICLE 16 -- OVERTIME**

**1601** Overtime shall be authorized time worked which exceeds the normal daily shift as defined in Article 14 herein or the normal full-time hours in the rotation pattern in effect on each nursing unit for full-time nurses or the normal full-time hours in two (2) consecutive bi-weekly periods for part-time nurses. Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 1602.

Authorization must be obtained prior to the start of any overtime work except in emergency situations. The Employer agrees the authorization in these emergency situations will not be unreasonably withheld. Payment for overtime worked when emergency circumstances prevent prior authorization shall be subject to a claim accompanied by a special written report prepared by the nurse before leaving the facility/site substantiating the reason for the overtime work.

**1602** Each nurse shall be paid at the rate of two (2) times their basic salary for all hours of authorized overtime in any one (1) day. A full-time nurse shall receive two (2) times their basic salary for all overtime worked on a scheduled day off. However, notwithstanding Article 1601 above, all overtime worked on a Recognized Holiday shall be paid at two and one-half (2.50) times their basic salary.

**1603** Notwithstanding Articles 1601 and 1602 above, where a nurse works two consecutive shifts, the nurse shall be paid the full hours for both shifts and shall not be required to work an additional fifteen (15) minutes. They shall receive pay at the rate of double their basic salary for the additional shift, except when the additional shift is worked on a Recognized Holiday, they shall receive pay at the rate of two and one-half (2.50) times their basic salary for the additional shift.

**1604** At the nurse's request, overtime shall be banked and shall be compensated by time off at overtime rates to be taken at a time mutually agreed. At the nurse's request, any banked overtime, or portion thereof, shall be paid out on a separate cheque without a surcharge on the dates designated by the Employer. At the nurse's request, any banked overtime or portion thereof shall be paid out at any time on a regular pay cheque. Overtime may be accumulated to a maximum of seventy-seven and one-half (77.50) hours at any one time. Any overtime in excess of seventy-seven and one-half (77.50)

hours shall be paid as earned. All accumulated overtime must be taken as time off or paid out by March thirty-first (31<sup>st</sup>) of each fiscal year. Accumulated overtime not taken as time off or paid out by this date shall be paid to the nurse in the last pay period of the fiscal year on a separate cheque without a surcharge.

**1605** A full-time nurse reporting back to work upon request after leaving the site following completion of a shift but before commencement of their next scheduled shift shall be paid at overtime rates of pay with a guaranteed minimum of three (3) hours at overtime rates. If the extra time worked under this subsection commences within less than three (3) hours before the start of a shift, the guaranteed minimum of overtime pay will not apply. In such cases, the nurse will be paid at overtime rates from the time the nurse starts to work to the beginning of their shift.

**1606** Overtime worked as a result of the changeover from Daylight Savings Time to Central Standard Time shall be deemed to be authorized overtime.

The changeover from Central Standard Time to Daylight Savings Time will be considered as full hours worked for that shift.

**1607**

***Applicable for all non-transferred sites and the sites within SH (direct operations)***

Overtime shall be distributed as equitably as possible, within the posted shift schedule, amongst those nurses qualified for the work in accordance with Article 1601. Preference for such overtime shall be awarded in order by unit, program and then site.

- (i) "Home Unit" – full-time nurses or part-time nurses who are at full-time hours and/or eligible for overtime (equitable distribution) – once offered to full-time and part-time nurses, shifts can be offered to casual nurses who are at full-time hours and/or eligible for overtime;
- (ii) "Home Program" – full-time nurses or part-time nurses who are at full-time hours and/or eligible for overtime – once offered to full-time and part-time nurses, shifts can be offered to casual nurses who are at full-time hours and/or eligible for overtime;
- (iii) "External to Program" – full-time nurses or part-time nurses who are at full-time hours and/or eligible for overtime – once offered to full-time and part-time nurses, shifts can be offered to casual nurses who are at full-time hours and/or eligible for overtime;

No nurse shall be required to work overtime against their wishes when other qualified nurses within the same site are able and willing to perform the required work. The Employer may maintain a sign up sheet (or in electronic format) for nurses to indicate advanced availability for work in such case. The sign up sheet may include eligible nurses from the Employer, as well as the site.

**1608** In every period of overtime, a paid rest period of twenty (20) minutes shall occur during each continuous three (3) hours, unless the overtime worked is a full shift in which case regular meal/rest periods shall occur.

**1609** A nurse required to work overtime without advance notice for a period in excess of two (2) hours immediately following their regular shift shall receive a meal voucher for the facility cafeteria to cover the cost of a meal of up to ten dollars (\$10.00) [twelve dollars (\$12.00) effective July 8, 2024], or if this is not possible, a meal allowance of ten dollars (\$10.00) [twelve dollars (\$12.00) effective July 8, 2024], shall be provided.

**1610** A nurse who is required to remain on the nursing unit during a meal period or who is required to return to their unit during a meal period, and the missed portion of the meal period is not rescheduled during their shift, shall receive pay at overtime rates for the missed meal period or portion thereof.

**1611** No nurse shall work more than a total of sixteen (16) consecutive hours (inclusive of regular and overtime hours) in a twenty-four (24) hour period, unless otherwise mutually agreed between the nurse and Employer.

## **ARTICLE 17 -- SHIFT PREMIUM AND WEEKEND PREMIUM**

### **1701**

- (a) An evening shift premium of two dollars (\$2.00) [two dollars and twenty-five cents (\$2.25) effective July 8, 2024] per hour shall be paid to a nurse for all hours actually worked on any shift when the majority of the hours on that shift fall between 1800 hours and the next succeeding 2400 hours.
- (b) A night shift premium of three dollars and fifty cents (\$3.50) [three dollars and seventy-five cents (\$3.75) effective July 8, 2024] per hour shall be paid to a nurse for all hours actually worked on any shift when the majority of hours on that shift falls between 2400 hours and 0600 hours.

**1702** The Evening shift premium shall also be applicable to each hour worked after 1600 hours on a "modified" Day or Evening shift during which at least two (2) hours are worked between 1600 hours and the termination of the shift.

For purposes of application of this provision, a "modified" Day shift shall mean one that commences at a different time than the majority of Day shifts worked by nurses, and a "modified" Evening shift shall mean one that commences at a different time than the majority of Evening shifts worked by nurses. This provision shall be applicable from 1600 hours to the termination of the Day shift on a twelve (12) hour shift pattern.

**1703** When a nurse is on standby, shift premium and weekend premium are payable only for hours actually worked on a callback.

**1704** A weekend premium of two (\$2.00) dollars per hour shall be paid to a nurse for all hours actually worked on any shift where the majority of the hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

Effective two (2) full pay periods post ratification a weekend premium of five dollars and seventy-five cents (\$5.75) per hour shall be paid to a nurse for a Friday evening shift where the nurse receives the evening shift premium, all shifts worked on Saturday and Sunday, and including any night shift considered to be the first shift of a Monday. This applies to the payment of weekend premium only and shall not change the definition of a weekend under Article 303.

**1705** Shift premium shall not be payable when a nurse is on standby, leave of absence, sick time, Recognized Holiday, paid vacation and Workers' Compensation unless the nurse works a permanent evening or night shift.

**1706** Where the Employer chooses to implement a Full-Time Weekend Worker position or where the Employer experiences a chronic staffing challenge on weekends and there are sufficient vacancies, the Employer will consider the creation and posting of a Full-Time Weekend Worker position. Where there is an operational need and where a nurse discloses their desire for a Full-Time Weekend Worker position, the Employer shall not unreasonably deny the creation and subsequent posting of said position.

Where a Full-Time Weekend Worker position has been created the following conditions shall apply:

- (i) Based on a 12 hour rotation consisting of three (3) shifts which will include at least two (2) of the three (3) shifts being worked on Friday, Saturday or Sunday. The shifts may consist of straight days, straight nights or 50% days and 50% nights).
- (ii) Based on an eight (8) hour rotation consisting of nine (9) eight (8) hour shifts in a biweekly period, four (4) of which shall be worked on Friday, Saturday or Sunday within the biweekly period. The shifts may consist of straight days, straight evenings, straight nights, 50% days/evenings or 50% days/nights.
- (iii) The annual hours base shall be 1872 hours. The annual salary provided for this position is the standard 2015 annual salary scale, but shall be 10% higher than the prevailing rate for that occupational classification.
- (iv) A nurse replacing a Full-Time Weekend Worker shall not be entitled to the rate of pay applicable to the Full-Time Weekend Worker. However, the Full-Time Weekend Worker who interchanges a shift with a non Full-Time Weekend Worker shall be paid at their Full-Time Weekend Worker rate of pay for the interchanged shift.
- (v) A Full-Time Weekend Worker who picks up additional available shifts shall not receive the Full-Time Weekend Worker rate of pay for such shifts.

- (vi) Shift premiums and weekend premiums as outlined in the Collective Agreement shall apply.
- (vii) Articles 1504 (d) and 3404 shall not apply to Full-Time Weekend Workers.
- (viii) The Employer maintains the right to discontinue a Full-Time Weekend Worker position with a minimum of ninety (90) days written notice to the affected nurse(s) and the Union. The position may be converted to one with normal scheduling requirements pursuant to the Collective Agreement and the rate of pay shall revert to the prevailing rate of pay for that occupational classification. Deletion of the Full-Time Weekend Worker incumbents is required for schedule conversions where there are conversions from a Full-Time Weekend Worker rotation to a regular rotation. In such case the provisions of Article 27 of the Collective Agreement shall apply.

Nurses occupying a 1.0 EFT Full-Time Weekend Worker will be considered as full time and eligible for any full time incentives.

**1707** Where the Employer chooses to implement a Weekend Worker position(s) the Employer and the Union mutually agree that the following shall apply:

- (a) All provisions of the Collective Agreement shall apply except as noted herein.
- (b) Occupied positions will not be deleted in order to create a Weekend Worker position(s).
- (c) A full-time nurse working a weekend schedule will be scheduled to work on every weekend. If in a part-time position it is understood that a nurse may be required to work exclusively on weekends, when scheduled to work. Whether full or part time this may include working one or all days on the weekend as well as shifts during the week. Article 1504(d) and 3404 shall not apply to Weekend Workers.
- (d) Weekend Worker positions in accordance with this Article shall be posted in accordance with the provisions of the Collective Agreement and will have an annual hours base of 2015.
- (e) A nurse replacing a Weekend Worker shall not be entitled to the rate of pay applicable to the Weekend Worker. However, the Weekend Worker who interchanges a shift with a non Weekend Worker shall be paid at their Weekend Worker rate of pay for the interchanged shift.
- (f) A Weekend Worker who picks up additional available shifts shall not receive the Weekend Worker rate of pay for such shifts.
- (g) The establishment and/or existence of a Weekend Worker shall not form the basis for reclassification and/or pay adjustments of any classification under the Collective Agreement.

- (h) The Employer maintains the right to discontinue a Weekend Worker schedule with a minimum of ninety (90) days written notice, to the affected nurse(s) and the Union. The position may be converted to one with normal scheduling requirements pursuant to the Collective Agreement and the rate of pay shall revert to the prevailing rate of pay for that occupational classification. Deletion of the Weekend Worker incumbents is required for schedule conversions where there are conversions from a Weekend Worker rotation to a regular rotation. In such case the provisions of Article 27 of the Collective Agreement shall apply.
- (i) Appendix "A" – Salaries for Weekend Worker positions shall be fifteen percent (15%) higher than the prevailing rate for that occupational classification.

**1708** A nurse employed in a Weekend Worker position who is the successful applicant to a position of the same classification not designated as a Weekend Worker shall be placed at the same salary step as the nurse held while employed in the Weekend Worker position.

**1709** ICU Premium  
Effective August 8, 2024, a premium of three dollars (\$3.00) per hour will be provided to nurses for all paid hours worked in an Intensive Care Unit. (HSC or anywhere else a new ICU is introduced).

**1710** ED (with ICU) Premium  
Effective August 8, 2024, a premium of four dollars (\$4.00) per hour will be provided to nurses for all paid hours worked in an Emergency Department where an ICU exists in the same facility. (HSC and any other hospital where an ED (with an ICU) is introduced in the future).

**1711** ED/Urgent Care Premium (without ICU)  
Effective August 8, 2024, a premium of two dollars (\$2.00) per hour will be provided to nurses for all paid hours worked in an Emergency Department/Urgent Care.

**1712** Triage Premium (for facilities where above premiums apply)  
Effective August 8, 2024, a premium of two dollars (\$2.00) per hour for all hours where a nurse is assigned to triage duties. Applicable in all facilities as per Article 1711 ED/UC (without ICU).

## ARTICLE 18 -- STANDBY

**1801** "Standby" shall refer to any period of time duly authorized by the Employer during which a nurse is required to be available to return to work without undue delay. Callback shall be limited to the unit(s) for which the nurse is on standby. Standby shall be assigned and scheduled in accordance with the provisions of Article 1501 whenever reasonably possible.

**1802** Nurses required to be on standby shall receive two (2) hours basic pay per eight (8) hour shift or portion thereof.

**1803** A nurse actually called back to work when they are on standby shall be paid for hours worked at the overtime rates, or may, at the nurse's request, be granted time off which is the equivalent of overtime rates. The nurse will be guaranteed a minimum of three (3) hours at the overtime rate except when called in within three (3) hours of the commencement of their next shift. In such cases the nurse shall be paid at the overtime rate from the time the nurse started work to the beginning of their shift.

**1804** Standby allowance shall be paid for any time during which a nurse is actually called back to work.

**1805** Assignment of standby shall be distributed as equitably as possible amongst those nurses qualified for the assignment.

**1806** The Employer will provide parking space in near proximity to the site for the use of nurses on standby who are called back.

**1807** Whenever reasonably possible, a pager (or alternate) shall be provided by the Employer to nurses during any period of assigned standby.

**1808 Telephone Consultation(s):**

When a nurse is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the following shall apply:

- (a) A nurse who is placed on standby shall, in addition to standby premium, be paid at the applicable overtime rates for all time spent on any telephone calls received. In any event the nurse shall be guaranteed a minimum of fifteen (15) minutes compensation at the aforementioned rate per call. Accumulated time spent on telephone consultations extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval.
- (b) A nurse designated by the Employer but not on standby shall be paid at the applicable overtime rates for all time spent on any telephone calls received. In any event the nurse shall be guaranteed a minimum of fifteen (15) minutes compensation at the aforementioned rate per call. Accepting any such calls and/or processing such electronic communications when not receiving the standby premium shall be at the discretion of the nurse. Accumulated time spent on telephone consultations extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15) minute interval.

(c) Nurses consulted by telephone outside of their regular working hours shall document all calls received and shall submit a log of all such calls to their supervisor for processing.

(d) Where the nurse is authorized to handle bona fide work-related matters through electronic means, including email, without returning to the workplace, the nurse shall be compensated in the same manner as a telephone consultation.

**1809** If there is a sufficient number of nurses qualified for assignment to standby, a nurse shall not be assigned to standby on the day immediately preceding or during their days off, unless otherwise mutually agreed.

**Applicable to Health Sciences Centre site only:**

**1810**

A nurse may be required by the Employer to be available for duty for a period of not more than sixteen (16) hours consecutively unless otherwise agreed to between the nurse and the Employer.

## **ARTICLE 19 -- RESPONSIBILITY PAY**

**1901** A nurse assigned to perform all or substantially all the responsibilities of a more senior classification for at least two (2) consecutive hours or for the entirety of their shift, or a nurse designated as being "in charge" shall be compensated by an allowance of one dollar (\$1.00) [two dollars (\$2.00 effective July 8, 2024)] for each hour worked, except for a Nurse III temporarily replacing a Nurse IV.

A Licensed Practical Nurse will receive responsibility pay when they are assigned charge nurse responsibilities by the Employer.

For temporary assignments of promotion of more than four (4) weeks in length, the terms of Article 2801 herein shall be applicable to salary rates.

**1902** Assignment of "charge" responsibility shall be equitably distributed amongst those nurses available and qualified for the assignment.

**1903** This allowance shall be paid to one (1) nurse designated "in charge" on a nursing unit for any shift (days, evenings or nights) in accordance with Article 1901 above except in the case of there being a Nurse III or Nurse IV or an out of scope manager assigned to the responsibility of the unit on that shift.

It is understood and agreed that the current practice of designating nurses as being "in charge" shall continue.

**1904**      Clinical Mentorship

The parties recognize that quality nursing practice is essential to the provision of safe patient care. Practical nursing skills are largely learned on the unit, whether through the consolidation of skills as new nurses, or through continuous learning as nurses progress through their careers.

The parties agree that nurses benefit from consistent, experienced mentorship and support at the unit level. Increasing clinical mentorship also aids with skill development, retention and recruitment and the promotion of safe patient care.

The primary function of the Clinical Mentor will be to act as a guide, role model, and advisor who facilitates debriefings, and shares practical, day to day, applied knowledge with other nurses. Clinical Mentors will primarily be responsible for providing rapid, just in time clinical mentorship on the unit, department, or program. They will also work in conjunction with Nurse Educators to provide on-going guidance to ensure competence in the area of practice. Any education by the Clinical Mentor to the mentee will not replace that of the Nurse Educator nor will a Clinical Mentor's duties replace, or act in substitution of, the tasks, duties and responsibilities of the Nurse Educator.

The Employer reserves the right to ensure the appropriate skillset, training and knowledge is matched with the expectations of the role. The parties mutually agree that the awarding of a Mentorship Designation position shall be excluded from the application of Article 2502.

The Employer, balancing the operational needs of the unit, shall determine the number of designated mentors under A and/or B below, if any, are required on the unit. However, nothing herein precludes the Union from raising the issue of need for additional clinical mentorship or mentorship generally at Union/Management meetings or NAC.

Where the Employer determines that creation of a clinical mentor role is required, they may elect to establish a function in one of the following ways:

A.            Clinical Mentor Positions

- (i) Where the Employer identifies the need for a mentorship position, the Employer shall post such position clearly identifying the area(s) of the clinical mentorship assignment.
- (ii) Clinical Mentors will be included on the master rotation and be scheduled in accordance with Article 15 to work on day, evening, night and weekend shifts. Clinical Mentors will be paid at a Nurse III rate of pay and will not carry a caseload. Where the Employer creates a position, a job description will be developed and shared with the Union in accordance with the provisions of the Collective Agreement.
- (iii) When establishing a Clinical Mentor position the qualifications established by the Employer shall include at minimum three (3) years of recent nursing experience

(non-specialized area), and recent, relevant experience in the respective practice area in which they will provide mentorship. For specialty areas, five (5) years of recent experience in the specialty area is required. The Employer shall provide to the Union a list of specialty areas no later than September 8, 2024.

B. Clinical Mentorship- Designation Program

A nurse may request consideration to participate in the Clinical Mentorship Designation Program in accordance with the following:

- (a) (i) A nurse who is eligible to retire within four (4) years as at date of written request to the Employer without early retirement penalty or, is in receipt of pension, shall be eligible for consideration to participate in the Clinical Mentorship Designation Program (Program).
- (ii) This Program is applicable to nurses who hold a 0.7 EFT or higher.
- (iii) A nurse participating in the Program shall continue to earn salary at the nurse's current EFT and classification. Subject to mutual agreement the nurse's schedule can be changed to accommodate the needs of the mentees or the mentee's schedule. For the hours assigned to mentorship duties, the nurse shall be paid a premium of two dollars (\$2.00) per hour.
- (b) Where the Employer approves a nurse to be enrolled in the Clinical Mentorship Designation Program, the nurse shall:
  - (i) officially notify the Employer of their intended retirement date, such retirement date being up to four (4) years from the commencement date of the Program as agreed by the nurse and the Employer; and
  - (ii) after a period of up to four (4) years participating in the Program, commence retirement, unless otherwise agreed between the nurse and the Employer. The Employer shall inform the Union of all such agreements.
- (c) After a period of four (4) years, if retirement is not commenced, then the Employer reserves the right to determine if continuance of the role is required.
- (d) Vacation planning will be selected as per the MNU Vacation Scheduling Guidelines.
- (e) The Program shall be reviewed by the Employer and the nurse on at least an annual basis.
- (f) Where the Employer no longer has a need for the Clinical Mentor Designation, the nurse shall maintain their EFT and classification.

## ARTICLE 20 – TRANSPORTATION ALLOWANCE/ESCORT DUTY

**2001** A nurse who is required to terminate or commence work between the hours of 0001 and 0600 hours and who does not have their own transportation, will have transportation provided by the Employer at no cost to the nurse.

**2002** A nurse required to return to the site/worksite/facility on a callback as referenced in Article 1803 shall receive:

- (a) return transportation provided by the Employer, or
- (b) if the nurse elects to use their own vehicle, they shall be reimbursed for all travel in accordance with the prevailing Province of Manitoba mileage rates, subject to a minimum guarantee of \$4.00 [five dollars (\$5.00) effective July 8, 2024].

It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

**2003** Where a nurse is required and authorized to use their privately owned vehicle on the Employer's business:

- (a) the nurse shall be reimbursed by the Employer for all travel from the site/worksite and between work locations in accordance with the prevailing Province of Manitoba mileage rates.

It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

- (b) The nurse shall be reimbursed for parking expenses incurred away from the site/worksite during the course of the authorized business.

**2004** **Escort Duty:**

- (a) (i) A nurse called in to escort a patient when they are not on standby or provided they do not qualify for pay at overtime rates in accordance with Article 16, shall be paid for all time involved with the patient assignment including travel time required to return to the facility, subject to a minimum guarantee of three (3) hours pay at regular rates of pay. All hours worked in excess of seven and three-quarter (7.75) hours shall be paid in accordance with Article 16.

For facilities/sites/programs outside of Winnipeg, the minimum guarantee of hours shall correspond to the geographic region in which

the facilities/sites/programs are located.

- (ii) When a nurse is required to escort a patient while on a scheduled shift, overtime rates of pay will apply in accordance with Article 16 for all hours worked in excess of the scheduled shift length (i.e. 7.75 hours, 11.625 hours).
- (iii) A full-time or part-time nurse scheduled or called in for escort duty when they are not on standby whose escort duty is cancelled, shall be paid or assigned work for a period of three (3) hours.
- (iv) When a nurse on escort duty is no longer involved with the patient assignment, time and return travel time will be paid as follows:
  - For each subsequent twenty-four (24) hour period that the nurse is awaiting return travel they shall be paid wages for one regular shift (or overtime in accordance with Article 16)
  - For each portion of a twenty-four (24) hour period that the nurse is awaiting return travel or travelling to return to the facility, the nurse will be paid the greater of hours worked plus actual hours in travel status (or overtime in accordance with Article 16) or a prorated shift based on the portion of the twenty-four (24) hour period away.
- (v) Where a nurse is responsible for the care and control of equipment and/or drugs, and such equipment and/or drugs is not readily portable and requires the nurses' full attention, then the nurse shall be considered as being still "on duty" as if they were still involved with the patient and shall be paid accordingly.

A casual nurse whose Escort Duty is cancelled prior to their arrival at the site shall not be entitled to the payment or work noted above. If their Escort Duty is cancelled after they have reported for duty, they shall be paid or assigned work for a period of three (3) hours.

It is understood that the full-time, part-time or casual nurse shall have the right to refuse the assigned work and as such they shall not be entitled to the minimum payment noted above.

- (b) A nurse going out on escort duty will not suffer any loss in basic salary as a result of missing any portion of a scheduled shift. Therefore, a nurse who is unable to return from escort duty in time to work a scheduled shift or portion thereof shall be paid for the missed hours at their basic salary. Where a nurse misses only a portion of their scheduled shift while on escort duty, they will be expected to work the remainder of their shift.

- (c) A nurse required for escort duty on a Recognized Holiday shall be paid in accordance with Article 22, and Article 16 if applicable, for all time involved with the patient assignment including travel time required to return to the site.
- (d) (i) A nurse on escort duty out of province/country shall be provided with a travel advance for all anticipated travel expenses (transportation, meals, accommodation) before commencing escort duty, unless the nurse chooses to make alternate arrangements.
- (ii) A nurse on escort duty within the province, shall be provided with a meal allowance/advance of ten dollars (\$10.00) [twelve dollars (\$12.00) effective July 8, 2024], once per shift. If the escort duty extends over another meal period, meal expenses shall be claimed in accordance with Employer policy. A subsequent travel/expense claim will be submitted in accordance with the Employer travel policy.

## ARTICLE 21 -- VACATIONS

**2101** Unless otherwise agreed between the nurse and the Employer, the Employer will provide for vacation days to be taken on a consecutive basis, recognizing that five (5) vacation days [thirty-eight point seven five (38.75) hours] equals one (1) calendar week. The vacation year shall be from May 1<sup>st</sup> to April 30<sup>th</sup> (***April 1<sup>st</sup> to March 31<sup>st</sup> @ Crisis Response Services, MAID Services, Breast Health Centre, Selkirk Mental Health Centre, and Manitoba Adolescent Treatment Centre***). The dates used to calculate vacation earned shall be from the end of the last full pay period of April (***March @ Crisis Response Services, MAID Services, Breast Health Centre, Selkirk Mental Health Centre and Manitoba Adolescent Treatment Centre***) in one vacation accrual year to the end of the last full pay period of the following April (***March @ Crisis Response Services, MAID Services, Breast Health Centre, Selkirk Mental Health Centre and Manitoba Adolescent Treatment Centre***). Vacation earned in any vacation year is taken in the following vacation year. The whole of the calendar year shall be available for the taking of accrued vacation time.

The nurse shall have the right to request which day of the week their vacation begins. Upon request, a nurse may be permitted to retain up to three (3) [five (5) effective the 2025/2026 vacation year] days of their regular vacation for the purpose of taking such time off for personal reasons such as religious observance or special occasion. Any such days not scheduled at the commencement of the vacation year shall be requested and duly considered in accordance with Article 1501.

**2102** A nurse who has completed less than one (1) year of employment as at the cut-off date shall be entitled to a paid vacation at the rate of one and one-quarter (1.25) days per month worked, however, unless otherwise mutually agreed, the Employer is not obliged to permit earned vacation to be taken until a nurse has completed six (6) months of employment.

**2103**

- (a) Except as provided in subsection (b) hereinafter, nurses shall be entitled to paid vacation calculated on the basis of vacation earned at the following rates:

<u>Length of Employment</u>	<u>Rate at Which Vacation Earned</u>
In the first three (3) years	Fifteen (15) days/three (3) weeks [116.25 hours] per year
In the fourth (4 <sup>th</sup> ) to ninth (9 <sup>th</sup> ) year inclusive	Twenty (20) days/four (4) weeks [155 hours] per year
In the tenth (10 <sup>th</sup> ) to nineteenth (19 <sup>th</sup> ) year inclusive	Twenty-five (25) days/five (5) weeks [193.75 hours] per year
In the twentieth (20 <sup>th</sup> ) and subsequent years	Thirty (30) days/six (6) weeks [232.50 hours] per year

- (b) For the remainder of the 2024/2025 vacation year: In addition to (a) above, nurses employed in the classification of Nurse IV or higher on April 1, 1998 shall be entitled to paid vacation calculated on the basis of vacation earned at a rate which is five (5) days more than the rates at which vacation is earned in (a).

**Effective vacation year 2025/2026:** in addition to (a) above, all nurses employed in the Nurse IV or Nurse V occupational classifications shall be entitled to paid vacation calculated on the basis of vacation earned at a rate which is five (5) days more than the rates at which vacation is earned in (a).

- (c) Vacation entitlement for the vacation year following completion of the 3<sup>rd</sup>, 9<sup>th</sup> and 19<sup>th</sup> years of continuous employment shall be determined by a pro-rata calculation based upon the two (2) rates of earned vacation.

**Applicable to Nurse Practitioners & Clinical Nurse Specialists (CNS) only**

- (a) **For the remainder of the 2024/2025 vacation year:** A nurse occupying a Nurse Practitioner or CNS position shall be entitled to paid vacation calculated on the basis of vacation earned at the following rates:

<u>Length of Employment</u>	<u>Rates at Which Vacation Earned</u>
In the first ten (10) years	Twenty (20) days/four (4) weeks (155 hours) per year
In the eleventh (11 <sup>th</sup> ) to twentieth (20 <sup>th</sup> ) year inclusive	Twenty-five (25) days/five (5) weeks (193.75 hours) per year
In the twenty-first (21 <sup>st</sup> ) and subsequent years	Thirty (30) days/six (6) weeks (232.50 hours) per year

- (b) For the remainder of the 2024/2025 vacation year: In addition to (a) above, nurses employed in the classification of Nurse IV or higher on April 1, 1998 (April 26, 1991 for CNS) shall be entitled to paid vacation calculated on the basis of

vacation earned at a rate which is five (5) days more than the rates at which vacation is earned in (a).

- (c) Vacation entitlement for the vacation year following completion of the 10<sup>th</sup>, 20<sup>th</sup> and 21<sup>st</sup> years of continuous employment shall be determined by a pro-rata calculation based upon the two (2) rates of earned vacation.

**Effective vacation year 2025/2026:**

**Applicable for Nurse Practitioners and Clinical Nurse Specialists (CNS)**

- (a) A nurse occupying a Nurse Practitioner or Clinical Nurse Specialist (CNS) position shall be entitled to paid vacation calculated on the basis of vacation earned at the following rates:

<u>Length of Employment</u>	<u>Rates at Which Vacation Earned</u>
In the first nine (9) years	Twenty-five (25) days/five (5) weeks (193.75 hours) per year
In the tenth (10 <sup>th</sup> ) to nineteenth (19 <sup>th</sup> ) year inclusive	Thirty (30) days/six (6) weeks (232.50 hours) per year
In the twentieth (20 <sup>th</sup> ) and subsequent years	Thirty (35) days/seven (7) weeks (271.25 hours) per year

- (b) Vacation entitlement for the vacation year following completion of the 9<sup>th</sup>, 19<sup>th</sup> and 20<sup>th</sup> years of continuous employment shall be determined by a pro-rata calculation based upon the two (2) rates of earned vacation.

**2104** In recognition of length of service, each nurse shall receive an additional five (5) days of vacation on completion of twenty (20) years of continuous service, and on each subsequent fifth (5<sup>th</sup>) anniversary of employment (i.e. 25<sup>th</sup>, 30<sup>th</sup>, 35<sup>th</sup>, 40<sup>th</sup>, etcetera). Such days shall be taken during the vacation year in which the 20<sup>th</sup> or subsequent fifth (5<sup>th</sup>) anniversary occurs.

**2105** For the purposes of determining the rate at which vacation entitlement is earned, the term of continuous service of a nurse will be deemed to include:

- (a) any periods when a nurse is receiving income protection benefits, is on paid vacation, is on paid leave of absence, is on unpaid leave of absence related to illness or disability of up to two (2) years
- (b) any period of Workers' Compensation up to two (2) years
- (c) any period of unpaid leave of absence of up to four (4) weeks
- (d) any period of layoff of less than eighteen (18) weeks
- (e) educational leave of up to two (2) years
- (f) any period of Parenting Leave.

**2106** Nurses on Workers Compensation or MPI (as a result of a motor vehicle accident while on duty) will continue to accrue paid vacation for a period of one (1) year from the date of the first absence from work, related to the occurrence of the compensable injury or illness.

**2107** Terminal vacation pay shall be calculated in accordance with Articles 2103 and 2105 and based on the nurse's rate of pay on the date of termination.

**2108** The Employer shall notify each nurse, prior to their vacation, of the date and time upon which they are to report back to work following their vacation, but this will not preclude the making of a change during the nurse's vacation period if mutual agreement is reached between the Employer and the nurse.

**2109** The Employer shall be responsible for posting the vacation entitlement lists, along with a list of the number of nurses in each occupational classification per unit/site that may be scheduled for vacation at one time, in an accessible location, by February 1<sup>st</sup> (**March 1<sup>st</sup> @ Diagnostic Services, CancerCare Manitoba, Eden Mental Health Centre, and Rehabilitation Centre for Children**) of each year. The vacation entitlement lists shall reflect each nurse's projected vacation entitlement as at April 30<sup>th</sup> (**March 31<sup>st</sup> @ Crisis Response Services, MAID Services, Breast Health Centre, Selkirk Mental Health Centre and Manitoba Adolescent Treatment Centre**) of that year.

Beginning February 15<sup>th</sup> (**March 15<sup>th</sup> @ Diagnostic Services, CancerCare Manitoba, Eden Mental Health Centre, and Rehabilitation Centre for Children**) of each year, the Employer shall arrange an appointment with each nurse, in order of seniority, so that the nurse may indicate their choice of vacation dates, in writing. All of the nurse's earned vacation must be chosen at this time except for the three (3) [five (5) effective the 2025/2026 vacation year] days as per Article 2101. These appointments shall take place in person, unless otherwise mutually agreed, and shall include reviewing the vacation selected/approved to date.

The selected/approved vacation schedule shall be updated on an ongoing basis and shall be posted daily in an accessible location. Once a nurse's vacation selection has been approved, it shall not be changed unless by mutual agreement and without displacing the request of another nurse.

Except in extenuating circumstances, a nurse who fails to indicate their choice of vacation dates in accordance with the above, shall have their vacation scheduled by the Employer.

To the extent that it finds possible, the Employer shall give priority to those nurses in each occupational classification within each nursing unit having the most seniority within the site.

The approved vacation schedule will be posted no later than April 1<sup>st</sup> (**March 31<sup>st</sup> @ Manitoba Adolescent Treatment Centre; May 1<sup>st</sup> @ Diagnostic Services, CancerCare Manitoba, Eden Mental Health Centre, and Rehabilitation Centre for**

**Children).** Approved vacation schedules within each nursing unit/site shall not be changed unless mutually agreed upon by the nurse and the Employer.

A nurse who transfers to another unit/site after their vacation request has been approved, shall have their vacation scheduled by the Manager of the new unit/site in consultation with the nurse within the time periods remaining during that vacation year.

Notwithstanding the above, as much as reasonably possible, the approved vacation of deleted and bumped nurses shall continue to be approved regardless of the unit/site they are displaced to. This shall not impact previously approved vacation of nurses in the new unit/site. If the displaced nurse prefers to reschedule the vacation at a time that is mutually agreeable to both the Employer and the nurse, that shall occur.

A nurse must use current annual vacation, (which was earned during the previous vacation year), during the current vacation year. If the current annual vacation is not used or scheduled by January 15<sup>th</sup>, the Employer has the right to schedule the vacation prior to the end of the current vacation year. Vacation may be paid out only in extenuating circumstances.

For former Civil Service nurses who have maintained their pension with the Civil Service Superannuation Plan, vacation days may be reserved in accordance with the Memorandum of Understanding Supplementary to the Collective Agreement.

## **ARTICLE 22 -- RECOGNIZED HOLIDAYS**

**2201** For purposes of this Agreement, Recognized (paid) Holidays shall be New Year's Day (January 1<sup>st</sup>), Louis Riel Day (la journée Louis Riel), Good Friday, Easter Monday, Victoria Day, Canada Day (July 1<sup>st</sup>), Terry Fox Day (la journée Terry Fox), Labour Day, National Day for Truth and Reconciliation (September 30<sup>th</sup>), Thanksgiving Day, Remembrance Day (November 11<sup>th</sup>), Christmas Day (December 25<sup>th</sup>), and Boxing Day (December 26<sup>th</sup>); and any other statutory holidays declared by federal or provincial authority.

**2202** Whenever a Recognized Holiday falls on their scheduled days off, it is understood that this day off in lieu shall be banked in accordance with Article 2206, or the nurse may request that a day in lieu of the Recognized Holiday be scheduled on a date mutually agreed between the Employer and the nurse, or the nurse may request that they receive an extra day's pay at their basic rate of pay.

**2203** A nurse required to work on a Recognized Holiday shall be paid at the rate of one and one-half (1.50) times their basic pay and in addition it is understood that one (1) day off shall be banked in accordance with Article 2206, or the nurse may request that a day in lieu of the Recognized Holiday be scheduled on a date mutually agreed between the Employer and the nurse, or the nurse may request that they receive an extra day's pay at the nurse's basic rate of pay.

**2204** A day off given in lieu of a Recognized Holiday shall be added to a weekend off or to scheduled days off unless otherwise mutually agreed.

**2205** The Employer agrees to assign time off as equitably as possible over Christmas and New Year's, endeavoring to grant each nurse as many consecutive days off as reasonably possible over either Christmas Day or New Year's Day.

As much as reasonably possible, Christmas Eve and Boxing Day shall be assigned with Christmas Day; New Year's Eve shall be assigned with New Year's Day, unless otherwise mutually agreed.

Nurses shall be assigned time off over Christmas or New Years in alternate years unless otherwise mutually agreed.

**2206** A nurse may accumulate up to a maximum four (4) days off in lieu of Recognized Holidays to be taken with scheduled days off or to complete a partial week of vacation or at such other time as is requested and granted in accordance with Article 1501. Unless otherwise agreed between the nurse concerned and the Employer, accumulated lieu days must be taken within the fiscal year in which they were earned. If the accumulated lieu days are not taken within the fiscal year earned the accumulated days will be paid out at one and one half (1.5) times their basic rate of pay.

Upon written request, a nurse may carryover up to four (4) days in lieu to the next fiscal year. During the fiscal year that Good Friday and Easter Monday statutory holidays occur in March, the nurse may exceed four (4) days in lieu by the two (2) Easter statutory holidays.

**2207** For the purpose of this Article, a day is equivalent to seven and three-quarter (7.75) hours.

**2208** The Employer will ensure that all nurses receive at least two (2) other Recognized Holidays besides Christmas or New Year's on the day on which they occur, if reasonably possible.

**Applicable for Health Sciences Centre site only:**

The Employer will ensure that all nurses receive at least two (2) other Recognized Holidays besides Christmas or New Year's on the day on which they occur.

## **ARTICLE 23 -- INCOME PROTECTION AND WORKERS COMPENSATION**

**2301** A nurse having accumulated income protection may claim basic pay for such income protection against such accumulation with respect to periods during which:

- (i) The nurse was unable to work because of an incapacitation due to accident or illness, however, a nurse cannot receive income protection benefits for any period of time during which the nurse is eligible for wage loss benefits from either the Workers Compensation Board or the Manitoba Public Insurance as a result of a motor vehicle accident [subject to Article 2303], or
- (ii) In the opinion of the Employer, the nurse's presence constituted a health hazard for patient and/or other employees and the nurse was instructed by the Employer to leave the nurse's place of duty; or
- (iii) The nurse attends an appointment related to a medical/dental examination and/or treatment, subject to Article 3704.

**Additional for Breast Health Centre site only:**

- (iv) A deduction shall be made from accumulated sick leave of all normal working days absent for sick leave. No deductions for absences on account of illness will be made for periods of two (2) hours or less, to a maximum of six (6) such absences per year.

A nurse who has had accumulated sick credits and subsequently used all their credits will be entitled to the benefit of this Article regarding absence for two (2) hours or less.

**2302** Each nurse shall accumulate income protection at the rate of one and one-quarter (1.25) days for each full month of employment.

**NOTE:** *For each one and one-quarter (1.25) days of income protection accumulated, one day\* (80%) shall be reserved exclusively for the nurse's personal use as outlined in Article 2301. The remaining one-quarter (.25) of a day\* (20%) shall be reserved for either the nurse's personal use as outlined in Article 2301, or for use in the event of family illness as specified in Article 2312. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.*

*(\*In the nurse's first year of employment, amend "one day" to read "three-quarters of a day" and amend "one-quarter of a day" to read "one-half of a day".)*

**Effective April 1, 2027:** Each nurse shall accumulate income protection at the rate of one and one half (1.5) days for each full month of employment.

**NOTE:** For each one and one-half (1.5) days of income protection accumulated, one point two (1.2) days\* (80%) shall be reserved exclusively for the nurse's personal use as outlined in Article 2301. The remaining point three (0.3) of a day\* (20%) shall be reserved for either the nurse's personal use as outlined in Article 2301, or for use in the event of family illness as specified in Article 2312. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.

(\*In the nurse's first year of employment, amend "one point two (1.2) days" to read "0.9 of a day" and amend "0.3 of a day" to read "0.6 of a day".)

### **2303**

- (a) (i) A nurse who becomes injured or ill in the course of performing their duties must report such injury or illness as soon as possible to their immediate supervisor.
- (ii) A nurse unable to work because of a work related injury or illness will inform the Employer immediately, in accordance with established procedures, so that a claim for compensation benefits can be forwarded to the Workers Compensation Board (WCB). Workers Compensation payment will be paid directly to the nurse by WCB.
- Where a nurse is unable to work because of injuries sustained in a motor vehicle accident they must advise their supervisor as soon as possible and they must submit a claim for benefits to the Manitoba Public Insurance (MPI). The nurse shall be entitled to receive full income protection benefits for any period of time deemed to be a "waiting period" by MPI.
- (iii) Where a nurse has applied for WCB or MPI benefits and where a loss of normal salary would result while awaiting a WCB/MPI decision, the nurse may elect to submit an application to the Employer requesting an advance subject to the following conditions:
- (iv) Advance payment(s) shall not exceed the nurse's basic salary as defined in Article 3802 (exclusive of overtime), less the nurse's usual income tax deductions, Canada Pension Plan contributions, and EI contributions.
- (v) The advance(s) will cover the period of time from the date of injury until the date the final WCB/MPI decision is received, however in no case shall the total amount of the advance exceed seventy percent (70%) of the value of the nurse's accumulated income protection credits.

- (vi) The nurse shall reimburse the Employer by assigning sufficient WCB/MPI payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by WCB/MPI directly to the nurse.
  - (vii) In the event that the WCB/MPI disallows the claim, including any appeal, the nurse shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
  - (viii) Upon request, the Employer will provide a statement to the nurse indicating the amount of advance payment(s) made and repayment(s) received by the Employer.
- (b) (i) Where a nurse who has accumulated sufficient income protection credits and after giving notification of a WCB/MPI claim with the potential for related income replacement payments to the Employer, the Employer shall as soon as reasonably possible notify the nurse that they can elect to submit an application to the Employer directing that the Employer supplement the WCB/MPI payments. . Such notification shall include clear instructions on obtaining, completing and submitting the application for the supplement. The amount of such supplement will equal ten percent (10%) of the nurse's regular net salary not earned due to the time loss. Regular net salary will be based on the nurse's basic salary as defined in Article 3802 of the Collective Agreement (exclusive of overtime), less the nurse's usual income tax deduction, Canada Pension Plan contributions and Employment Insurance contributions.
- The Employer's supplement shall be charged to the nurse's accumulated income protection credits and such supplement shall be paid until the nurse's accumulated income protection credits are exhausted, or until 119 calendar days have elapsed since the first day of supplement is due, whichever comes first.
- (ii) Subject to the provisions of each plan, the nurse may request the Employer to reimburse the nurse from the supplement, if sufficient, the contributions which would have been paid by the nurse to the Employer's pension plan, dental care plan, Disability & Rehabilitation plan, extended benefit plan and group life insurance plan as if the nurse was not disabled. If the supplement is not sufficient, or where the nurse elects to receive an advance, the nurse may, subject to the provisions of each plan, forward self-

payments to the Employer to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the nurse contributes.

- (iii) Further to this, the Employer shall notify Workers Compensation/ Manitoba Public Insurance of salary adjustments at the time they occur.
  - (iv) In accordance with Section 41(6)(b) of the Workers Compensation Act of Manitoba, the Employer shall make application to the WCB by January 1, 1994 so that the WCB may determine whether or not the supplements referenced in Article 2303(b)(i) shall continue in effect after January 1, 1995.
  - (v) If at any time it is decided by the WCB/MPI that any payment to be made to the nurse by the Employer must be offset against benefits otherwise payable by the WCB/MPI, then such payment shall not be payable.
- (c) Where the WCB/MPI recommends a work assessment period or a modified return to work period, the provisions of Article 7A06 shall apply.
- (d) A nurse who is on D&R/WCB/MPI prior to the commencement of their vacation shall, upon their request, have their vacation displaced and such vacation shall be re-scheduled at a time mutually agreed between the nurse and the Employer within the available time periods remaining during that vacation year. If the nurses' current annual vacation cannot be reasonably scheduled by the end of the current vacation year the nurse may elect to carry over to the next vacation year up to five (5) days of current annual vacation (pro-rated for part-time).

**2304** The Employer shall be entitled to recover any income protection paid to a nurse if their employment is not continued beyond their probationary period, from the nurse's final termination cheque.

**2305** A nurse who is unable to report for work due to illness shall inform the Employer prior to the commencement of their next scheduled shift(s). A nurse who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question.

Prior to Day shift	–	One (1) hour
Prior to Evening shift	–	Three (3) hours
Prior to Night shift	–	Three (3) hours

A nurse returning to work following an absence of one week or more shall inform the Employer by 1200 hours the day prior to returning to work.

**2306** The Employer, either at the time of notification by the nurse of claiming income protection, or by advance notice prior to future income protection claims, may require a medical certificate or report as proof of the validity of any claim for income protection and as proof of the nurse's ability to perform their regular duties.

Failure to provide such a certificate when requested will disqualify a nurse from receiving paid income protection and may result in a refusal of permission for the nurse to resume their duties.

**2307** Days off and Recognized Holidays or days given in lieu of Recognized Holidays which fall within a period of sick leave shall not be considered a part of, or charged to, the nurse's accumulated income protection.

**2308** At the effective date of this Agreement, each nurse will retain income protection benefits accumulated and not used to that date.

**2309** As soon as a nurse is aware of a date upon which surgery and/or date of a specialist medical appointment will occur, they shall notify the Employer, in writing, of this date and any change thereto so that staff coverage for their intended absence may be arranged.

Where a nurse has been provided necessary time off due to scheduled surgery and/or a specialist medical appointment and where the surgery and/or a specialist medical appointment is subsequently cancelled, and where the Employer has made arrangements for alternate staffing to cover the anticipated absence, the Employer shall have the right to cancel the relief shifts.

These relief shifts shall be clearly identified as being subject to forty-eight (48) hours notice of cancellation.

**2310** If hospitalized due to accident or illness while on scheduled vacation, a nurse may utilize income protection to cover the hospitalization and/or post-hospitalization period, and the displaced vacation shall be re-scheduled at a time mutually agreed between the nurse and the Employer within the available time periods remaining during that vacation year. Proof of such hospitalization and/or post-hospitalization period shall be provided if requested.

**2311** Upon written request, the nurse may obtain information concerning their accumulated sick leave credits up to four (4) times per fiscal year and shall be provided with the information within thirty (30) days of the receipt of this request.

**2312** Subject to the provisions of Article 2302, a nurse may use income protection for the purpose of providing care in the event of an illness of a spouse, common law spouse including same sex partner and fiancé, dependent child, dependent step-child, parent, step-parent, or parent-in-law.

**2313** A nurse who has completed the probationary period who is unable to perform their work by reason of an accident or illness not fully covered by income protection, upon providing an acceptable medical certificate, shall be granted unpaid leave of absence as required for recovery; subject to review at three (3) months, or lesser intervals, at the discretion of the Employer.

**2314** Accumulation of income protection will continue during any unpaid leave of absence or layoff of four (4) weeks or less.

**2315** The Employer when reviewing a nurse's absences under an Attendance Management Program will consider and take into account individual circumstances and absences arising out of a medically-established serious or chronic condition.

**2316** Personal Wellness Leave (PWL)

Personal Wellness Leave (PWL) is designated time off that a nurse can use to support their physical and mental wellness.

Up to two (2) days in each fiscal year may be deducted from a nurse's accumulated income protection credits to be used for PWL. The use of PWL cannot reduce the number of income protection credits to less than twelve (12) days.

The utilization of PWL is subject to the following:

- (a) the leave shall be for physical or mental wellness,
- (b) the two (2) days of leave can be used consecutively, but shall not be used contiguous with a vacation leave, and
- (c) these two (2) days are not carried forward from fiscal year to fiscal year.

The nurse shall request PWL at minimum twenty-four (24) hours in advance and no more than seventy-two (72) hours in advance. Subject to operational requirements the request for PWL shall not be unreasonably denied.

PWLs are intended to support physical and mental wellness and these days will not be used by the Employer with respect to any Attendance Management Program that may relate to the nurse.

## **ARTICLE 24 -- LEAVE OF ABSENCE**

**2401** The nurse will be required to submit a written request for any leave of absence unless otherwise herein stipulated. These requests will specify the reason for the leave and will be considered on an individual basis and may be allowed at the discretion of the Employer unless otherwise indicated in the agreement; however, requests for education leave will be given special consideration. Except in emergencies, such requests must be

made at least four (4) weeks in advance. The Employer shall notify the nurse of its decision in writing, within two (2) weeks of receipt of the request. Requests for extension of educational leave, maternity leave, parenting leave, adoption leave, and bereavement leave will be granted if reasonably possible.

Where a nurse requests to return to work prior to the expiry of the leave of absence as set out in the approved request, the Employer shall have no obligation to return the nurse to work until such time that the leave of absence would have expired, except as per Article 2408 C.6.

Where a nurse has been granted a leave of absence from their entire EFT, the nurse shall be eligible to work additional available shifts. However, the nurse shall not have preference over part-time nurses who offer to work these shifts. When the nurse is awarded additional available shifts, they are compensated in accordance with Article 2704 (a) – (f).

Where a nurse has requested and been granted a partial leave of absence, they will be entitled to accrual of vacation, income protection credits, pre-retirement leave, and Recognized Holiday pay on a pro-rata basis.

**2402** Overstaying of leave of absence without valid reason may be deemed as a resignation.

**2403**

**Applicable for all sites/Employers within the SHEO**

The Employer shall make every reasonable effort to assure that a nurse granted leave of absence for any reason shall return to the same position. For leaves of absence of sixty (60) weeks or less, or eighty (80) weeks or less in the case of parenting leave or parental leave, the nurse is assured of being placed in the same occupational classification within the site and at the same step on their salary scale on their return, but the nurse cannot be assured of being placed in the same nursing unit, position or shift. In the case of longer leaves of absence, a nurse may be placed in any position within the site and shall be reinstated at their previous salary, provided that such salary shall not exceed the maximum for the position in which the nurse is placed.

Notwithstanding Article 3001, a nurse not placed in their former position will be given consideration over other nurses for the first vacancy made available to the nurse in a similar position.

**2404** There shall be no loss of income protection accumulations or vacation accumulations up to the date of any leave of absence whether granted with or without pay.

**2405** Income protection and vacation benefits will continue to accrue during any period of an unpaid leave of absence, approved by the Employer of four (4) weeks or less.

**2406**      Professional Leave: If, in the opinion of the Employer it is in the best interests of patient /resident/client care, nurses may, whenever practicable, be granted time off with pay in order to attend professional or educational meetings, conventions, workshops and institutes.

**2407**      A.            Educational Development:

- (a)            Where the Employer requires a nurse to attend educational conferences, workshops, programs or seminars during working hours, the Employer shall pay registration or tuition fees, and approved expenses and shall ensure that the nurse suffers no loss of salary.
  
- (b)            Where the Employer requires a nurse to attend educational conferences, workshops, programs or seminars during non-working time, the Employer shall pay registration or tuition fees, and approved expenses and shall pay for the time of such attendance at straight time rates.

The Employer shall make all reasonable efforts to allow the nurse to attend the required education during the nurses scheduled working hours.

A part-time or casual nurse shall be paid for the time of such attendance at straight time rates. A full-time nurse shall bank the education hours at straight time rates to be utilized as paid leave during the fiscal year. Where the Employer and the nurse are unable to mutually agree on the date(s) to be taken as paid time off, the Employer has the right to schedule the time off and wherever reasonably possible the day(s) off will be in conjunction with and contiguous to the nurses scheduled days off or vacation.

(c)            Employer Sponsored Educational Development

A nurse shall be granted, upon written request, funding up to a maximum of \$200 per fiscal year, to attend approved workshops, courses, and other programs that are relevant to nursing practice. Such requests must be submitted to the senior nursing manager or designate prior to attendance at such program. The \$200 allowance referenced herein shall be for reimbursement of tuition or registration and recommended/required books and shall occur upon satisfactory completion of the workshop, course, or educational program.

**B. Education Leave:**

The Employer and the Union mutually recognize that additional and continuing education of nurses is desirable as a means of enhancing patient care and improving the effectiveness of nursing services.

Leave from duty for the purpose of taking post-basic courses may be granted at the discretion of the Employer, subject to the following conditions:

- (a) Application shall be made in writing to the Employer, including a description of the course or courses to be taken; the duration of leave applied for; and whether or not the leave requested qualifies for Employer assistance, subject to the terms of this Article.
- (b) Leave with full salary shall be granted when a nurse is required by the Employer to take an educational course, or courses, unless such courses are conditions of employment.
- (c) Leave with salary may, at the discretion of the Employer, be granted to nurses who apply for leave to take an educational course recognized by the Employer, in order to perform current or anticipated duties more effectively.
- (d) When leave is applied for and assistance is granted as per this regulation, the nurse shall sign a written undertaking to the effect that upon completion of their educational course they will return to the facility during a period of not less than twice the duration of their leave, and that should they resign before the expiry of such period, they will refund to the Employer that fraction of their salary and other financial aid paid to them during their educational course which is proportionate to the deficiency in the specified period of subsequent service.
- (e) Educational leaves of more than one (1) year are subject to annual review.

**2408 Parenting Leave**

Parenting Leave consists of Maternity and Parental Leave. Parental Leave includes Paternity and Adoption Leave. A nurse shall be granted leave of absence for up to eighty (80) weeks where they qualify for Parenting Leave.

A nurse who qualifies for Maternity Leave may apply for such leave in accordance with either Maternity Leave Plan "A" or Maternity Leave Plan "B" but not both.

A. Maternity Leave Plan “A”

1. Up to seventeen (17) weeks of Maternity Leave without pay will be granted subject to the following conditions:
  - (a) a written request must be submitted no later than the end of the fifth (5<sup>th</sup>) month of pregnancy and not less than one (1) month before the intended date of the leave.
  - (b) if requested by the nurse, unpaid Maternity Leave of shorter duration may be granted at the discretion of the Employer.
  - (c) the Employer is entitled to require a nurse to stop work in the case of unsatisfactory job performance or if the state of the nurse’s health as verified by a qualified medical practitioner becomes incompatible with the requirements of their job.

B. Maternity Leave Plan “B”

1. In order to qualify for Plan B, a pregnant nurse must:
  - (a) submit to the Employer an application in writing, for leave under Plan B not less than one (1) month before the intended date of the leave.
  - (b) provide the Employer with a certificate of a duly qualified medical practitioner certifying that they are pregnant and specifying the estimated date of their delivery.
  - (c) provide the Employer with proof that they have applied for Employment Insurance benefits and that the Employment and Social Development Canada (ESDC) has agreed that the nurse has qualified for and is entitled to such Employment Insurance benefits pursuant to the Employment Insurance Act.
  - (d) the Employer is entitled to require a nurse to stop work in the case of unsatisfactory job performance or if the state of the nurse’s health as verified by a qualified medical practitioner becomes incompatible with the requirements of their job.
2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
  - (a) the nurse will return to work and remain in the employ of the Employer for at least six (6) months following their return to work, except that where a nurse is the successful applicant for a part-time position which commences on the date of their return from Maternity Leave or at any time during the six (6) months following their return from Maternity Leave, the nurse must remain in the employ

of the Employer and work the working hours remaining in the balance of the six (6) months of the full-time employment; and

- (b) the nurse will return to work on the date of the expiry of their Maternity Leave and where applicable, their Parental Leave, unless this date is modified as per C.6 below.
- (c) should the nurse fail to return to work as provided under (a) and/or (b) above, they are indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during the entire period of maternity leave.
- (d) In the event the nurse does not complete the full period of service as required under Part (a) and (b) above, the nurse shall repay a portion of the "top up" as follows:

$$\frac{\text{Monetary value of top up provided}}{\text{(value is based on hours paid at regular rate of pay in 6 months prior to leave)}} \times \frac{\text{number of hours not worked}}{\text{Hours of service required to be worked (based on monetary value)}}$$

3. A nurse who qualifies is entitled to a Maternity Leave consisting of:
  - (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in B.1.(b)
  - (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in B.1.(b)
  - (c) the Employer may, notwithstanding the above, vary the length of Maternity Leave upon proper certification by the attending physician.
4. Within twelve (12) weeks of receiving the Employment and Social Development Canada (ESDC) approval for Employment Insurance benefits pursuant to the Employment Insurance Act, the nurse must provide proof to the Employer. Reasonable consideration will be given to extending the above period of time for the nurse in exceptional circumstances.

Following receipt of the above proof, the Employer shall provide the nurse a maternity leave allowance with the SUB Plan as follows:

- (a) for the first week a nurse shall receive ninety-three percent (93%) of their weekly rate of pay;

- (b) for up to a maximum of sixteen (16) additional weeks, payments equivalent to the difference between the EI benefits the nurse is eligible to receive and ninety-three percent (93%) of their normal weekly earnings.
  - (c) All other time as may be provided under this Article, shall be on a leave without pay basis.
5. Plan B does not apply to a newly hired nurse occupying a term position.
6. A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.
- C. 1. Parental Leave
- (i) In order to qualify for Parental Leave a nurse must be the natural mother of a child; or be the natural father of a child or must assume actual care and custody of their newborn child (Paternity Leave) or adopt a child under the law of the province (Adoption Leave), or be a partner in a same sex relationship who assumes care and custody of a child.
  - (ii) A nurse who qualifies for Parental Leave, except in the case of Adoption Leave as specified below, must submit to the Employer an application in writing for Parental Leave at least four (4) weeks before the intended date of the commencement of the leave.
  - (iii) In the case of Adoption Leave, the nurse must submit a written request for such leave. The nurse may commence Adoption Leave upon one (1) days' notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.
  - (iv) A nurse who qualifies in accordance with (i), (ii) and (iii) will be granted Parental Leave without pay for a continuous period of up to sixty-three (63) weeks inclusive of vacation as specified in C.2. below. If requested by the nurse, extensions to leaves under this clause will be granted in accordance with Article 2401.
2. Except as outlined below, any nurse must use current annual vacation, (which was earned during the previous vacation year), during the current vacation year. If the current annual vacation is not used, then the Employer has the right to schedule the vacation prior to the end of the current vacation year or pay out any monies owing.

Where Parenting Leave is forty-eight (48) weeks or less, vacation shall be scheduled and taken in accordance with the provisions of the Collective Agreement. No carry-over of vacation is permitted.

Where Maternity and/or Parental Leave exceeds forty-eight (48) weeks, the nurse may elect to carry over to the next vacation year, up to five (5) days of current annual vacation. The balance of the current annual vacation will be paid out at a time immediately following the period during which EI benefits were payable (even if this period extends into the following vacation year).

Any vacation earned up to the time of the commencement of leave will be retained and will be available to be taken in the following vacation year.

3. Subject to 4. below, Parental Leave must commence no later than eighteen (18) months following the birth or adoption of the child or of the date on which the child comes into actual care and custody of the nurse.
4. Where a nurse takes Parental Leave in addition to Maternity Leave, the nurse must commence the Parental Leave immediately on the expiry of the Maternity Leave without a return to work unless otherwise approved by the Employer.
5. Three (3) days of paid leave of absence (23.25 hours) shall be granted to a full-time nurse prior to the commencement of Maternity, Paternity, or Adoption Leave or at the time of the birth or adoption of a child. If the nurse is taking a Maternity, Paternity, or Adoption Leave, the nurse will use this three (3) days of paid leave to replace scheduled hours of work immediately prior to the Sunday of the week the Maternity, Paternity, or Adoption Leave commences.

Part-time nurses shall be entitled to a pro rata amount of this leave based on their hours paid at regular rate of pay in the previous six (6) months.

6. A nurse may end Maternity or Parental Leave earlier than the expiry date of the leave by giving the Employer written notice at least two (2) weeks or one pay period, whichever is longer, before the day the nurse wants to end the leave. This provision includes the cancellation of any term position. Where the Employer has made arrangements for alternate staffing to cover the nurse's absence, the Employer shall have the right to cancel shifts. A minimum of two (2) weeks notice shall be provided for any such cancelled shift.

**2409**Union Leave:

- (a) Subject to at least two (2) or more weeks written notice of request, and no additional costs to the Employer, leave of absence without loss of salary or benefits shall be granted to Union representatives for the purpose of attendance at Manitoba Nurses' Union/Canadian Federation of Nurses' Unions/Canadian Labour Congress meetings or seminars. It is understood that the Manitoba Nurses' Union will reimburse the Employer for salary, benefits and related payroll costs.
- (b) Subject to six (6) weeks' notice, a nurse elected or selected to a full-time or part-time position with the Manitoba Nurses' Union or the Canadian Federation of Nurses' Unions/Canadian Labour Congress shall be granted leave of absence without loss of seniority, salary or benefits for a period of up to two (2) years. Such leave shall be renewed each year, on request, during the nurse's term of office. It is understood that the Manitoba Nurses' Union will reimburse the Employer for the total recovery of payroll and related costs.

Notwithstanding Article 3006, the Employer may elect to post these terms as either fixed terms up to two (2) years or indefinite terms.

**2410**Legal and Investigative Proceedings

- 1.
- a) A nurse required to attend a court proceeding, other than a court proceeding occasioned by the nurse's private affairs where they are a party to that proceeding, shall receive leave of absence at their regular basic rate of pay, and remit to the Employer any jury or witness fees received, only for those days they were normally scheduled to work. The nurse shall not request reimbursement for, or be required to remit any reimbursement of expenses for such duty.
- If a nurse is subpoenaed as a witness in a work related matter on their scheduled day off, the Employer and the nurse will mutually agree on alternate time off in lieu.
- b) A nurse required to attend a court proceeding/inquest to provide medical/clinical evidence shall receive a leave of absence at their regular basic rate of pay, and shall remit to the Employer any witness fees received. The nurse shall not be required to remit any reimbursement of expenses for such duty.
- c) Where a nurse is required to prepare for a court proceeding/inquest where they will provide medical/clinical evidence, during time that the nurse is not scheduled to work, the Employer and the nurse will mutually agree on alternate time off in lieu or compensate for time at regular rates of pay, subject to the Employer's prior approval of the required preparation time.

- d) Where the Employer requires the nurse to participate in a workplace investigation that is required by legislation or Employer policy, and where such investigation meetings cannot be scheduled on the nurse's regular day of work, the Employer will compensate the nurse for the investigation meeting time at regular rates of pay.
  - e) A nurse required to attend a court proceeding as a party to that proceeding, occasioned by the nurse's private affairs shall receive a leave of absence without pay for the required absence.
- 2.
- a) If an action or any form of legal proceeding (referred to below as a "claim"), other than a complaint or report made to a nurse's regulatory body, is brought against any nurse who is, or any former nurse who was, covered by this Agreement, which claim arises out of the nurse's actions while in the good faith performance of their duties, and provided such actions do not constitute gross negligence, then:
    - b) The nurse shall notify the Employer as soon as possible;
    - c) Upon notification, the Employer and the nurse shall meet as soon as possible, and appoint counsel who is mutually agreeable to both the Employer and the nurse;
    - d) Should the Employer and the nurse not be able to agree on counsel satisfactory to both, then the nurse may unilaterally appoint legal counsel subject to the following conditions:
      - 1. the legal counsel must be entitled to practice law in the Province of Manitoba and be in good standing with the Law Society of Manitoba;
      - 2. the legal counsel must be qualified and competent to practice in the area of law at issue in the claim;
      - 3. reasonable legal fees shall be paid by the Employer and, only if prior approval is sought, which approval shall not be unreasonably withheld, disbursements including but not limited to fees for transcripts, travel expenses for counsel and/or witnesses, or the services of experts;
    - e) The nurse shall have the sole right to instruct private legal counsel;
    - f) If a settlement of any claim is reached, and if the settlement is approved by the Employer before the settlement is finalized, the Employer shall pay any amount the nurse is liable for in connection with settlement of the claim; and

- g) The Employer shall pay any monetary amounts, damages, and/or costs awarded against the nurse in any claim, and all reasonable legal fees and related expenses (e.g. disbursements, travel, etc.).
- h) All reasonable legal fees and related expenses (e.g. disbursements, travel, etc.) incurred by nurses or former nurses who are reasonably required to retain their own counsel in relation to attendance at or an appearance before any Commission of Inquiry, or fatality inquest, shall be paid by the Employer.

**2411** Bereavement Leave:

- (a) Bereavement leave of up to four (4) working days without loss of pay shall be granted in the event of death of a spouse, common-law spouse, fiancé, same-sex partner, child, stepchild, parent, step-parent, sibling, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former legal guardian, and any other relative who had recently been residing in the same household. Such days may be taken only in the period which extends from the date of death up to and including the day following interment, funeral or initial memorial service or four (4) calendar days following the death, whichever is the greater. For nurses residing above the 53rd parallel, leave will be extended one (1) additional working day.

Bereavement leave may be extended by up to two (2) additional working days as may be necessitated by reason of travel to attend the interment, funeral or initial memorial service.

One (1) bereavement leave day may be retained at the nurse's request for use in the case where actual interment, funeral or initial memorial service is at a later date.

- (b) Provided the nurse has not received bereavement leave in accordance with (a) above, necessary time off up to one (1) day at basic pay will be granted to a nurse to attend an interment, funeral or initial memorial service as a pallbearer.

Provided the nurse has not received bereavement leave in accordance with (a) above, necessary time off up to one (1) day at basic pay may be granted a nurse to attend either an interment, funeral or initial memorial service as a mourner. Special consideration will be given to requests for leave related to the death of significant other persons under this provision.

- (c) For the purpose of this Article, a day is defined as a calendar day irrespective of the number of hours per day scheduled for the affected nurse.

**2412** Leave re Public Office: A nurse will be granted unpaid leave of absence to enable them, if nominated, to campaign for public office and, if elected, to serve their term(s) of office.

**Applicable for Health Sciences Centre site only:****Election Leave:**

Upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss of seniority so that a nurse may be a candidate in federal, provincial, or municipal elections. A nurse who is elected to public office shall be granted leave of absence without pay for the term(s) of their office.

**2413 Pre-retirement Leave:**

- (a) Full-time nurses who:
- (i) retire at age sixty-five (65) years; or
  - (ii) retire after age sixty-five (65) years; or
  - (iii) have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
  - (iv) have completed at least ten (10) years of continuous employment and who meet the "Magic 80" provisions of the HEPP Retirement Pension Plan; or
  - (v) terminate employment at any time due to permanent disability

shall be granted paid pre-retirement leave on the basis of four (4) days per year of employment.

Subject to the above, pre-retirement leave for any period of layoff up to a maximum of five (5) years will be calculated on a pro rata basis, based on the following formula:

$$\frac{\text{Hours Worked During Layoff}}{\text{Annual Full-time Hours}} \times \text{Entitlement of a Full-Time Nurse}$$

- (b) Part-time nurses who:
- (i) retire at age sixty-five (65) years; or
  - (ii) retire after age sixty-five (65) years; or
  - (iii) have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
  - (iv) have completed at least ten (10) years of continuous employment and who meet the "Magic 80" provisions of the HEPP Retirement Pension Plan; or
  - (v) terminate employment at any time due to permanent disability

shall be granted paid pre-retirement leave as specified above on a pro rata basis. Calculation will be based on the following formula:

Average Annual Hours Actually Worked From <u>Last Date of Employment</u> Annual Full-time Hours	X	Entitlement of a Full-time Nurse
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Subject to the above, pre-retirement leave for any period of layoff up to a maximum of five (5) years will be calculated on a pro rata basis, based on the following formula:

$\frac{\text{Hours Worked During Layoff}}{\text{Annual Full-time Hours}}$	X	Entitlement of a Full-Time Nurse
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- (c) Calculation of pre-retirement leave entitlement shall begin from the date of the nurse's last commencing employment with the Employer and shall be based on the nurse's total length of continuous employment on the date of retirement.

**Not applicable for non-transferred Employers:**

**NOTE:** *It is understood that for the purposes of calculation of pre-retirement leave entitlement, for nurses employed within two (2) or more sites comprising the same Employer, the earliest of their employment dates will apply.*

- (d) Payment shall, at the option of the nurse, be made in a lump sum or as a continuation of salary until scheduled retirement date, or as a combination of continuation of salary followed by a lump sum payment.

**NOTE:** *Where a nurse chooses to take a lump sum payment, the retirement date shall be their last day worked. The lump sum shall be payable as soon as reasonably possible after the last day paid.*

- (e) Where a nurse is entitled to pre-retirement leave in accordance with the conditions listed above, and the nurse dies prior to receiving this benefit, it is understood that the pre-retirement leave benefit shall be paid to their estate.

**2414** Citizenship Leave: Nurses shall be allowed the necessary time off with pay to attend a citizenship ceremony to receive a certificate of citizenship to become a Canadian citizen. The nurse shall notify the Employer a minimum of seven (7) days prior to the date this leave is required.

**2415** Subject to the provisions of each plan, a nurse granted leave of absence without pay for a period exceeding four (4) weeks may prepay all monthly payroll deductions which will become due during such absence, with the exception of Union dues.

**2416** Compassionate Care Leave:

A nurse shall receive Compassionate Care Leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) A nurse must have completed at least thirty (30) days of employment as of the intended date of leave.
- (b) A nurse who wishes to take a leave under this Article must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (c) A nurse may take no more than two (2) periods of leave, totaling no more than twenty-eight (28) weeks, which must end no later than fifty-two (52) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For a nurse to be eligible for leave, a physician or nurse practitioner who provides care to the family member must issue a certificate stating that:
  - (1) a family member of the nurse has a serious medical condition with a significant risk of death within twenty-six (26) weeks from
    - (i) the day the certificate is issued, or
    - (ii) if the leave was begun before the certificate was issued, the day the leave began; and
  - (2) the family member requires the care or support of one (1) or more family members.

The nurse must give the Employer a copy of the physician's or nurse practitioner's certificate as soon as possible.

- (e) A family member for the purpose of this article shall be defined as:
  - (i) a spouse or common-law partner of the nurse;
  - (ii) a child of the nurse or a child of the nurse's spouse or common-law partner;
  - (iii) a parent of the nurse or a parent of the nurse's spouse or common-law partner;
  - (iv) a brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild or grandparent of the nurse or of the nurse's spouse or common-law partner;
  - (v) a current or former foster parent of the nurse or of the nurse's spouse or common-law partner;
  - (vi) a current or former foster child, ward or guardian of the nurse, or of the nurse's spouse or common-law partner;
  - (vii) the spouse or common-law partner of a person mentioned in any of the clauses (iii), (iv) (v) and (vi);

- (viii) any other person whom the nurse considers to be like a close relative, whether or not they are related by blood, adoption, marriage or common-law relationship.
- (f) Unless otherwise mutually agreed, a nurse may end their Compassionate Care Leave earlier than twenty-eight (28) weeks by giving the Employer at least forty-eight (48) hours notice. Any additional available shifts resulting from Compassionate Care Leave being granted shall be clearly indicated as "Compassionate Care Leave shifts – subject to forty-eight (48) hours notice of cancellation".
- (g) Seniority shall be retained/accrued as per Article 25.
- (h) Subject to the provisions of Article 2302, a nurse may apply to utilize income protection to cover part or all of the Employment Insurance waiting period.
- (i) In the event that the death of a family member occurs during this period of leave, the nurse shall be eligible for Bereavement Leave as outlined in Article 2411.

**2417**      Secondment to Educational Institutions

The Parties understand and agree that there may be occasions where it is beneficial to allow a current nurse to move, without loss of employment status, seniority or benefit accruals, to work temporarily for nursing educational institutions.

These individuals will be placed on a paid leave of absence for the duration of the educational institution secondment.

**2418**      Leave for Organ Donation

Upon providing as much written notice as possible, a nurse shall be eligible to utilize accumulated personal income protection credits for the purpose of organ donation.

## **ARTICLE 25 -- SENIORITY**

**2501**      "Seniority" is defined as the length of the nurse's continuous employment from the last date on which the nurse commenced work with the Employer, subject to Article 34 herein.

**2502**      Seniority shall be considered as a factor in vacancy selection (including promotion and transfer), demotion, and if all other posted selection criteria are equal, it shall be considered as the governing factor. Seniority of a nurse relates to the seniority of other nurses in the same occupational classification and shall transfer with the nurse when moving from one classification to another.

1. The Employer and the Union mutually agree that the following understandings apply to Article 30 Vacancies, Term Positions, and New Positions with respect to nurses transferring to posted vacancies, term positions, and new positions for the duration of the Collective Agreement. The following criteria will be utilized to determine if the nurse(s) is eligible for transfer;
  - i. meet the qualifications of the posted position including the relevant experience required for that specific position;
  - ii. Nurse III, IV and V positions in Acute Care/Long Term Care and all Clinical Nurse Specialists and Nurse Practitioners are excluded
2. If more than one candidate meets the transfer criteria, the most senior nurse will be awarded the position.
3. If no candidates meet the transfer criteria, the successful candidate will be determined through a competitive process as per Article 2502.

**2503**

- The seniority of a nurse will be retained but will not accrue if:
- (i) the nurse is on any unpaid leave of absence in excess of four (4) consecutive weeks except those referenced in (ii) below, and those referenced in Article 2504;
  - (ii) the nurse is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI or D & R, for a period of more than two (2) years from the date of the first absence from work related to the injury or illness;
  - (iii) the nurse is on an educational leave of absence in excess of two (2) years;
  - (iv) the nurse is laid off for more than twenty-six (26) weeks and less than five (5) years;
  - (v) the nurse obtains a term position of sixty (60) weeks or less, or up to a maximum of eighty (80) weeks to replace an employee who is on Parenting Leave or Parental Leave, outside the bargaining unit with the same Employer.

**2504**

- The seniority of a nurse will be retained and will accrue if:
- (i) the nurse is on any period of paid leave of absence;
  - (ii) the nurse is on any period of Employer paid income protection;
  - (iii) the nurse is on an educational leave of absence up to two (2) years;
  - (iv) the nurse is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI or D & R/LTD for a period of up to two (2) years from the date of the first absence from work related to the injury or illness;
  - (v) the nurse is on any period of unpaid leave of absence of less than four (4) weeks, except those referenced in (iv) above;
  - (vi) the nurse is laid off for less than twenty-six (26) weeks;
  - (vii) the nurse is on Parenting Leave;

- (viii) the nurse is on Compassionate Care Leave, Leave Related to Critical Illness, or Interpersonal Violence Leave, as provided for in the Employment Standards Code.

**NOTE:** *Accrual under these provisions is based on the nurse's regular EFT.*

- 2505** The seniority of a nurse will terminate if:
- (i) the nurse resigns;
  - (ii) the nurse is discharged, and not reinstated under the grievance procedure;
  - (iii) the nurse is laid off for more than five (5) years;
  - (iv) the nurse fails to report for duty within seven (7) days after notification to do so, subject to Article 2707;
  - (v) the nurse fails to report for work as scheduled at the end of a leave of absence, vacation, or suspension without valid reason;
  - (vi) the nurse obtains a permanent position outside the bargaining unit; or a term position which is greater than sixty (60) weeks, or up to a maximum of eighty (80) weeks to replace an employee who is on Parenting Leave or Parental Leave.

**2506** The Employer shall once annually, by January 31<sup>st</sup>, provide the Union with a seniority listing of names of nurses within the scope of this agreement, together with the length of each nurse's continuous employment with the Employer. Any alleged errors in the list will be reviewed by the Employer and corrected as soon as possible.

## **ARTICLE 26 -- NOTICE OF TERMINATION OF EMPLOYMENT**

**2601** Employment may be terminated voluntarily by a nurse or for just cause by the Employer subject to the following periods of written notice, exclusive of any vacation due:

- (a) for classifications other than Nurse IV or Nurse V -- four (4) weeks, and
- (b) for Nurse IV and Nurse V classifications, Clinical Nurse Specialist and RNEP -- six (6) weeks.

**2602** Employment may be terminated with less notice or without notice:

- (a) by mutual agreement between the nurse and the Employer for special circumstances, or
- (b) during the probationary period of a newly hired nurse subject to Article 31 herein, or
- (c) in the event a nurse is dismissed for sufficient cause to justify lesser or no notice.

**2603** The Employer may give equivalent basic pay in lieu of notice.

**2604** Subject to other provisions contained in this Agreement relative to termination of employment, each nurse shall, unless otherwise mutually agreed, upon termination of their employment receive pay in lieu of unused vacation, and all salary earned to date of termination on the pay date applicable to the pay period in which the termination date occurred.

**2605** Upon termination of employment an exit appraisal shall be forwarded to the nurse to voluntarily complete. Included on the form will be an option for the nurse to request a personal meeting with an Employer designate who is other than the nurse's direct manager.

## **ARTICLE 27 – LAYOFF AND RECALL**

### **2701 Employment Security:**

It is understood that the terms of Article 2701 shall not be applicable to Home Care Nurses for circumstances arising out of short-term fluctuations in client need or service.

- (a) It will be incumbent upon the Employer to notify the Union, in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of nursing staff.
- (b) If it becomes necessary to reduce the staffing complement, all avenues relevant to the issue of employment security for the nurses will be examined and discussed between the Employer and the Union, no later than twenty (20) days after the notification in (a) above.
- (c) The Employer and the Union agree to meet to develop the process for the planned reductions within five (5) days after (b) above.
- (d) The Employer will, wherever reasonably possible, carry out these reductions by way of attrition.
- (e) In keeping with the Employer's commitment to ensure that any affected nurse shall retain employment with the Employer, and where reductions cannot be dealt with through attrition, Article 27 shall apply. Should the nurse choose to not exercise seniority rights under Article 27, then layoff in accordance with Article 27 shall apply.
- (f) In the event of (e) above occurring or in the event of the closure of a facility/site/program and in conjunction with (g) below, the Employer will make every reasonable effort to achieve necessary funding for retraining to assist with retention of employment for nurses.

- (g) The Employer will also cooperate with other Employers, the Provincial Health Labour Relations Services, and/or the Government of Manitoba, to participate in the establishment of a broader redeployment and retraining effort.

**2702 Applicable for SH (direct operations):**

When a reduction in the working force becomes necessary, nurses will be laid off in reverse order of seniority within their occupational classification within the site, subject only to more senior nurses being qualified, competent and willing to perform the required work.

**Applicable for non-transferred sites:**

When a reduction in the working force becomes necessary, nurses will be laid off in reverse order of seniority within their occupational classification, subject only to more senior nurses being qualified, competent and willing to perform the required work.

**2703** Notice of intention of layoff or equivalent pay thereof shall be given to the nurse(s) concerned in writing and a copy of the notice forwarded to the Union. The parties agree that “in writing” includes electronic communications such as email.

Notice shall be as follows:

- Layoffs of six (6) weeks or less - two (2) weeks notice;
- Layoffs of longer than six (6) weeks - four (4) weeks notice.

A nurse who is on layoff shall not be entitled to notice of layoff when the nurse comes back to work on an incidental basis.

**2704** No layoff of full-time or part-time nurses shall occur within a site when casual nurses are being employed within that site, unless no full-time or part-time nurse on staff within that site is qualified, competent and willing to fill the position(s) in question.

Notwithstanding Article 3402, additional available shifts shall be offered to a nurse on layoff, before part-time and casual nurses, provided the nurse is qualified, competent and willing to perform the required work. During the first three (3) years of a layoff, the nurse on layoff will receive preferential consideration for the assignment of such shifts at the site of layoff, provided that this will not result in the nurse working in excess of their regular EFT commitment.

If applicable, in addition to the above, during the first three (3) years of layoff, if a laid off nurse indicates their availability for additional available shifts at any of the other sites comprising the Employer, the nurse will receive preferential consideration over part-time nurses for the assignment of such shifts, provided that this will not result in the nurse working in excess of their regular EFT commitment. During the period between three (3) to five (5) years, a laid off nurse may indicate availability for additional available shifts within any of the sites comprising the Employer but will not receive preferential consideration over part-time nurses.

Notwithstanding Article 1405, during the period between three (3) to five (5) years where a nurse does not work all or part of said additional available shift(s), for any reason, payment shall be made only in respect of hours actually worked; this is not applicable to the base EFT of a term position occupied by a laid off nurse.

In the event the nurse accepts additional available shifts, the provisions of the Collective Agreement shall be applicable except as modified hereinafter:

(a) vacation pay shall be calculated in accordance with Article 2103 and shall be paid at the prevailing rate for the nurse on each pay cheque, and shall be prorated on the basis of hours paid at regular rate of pay,

(b) income protection accumulation shall be calculated as follows:

Additional available hours worked by the laid-off nurse -----	X	Entitlement of Full-time Nurse
Full-time hours		

(c) in the event the layoff is longer than twenty-six (26) weeks, seniority shall be calculated in accordance with regular hours worked,

(d) the nurse shall be paid five percent (5.0%) of the basic rate of pay in lieu of time off on Recognized Holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each pay cheque,

(e) participation in benefit plans is subject to the provisions of each plan.

(f) increments (calculated from the date of the nurse's last increment, or their starting date as the case may be) shall be provided on the basis of one (1) increment for each 1343 hours worked or one (1) calendar year from the date of their last increment, whichever occurs later. In the case of the increment being given on the basis of 1343 hours worked, it shall be applied to the pay period next following completion of 1343 hours worked.

Any period of time during the layoff when the nurse works additional available shifts or works in a term position shall not extend the five (5) year period referenced in Article 25.

However, a nurse on layoff who agrees to work in a term position shall retain their right to be recalled into a permanent position while working in the term position.

**2705** No new nurses will be hired at a site when other nurses are on layoff from that site, except for reasons of a special skill requirement.

**2706** All nursing job vacancies, permanent and term, shall be posted in accordance with the terms of this Agreement. Nurses on layoff shall be entitled to apply for these vacancies.

**2707 Applicable for SH (direct operations):**

Nurses shall be recalled in seniority order to available positions in equal or lower paid occupational classifications at the originating site or at other sites within a fifty (50) kilometre radius of the originating site provided they are qualified to perform the required work. In addition, at the time of layoff, nurses may request recall to sites outside the fifty (50) kilometre radius. Such recall shall be made in writing either by personal service, registered mail, or confirmed electronic mail and shall provide for at least one (1) weeks' notice to report back to work. Confirmation includes indication of receipt of such communication.

The nurses affected will contact the Employer by telephone not later than four (4) days, excluding Saturdays, Sundays and Recognized Holidays following the notice of recall being delivered. Failure to notify as above shall result in the nurse being placed last on the recall list.

A nurse being placed last on the recall list who is subsequently recalled to work and who fails to report for duty as scheduled without valid reason shall have their employment terminated.

**Applicable for non-transferred sites:**

Nurses shall be recalled in seniority order to available positions in equal or lower paid occupational classifications provided they are qualified to perform the required work. Such recall shall be made in writing either by personal service, registered mail, or confirmed electronic mail and shall provide for at least one (1) weeks' notice to report back to work. Confirmation includes indication of receipt of such communication.

The nurses affected will contact the Employer by telephone not later than four (4) days, excluding Saturdays, Sundays and Recognized Holidays following the notice of recall being delivered. Failure to notify as above shall result in the nurse being placed last on the recall list.

A nurse being placed last on the recall list who is subsequently recalled to work and who fails to report for duty as scheduled without valid reason shall have their employment terminated.

**2708 Applicable for SH (direct operations):**

In the event of a deletion of an occupied position, as much notice as possible shall be given to the incumbent who will be entitled to exercise their seniority rights, subject to the nurse's ability, performance and qualifications, to displace a nurse in a position of equal or lower classification within the site. Where it is not possible due to seniority level or where there are no positions available of equal occupational classification or within .2 of the EFT of the position occupied by the nurse at the time of the deletion, the nurse shall be entitled to exercise their seniority rights, subject to their ability, performance and qualifications, to displace a nurse in a position of equal or lower classification within any

of the other sites comprising the Employer. Any nurse thus displaced shall also be entitled to a like exercise of seniority rights.

**Applicable for non-transferred sites:**

In the event of a deletion of an occupied position, as much notice as possible shall be given to the incumbent who will be entitled to exercise their seniority rights, subject to the nurse's ability, performance and qualifications, to displace a nurse in a position of equal or lower classification. Any nurse thus displaced shall also be entitled to a like exercise of seniority rights.

**2709** Laid off nurses shall be entitled to apply for nursing job vacancies in any of the sites comprising the Employers Organization, other than those to which they have recall rights. Copies of job postings will be sent to the President of the Worksite during the period when any nurses are on layoff.

**2710** Accumulated vacation entitlement shall be paid out at time of layoff except where, prior to the date of layoff, a nurse has been awarded a term or permanent position which commences within four (4) weeks of date of layoff.

**2711** Nurses who are absent from work due to a leave of absence for any reason shall be advised of layoff or deletion of their position in accordance with this Agreement and shall be required to comply with all provisions of this Agreement except that they shall not be expected to return to work prior to the expiry of their leave of absence.

## **ARTICLE 28 -- PROMOTION AND REASSIGNMENT**

**2801** Upon promotion, a nurse shall receive a salary applicable to their new classification which provides an increase of at least one increment above their former salary. A promotion shall mean an increase in classification from one occupational classification to another.

**2802** The nurse's anniversary date of employment prior to promotion shall continue to govern with respect to increments.

**2803** The first three (3) calendar months following a nurse's promotion shall be considered to be a trial period, and the Union shall be notified by the Employer. During the first six (6) weeks of this trial period, the nurse may return to their former position at their request or be returned to their former position by the Employer. During the last six (6) weeks of this trial period, the nurse may return to their former classification at their request or be returned to their former classification by the Employer.

**Applicable for Health Sciences Centre site only:**

All promotions and voluntary transfers are subject to a three (3) month trial period, which may be extended up to an additional three (3) months at the Employer's discretion, and the Union shall be notified by the Employer. During this trial period, the promoted (or

transferred) nurse may revert to their former position, or may be returned (or transferred) by the Employer.

## **2804**

### **Applicable for SH (direct operations) and non-transferred multi-site Employers:**

#### **A. Voluntary Reassignments in the Event of Staffing Shortages**

1. In the event of a temporary lateral work reassignment being necessitated by a staffing shortage on a nursing unit in any site within the Employer, a nurse may be reassigned to meet patient care needs subject to the following conditions:
  - (a) No nurse shall be compelled to accept reassignment for a staffing shortage except as provided for under Involuntary Reassignment in Article 2805 below.
  - (b) Where the reassigned nurse does not have the specific current competency for that similar patient/resident/client base, they would only be assigned functional tasks or would work directly with a nurse on that unit when providing patient/resident/client care.
  - (c) Before reassigning a nurse for a staffing shortage, the Employer shall take the reasonable steps available to management to fill the vacant shift, based on relevant factors/circumstances including, but not limited to:
    - timing and circumstances of the vacant shift;
    - maintenance of patient care;
    - wellbeing of nursing staff.
  - (d) In the event of a long term or repetitive vacancy which the Employer has not been able to fill in accordance with the Collective Agreement, either party may refer the issue to the NAC and the Patient Care Optimization Committee provided for in Article 11 for consultation.
  - (e) Where the Employer is unable to fill vacant shifts through other means, in accordance with the Collective Agreement, the Employer shall then seek volunteers for reassignment, to be applied equitably (on a quarterly basis), with the following compensation: nurses shall be paid the greater of six dollars (\$6.00) per hour or fifteen percent (15%) above their normal rate of pay for all hours worked at the reassigned facility/program/site/unit. (for clarity this premium is over and above overtime rates, where overtime is earned during reassignment).
  - (f) Where a nurse is reassigned to a facility/site other than their regular facility/site within the Employer they shall also be compensated as follows:

- i. Provided with a daily “work disruption” allowance, for each day actually worked as follows:
    - Over 1 and up to – 49 km between sending and receiving site - \$40
    - Between 50 – 99 km between sending and receiving site - \$80
    - Between 100 – 149 km between sending and receiving site - \$130
    - 150 or more between sending and receiving site - \$180
- (g) Where a change in work schedule is required by the Employer (receiving unit/facility/program/site) as a result of a reassignment, the nurse(s) shall be compensated with a Shift Disruption Allowance as described below for each shift that has been changed and worked by the nurse. The following rules shall apply:
- i. Compensation of one of the following amounts as applicable per shift, whichever is greatest:
    - \$25 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 1 hour and up to 4 hours; or
    - \$35 Impact Shift Changes: a change is made to the calendar day that a nurse was scheduled to work (no change to shift length or shift description); or
    - \$50 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 4 hours; a change is made to the shift length (eg: 8 to 12 hours); a change is made to the shift description (eg: from straight Days to Days/Nights, or from straight Days to Days/Evenings);
  - ii. Shift disruption allowance will not be paid on days during which the nurse does not work or for shifts that have not been changed;
  - iii. Nurses shall not be eligible to receive overtime as a result of changes to their shift length (i.e. changing from 8 to 12 hour shifts), unless they are in an overtime situation as identified in the nurse(s) respective Collective Agreement and are now required to work additional hours. For clarity, adding hours to shift duration when a nurse has been reassigned during the course of their shift, shall result in daily overtime compensation.
  - iv. Changes to shift length must not cause a decrease to the nurses’ EFT; and
  - v. Shift disruption allowance will cease to be paid, upon the effective date of the subsequent shift schedule which shall be posted in accordance with the Collective Agreement, and the nurse is scheduled as posted. If

this posted schedule is disrupted the nurse shall be paid in accordance with a. above. When the reassigned nurse is returned to their regular assignment, the Shift Disruption Allowance is not applicable.

- B. This lateral work reassignment will be made by the out of scope manager with as much notice as possible, whether within one (1) site, or from one (1) site to another within the Employer. Selection of the nurse to be reassigned shall be based on ability and experience and shared as equally as possible amongst the nurses in each site. It is understood that lateral work reassignments will only occur within a fifty (50) kilometre radius of the originating site, unless a greater distance is mutually agreed between the Employer and the nurse.
- C. Orientation will be provided of sufficient duration to assist the nurse in becoming acquainted with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.
- D. Nurses who are reassigned from one site to another within the Employer shall be eligible for transportation reimbursement in accordance with the prevailing Province of Manitoba mileage rates subject to a minimum guarantee of four dollars (\$4.00) [five dollars (\$5.00) effective May 17, 2024] and in accordance with the following formula:
- Distance (in kms) from the nurse's home to the new worksite minus the distance (in kms) from the nurse's home to the nurse's originating worksite.

It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

Parking in close proximity to the "receiving facility/site" will be made available. Parking expenses shall be reimbursed to the nurse by the Employer.

**Applicable for single site non-transferred Employers:**

- A. Reassignments in the Event of Staffing Shortages
1. In the event of a temporary lateral work reassignment being necessitated by a staffing shortage on a nursing unit, a nurse from within the same site/facility/program may be reassigned to meet patient care needs subject to the following conditions:
    - (a) No nurse shall be compelled to accept reassignment for a staffing shortage except as provided for under Involuntary Reassignment in Article 2805 below.
    - (b) Where the reassigned nurse does not have the specific current competency for that similar patient/resident/client base, they would only

be assigned functional tasks or would work directly with a nurse on that unit when providing patient/resident/client care.

- (c) Before reassigning a nurse for a staffing shortage, the Employer shall take the reasonable steps available to management to fill the vacant shift, based on relevant factors/circumstances including, but not limited to:
- timing and circumstances of the vacant shift;
  - maintenance of patient care;
  - wellbeing of nursing staff.
- (d) In the event of a long term or repetitive vacancy which the Employer has not been able to fill in accordance with the Collective Agreement, either party may refer the issue to the NAC and the Patient Care Optimization Committee provided for in Article 11 for consultation.
- (e) Where the Employer is unable to fill vacant shifts through other means, in accordance with the Collective Agreement, the Employer shall then seek volunteers for reassignment, to be applied equitably (on a quarterly basis), with the following compensation; nurses shall be paid the greater of six dollars (\$6.00) per hour or fifteen percent (15%) above their normal rate of pay for all hours worked at the reassigned facility/program/site/unit. (for clarity this premium is over and above overtime rates, where overtime is earned during reassignment).
- (f) Where a change in work schedule is required by the Employer (receiving unit/) as a result of a reassignment, the nurse(s) shall be compensated with a Shift Disruption Allowance as described below for each shift that has been changed and worked by the nurse. The following rules shall apply:
- i. Compensation of one of the following amounts as applicable per shift, whichever is greatest:
- \$25 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 1 hour and up to 4 hours; or
  - \$35 Impact Shift Changes: a change is made to the calendar day that a nurse was scheduled to work (no change to shift length or shift description); or
  - \$50 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 4 hours; a change is made to the shift length (eg: 8 to 12 hours); a change is made to the

shift description (eg: from straight Days to Days/Nights, or from straight Days to Days/Evenings);

- ii. Shift disruption allowance will not be paid on days during which the nurse does not work or for shifts that have not been changed;
  - iii. Nurses shall not be eligible to receive overtime as a result of changes to their shift length (i.e. changing from 8 to 12 hour shifts), unless they are in an overtime situation as identified in the nurse(s) respective Collective Agreement and are now required to work additional hours. For clarity, adding hours to shift duration when a nurse has been reassigned during the course of their shift, shall result in daily overtime compensation.
  - iv. Changes to shift length must not cause a decrease to the nurses' EFT; and
  - v. Shift disruption allowance will cease to be paid, upon the effective date of the subsequent shift schedule which shall be posted in accordance with the Collective Agreement, and the nurse is scheduled as posted. If this posted schedule is disrupted the nurse shall be paid in accordance with a. above. When the reassigned nurse is returned to their regular assignment, the Shift Disruption Allowance is not applicable.
- C. This lateral work reassignment will be made by the out of scope manager with as much notice as possible. Selection of the nurse to be reassigned shall be based on ability and experience and shared as equally as possible amongst the nurses in the site.
- D. Orientation will be provided of sufficient duration to assist the nurse in becoming acquainted with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.

### **2805**      Involuntary Reassignments in Event of Staffing Shortages

Where no nurse has accepted the reassignment on a voluntary basis as per 2804 B., in addition to previously indicated conditions/compensation for voluntary reassignment, in 2804 B., C., D., and E. (E. not applicable to single site Employers) the following conditions will also apply:

1. Before compulsory reassignment of nurses, the Employer shall first seek volunteers to work the necessary shift(s) on the basis of voluntary eligible overtime amongst nurses who have documented their availability per the site process to work in the receiving unit for the shift(s).

Where the Employer contemplates compulsory reassignment from a separate sending site, the Employer shall first offer overtime to nurses (of the same qualifications as potentially reassigned nurses) before compelling reassignment from the same sending site. (Not applicable to single site Employers).

No nurse shall be compelled to accept reassignment where nurses volunteer to work those shifts on the basis of overtime compensation.

2. The assignment will enhance the well-being of other nurses working on the unit and will not adversely impact the well-being of the nurse who is reassigned.
3. No nurse will be compelled to accept a reassignment greater than 50 kms from their regular facility/program/site/unit. (Not applicable to single site Employers).
4. Where a nurse is involuntarily reassigned to an alternate facility/program/site/unit, and the nurse's travel time is greater than the distance to their regularly assigned facility/program/site/unit, the additional travel time will be considered time worked and eligible for overtime compensation as per the conditions of the Collective Agreement. (Not applicable to single site Employers).
5. Where a nurse is involuntarily reassigned for more than three (3) shifts or twenty-three point two five (23.25) hours (whichever is less), in a four (4) week period (commencing the date of the first reassignment), all subsequent involuntarily reassigned regular (non-overtime rate) hours shall be paid at double (2x) the reassignment compensation, as provided in paragraph B.1. (e) of Article 2804 (\$6/hour or 15% x 2 = \$12/hour or 30%, whichever is greater).
6. Where involuntary reassignment is necessitated on a constant and recurring basis due to an unfilled vacancy, the Employer and Union shall meet to determine measures to address the vacancy. Such measures may include consideration of additional incentives to attract applicants to the position. Where the parties are unable to agree on the terms to fill the vacancy the matter may be referred to a Troubleshooter for a final determination on appropriate measures/incentives to fill the vacancy.
7. Involuntary reassignment of nurses, regardless of classification, shall be assigned equitably, on a quarterly basis.

## **ARTICLE 29 -- DISCIPLINE, DEMOTION AND ACCESS TO PERSONNEL FILE**

**2901** In all instances where the Employer considers that a nurse warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the nurse and shall give the nurse advance notice of the nature of the complaint. The nurse may be accompanied at the meeting by a Union representative. The Employer

shall inform the nurse of their right to have a Union representative present and advise the Union that this has been done.

**2902** If the action referred to in the above clause results in a written warning, suspension, demotion or dismissal of a nurse, the Employer shall notify the nurse in writing of the action taken and the reasons either by personal service, registered mail, or confirmed electronic mail. Confirmation includes indication of receipt of such communication.

**2903** A nurse who is demoted due to inadequate performance shall be paid at the step of the lower scale that corresponds to their level of experience.

**2904** If a nurse is reclassified to a lower paid position because of changing conditions within the Employer, the nurse will retain their current salary level until the salary scale of the lower position reaches their level of salary.

The application of this provision as it relates to the deletion, layoff/recall procedure shall be limited to a three (3) year period from the date the nurse assumes a position in the lower paid classification or until the salary scale of the lower position reaches their level of salary whichever occurs first.

**2905** A nurse shall be given the opportunity to examine any document expressing dissatisfaction with their performance or conduct which is in their file and their reply to any such document shall also be placed in their file. Upon written request, the nurse shall also receive a copy of such a document.

**2906** A nurse accompanied by a Union representative if they so elect shall be given every reasonable opportunity to examine any document which is placed in their personnel file including, but not limited to, those documents which may be utilized to substantiate a disciplinary action against them, and their reply to any such document shall also be placed in their personnel file. Upon written request, the nurse shall also receive an exact copy of such document. The Employer agrees not to introduce as evidence any such derogatory entry at any hearing unless the nurse has been made aware of its contents at the time of filing or a reasonable time thereafter. The Employer agrees to remove and destroy any non-disciplinary and disciplinary documentation, from the personnel file of a nurse, upon written request from the nurse, after five (5) years, providing no similar incidents occur within that period. In the event a nurse is laid off or on a leave of absence of one (1) calendar month or more during the five (5) years immediately following the discipline, the discipline record will extend the five (5) year calendar month period by the length of the actual lay off or leave of absence.

Any nurse who has been terminated may consult their file and upon written request shall receive copies of specified documents so long as the written request is made within sixty (60) days of the nurse's termination.

**2907** There shall be one (1) personnel file maintained by the Employer for each nurse.

## **ARTICLE 30 -- VACANCIES, TERM POSITIONS AND NEW POSITIONS**

**3001** Subject to Article 3002 herein, the Employer agrees to post notices of vacant, term or new positions covered under this Agreement for at least seven (7) days to enable nurses presently in the employ of the Employer to apply for same. In addition a copy of each posting will be provided to the MNU Worksite President or designate. Such posting shall not preclude the Employer from advertising outside the site premises. All postings shall state minimum qualifications required, the equivalent to full-time (E.F.T.) and date of closing of the competition. Job descriptions shall be available to applicants on request.

When the Employer creates a new position which requires any applicants to be a nurse registered or eligible for registration with a Manitoba nursing college including, but not limited to, classifications in Appendix C of this Collective Agreement, or the Employer intends that the new position will be out of scope, the Employer shall provide the Union with a copy of any posting(s) or the job description(s) for the position(s) in advance of the position(s) being posted. The Union may file a grievance challenging the designation in accordance with the procedure set out in Article 12.

**3002** The Employer will be required to post a notice of vacancy for only five (5) days for a vacancy that is created by:

- (a) a nurse terminating employment and not giving the full period of notice as specified in Article 26 herein, or
- (b) a transfer occasioned by posting.
- (c) Where a term position has been created due to a leave of absence where less than four (4) weeks notice has been given.

**3003** Provided that equivalent qualifications are met, preference shall be given to nurses presently in the bargaining unit who have submitted a written application for the vacant, term or new positions in the following order:

- (a) applicants from the site where the vacancy occurs;
- (b) applicants from the Employer where the vacancy occurs;
- (c) applicants from other Employers within the Employers Organization;
- (d) applicants from other Employers Organizations.

**NOTE:** Refer to Appendix "D" for Site and Employer list.

Notwithstanding the above, a nurse will have unit or site preference when new positions are posted as a result of an Employment Security Notice.

**3004** The name of the successful applicant and the position awarded will be posted on the bulletin board or per electronic format accessible to all nurses for a period of seven (7) calendar days with a copy of this information forwarded to the Worksite President.

Any nurse who was interviewed but was not the successful applicant shall be entitled to consult with the hiring Manager. Such consultation will take place within two (2) weeks of the request. The purpose of the consultation shall be to provide the nurse with constructive feedback regarding their application.

An unsuccessful applicant may inquire of the hiring Manager or the Human Resources Consultant or designate to why they were not selected for an interview.

In the case of a nurse from the bargaining unit being awarded a position within the Employer, the transfer shall be carried out within the time frame of the period of notice of termination for the position from which the nurse is transferring, unless otherwise mutually agreed between the nurse and the Employer.

**3005** The applicant selected for any position shall receive, within two (2) weeks of the selection being made, written confirmation of the salary scale, the nurse's placement on such scale, and any special conditions that may be applicable to their appointment.

**3006** "Term Position":

A position occupied by a full-time or part-time nurse for a specified period of time, up to a maximum of sixty (60) weeks, or up to a maximum of eighty (80) weeks to replace a nurse(s) who is/are on Parenting Leave or Parental leave, where patient/client/resident census or workload necessitates a temporary increase in staffing, if mutually agreed, to replace a nurse(s) who is/are on vacation or leave of absence, or to carry out a special short term project or where the Employer has provided notice of permanent deletion of position(s) under Employment Security provisions in Article 27, or as otherwise mutually agreed between the Union and the Employer. If the Employer determines there is a term position to be filled by a nurse, the term position shall be posted in accordance with Article 30. This shall not preclude the Employer from utilizing part-time nurses and/or casual nurses to work available shifts as specified in Articles 34 and 35 when the Employer decides that a term position is not required.

The Employer shall provide written confirmation of the start and expiry dates of the term position prior to the nurse's commencement in the position. This period may be extended if the Employer so requests and the Union agrees.

The maximum duration specified in paragraph 1 above for term positions shall not apply in situations where a nurse is absent indefinitely due to Workers Compensation and/or illness and/or accident or where there is a temporary vacancy due to leave for Public Office. In these cases, the Employer shall state on the job posting that the said term

position is an "Indefinite Term" which will expire subject to a minimum of twenty-four (24) hours notice. The "Indefinite Term" will expire upon either the return to work or termination of employment of the nurse on leave. Any term positions directly resulting from the above procedure will be posted in the same manner.

In case a nurse on Maternity or Parental Leave wants to exercise their right to return from such leave earlier than anticipated, having given appropriate notice as per 2408 C.6, the Employer shall state on the job posting that the said term position is a "Maternity or Parental Leave of absence term" which may expire sooner than indicated, subject to minimum notice of two (2) weeks or one pay period, whichever is longer. Any term positions directly resulting from the filling of such a term position will be posted in the same manner.

The terms of this Collective Agreement shall be applicable to the nurse in the term position, except that a nurse occupying a term position may be required to complete the term before being considered for other term positions within the bargaining unit.

On expiry of the term position the nurse:

(a) newly hired from outside the Employer, or a casual nurse from within the Employer, shall be entitled to exercise their seniority rights to obtain any vacant position within the site(s) comprising the Employer for which the nurse is qualified, without interruption of seniority or benefits if the position commences within six (6) weeks of the expiry of the term position. During this six (6) week period if a nurse secures casual employment, they may work available casual shifts.

(b) who was employed by the Employer immediately prior to accepting the term position shall return to their former position if reasonably possible. A nurse not returned to their former position shall be returned to their former occupational classification and employment status within the site.

(c) In accordance with the provisions of Article 21, if a nurse's term position ends prior to the start of the vacation year, the nurse shall schedule the next year's vacation on the unit they are returning/going to.

**3007** Notwithstanding the provisions of Articles 3001 through 3005 above the parties agree that it may be of mutual benefit to the nurses and the Employer to allow part-time nurses, who request to do so, to increase their EFT and/or allow casual nurses to obtain a part-time or full-time position.

(a) Where the Employer has demonstrated significant reliance upon casual nurses and/or agency nurses to maintain adequate staffing/patient/resident care in a particular site/program/unit, and where part-time nurses at the same site/program/unit have expressed a desire to increase their EFT the Employer shall take all reasonable measures to accommodate such requests. The EFT of a part-time nurse may be increased in accordance with the following process:

- (i) The process will commence at a date determined by the parties at the Site Nursing Advisory Committee. The Employer shall inform the Site Nursing Advisory Committee of the total EFT and shift patterns available per nursing unit.
  - (ii) The Employer shall communicate to all part time nurses on a nursing unit the pre-determined EFT and shift pattern(s) available for the increase of EFT process. Requests to permanently increase EFTs shall be made in writing by part-time nurses. The nurses shall indicate the maximum EFT to which they wish to increase. A nurse may increase their EFT up to a 1.0 EFT.
  - (iii) In considering requests, the Employer shall consider such factors as current EFTs, shift assignments, shift schedules, the unit(s) needs and the requirements of Article 15. If the request by nurses within a unit exceed the availability within that unit as determined by the Employer, the Employer shall offer in order of seniority.
  - (iv) A part-time nurse shall not be permitted to increase their EFT while other nurses are on layoff from that unit unless such laid off nurses have been recalled or have declined recall.
  - (v) Where any request to change EFT has been approved, the Employer shall issue a letter to the nurse confirming the nurse's new EFT in accordance with this Collective Agreement along with an effective date.
  - (vi) Copies of all requests and responses to requests to adjust EFT shall be provided to the Union.
  - (vii) Any changes to a master rotation as a result of changing EFTs shall be done in accordance with the provisions of Article 1504.
  - (viii) The Employer is not prevented from exercising any of its normal management rights as a result of this Article including, without limitation, the right to post vacant positions.
  - (ix) The Site Nursing Advisory Committee shall be advised of the outcome in the Increase of EFT Process of each nursing unit.
- (b) Where all EFT increase requests have been considered and implemented and/or the Employer has offered EFT increases for part-time nurses, and where casual nurses at the same site/program/unit have expressed a desire to obtain a full or part time position, the Employer shall take all reasonable measures to transition

those casual nurses to a part-time or full-time position in accordance with the following process:

- (i) The process will commence at a date determined by the parties at the Site Nursing Advisory Committee. The Employer shall inform the Site Nursing Advisory Committee of the total EFT and shift patterns available per nursing unit.
- (ii) The Employer shall communicate to all casual nurses at the site/facility/program the pre-determined EFT and shift pattern(s) available for the increase of EFT process. Requests to obtain an EFT shall be made in writing by casual nurses. The nurses shall indicate the maximum EFT to which they wish to increase. A nurse may increase their EFT up to a 1.0 EFT.
- (iii) In considering requests, the Employer shall consider such factors as current EFTs, shift assignments, shift schedules, the unit(s) needs and the requirements of Article 15. If the request by nurses within a unit exceed the availability within that unit as determined by the Employer, the Employer shall offer in order of casual seniority.
- (iv) A casual nurse shall not be awarded an EFT while other nurses are on layoff from that unit unless such laid off nurses have been recalled or have declined recall.
- (v) Where any request to obtain an EFT has been approved, the Employer shall issue a letter to the nurse confirming the nurse's EFT in accordance with this Collective Agreement along with an effective date.
- (vi) Copies of all requests and responses to requests to obtain an EFT shall be provided to the Union.
- (vii) Any changes to a master rotation as a result of changing EFTs shall be done in accordance with the provisions of Article 1504.
- (viii) The Employer is not prevented from exercising any of its normal management rights as a result of this Article including, without limitation, the right to post vacant positions.
- (ix) The Site Nursing Advisory Committee shall be advised of the outcome in the Increase of EFT Process of each nursing unit.

## **ARTICLE 30A – NURSE-INITIATED MOBILITY**

**30A01** As vacancies arise that any of the Sites/Employers intend to fill, the following procedures will apply:

- (a) Vacancies will be filled in accordance with the provisions of the Collective Agreement.
- (b) An internal and external posting may occur simultaneously. Nurses from other Sites/Employers will have the right to apply for said vacancy.

If the selected nurse is a current employee of one of the sites/Employers of an Employers Organization, that nurse will be entitled to transfer all seniority, service and other benefits herein and will be treated in all respects as if they had always been a nurse of the receiving Employer. In addition, hours worked since the last increment shall be credited towards the next increment level.

- (c) Where there are no qualified applicants, as per the order established in Article 3003, positions will be awarded to qualified nurses in the following order:
  - Recall of laid off workers from the site/Employer posting the vacancy (unless otherwise stipulated in the applicable collective agreement);
  - Applicants from the Redeployment List;
  - Applicants external to (a) above.

**30A02** A nurse who is employed by an Employer in an Employers Organization, who is awarded a position with another Employer with the same or in another Employers Organization, and who commences employment with this Employer within six (6) weeks of termination of employment from their former Employer, will be entitled to mobility of benefits as specified hereinafter:

- (a) continuous service date
- (b) accumulated income protection benefits;
- (c) length of employment applicable to rate at which vacation is earned;
- (d) length of employment applicable to pre-retirement leave;
- (e) length of employment applicable for qualification for the Rule of 80 (as per the terms and conditions of the applicable pension plan) pension provisions;
- (f) length of employment applicable to next increment date;
- (g) the terms and conditions of the benefit plan(s) for the new Employer apply; however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions;
- (h) seniority credits (in accordance with receiving Collective Agreement).
- (i) transfer of current vacation hours unless the nurse elects to have their current vacation hours paid out by the previous Employer at the time of the transfer;
- (j) placement at the greater of the nurse's salary level at the sending facility/program/site, or in accordance with the recognition of previous experience

clause(s) in Article 38, including placement t the fifteen (15), twenty (20) and twenty-five (25) year rate;

- (k) Academic Allowance;
- (k) where a nurse transfers prior to the completion of maternity leave return of service requirements, the nurse shall be allowed to complete the return of service requirements at the receiving site/Employer.

**30A03** For clarity the following guidelines shall govern with respect to the application of this Article:

- (a) The provisions of this Article shall be effective [retroactive to] October 14, 2021.
- (b) Where nurse-initiated mobility is implemented retroactively, the items transferred shall be on a "go forward" basis from October 14, 2021. No processes [e.g. vacation selection, vacancy selection] or access to benefits [e.g. income protection] shall be adjusted retroactively.
- (c) The onus is on the nurse to advise their new Employer that there are benefits/seniority to transfer.
- (d) The provisions of this Article only apply where a nurse terminates from one Employer and commences employment with another Employer. It does not apply to "merge" employment/benefits etc. from two or more Employers to one of those Employers.
- (e) Once notified of nurse-initiated mobility of benefits/seniority, the receiving Employer shall notify the sending Employer by forwarding a "Mobility Form" to the sending site/Employer. That site/Employer will complete the form as soon as possible and forward to the receiving site/Employer. The Mobility Benefits Transfer Form shall be provided in its entirety to the receiving MNU ~~Local~~ Worksite.
- (f) Nurse-initiated mobility applies for employment into either a permanent or term position. In the case of a term position, all benefits/seniority, etc. are transferred at the time of employment. Should the nurse not obtain a permanent position in accordance with the new Employer's collective agreement, all seniority and benefits shall terminate, unless the nurse obtains employment with another MNU Employer where nurse-initiated mobility applies, and within the timelines specified.
- (g) Employment terminates with the sending Employer and commences with the receiving Employer, in order for nurse-initiated mobility to apply. However, a nurse may accept a casual position with the sending Employer. Such shall not affect the nurse's ability to mobilize seniority, service and benefits accrued while employed in a permanent or term position at the sending Employer to the receiving Employer as long as the nurse secures a permanent or term position within six (6) weeks of terminating regular (non-casual) employment.
- (h) Any banked Recognized Holidays and/or overtime will be paid out by the sending Employer at the time of transfer.
- (i) A nurse who occupies a casual position at a receiving Employer AND a permanent or term position at a sending Employer, AND who subsequently obtains a permanent or term position at a receiving Employer, will be allowed to transfer seniority and benefits accrued in the permanent or term position at the sending Employer, to the newly acquired permanent or term position in the receiving Employer. The seniority

accrued as a casual at a receiving Employer cannot be added to the seniority being transferred with the permanent/term position.

### **30A04**

- (a) Increments: Nurses having a permanent or term position in a sending Employer, will be allowed to transfer their "hours worked" for purposes of determining when they are entitled to their next increment, when they secure a permanent or term position at a receiving Employer. Casual nurses are NOT allowed to transfer such hours.
- (b) Vacation: Vacation earned at the sending Employer shall not be paid out upon transfer unless the nurse requests. In the event a nurse elects to have their vacation transferred, it does not mean that the previously approved vacation dates will be honored at the receiving site. The receiving Employer will schedule the remaining vacation in consultation with the nurse, based on operational requirements and in accordance with Article 21.
- (c) Probationary Period: As with any other voluntary transfer to a permanent position in an Employer other than one in which a nurse is currently working, the nurse is subject to a probationary period.
- (d) Pre-Retirement Credits: To be calculated in days at the sending Employer.
- (e) Term Positions: Nurse-initiated mobility applies for voluntary transfers into either a permanent or term position. In the case of a term position, all benefits/seniority, etc. are transferred at the time of employment. Should the nurse not obtain a permanent position in accordance with the new Employer's collective agreement, all seniority and benefits shall terminate, unless the nurse in turn obtains employment with another MNU Employer in the same or in another Employers Organization where nurse-initiated mobility applies, and within six (6) weeks.
- (f) More Than One Position at Same Employer:  
There can only be one sending and one receiving Employer. If a nurse has two (2) or more permanent positions with the same Employer, the nurse must resign from both positions with the sending Employer in order to transfer the seniority and benefits from the sending Employer to a receiving Employer.
- (g) Positions at More Than One Employer:  
There can only be one sending and one receiving Employer. Even if a nurse has two (2) or more permanent positions, (at more than one Employer) the nurse will only be able to transfer the seniority and benefits from one of the Employers when they voluntarily transfer to a receiving Employer.

Transfer of seniority and benefits shall be applicable to all nurses, including those who are on lay off, currently employed in a permanent or term position who secure a permanent or term position in a receiving Employer in which they don't currently hold a permanent position.

- (h) The Worksite President at a receiving site/Employer will be provided with written notification regarding each nurse's mobility seniority at the time of their transfer. The Mobility Benefits Transfer Form shall be provided to the receiving Worksite in its entirety. At minimum, the following specific data shall be provided:
- Start date at sending Employer
  - Seniority (hours)
  - Seniority date at sending Employer
  - Termination date at sending Employer
  - Start date at receiving Employer.
- (i) Bridging Time for the Purposes of Mobility: A nurse who commences employment with the receiving Employer within six (6) weeks-of termination of employment with the sending Employer will be entitled to mobility of seniority, service and benefits as above.
- (j) The parties agree that seniority shall not transfer across sectors.

## **ARTICLE 31 -- PROBATIONARY PERIOD**

**3101** The period from the date of last employment with the Employer to the completion of six (6) calendar months will be recognized as a probationary period. During such period the nurse shall not have recourse to the grievance procedure for reasons of termination of employment for unsuitability or unsatisfactory performance. This clause shall not preclude the Employer from extending the probationary period of a full-time or part-time nurse up to an additional three (3) calendar months providing that the Employer gives written notification to the Union specifying the reason(s) for the extension.

## **ARTICLE 32 -- PERFORMANCE APPRAISALS**

**3201** The Employer shall complete a written appraisal of a nurse's performance at least once every two (2) years. Upon request, the nurse shall be given an exact copy of the appraisal.

**3202** The nurse shall have an opportunity to read such document.

**3203** The nurse's signature on such document merely signifies that the contents of the document have been read.

**3204** If the nurse disputes the appraisal, the nurse may file a reply to the document in accordance with Article 29, and/or the nurse may file a grievance under Article 12 of this Agreement.

## ARTICLE 33 -- DAMAGE TO PERSONAL PROPERTY

**3301** Nurses are responsible for any personal effects that are brought to their place of work and are not required in the course of their employment and no claim for compensation will be considered for loss or theft of or damage to such personal effects.

In recognition of the fact that as a direct result of performing their duties nurses may have their clothing or other personal property damaged, or stolen, the Employer agrees to make reasonable compensation following receipt of the nurse's documentation of the incident. Such claim shall not unreasonably be denied.

## ARTICLE 34 -- SPECIAL UNDERSTANDINGS RE PART-TIME NURSES

**3401** A part-time nurse shall be assigned and committed to work their EFT as agreed to in writing at the time of commencing employment. This written agreement shall only be revised when the nurse secures an alternate position in accordance with the provisions of the Collective Agreement.

**3402** Part-time nurses who make known to the Employer that they wish to work occasional additional available shifts shall be given preference for such shifts unless the part-time nurse has already worked in that day with such preference being given on the following basis within the sites comprising of the Employer.

- (i) First, among nurses on each unit/ward where the shift is available who meet the provisions above, and who have requested additional shifts, if mutually agreed between the Employer and the Union;
- (ii) Second, among those nurses within that site, who meet the provisions above, and who have requested additional shifts;
- (iii) Third, among those nurses from other sites comprising the Employer who meet the provisions above and who have requested additional shifts.

**NOTE:** *For the sites comprising the Shared Health (direct operations) Employer, please refer to the MOU Re: Application of Offering of Overtime and Additional Available Shifts.*

### **Applicable for non-transferred sites:**

Part-time nurses who make known to the Employer that they wish to work occasional additional available shifts shall be given preference for such shifts unless the part-time nurse has been scheduled to work in that day.

**3403** A part-time nurse called back to work hours in excess of an assigned shift in any one day shall be paid at overtime rates of pay with a guaranteed minimum of three

(3) hours at overtime rates. If the extra time worked under this subsection commences within less than three (3) hours before the start of a shift, the guaranteed minimum in overtime pay will not apply. In such cases, the nurse will be paid at overtime rates from the time the nurse starts to work to the beginning of their shift.

**3404** Except for part-time nurses who agree to work on a greater number of weekends, it is understood that a part-time nurse may be required to work on alternate weekends.

**3405**

(a) Vacation pay shall be calculated as follows:

$$\frac{\text{Hours Paid at Regular Rate of Pay (during vacation year)}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Nurse}$$

(b) Part-time nurses shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time nurse and shall be paid their earned vacation pay proportionately during each week of scheduled vacation.

**3406** Income protection accumulation for part-time nurses shall be calculated as follows:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of Full-time Nurses}$$

**3407** Part-time nurses will be paid five percent (5%) of their basic pay in lieu of time off on Recognized Holidays. Such holiday pay shall be calculated on all paid hours (excluding overtime hours as defined in Article 16) and shall be included in each regular pay cheque.

**3408** A part-time nurse shall receive increments (calculated from the date of their last increment, or their starting date as the case may be) on the basis of one (1) increment for each 1343 hours worked or one (1) years' service, whichever occurs later. In the case of the increment being given on the basis of 1343 hours worked, it shall be applied to the pay period next following completion of 1343 hours worked.

Increments will not be delayed due to an unpaid leave of absence of four (4) weeks or less or a paid leave of absence, or an educational leave of absence of up to two (2) years.

A nurse's anniversary date for incremental purposes shall be delayed by one (1) day for each day of unpaid leave of absence in excess of four (4) weeks.

**3409** Seniority accumulated by a part-time nurse up to July 8, 2024 shall be retained. Seniority hours calculated after July 8, 2024 shall be in accordance with hours paid at the regular rate of pay.

**3410** Subject to Article 3805, a nurse whose employment status changes from part-time to full-time shall be entitled to receive an increment on the later of:

- (a) one (1) calendar year from the date of their last increment, or date of employment as the case may be;
- (b) on completion of 2015 hours calculated under the formula:

$$B = 2015 - (A \times 3/2)$$

A = number of hours during which seniority was accrued under part-time status since the date of their last increment, or starting date as the case may be.

B = number of hours remaining to be worked as full-time to earn an increment.

**3411** Subject to Article 3805, a nurse whose employment status changes from full-time to part-time shall be entitled to receive an increment on the later of:

- (a) one (1) calendar year from the date of their last increment, or date of employment as the case may be;
- (b) on completion of 1343 hours calculated under the formula:

$$B = 1343 - (A \times 2/3)$$

A = number of hours during which seniority was accrued under full-time status since the date of their last increment, or starting date as the case may be.

B = number of hours remaining to be worked as part-time to earn an increment.

**3412** Where a Recognized Holiday (or the Employer's designated lieu day) falls on a part-time nurse's normally scheduled day of work but the nurse's department/unit/program is closed, it is recognized that the nurse shall receive an unpaid leave of absence unless the nurse requests one of the following options:

- The nurse(s) may request to use one (1) of their retained vacation days or banked overtime in accordance with Article 1501; or

- Notwithstanding Article 3402 the nurse may request to be scheduled for an alternate shift, subject to the availability of work and provided the nurse is qualified to perform the required work. This alternate shift must be requested a minimum of two (2) weeks in advance of, and scheduled within, the posted shift schedule in which the Recognized Holiday falls. It is understood that this rescheduled shift will be payable at the nurse's basic rate of pay.

**3413** All part-time nurses shall receive the wage rates and applicable benefits on a pro rata basis according to their paid hours of work, except as otherwise specified herein.

**Applicable for Health Sciences Centre site only:**

**3414** No part-time nurses presently in the employ of the Employer may be laid off or discharged to allow for hiring of full-time staff.

## **ARTICLE 35 -- SPECIAL UNDERSTANDINGS RE CASUAL NURSES**

**3501** Casual nurses will receive vacation pay at the rate of six percent (6%) of all hours paid at basic salary including hours worked on Recognized Holidays in a bi-weekly pay period.

**3502** Casual nurses are paid in accordance with the salaries specified in Appendices "A" and "B" and receive a starting salary as described in Article 38.

A casual nurse shall receive increments on the basis of one (1) increment for each 2015 regular hours worked. Such increment shall be applied on the first day of the first pay period following completion of 2015 hours.

When a nurse elects to terminate their full-time or part-time position and makes application to be hired as a casual nurse, the following conditions will apply:

- (a) Such casual nurse will be paid in accordance with the salary specified in Appendices "A" and "B";
- (b) The nurse will receive the salary of the occupational classification into which they are assigned and at the same increment level that had been attained while working as a full-time or part-time nurse.

**3503** Should the Employer make an error in a nurse's pay which results in a loss of seven and three-quarter (7.75) hours or more of regular pay, the Employer agrees to issue a manual cheque or direct deposit as soon as possible after becoming aware of the error. If the error results in a loss of less than seven and three-quarter (7.75) hours of regular pay, the correction will be made on the next scheduled pay day.

- 3504** Casual nurses will be entitled to:
- compensation for overtime worked in accordance with Article 16;
  - shift premium and weekend premium outlined in Article 17;
  - the allowance as outlined in Article 18;
  - Responsibility Pay premium outlined in Article 19;
  - transportation allowance/escort duty outlined in Article 20;
  - the rights outlined in Articles 2905, 2906, 2907, 3808;
  - the Employer Sponsored Educational Development allowance in Article 2407 A (a) (b) (c);
  - the Legal and Investigative Proceedings in Article 2410.
  - continuation of placement at the fifteen (15), twenty (20) and twenty-five (25) year rate if rehired after a period of no longer than six (6) months. For clarity a period of pre-retirement leave does not count towards the six (6) month qualification time limit;
  - continuation in HEPP pension plan as per plan text.

**3505** Casual nurses required to work on a Recognized Holiday, excluding Remembrance Day, shall be paid at the rate of time and one-half (1.50) their basic rate of pay. Casual nurses required to work on Remembrance Day shall be paid at the rate of double their basic rate of pay.

If there is a change in Manitoba legislation that extends Recognized Holidays to all employees, the parties agree that casual nurses as defined in Article 35 shall receive this benefit.

**3506** The Employer agrees to deduct union dues in an amount specified by the Union in any pay period for which the casual nurse receives any payment, and such dues shall be forwarded to the Manitoba Nurses' Union monthly in accordance with Article 501.

In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.

**3507** A casual nurse reporting for work and finding no work available will be guaranteed three (3) hours pay at their basic rate of pay.

**3508** Articles 12 and 13 herein apply only with respect to the terms of this Article.

**3509** Previous nursing experience of casuals will be considered in terms of applicability to the position applied for and, provided that equivalent qualifications are met, preference shall be given to the casual nurses over applicants from outside the site.

**3510** Casual nurses shall accrue seniority for hours worked only for the purposes of Article 30 and only in situations where there are no qualified full-time or part-time applicants at the site where the vacancy occurs. On expiry of a term position, if a casual nurse is not successful in obtaining another term or permanent position in accordance

with Article 3006 (a), the nurse shall retain any previous casual seniority and seniority accrued while in the term position shall be converted to casual seniority.

## **ARTICLE 36 -- SPECIAL UNDERSTANDINGS RE GRADUATE NURSES, GRADUATE PRACTICAL NURSES AND GRADUATE PSYCHIATRIC NURSES**

The terms of this Agreement shall be applicable to the graduate nurse, graduate practical nurse and graduate psychiatric nurse except as follows:

### **3601 Salaries and Increments of the Graduate Nurse, Graduate Practical Nurse and Graduate Psychiatric Nurse:**

- (a) Starting salary of the newly graduated graduate nurse, graduate practical nurse or graduate psychiatric nurse awaiting initial registration as a Registered Nurse, Licensed Practical Nurse or Registered Psychiatric Nurse shall be discounted by eight percent (8%) until such time as registration/license is achieved.
- (b) The anniversary date of a newly graduated graduate nurse or graduate psychiatric nurse who obtains registration within one (1) year of commencing employment shall be the date of their commencement of employment.
- (c) The anniversary date of a newly graduated graduate practical nurse who obtains their license within an eighteen (18) month period of commencing employment (or within the time period as amended in the regulations of the LPN Act) shall be the date of their commencement of employment.

### **3602 Out of Province Nurses**

- (a) A person in good standing as a Registered Nurse or a Registered Psychiatric Nurse in another province, country or territory whose name appears on the graduate nurse or graduate psychiatric nurse register may commence employment at the Nurse II start rate and upon providing proof of registration in Manitoba not later than eight (8) months following commencement of their employment, shall receive recognition of previous experience as specified in Article 3803, retroactive to the date of their employment.
- (b) When registration of a nurse in good standing as a Registered Nurse or a Registered Psychiatric Nurse in another province, country or territory is obtained later than eight (8) months but before one (1) year the anniversary date shall be the date on which registration is obtained.
- (c) A person in good standing as a Licensed Practical Nurse in another province, country or territory whose name appears on the graduate practical nurse

register may commence employment at the LPN start rate and upon providing proof of registration in Manitoba not later than eight (8) months following commencement of their employment, shall receive recognition of previous experience as specified in Article 3803, retroactive to the date of their employment.

- (d) When registration of a nurse in good standing as a Licensed Practical Nurse in another province, country or territory is obtained later than eight (8) months but before one (1) year the anniversary date shall be the date on which registration is obtained.

### **3603    Termination**

- (a) In accordance with the Regulated Health Professions Act or the relevant regulations to this Act, failure of the graduate nurse to successfully complete the examination required for registration within a time period prescribed by the CRNM will be deemed to be just cause for termination.
- (b) In accordance with the Regulated Health Professions Act or the relevant regulations to this Act, failure of the graduate psychiatric nurse to successfully complete the examination required for registration within a time period prescribed by the CRPNM will be deemed to be just cause for termination.
- (c) In accordance with the Licensed Practical Nurses Act or the relevant regulations to this Act, failure of the graduate practical nurse to successfully complete the examination required for licensure within a time period prescribed by the CLPNM will be deemed to be just cause for termination.

## **ARTICLE 37 -- HEALTH PROGRAM**

**3701**    Health examinations required by the Employer shall be provided by the Employer and shall be at the expense of the Employer.

**3702**    Time off without loss of regular pay shall be allowed at a time determined by the Employer for such medical examinations and laboratory tests, provided that these are performed on the Employer's premises, or at a facility designated by the Employer.

**3703**    With the approval of the Employer, a nurse may choose to be examined by a physician, nurse practitioner, or physician/clinical assistant of their own choice, and will be reimbursed at a reasonable cost as long as the Employer receives a statement as to the fitness of the nurse from the physician, nurse practitioner, or physician/clinical assistant.

**3704** Time off for medical and dental examinations and/or treatments, may be granted and such time off including necessary travel time, shall be chargeable against accumulated income protection benefits.

It is understood that nurses should attempt to schedule these appointments on time off.

## **ARTICLE 38 -- SALARIES AND INCREMENTS**

**3801** Nurses shall be paid in accordance with the salary schedule as outlined in Appendix "A", forming part of the Agreement.

**3802** "Basic or Regular Salary or Pay" shall mean the rates of pay shown in Appendix "A" (Salaries) and Appendix "B" (Academic Allowance).

**3803** The minimum salary of a newly hired nurse will be determined by nursing experience:

- (a) on an equivalent full-time basis, and
- (b) considered by the Employer to be related to the position applied for and held, and
- (c) in accordance with the following table:

### **Placement of a Registered Nurse or Registered Psychiatric Nurse on the Nurse II scale**

<u>Length of Experience</u>	<u>Starting Rate</u>
Less than 2015 hours	Start Rate
2015 hours within past 6 years	1 Year Rate
4030 hours within past 8 years	2 Year Rate
6045 hours within past 9 years	3 Year Rate
8060 hours within past 12 years	4 Year Rate
10075 hours within past 13 years	5 Year Rate
12090 hours within past 14 years	6 Year Rate
14105 hours within past 15 years	7 Year Rate

#### **For all Nurse Practitioners:**

<u>Length of Experience</u>	<u>Starting Rate</u>
2015 hours within past 6 years	1 Year Rate
4030 hours within past 8 years	2 Year Rate
6045 hours within past 9 years	3 Year Rate
8060 hours within past 12 years	4 Year Rate
10075 hours within past 13 years	5 Year Rate

**For all CNS:**

<u>Length of Experience</u>	<u>Starting Rate</u>
2015 hours within past 6 years	1 Year Rate
4030 hours within past 8 years	2 Year Rate
6045 hours within past 9 years	3 Year Rate
8060 hours within past 12 years	4 Year Rate

- (b) A nurse employed at a Nurse III, IV, V classification shall be granted salary that is not less than one (1) increment step above what their starting salary would be if the nurse were employed as a Nurse II.
- (c) The starting salary of a Registered Nurse or Registered Psychiatric Nurse who has had previous experience as a Licensed Practical Nurse shall commence at the Nurse II 1 Year rate specified in Appendix A, and after not more than three (3) months from the date of commencement of their employment as a Registered Nurse or Registered Psychiatric Nurse, the Employer shall, on the basis of written performance appraisal discussed with them, grant such additional increments as performance warrants, with a minimum of one (1) increment for each two (2) years worked as a Licensed Practical Nurse within the previous five (5) year period.
- (d) **Applicable for Graduate Nurse Practitioners**  
*The starting salary of the newly graduated Nurse Practitioner who is employed as a Registered Nurse (Graduate Nurse Extended Practice) [RN(GNEP)] or as a Registered Nurse Graduate Nurse Practitioner [RN(GNP)], shall be at the start rate and, once licensure is obtained as a Nurse Practitioner (Registered Nurse, Extended Practice) [NP(RNEP)], probation, if applicable, shall begin and the Nurse Practitioner will be granted increments in accordance with Article 3803(a) retroactive to start date.*

**3804 Applicable to Licensed Practical Nurses and ORTs:**

- (a) The starting salary of a newly employed Licensed Practical Nurse or ORT shall recognize previous experience applicable to the position held on the basis of equivalent full-time experience as specified hereinafter:

**Placement of an LPN or ORT on scale:**

<u>Length of Experience</u>	<u>Starting Rate</u>
Less than 2015 hours	Start Rate
2015 hours within past 6 years	1 Year Rate
4030 hours within past 8 years	2 Year Rate
6045 hours within past 9 years	3 Year Rate
8060 hours within past 12 years	4 Year Rate
10075 hours within past 13 years	5 Year Rate
12090 hours within past 14 years	6 Year Rate

14105 hours within past 15 years

7 Year Rate

**3805** Starting salaries, as specified above, are to be regarded as minimum and shall not prevent the Employer from granting a higher starting salary to any nurse, when, in the judgment of the Employer, additional experience or other qualifications so warrant it.

**3806** Increments:

- (a) Increments as specified in salary schedule Appendix "A" shall be granted annually on the anniversary date of the nurse's employment, or as altered by the terms of this Agreement, the latter of which shall take precedence, however, the Employer may, with reasonable cause and on the basis of a written performance appraisal previously discussed with the nurse, withhold an annual increment, subject to review within and not later than three (3) months of the date such increment was withheld.
- (b) Increments will not be delayed due to an unpaid leave of absence of four (4) weeks or less, or a paid leave of absence, or an educational leave of absence of up to two (2) years.

A nurse's anniversary date for incremental purposes shall be delayed by one (1) day for each day of unpaid leave of absence in excess of four (4) weeks.

**3807** If new classifications which come under the scope of this Agreement are created during the term of this Agreement, or if there is a substantial change in the job content of an existing classification falling within the bargaining unit, the Employer will inform the Union of the proposed rates of pay for such positions. If the Union wishes to enter into negotiations on these rates of pay it will so inform the Employer within seven (7) days and negotiations will commence within an additional ten (10) days, which time may be extended by mutual agreement between the Employer and the Union. If the parties are unable to reach agreement concerning the rates of pay the dispute shall, at the request of either or both parties, be dealt with in accordance with the provisions as set forth in Article 13 Arbitration Procedure herein, commencing at Article 1302.

**3808** Retroactivity:

Should there be retroactive wage and benefit adjustments, such shall be made payable within ninety (90) days of the date of ratification of the Collective Agreement, or within ninety (90) days from the date the parties sign the Memorandum of Settlement, whichever is later.

Upon written application to the Employer within one hundred and eighty (180) days of ratification of the Collective Agreement, or within one hundred and eighty (180) days from the date the parties sign the Memorandum of Settlement, whichever is later, nurses who have terminated employment with the Employer shall be entitled to retroactive pay.

**3809** Should an error be made in a nurse's pay which results in a loss of seven and three-quarter (7.75) hours or more of regular pay, the Employer agrees to issue a manual cheque or direct deposit as soon as possible after becoming aware of the error. If the error results in a loss of less than seven and three-quarter (7.75) hours of regular pay, the correction will be made on the next scheduled pay day.

**3810** Eligibility for the fifteen (15), twenty (20) and twenty-five (25) year salary step will include:

- (a) any periods when a nurse is receiving income protection benefits, is on paid vacation, is on paid leave of absence, is on unpaid leave of absence related to illness or disability of up to two (2) years
- (b) any period of Workers' Compensation up to two (2) years
- (c) any period of unpaid leave of absence of up to four (4) weeks
- (d) any period of layoff of less than eighteen (18) weeks
- (e) educational leave of up to two (2) years
- (f) any period of Parenting Leave.

## **ARTICLE 39 -- EMPLOYEE BENEFIT PROGRAM**

### **3901 Dental Plan:**

The parties agree that the Health Care Employees Benefit Plan sponsored dental plan will be on a 50-50 cost shared basis.

### **Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

#### **Dental Plan:**

The current dental plan will pay a percentage of basic and major dental expenses in accordance with the current Manitoba Dental Association Fee Schedule.

### **3902 Disability & Rehabilitation:**

The Employer agrees to participate in the Disability and Rehabilitation Plan. The Employer will pay the entire premium to a maximum of 2.3%.

The parties agree that income protection credits and Workers Compensation benefits will be used where applicable, to offset the elimination period. Once the elimination period has been exhausted, the nurse will commence drawing disability benefits. It is understood that the elimination period for the Disability and Rehabilitation Plan (D&R) is one hundred and nineteen (119) calendar days. A nurse may claim income protection benefits for the period of time not to exceed this elimination period.

Notwithstanding the above, where a nurse is not eligible for D&R coverage due to age (on the date which is four (4) months prior to the date of attaining age 65), the nurse may utilize accrued income protection credits up to one hundred and eighty (180) calendar days.

**3903 Health Spending Account**

A Health Spending Account (HSA) shall be made available for eligible nurses. The HSA shall only apply and be made available to top up the existing benefits provided in the HEBP “Enhanced” Extended Health Benefit Plan and the HEBP Dental Plan.

The annual HSA benefit amounts shall be:

April 1, 2022	- \$700.00 for full-time nurses - \$350.00 for part-time nurses
January 1, 2025	- \$1250.00 for full-time nurses - \$1000.00 for part-time nurses

For the purpose of the HSA, a nurse is deemed to qualify for the full-time benefit if the nurse has been paid for a minimum of 1,500 hours in the previous calendar year. Hours paid at overtime rates do not count in the annual determination of whether a nurse qualifies for the full-time benefit.

A “year” or “the annual HSA benefit” is defined as the calendar year – January 1<sup>st</sup> to December 31<sup>st</sup>.

In order to be eligible for the HSA, a nurse must be enrolled in the “Enhanced” Extended Health Care Plan.

Nurses, who become enrolled in the “Enhanced” Extended Health Care Plan will commence HSA coverage following one (1) year participation in the “Enhanced” Extended Health Care Plan.

Unutilized HSA monies are not carried over to the subsequent year.

**3904** Left Blank

**3905** Where a nurse is on an Employer paid return to work plan or Employer paid accommodation the Employer shall continue to pay the Employer premiums to maintain coverage under the Group Dental Plan, Group Extended Health Plan, D&R and Employee Assistance Plan, while the nurse continues to pay the Employee premiums associated to the plan(s).

**ARTICLE 40 -- OVERPAYMENTS**

**4001** The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:

- (a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected nurse and the Union within twenty (20) business days of discovery;
- (b) The proposed recovery is made in as fair and reasonable a manner as possible; and,
- (c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and the nurse.

In the event the nurse retires from, or leaves the employ of the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that nurse and reduce accordingly any payments that might be owing to that nurse to recover the overpayment.

**4002** “Under deduction” shall include, but is not limited to, any statutory deduction, or any other amount for which the nurse has provided their consent to be deducted from their wages, that has not been deducted by the Employer as a result of a good faith error on the part of the Employer.

It is understood that where the Employer is required, or has received consent, to remit a deduction from the wages of a nurse, that the Employer is responsible to ensure those deductions are remitted appropriately and in compliance with the necessary conditions of such remittance. Where the Employer has failed to remit as required and as a result of that failure the nurse has been denied access to a benefit which they would otherwise have received but for the failure to remit, the Union on behalf of the nurse is able to seek, through the grievance process, appropriate redress for any and all incurred losses. All appeal processes under the applicable plan must be exhausted prior to any grievance being initiated through the grievance process. The jurisdiction of an arbitrator appointed pursuant to the grievance process to interpret and apply any applicable benefit plan shall be limited to the application of this provision.

**4003** All under deductions are considered to be an accounts receivable and will be deducted from a nurse’s wages when discovered by the Employer.

The deduction will be made in a fair and reasonable manner after notification to the nurse and taking into consideration the amount of the account receivable and the purpose of the amount under deducted.

Where an error has been made in good faith, the Employer shall be entitled to recover any under deduction made, for a period of time that does not extend further back than twelve (12) months from date of discovery.

## ARTICLE 41 -- STAFF ORIENTATION

**4101** The Employer shall provide an appropriate orientation program for nurses newly employed. The orientation program shall include such essential information as policies, nursing procedures, the location of supplies and equipment, fire, safety and disaster plans. Further, an orientation program shall be provided upon request for nurses returning from an extended leave of absence or moving to a new area of practice. Notwithstanding the above, specialty areas may require extended orientation programs.

**4102** The Employer shall provide a program of inservice education for nurses pertinent to patient/resident/client care. Such program of inservice shall be of sufficient nature to properly familiarize the nurse with all relevant aspects of duties and responsibilities.

**4103** The Employer shall provide, access to reference materials as is required in relation to maintaining current knowledge of general nursing care.

## ARTICLE 42 -- EMPLOYER-INITIATED MOBILITY

**4201** It is the desire of, and in the best interest of, the parties to work toward the avoidance of job loss by providing for the mobility of nurses within and between Employers Organizations.

The parties recognize that it is in the best interest of patient/resident/client care to retain the knowledge and expertise of health care providers within the programs and the parties wish to promote career opportunities by removing systemic barriers.

The parties agree to work towards a systemic labour adjustment plan utilizing a provincial attrition model where reasonable, and utilizing any other programs as agreed to by the parties.

**4202** In the event that this Article conflicts with the terms of any other existing Article within the Collective Agreement, the terms of this Article shall prevail (unless otherwise specified).

**4203**

(a) In the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities and/or sites, the Employer(s) will notify the Union, where possible\*, at least ninety (90) days prior to the implementation date unless otherwise provided for in the applicable Collective Agreement. The Employer(s) will determine the estimated number and types of positions available, and update such data as the reconfiguration/implementation plans are defined.

\*lesser notice may be given only in exceptional circumstances.

- (b) The Employer(s) and Union shall meet within thirty (30) days of notice provided for in Article 4203 (a) to discuss issues arising out of the transfer of nurses.
- (c) The Employer(s) shall prepare and provide the following data relative to the transfer/closure/consolidation/merger to the Union:
- any positions affected
  - where applicable, number of vacancies and/or new positions created at the receiving facility/program/site
  - up to date seniority lists
  - pertinent classification information
  - relevant time frames

#### **4204** Staff Mobility

##### **A. Transfers with Programs**

1. When programs are transferred, consolidated, or merged from one or more facilities/programs/sites to another, the Employer(s) will determine the number of nurses required by classification.

Where, in the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities and/or sites, an affected nurse's worksite/originating site is moved from one (1) city or town to another city or town potentially requiring a change of residence by the nurse, the Union and the nurse shall be given notice of the move three (3) months in advance of the date upon which the move of the nurse is to be effected. Such notice shall be provided in writing to the Union and the affected nurse by the Employer.

Should the nurse accept the position requiring relocation they may request that the effective date of the relocation be deferred by up to one (1) month for personal reasons such as the impact on school-age children.

Where a nurse has accepted relocation involving a change in residence, they shall be reimbursed as per the MOU #21 re: Relocation Assistance for Program Transfers.

Qualified nurses affected will first be given the opportunity to move with the facility(ies)/program(s)/site(s), before other nurses. Where excess numbers of nurses wish to move, nurses will be selected in descending order of seniority. Where an insufficient number of nurses by classification volunteer to move, the remaining vacancies shall be filled by utilizing the job posting/recall procedures in the applicable Collective Agreement. Where a nurse is not able or elects not to move, the provisions of Article 27 will apply.

2. If vacancies continue to exist after the job competition, the Employer(s) reserves the right to transfer affected nurses from the sending facility(ies)/program(s)/site(s) to fill the vacancies commencing with the most junior qualified nurse. A nurse shall not be compelled to accept a transfer where the receiving facility/program/site is greater than fifty (50) kilometres from the sending facility/program/site. In such case, where a nurse declines to accept a position at the receiving facility(ies)/program(s)/site(s), and no similar position is available at the sending facility(ies)/program(s)/site(s) for which the nurse is qualified, the nurse may exercise their seniority rights (deletion/bumping) or be placed on layoff in accordance with Article 27. Where it is not possible due to seniority level or where there are no positions available within .2 of the EFT of the position occupied by the nurse at the time of the deletion, the nurse shall be entitled to exercise their seniority rights, subject to their ability, performance and qualifications, to displace a nurse in a position of equal or lower classification within any of the other sites comprising the Employer. Any nurse thus displaced shall also be entitled to a like exercise of seniority rights.
3. Nurses who are transferred in accordance with this Article shall retain seniority, service, and all other benefits as specified hereinafter:
  - (a) continuous service date
  - (b) accumulated income protection benefits;
  - (c) length of employment applicable to rate at which vacation is earned;
  - (d) length of employment applicable to pre-retirement leave;
  - (e) length of employment applicable for qualification for the Magic 80 (as per the terms and conditions of the applicable pension plan) pension provisions;
  - (f) length of employment applicable to next increment date;
  - (g) the terms and conditions of the benefit plan(s) for the new Employer apply; however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and condition;
  - (h) seniority credits (in accordance with receiving Collective Agreement).
  - (i) transfer of current vacation hours unless the nurse elects to have their current vacation hours paid out by the previous Employer at the time of the transfer;
  - (j) placement at the greater of the nurse's salary level at the sending facility/program/site, or in accordance with the recognition of previous experience clause(s) in Article 38, including placement at the fifteen (15), twenty (20) and twenty-five (25) year rate
  - (k) Academic Allowance.
  - (l) where a nurse transfers prior to the completion of maternity leave return of service requirements, the nurse shall be allowed to complete the return of service requirements at the receiving facility(ies)/programs(s)/site(s).
4. Nurses who are transferred in accordance with this Article will be treated in all respects as if they had always been nurses of the receiving facility(ies)/programs(s)/site(s).

To ensure the accuracy of the calculation of seniority and service of transferred nurses, the Employer(s) will provide sufficient information to verify an accurate calculation has been made.

5. The receiving facility(ies)/program(s)/site(s) will provide an orientation period to nurses transferring to new facility(ies)/program(s)/site(s) and shall take into consideration the individual needs of the transferring nurse(s). The orientation period shall be of sufficient duration to assist the nurse in becoming familiarized with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.

It is further agreed that periods of orientation shall be considered time worked.

Issues related to orientation will be referred immediately to the Employers Organization Nursing Advisory Committee, in order to ensure a standardized, effective orientation structure, duration and content across the Employers Organizations.

6. No new probationary/trial period will be served by transferring nurses. Any transferring nurse who had not yet completed their probationary/trial period at the sending facility/program/site will complete the balance of the period required at the receiving facility/program/site.
7. Should the transferred nurse decide not to remain at the receiving facility/program/site, such nurse shall provide written notice to the receiving facility/program/site no later than sixty (60) days following the date of transfer. The nurse shall be entitled to be placed on the Central Redeployment list and the recall list of the sending facility(ies)/program(s)/site(s).
8. It is agreed that vacation earned at the sending facility/program/site shall not be paid out upon transfer unless the nurse requests.

In the event a nurse elects to have their accrued vacation transferred, it does not mean that the previously approved vacation dates will be honored at the receiving facility/program/site. The receiving Employer will schedule the remaining vacation in consultation with the nurse, based on operational requirements and in accordance with Article 21.

In the event a Transfer of Program as per Article 4204 (A), the parties agree that where affected nurses hold accrued seniority and service at multiple Employers/facilities/programs/sites, the parties will review the effect of the restructuring on such nurses to ensure fairness and equity in the recognition of seniority and service.

## **B. Temporary Transfer of Nurses**

1. To facilitate temporary transfers within and between Employers Organizations to facilities/programs/sites experiencing a need for additional nurses on a sporadic or episodic basis, nurses qualified to perform the work from other facilities/programs/sites, as determined by the Employer(s), shall be offered the opportunity to work in the facility(ies)/program(s)/site(s) experiencing the need for additional nurses.

Temporarily transferred nurses shall be paid the greater of six dollars (\$6.00) per hour or fifteen percent (15%) above their normal rate of pay for all hours worked at the receiving facility/program/site.

2. Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement of the receiving facility/program/site relating to the assigning of occasional additional shifts are fulfilled. Before transferring nurses, the Employer shall first seek to prebook remaining available shifts on the basis of voluntary eligible overtime.
3. The temporarily transferred nurses will continue to be covered by the terms of the sending facility's/program's/site's Collective Agreement.
4. Where an insufficient number of qualified nurses volunteer to be temporarily transferred, the Employer reserves the right to transfer nurses (based on operational requirements at affected facilities/programs/sites) from such facility(ies)/program(s)/site(s) as determined by the Employer, commencing with the most junior qualified nurse (regardless of classification) at the sending facility(ies)/program(s)/site(s) for a maximum of six (6) weeks duration, unless otherwise mutually agreed between the nurse and the Employer.

A nurse shall not be compelled to transfer to a facility/program/site greater than fifty (50) kilometres from their home facility/program/site.

The Employer agrees that this provision (#4) shall be utilized only under extenuating and emergency circumstances, and further, shall be implemented only in accordance with the provisions of Article 1001 of the Collective Agreement.

5. Temporarily transferred nurses will be provided with a daily "work disruption" allowance, for each day actually worked as follows:
  - (a) Between 1 – 49 km between sending and receiving site - \$40
  - Between 50 – 99 km between sending and receiving site - \$80
  - Between 100 – 149 km between sending and receiving site - \$130
  - 150 km or more between sending and receiving site - \$180

and

- (b) Where a nurse is temporarily transferred and due to the distance involved requires accommodations, the Employer shall pay actual travel time at the nurse's regular rate of pay for one-time return travel between the sending and receiving locations. All travel expenses, accommodations, as well as a daily per diem of sixty dollars (\$60.00) will be paid for the duration of the transfer, including days in which the nurse has not worked.
6. The receiving facility/program/site will provide an orientation period to the temporarily transferred nurse. The orientation shall be of sufficient duration to assist the nurse in becoming familiarized with essential information such as policies, procedures, routines, location of supplies and equipment, and fire and disaster plans. The orientation shall take into consideration the individual needs of the transferring nurse(s).

It is further agreed that periods of orientation shall be considered time worked.

Issues related to orientation will be referred immediately to the Employers Organization Nursing Advisory Committee, in order to ensure a standardized, effective orientation structure, duration and content across the Employers Organizations.

7. It is further agreed that should it be necessary to temporarily transfer nurses from one facility/program/site to another, in accordance with this Article as much notice as possible shall be provided to such nurse. Should the temporary transfer be required during the course of a scheduled shift, travel time from the sending to the receiving facility/program/site shall be considered time worked. If personal transportation is not available, transportation will be provided. Where a change in work schedule is required by the Employer (receiving facility/program/site) as a result of a transfer, the nurse(s) shall be compensated as per #10 below.
8. "Personal transportation" will be expanded to include the following:

Return transportation will be provided by the Employer, if the nurse requests transportation or if personal transportation is not available. If personal transportation is utilized, the following shall apply:

- (a) Parking in close proximity to the "receiving facility/site" will be made available.
- (b) Parking expenses shall be reimbursed to the nurse by the Employer.
- (c) The nurse shall be eligible for transportation reimbursement in accordance with the prevailing Province of Manitoba mileage rates in accordance with the following formula, subject to a minimum guarantee of four dollars (\$4.00):

Distance (in kms) from the nurse's home to the "receiving facility/site" minus the distance (in kms) from the nurse's home to the "sending facility/site".

It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

9. In the event of a temporary transfer which exceeds six (6) weeks in duration, and where a nurse has requested to discontinue their transfer and return to the sending facility/program/site, the Employer shall conduct a recanvass for volunteers amongst qualified nurses. Where there are insufficient volunteers to replace the temporarily transferred nurse, as per #4 above, the sending facility shall send the next most qualified junior nurse in order of ascending seniority to replace the temporarily transferred nurse requesting return.
10. Where a change in work schedule is required by the Employer (receiving facility/program/site) as a result of a temporary transfer, the nurse(s) shall be compensated with a Shift Disruption Allowance as described below for each shift that has been changed and worked by the nurse. The following rules shall apply:
  - (a) Compensation of one of the following amounts as applicable per shift, whichever is greatest:
    - i. \$25 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 1 hour and up to 4 hours; or
    - ii. \$35 Impact Shift Changes: a change is made to the calendar day that a nurse was scheduled to work (no change to shift length or shift description); or
    - iii. \$50 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 4 hours; a change is made to the shift length (eg: 8 to 12 hours); a change is made to the shift description (eg: from straight Days to Days/Nights, or from straight Days to Days/Evenings);
  - (b) Shift disruption allowance will not be paid on days during which the nurse does not work or for shifts that have not been changed;
  - (c) Nurses shall not be eligible to receive overtime as a result of changes to their shift length (i.e. changing from 8 to 12 hour shifts), unless they are in an overtime situation as identified in the nurse(s) respective Collective Agreement and are now required to work additional hours.

- (d) Changes to shift length must not cause a decrease to the nurses' EFT; and
  - (e) Shift disruption allowance will cease to be paid, upon the effective date of the subsequent shift schedule which shall be posted in accordance with the Collective Agreement, and the nurse is scheduled as posted. If this posted schedule is disrupted the nurse shall be paid in accordance with 10. (a) above. When the transferred nurse is returned to their owned position, the Shift Disruption Allowance is not applicable.
11. The parties agree that the provisions of this Article are intended to satisfy the requirements of Article 1001 (b) except where unusual working conditions related to such emergency are not specifically contemplated herein.
12. Where distance is indicated herein, it is understood to be the distance measured in kilometres by the most direct route by serviceable public roadway between applicable locations.

## APPENDIX "A" -- SALARIES

Note: All salary increases will be applied to the first full shift occurring on the date the wage increase comes into effect.

<b>MNU &amp; Shared Health Employers Organization</b>																
<b>APPENDIX "A" - SALARIES</b>																
A1. Effective April 1, 2024      Hourly Rates include a 1% Market Adjustment and a 2.5% General Wage Increase, compounded. Other Market Adjustments as Noted																
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.																
Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
1	LPN	1	Licensed Practical Nurse	2015	Hourly	32.024	33.074	34.108	35.366	36.516	37.806	39.149	40.325	41.132	41.955	43.214
					Monthly	5,377.363	5,553.676	5,727.302	5,938.541	6,131.645	6,348.258	6,573.770	6,771.240	6,906.748	7,044.944	7,256.351
					Annual	64,528.360	66,644.110	68,727.620	71,262.490	73,579.740	76,179.090	78,885.235	81,254.875	82,880.980	84,539.325	87,076.210
2	LPN	1	Weekend Worker - Licensed Practical Nurse	2015	Hourly	36.829	38.034	39.223	40.669	41.995	43.474	45.024	46.373	47.300	48.246	49.693
					Monthly	6,184.203	6,386.543	6,586.195	6,829.003	7,051.660	7,300.009	7,560.280	7,786.800	7,942.458	8,101.308	8,344.283
					Annual	74,210.435	76,638.510	79,034.345	81,948.035	84,619.925	87,600.110	90,723.360	93,441.595	95,309.500	97,215.690	100,131.395
3	LPN	1,5	Weekend Worker - Licensed Practical Nurse PIO	1872	Hourly	39.642	40.940	42.219	43.775	45.204	46.795	48.463	49.915	50.913	51.931	53.489
					Monthly	6,184.152	6,386.640	6,586.164	6,828.900	7,051.824	7,300.020	7,560.228	7,786.740	7,942.428	8,101.236	8,344.284
					Annual	74,209.824	76,639.680	79,033.968	81,946.800	84,621.888	87,600.240	90,722.736	93,440.880	95,309.136	97,214.832	100,131.408
4	CRN	1,6	CRN/Charge Nurse	2015	Hourly	42.631	44.094	45.590	47.099	48.538	50.067	51.341	52.366	53.413	54.481	56.115
					Monthly	7,158.455	7,404.118	7,655.321	7,908.707	8,150.339	8,407.084	8,621.010	8,793.124	8,968.933	9,148.268	9,422.644
					Annual	85,901.465	88,849.410	91,863.850	94,904.485	97,804.070	100,885.005	103,452.115	105,517.490	107,627.195	109,779.215	113,071.725
5	CRN	***	CRN/Charge Nurse (15-Year Scale)	2015	Hourly	43.484	44.976	46.502	48.041	49.509	51.068	52.368	53.413			
					Monthly	7,301.688	7,552.220	7,808.461	8,066.885	8,313.386	8,575.168	8,793.460	8,968.933			
					Annual	87,620.260	90,626.640	93,701.530	96,802.615	99,760.635	102,902.020	105,521.520	107,627.195			
6	CRN	***	CRN/Charge Nurse (20-Year Scale)	2015	Hourly	44.354	45.876	47.432	49.002	50.499	52.089	53.415	54.481			
					Monthly	7,447.776	7,703.345	7,964.623	8,228.253	8,479.624	8,746.611	8,969.269	9,148.268			
					Annual	89,373.310	92,440.140	95,575.480	98,739.030	101,755.485	104,959.335	107,631.225	109,779.215			
7	CRN	***	CRN/Charge Nurse (25-Year Scale)	2015	Hourly	45.685	47.252	48.855	50.472	52.014	53.562	55.017	56.115			
					Monthly	7,671.273	7,934.398	8,203.569	8,475.090	8,734.018	9,009.065	9,238.271	9,422.644			
					Annual	92,055.275	95,212.780	98,442.825	101,701.080	104,808.210	108,108.780	110,859.255	113,071.725			
8	CRN	1,6	Weekend Worker - CRN/Charge Nurse	2015	Hourly	49.027	50.707	52.428	54.163	55.818	57.577	59.041	60.222	61.426	62.655	64.535
					Monthly	8,232.450	8,514.550	8,803.535	9,094.870	9,372.773	9,668.138	9,913.968	10,112.278	10,314.449	10,520.819	10,836.502
					Annual	98,789.405	102,174.605	105,642.420	109,138.445	112,473.270	116,017.655	118,967.615	121,347.330	123,773.390	126,249.825	130,038.025
9	CRN	***	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	50.008	51.721	53.477	55.246	56.934	58.729	60.222	61.426			
					Monthly	8,397.177	8,684.818	8,979.680	9,276.724	9,560.168	9,861.578	10,112.278	10,314.449			
					Annual	100,766.120	104,217.815	107,756.155	111,320.690	114,722.010	118,338.935	121,347.330	123,773.390			
10	CRN	***	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	51.008	52.755	54.547	56.351	58.073	59.904	61.426	62.655			
					Monthly	8,565.093	8,858.444	9,159.350	9,462.272	9,751.425	10,058.880	10,314.449	10,520.819			
					Annual	102,781.120	106,301.325	109,912.205	113,547.265	117,017.095	120,706.560	123,773.390	126,249.825			
11	CRN	***	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	52.538	54.338	56.183	58.042	59.815	61.701	63.269	64.535			
					Monthly	8,822.006	9,124.256	9,434.062	9,746.219	10,043.935	10,360.626	10,623.920	10,836.502			
					Annual	105,864.070	109,491.070	113,208.745	116,954.630	120,527.225	124,327.515	127,487.035	130,038.025			
12	CRN	1,5,6	Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	52.772	54.581	56.433	58.300	60.082	61.976	63.552	64.822	66.118	67.440	69.463
					Monthly	8,232.432	8,514.636	8,803.548	9,094.800	9,372.792	9,668.256	9,914.112	10,112.232	10,314.408	10,520.640	10,836.228
					Annual	98,789.184	102,175.632	105,642.576	109,137.600	112,473.504	116,019.072	118,969.344	121,346.784	123,772.896	126,247.680	130,034.736
13	CRN	***	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1872	Hourly	53.827	55.673	57.562	59.466	61.284	63.216	64.823	66.118			
					Monthly	8,397.012	8,684.988	8,979.672	9,276.696	9,560.304	9,861.696	10,112.388	10,314.408			
					Annual	100,764.144	104,219.856	107,756.064	111,320.352	114,723.648	118,340.352	121,348.656	123,772.896			
14	CRN	***	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Hourly	54.904	56.786	58.713	60.655	62.510	64.480	66.119	67.440			
					Monthly	8,565.024	8,858.616	9,159.228	9,462.180	9,751.560	10,058.880	10,314.564	10,520.640			
					Annual	102,780.288	106,303.392	109,910.736	113,546.160	117,018.720	120,706.560	123,774.768	126,247.680			
15	CRN	***	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Hourly	56.551	58.490	60.474	62.475	64.385	66.414	68.103	69.463			
					Monthly	8,821.956	9,124.440	9,433.944	9,746.100	10,044.060	10,360.584	10,624.068	10,836.228			
					Annual	105,863.472	109,493.280	113,207.328	116,953.200	120,528.720	124,327.008	127,488.816	130,034.736			

16	UNE	UNE, UNE – IEN/NREP,UNE-NREP	2015	Hourly Monthly Annual	<b>31.092</b> 5,220.865 62,650.380										
17	SIEN	SIEN	2015	Hourly Monthly Annual	<b>31.092</b> 5,220.865 62,650.380										
18	ORTII	1 ORT II	2015	Hourly Monthly Annual	<b>34.108</b> 5,727.302 68,727.620	<b>35.366</b> 5,938.541 71,262.490	<b>36.516</b> 6,131.645 73,579.740	<b>37.816</b> 6,349.937 76,199.240	<b>39.013</b> 6,550.933 78,611.195	<b>40.230</b> 6,755.288 81,063.450	<b>41.473</b> 6,964.008 83,568.095	<b>42.715</b> 7,172.560 86,070.725	<b>43.569</b> 7,315.961 87,791.535	<b>44.440</b> 7,462.217 89,546.600	<b>45.773</b> 7,686.050 92,232.595
19	ORTII	1 ORT II (Weekend Worker Rates)	2015	Hourly Monthly Annual	<b>39.223</b> 6,586.195 79,034.345	<b>40.669</b> 6,829.003 81,948.035	<b>41.995</b> 7,051.660 84,619.925	<b>43.487</b> 7,302.192 87,626.305	<b>44.866</b> 7,533.749 90,404.990	<b>46.264</b> 7,768.497 93,221.960	<b>47.693</b> 8,008.450 96,101.395	<b>49.124</b> 8,248.738 98,984.860	<b>50.106</b> 8,413.633 100,963.590	<b>51.108</b> 8,581.885 102,982.620	<b>52.641</b> 8,839.301 106,071.615
20	ORTII	1,5 ORT II (Weekend Worker Rates) PIO	1872	Hourly Monthly Annual	<b>42.219</b> 6,586.164 79,033.968	<b>43.775</b> 6,828.900 81,946.800	<b>45.204</b> 7,051.824 84,621.888	<b>46.809</b> 7,302.204 87,626.448	<b>48.293</b> 7,533.708 90,404.496	<b>49.798</b> 7,768.488 93,221.856	<b>51.336</b> 8,008.416 96,100.992	<b>52.876</b> 8,248.656 98,983.872	<b>53.934</b> 8,413.704 100,964.448	<b>55.013</b> 8,582.028 102,984.336	<b>56.663</b> 8,839.428 106,073.136
21	N2	Nurse II	2015	Hourly Monthly Annual	<b>40.616</b> 6,820.103 81,841.240	<b>42.035</b> 7,058.377 84,700.525	<b>43.457</b> 7,297.155 87,565.855	<b>44.937</b> 7,545.671 90,548.055	<b>46.389</b> 7,789.486 93,473.835	<b>47.891</b> 8,041.697 96,500.365	<b>48.848</b> 8,202.393 98,428.720	<b>49.826</b> 8,366.616 100,399.390	<b>50.823</b> 8,534.029 102,408.345	<b>51.839</b> 8,704.632 104,455.585	<b>53.394</b> 8,965.743 107,588.910
22	N2	*** Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	<b>41.428</b> 6,956.452 83,477.420	<b>42.876</b> 7,199.595 86,395.140	<b>44.326</b> 7,443.074 89,316.890	<b>45.836</b> 7,696.628 92,359.540	<b>47.317</b> 7,945.313 95,343.755	<b>48.849</b> 8,202.561 98,430.735	<b>49.825</b> 8,366.448 100,397.375	<b>50.823</b> 8,534.029 102,408.345			
23	N2	*** Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	<b>42.257</b> 7,095.655 85,147.855	<b>43.734</b> 7,343.668 88,124.010	<b>45.213</b> 7,592.016 91,104.195	<b>46.753</b> 7,850.608 94,207.295	<b>48.263</b> 8,104.162 97,249.945	<b>49.826</b> 8,366.616 100,399.390	<b>50.822</b> 8,533.861 102,406.330	<b>51.839</b> 8,704.632 104,455.585			
24	N2	*** Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	<b>43.525</b> 7,308.573 87,702.875	<b>45.046</b> 7,563.974 90,767.690	<b>46.569</b> 7,819.711 93,836.535	<b>48.156</b> 8,086.195 97,034.340	<b>49.711</b> 8,347.305 100,167.665	<b>51.321</b> 8,617.651 103,411.815	<b>52.347</b> 8,789.934 105,479.205	<b>53.394</b> 8,965.743 107,588.910			
25	N2	Weekend Worker - Nurse II	2015	Hourly Monthly Annual	<b>46.710</b> 7,843.388 94,120.650	<b>48.341</b> 8,117.260 97,407.115	<b>49.976</b> 8,391.803 100,701.640	<b>51.680</b> 8,677.933 104,135.200	<b>53.345</b> 8,957.515 107,490.175	<b>55.074</b> 9,247.843 110,974.110	<b>56.176</b> 9,432.887 113,194.640	<b>57.299</b> 9,621.457 115,457.485	<b>58.445</b> 9,813.890 117,766.675	<b>59.614</b> 10,010.184 120,122.210	<b>61.402</b> 10,310.419 123,725.030
26	N2	*** Weekend Worker - Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	<b>47.644</b> 8,000.222 96,002.660	<b>49.308</b> 8,279.635 99,355.620	<b>50.976</b> 8,559.720 102,716.640	<b>52.714</b> 8,851.559 106,218.710	<b>54.412</b> 9,136.682 109,640.180	<b>56.175</b> 9,432.719 113,192.625	<b>57.300</b> 9,621.625 115,459.500	<b>58.445</b> 9,813.890 117,766.675			
27	N2	*** Weekend Worker - Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	<b>48.597</b> 8,160.246 97,922.955	<b>50.294</b> 8,445.201 101,342.410	<b>51.996</b> 8,730.995 104,771.940	<b>53.768</b> 9,028.543 108,342.520	<b>55.500</b> 9,319.375 111,832.500	<b>57.299</b> 9,621.457 115,457.485	<b>58.446</b> 9,814.058 117,768.690	<b>59.614</b> 10,010.184 120,122.210			
28	N2	*** Weekend Worker - Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	<b>50.055</b> 8,405.069 100,860.825	<b>51.803</b> 8,698.587 104,383.045	<b>53.556</b> 8,992.945 107,915.340	<b>55.381</b> 9,299.393 111,592.715	<b>57.165</b> 9,598.956 115,187.475	<b>59.018</b> 9,910.106 118,921.270	<b>60.199</b> 10,108.415 121,300.985	<b>61.402</b> 10,310.419 123,725.030			
29	N2	5 Weekend Worker - Nurse II (PIO)	1872	Hourly Monthly Annual	<b>50.279</b> 7,843.524 94,122.288	<b>52.034</b> 8,117.304 97,407.648	<b>53.794</b> 8,391.864 100,702.368	<b>55.627</b> 8,677.812 104,133.744	<b>57.420</b> 8,957.520 107,490.240	<b>59.282</b> 9,247.992 110,975.904	<b>60.467</b> 9,432.852 113,194.224	<b>61.676</b> 9,621.456 115,457.472	<b>62.910</b> 9,813.960 117,767.520	<b>64.168</b> 10,010.208 120,122.496	<b>66.093</b> 10,310.508 123,726.096
30	N2	*** Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Hourly Monthly Annual	<b>51.285</b> 8,000.460 96,005.520	<b>53.075</b> 8,279.700 99,356.400	<b>54.870</b> 8,559.720 102,716.640	<b>56.740</b> 8,851.440 106,217.280	<b>58.568</b> 9,136.608 109,639.296	<b>60.468</b> 9,433.008 113,196.096	<b>61.676</b> 9,621.456 115,457.472	<b>62.910</b> 9,813.960 117,767.520			

31	N2	*** Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Hourly	52.311	54.137	55.967	57.875	59.739	61.677	62.910	64.168			
				Monthly	8,160.516	8,445.372	8,730.852	9,028.500	9,319.284	9,621.612	9,813.960	10,010.208			
				Annual	97,926.192	101,344.464	104,770.224	108,342.000	111,831.408	115,459.344	117,767.520	120,122.496			
32	N2	*** Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Hourly	53.880	55.761	57.646	59.611	61.531	63.527	64.797	66.093			
				Monthly	8,405.280	8,698.716	8,992.776	9,299.316	9,598.836	9,910.212	10,108.332	10,310.508			
				Annual	100,863.360	104,384.592	107,913.312	111,591.792	115,186.032	118,922.544	121,299.984	123,726.096			
33	N3	Nurse III	2015	Hourly	42.162	43.582	45.069	46.516	47.860	49.326	50.840	51.857	52.894	53.952	55.571
				Monthly	7,079.703	7,318.144	7,567.836	7,810.812	8,036.492	8,282.658	8,536.883	8,707.655	8,881.784	9,059.440	9,331.297
				Annual	84,956.430	87,817.730	90,814.035	93,729.740	96,437.900	99,391.890	102,442.600	104,491.855	106,581.410	108,713.280	111,975.565
34	N3	*** Nurse III (15-Year Scale)	2015	Hourly	43.005	44.454	45.970	47.446	48.817	50.313	51.857	52.894			
				Monthly	7,221.256	7,464.568	7,719.129	7,966.974	8,197.188	8,448.391	8,707.655	8,881.784			
				Annual	86,655.075	89,574.810	92,629.550	95,603.690	98,366.255	101,380.695	104,491.855	106,581.410			
35	N3	*** Nurse III (20-Year Scale)	2015	Hourly	43.865	45.343	46.889	48.395	49.793	51.319	52.894	53.952			
				Monthly	7,365.665	7,613.845	7,873.445	8,126.327	8,361.075	8,617.315	8,881.784	9,059.440			
				Annual	88,387.975	91,366.145	94,481.335	97,515.925	100,332.895	103,407.785	106,581.410	108,713.280			
36	N3	*** Nurse III (25-Year Scale)	2015	Hourly	45.181	46.703	48.296	49.847	51.287	52.859	54.481	55.571			
				Monthly	7,586.643	7,842.212	8,109.703	8,370.142	8,611.942	8,875.907	9,148.268	9,331.297			
				Annual	91,039.715	94,106.545	97,316.440	100,441.705	103,343.305	106,510.885	109,779.215	111,975.565			
37	N3	Weekend Worker - Nurse III	2015	Hourly	48.485	50.122	51.828	53.492	55.039	56.725	58.467	59.636	60.829	62.046	63.907
				Monthly	8,141.440	8,416.319	8,702.785	8,982.198	9,241.965	9,525.073	9,817.584	10,013.878	10,214.203	10,418.558	10,731.050
				Annual	97,697.275	100,995.830	104,433.420	107,786.380	110,903.585	114,300.875	117,811.005	120,166.540	122,570.435	125,022.690	128,772.605
38	N3	*** Weekend Worker - Nurse III (15-Year Scale)	2015	Hourly	49.455	51.124	52.865	54.562	56.140	57.860	59.636	60.829			
				Monthly	8,304.319	8,584.572	8,876.915	9,161.869	9,426.842	9,715.658	10,013.878	10,214.203			
				Annual	99,651.825	103,014.860	106,522.975	109,942.430	113,122.100	116,587.900	120,166.540	122,570.435			
39	N3	*** Weekend Worker - Nurse III (20-Year Scale)	2015	Hourly	50.444	52.146	53.922	55.653	57.263	59.017	60.829	62.046			
				Monthly	8,470.388	8,756.183	9,054.403	9,345.066	9,615.412	9,909.938	10,214.203	10,418.558			
				Annual	101,644.660	105,074.190	108,652.830	112,140.795	115,384.945	118,919.255	122,570.435	125,022.690			
40	N3	*** Weekend Worker - Nurse III (25-Year Scale)	2015	Hourly	51.957	53.710	55.540	57.323	58.981	60.788	62.654	63.907			
				Monthly	8,724.446	9,018.804	9,326.092	9,625.487	9,903.893	10,207.318	10,520.651	10,731.050			
				Annual	104,693.355	108,225.650	111,913.100	115,505.845	118,846.715	122,487.820	126,247.810	128,772.605			
41	N3	5 Weekend Worker - Nurse III (PIO)	1872	Hourly	52.189	53.950	55.787	57.579	59.243	61.059	62.933	64.191	65.475	66.785	68.789
				Monthly	8,141.484	8,416.200	8,702.772	8,982.324	9,241.908	9,525.204	9,817.548	10,013.796	10,214.100	10,418.460	10,731.084
				Annual	97,697.808	100,994.400	104,433.264	107,787.888	110,902.896	114,302.448	117,810.576	120,165.552	122,569.200	125,021.520	128,773.008
42	N3	*** Weekend Worker - Nurse III (15-Year Scale) (PIO)	1872	Hourly	53.233	55.029	56.903	58.731	60.428	62.280	64.192	65.475			
				Monthly	8,304.348	8,584.524	8,876.868	9,162.036	9,426.768	9,715.680	10,013.952	10,214.100			
				Annual	99,652.176	103,014.288	106,522.416	109,944.432	113,121.216	116,588.160	120,167.424	122,569.200			
43	N3	*** Weekend Worker - Nurse III (20-Year Scale) (PIO)	1872	Hourly	54.298	56.130	58.041	59.906	61.637	63.526	65.476	66.785			
				Monthly	8,470.488	8,756.280	9,054.396	9,345.336	9,615.372	9,910.056	10,214.256	10,418.460			
				Annual	101,645.856	105,075.360	108,652.752	112,144.032	115,384.464	118,920.672	122,571.072	125,021.520			
44	N3	*** Weekend Worker - Nurse III (25-Year Scale) (PIO)	1872	Hourly	55.927	57.814	59.782	61.703	63.486	65.432	67.440	68.789			
				Monthly	8,724.612	9,018.984	9,325.992	9,625.668	9,903.816	10,207.392	10,520.640	10,731.084			
				Annual	104,695.344	108,227.808	111,911.904	115,508.016	118,845.792	122,488.704	126,247.680	128,773.008			
45	N4	1 Nurse IV	2015	Hourly	44.917	46.580	48.245	50.060	52.140	54.157	56.360	58.654	59.827	61.024	62.855
				Monthly	7,542.313	7,821.558	8,101.140	8,405.908	8,755.175	9,093.863	9,463.783	9,848.984	10,045.950	10,246.947	10,554.402
				Annual	90,507.755	93,858.700	97,213.675	100,870.900	105,062.100	109,126.355	113,565.400	118,187.810	120,551.405	122,963.360	126,652.825

46	N4	*** Nurse IV (15-Year Scale)	2015	Hourly	45.815	47.512	49.210	51.061	53.183	55.240	57.487	59.827			
				Monthly	7,693.102	7,978.057	8,263.179	8,573.993	8,930.312	9,275.717	9,653.025	10,045.950			
				Annual	92,317.225	95,736.680	99,158.150	102,887.915	107,163.745	111,308.600	115,836.305	120,551.405			
47	N4	*** Nurse IV (20-Year Scale)	2015	Hourly	46.731	48.462	50.194	52.082	54.247	56.345	58.637	61.024			
				Monthly	7,846.914	8,137.578	8,428.409	8,745.436	9,108.975	9,461.265	9,846.130	10,246.947			
				Annual	94,162.965	97,650.930	101,140.910	104,945.230	109,307.705	113,535.175	118,153.555	122,963.360			
48	N4	*** Nurse IV (25-Year Scale)	2015	Hourly	48.133	49.916	51.700	53.644	55.874	58.035	60.396	62.855			
				Monthly	8,082.333	8,381.728	8,681.292	9,007.722	9,362.176	9,745.044	10,141.495	10,554.402			
				Annual	96,987.995	100,580.740	104,175.500	108,092.660	112,586.110	116,940.525	121,697.940	126,652.825			
49	N4	1 Weekend Worker - Nurse IV	2015	Hourly	51.652	53.566	55.480	57.568	59.962	62.281	64.813	67.451	68.800	70.176	72.281
				Monthly	8,673.232	8,994.624	9,316.017	9,666.627	10,068.619	10,458.018	10,883.183	11,326.147	11,552.667	11,783.720	12,137.185
				Annual	104,078.780	107,935.490	111,792.200	115,999.520	120,823.430	125,496.215	130,598.195	135,913.765	138,632.000	141,404.640	145,646.215
50	N4	*** Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly	52.685	54.637	56.590	58.719	61.161	63.527	66.109	68.800			
				Monthly	8,846.690	9,174.463	9,502.404	9,859.899	10,269.951	10,667.242	11,100.803	11,552.667			
				Annual	106,160.275	110,093.555	114,028.850	118,318.785	123,239.415	128,006.905	133,209.635	138,632.000			
51	N4	*** Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly	53.739	55.730	57.722	59.893	62.384	64.798	67.431	70.176			
				Monthly	9,023.674	9,357.996	9,692.486	10,057.033	10,475.313	10,880.664	11,322.789	11,783.720			
				Annual	108,284.085	112,295.950	116,309.830	120,684.395	125,703.760	130,567.970	135,873.465	141,404.640			
52	N4	*** Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly	55.351	57.402	59.454	61.690	64.256	66.742	69.454	72.281			
				Monthly	9,294.355	9,638.753	9,983.318	10,358.779	10,789.653	11,207.094	11,662.484	12,137.185			
				Annual	111,532.265	115,665.030	119,799.810	124,305.350	129,475.840	134,485.130	139,949.810	145,646.215			
53	N4	1,5 Weekend Worker - Nurse IV (PIO)	1872	Hourly	55.597	57.657	59.719	61.965	64.543	67.039	69.764	72.604	74.056	75.537	77.803
				Monthly	8,673.132	8,994.492	9,316.164	9,666.540	10,068.708	10,458.084	10,883.184	11,326.224	11,552.736	11,783.772	12,137.268
				Annual	104,077.584	107,933.904	111,793.968	115,998.480	120,824.496	125,497.008	130,598.208	135,914.688	138,632.832	141,405.264	145,647.216
54	N4	*** Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly	56.709	58.810	60.913	63.204	65.834	68.380	71.159	74.056			
				Monthly	8,846.604	9,174.360	9,502.428	9,859.824	10,270.104	10,667.280	11,100.804	11,552.736			
				Annual	106,159.248	110,092.320	114,029.136	118,317.888	123,241.248	128,007.360	133,209.648	138,632.832			
55	N4	*** Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly	57.843	59.986	62.131	64.468	67.151	69.748	72.582	75.537			
				Monthly	9,023.508	9,357.816	9,692.436	10,057.008	10,475.556	10,880.688	11,322.792	11,783.772			
				Annual	108,282.096	112,293.792	116,309.232	120,684.096	125,706.672	130,568.256	135,873.504	141,405.264			
56	N4	*** Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly	59.578	61.786	63.995	66.402	69.166	71.840	74.759	77.803			
				Monthly	9,294.168	9,638.616	9,983.220	10,358.712	10,789.896	11,207.040	11,662.404	12,137.268			
				Annual	111,530.016	115,663.392	119,798.640	124,304.544	129,478.752	134,484.480	139,948.848	145,647.216			
57	N5	4 Nurse V	2015	Hourly	46.032	47.793	49.813	51.772	53.911	56.007	58.190	60.518	61.728	62.963	64.852
				Monthly	7,729.540	8,025.241	8,364.433	8,693.382	9,052.555	9,404.509	9,771.071	10,161.981	10,365.160	10,572.537	10,889.732
				Annual	92,754.480	96,302.895	100,373.195	104,320.580	108,630.665	112,854.105	117,252.850	121,943.770	124,381.920	126,870.445	130,676.780
58	N5	*** Nurse V (15-Year Scale)	2015	Hourly	46.953	48.749	50.809	52.807	54.989	57.127	59.354	61.728			
				Monthly	7,884.191	8,185.770	8,531.678	8,867.175	9,233.570	9,592.575	9,966.526	10,365.160			
				Annual	94,610.295	98,229.235	102,380.135	106,406.105	110,802.835	115,110.905	119,598.310	124,381.920			
59	N5	*** Nurse V (20-Year Scale)	2015	Hourly	47.892	49.724	51.825	53.863	56.089	58.270	60.541	62.963			
				Monthly	8,041.865	8,349.488	8,702.281	9,044.495	9,418.278	9,784.504	10,165.843	10,572.537			
				Annual	96,502.380	100,193.860	104,427.375	108,533.945	113,019.335	117,414.050	121,990.115	126,870.445			
60	N5	*** Nurse V (25-Year Scale)	2015	Hourly	49.329	51.216	53.380	55.479	57.772	60.018	62.357	64.852			
				Monthly	8,283.161	8,600.020	8,963.392	9,315.849	9,700.882	10,078.023	10,470.780	10,889.732			
				Annual	99,397.935	103,200.240	107,560.700	111,790.185	116,410.580	120,936.270	125,649.355	130,676.780			

61	N5	4 Weekend Worker - Nurse V	2015	Hourly	52.936	54.963	57.286	59.539	61.998	64.407	66.916	69.593	70.985	72.405	74.577
				Monthly	8,888.837	9,229.204	9,619.274	9,997.590	10,410.498	10,815.009	11,236.312	11,685.825	11,919.565	12,158.006	12,522.721
				Annual	106,666.040	110,750.445	115,431.290	119,971.085	124,925.970	129,780.105	134,835.740	140,229.895	143,034.775	145,896.075	150,272.655
62	N5	*** Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly	53.995	56.062	58.432	60.730	63.238	65.695	68.254	70.985			
				Monthly	9,066.660	9,413.744	9,811.707	10,197.579	10,618.714	11,031.285	11,460.984	11,919.565			
				Annual	108,799.925	112,964.930	117,740.480	122,370.950	127,424.570	132,375.425	137,531.810	143,034.775			
63	N5	*** Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly	55.075	57.183	59.601	61.945	64.503	67.009	69.619	72.405			
				Monthly	9,248.010	9,601.979	10,008.001	10,401.598	10,831.129	11,251.928	11,690.190	12,158.006			
				Annual	110,976.125	115,223.745	120,096.015	124,819.175	129,973.545	135,023.135	140,282.285	145,896.075			
64	N5	*** Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	56.727	58.898	61.389	63.803	66.438	69.019	71.708	74.577			
				Monthly	9,525.409	9,889.956	10,308.236	10,713.587	11,156.048	11,589.440	12,040.968	12,522.721			
				Annual	114,304.905	118,679.470	123,698.835	128,563.045	133,872.570	139,073.285	144,491.620	150,272.655			
65	N5	4,5 Weekend Worker - Nurse V (PIO)	1872	Hourly	56.980	59.162	61.662	64.087	66.734	69.327	72.029	74.910	76.408	77.936	80.274
				Monthly	8,888.880	9,229.272	9,619.272	9,997.572	10,410.504	10,815.012	11,236.524	11,685.960	11,919.648	12,158.016	12,522.744
				Annual	106,666.560	110,751.264	115,431.264	119,970.864	124,926.048	129,780.144	134,838.288	140,231.520	143,035.776	145,896.192	150,272.928
66	N5	*** Weekend Worker - Nurse V (15-Year Scale) (PIO)	1872	Hourly	58.120	60.345	62.895	65.369	68.069	70.714	73.470	76.408			
				Monthly	9,066.720	9,413.820	9,811.620	10,197.564	10,618.764	11,031.384	11,461.320	11,919.648			
				Annual	108,800.640	112,965.840	117,739.440	122,370.768	127,425.168	132,376.608	137,535.840	143,035.776			
67	N5	*** Weekend Worker - Nurse V (20-Year Scale) (PIO)	1872	Hourly	59.282	61.552	64.153	66.676	69.430	72.128	74.939	77.936			
				Monthly	9,247.992	9,602.112	10,007.868	10,401.456	10,831.080	11,251.968	11,690.484	12,158.016			
				Annual	110,975.904	115,225.344	120,094.416	124,817.472	129,972.960	135,023.616	140,285.808	145,896.192			
68	N5	*** Weekend Worker - Nurse V (25-Year Scale) (PIO)	1872	Hourly	61.060	63.399	66.078	68.676	71.513	74.292	77.187	80.274			
				Monthly	9,525.360	9,890.244	10,308.168	10,713.456	11,156.028	11,589.552	12,041.172	12,522.744			
				Annual	114,304.320	118,682.928	123,698.016	128,561.472	133,872.336	139,074.624	144,494.064	150,272.928			
69	CNS	Clinical Nurse Specialist	2015	Hourly	54.035	58.001	60.386	62.767	65.338			66.645	67.978	70.017	
				Monthly	9,073.377	9,739.335	10,139.816	10,539.625	10,971.339			11,190.806	11,414.639	11,757.021	
				Annual	108,880.525	116,872.015	121,677.790	126,475.505	131,656.070			134,289.675	136,975.670	141,084.255	
70	CNS	*** Clinical Nurse Specialist (15-Year Scale)	2015	Hourly	55.116	59.161	61.594	64.022	66.645						
				Monthly	9,254.895	9,934.118	10,342.659	10,750.361	11,190.806						
				Annual	111,058.740	119,209.415	124,111.910	129,004.330	134,289.675						
71	CNS	*** Clinical Nurse Specialist (20-Year Scale)	2015	Hourly	56.218	60.344	62.826	65.302	67.978						
				Monthly	9,439.939	10,132.763	10,549.533	10,965.294	11,414.639						
				Annual	113,279.270	121,593.160	126,594.390	131,583.530	136,975.670						
72	CNS	*** Clinical Nurse Specialist (25-Year Scale)	2015	Hourly	57.905	62.154	64.711	67.261	70.017						
				Monthly	9,723.215	10,436.693	10,866.055	11,294.243	11,757.021						
				Annual	116,678.575	125,240.310	130,392.665	135,530.915	141,084.255						
73	NP	2,3 Nurse Practitioner	2015	Hourly	61.943	64.490	67.033	69.778	71.872	74.028			75.509	77.019	79.330
				Monthly	10,401.262	10,828.946	11,255.958	11,716.889	12,068.507	12,430.535			12,679.220	12,932.774	13,320.829
				Annual	124,815.145	129,947.350	135,071.495	140,602.670	144,822.080	149,166.420			152,150.635	155,193.285	159,849.950
74	NP	*** Nurse Practitioner (15-Year Scale)	2015	Hourly	63.182	65.780	68.374	71.174	73.309	75.509					
				Monthly	10,609.311	11,045.558	11,481.134	11,951.301	12,309.803	12,679.220					
				Annual	127,311.730	132,546.700	137,773.610	143,415.610	147,717.635	152,150.635					
75	NP	*** Nurse Practitioner (20-Year Scale)	2015	Hourly	64.446	67.096	69.741	72.597	74.775	77.019					
				Monthly	10,821.558	11,266.537	11,710.676	12,190.246	12,555.969	12,932.774					
				Annual	129,858.690	135,198.440	140,528.115	146,282.955	150,671.625	155,193.285					

76	NP	*** Nurse Practitioner (25-Year Scale)	2015	Hourly	66.379	69.109	71.833	74.775	77.018	79.330								
				Monthly	11,146.140	11,604.553	12,061.958	12,555.969	12,932.606	13,320.829								
				Annual	133,753.685	139,254.635	144,743.495	150,671.625	155,191.270	159,849.950								
77	LPN	1,5 Weekend Worker - Licensed Practical Nurse	1872	Hourly	37.917	39.161	40.385	41.874	43.236	44.763	46.354	47.746	48.701	49.676	51.167			
				Monthly	5,915.052	6,109.116	6,300.060	6,532.344	6,744.816	6,983.028	7,231.224	7,448.376	7,597.356	7,749.456	7,982.052			
				Annual	70,980.624	73,309.392	75,600.720	78,388.128	80,937.792	83,796.336	86,774.688	89,380.512	91,168.272	92,993.472	95,784.624			
78	CRN	1,5,6 Weekend Worker - CRN/Charge Nurse	1872	Hourly	50.476	52.209	53.980	55.767	57.470	59.281	60.789	62.003	63.242	64.507	66.442			
				Monthly	7,874.256	8,144.604	8,420.880	8,699.652	8,965.320	9,247.836	9,483.084	9,672.468	9,865.752	10,063.092	10,364.952			
				Annual	94,491.072	97,735.248	101,050.560	104,395.824	107,583.840	110,974.032	113,797.008	116,069.616	118,389.024	120,757.104	124,379.424			
79	CRN	*** Weekend Worker - CRN/Charge Nurse (15 Year Sc	1872	Hourly	51.486	53.253	55.060	56.882	58.619	60.467	62.005	63.243						
				Monthly	8,031.816	8,307.468	8,589.360	8,873.592	9,144.564	9,432.852	9,672.780	9,865.908						
				Annual	96,381.792	99,689.616	103,072.320	106,483.104	109,734.768	113,194.224	116,073.360	118,390.896						
80	CRN	*** Weekend Worker - CRN/Charge Nurse (20 Year Sc	1872	Hourly	52.516	54.318	56.161	58.020	59.791	61.676	63.245	64.508						
				Monthly	8,192.496	8,473.608	8,761.116	9,051.120	9,327.396	9,621.456	9,866.220	10,063.248						
				Annual	98,309.952	101,683.296	105,133.392	108,613.440	111,928.752	115,457.472	118,394.640	120,758.976						
81	CRN	*** Weekend Worker - CRN/Charge Nurse (25 Year Sc	1872	Hourly	54.091	55.948	57.846	59.761	61.585	63.526	65.142	66.443						
				Monthly	8,438.196	8,727.888	9,023.976	9,322.716	9,607.260	9,910.056	10,162.152	10,365.108						
				Annual	101,258.352	104,734.656	108,287.712	111,872.592	115,287.120	118,920.672	121,945.824	124,381.296						
82	ORTII	1,5 ORT II (Weekend Worker Rates)	1872	Hourly	40.385	41.874	43.236	44.775	46.192	47.633	49.105	50.576	51.587	52.618	54.197			
				Monthly	6,300.060	6,532.344	6,744.816	6,984.900	7,205.952	7,430.748	7,660.380	7,889.856	8,047.572	8,208.408	8,454.732			
				Annual	75,600.720	78,388.128	80,937.792	83,818.800	86,471.424	89,168.976	91,924.560	94,678.272	96,570.864	98,500.896	101,456.784			
83	N2	5 Weekend Worker - Nurse II	1872	Hourly	48.090	49.771	51.454	53.207	54.926	56.704	57.837	58.995	60.176	61.379	63.220			
				Monthly	7,502.040	7,764.276	8,026.824	8,300.292	8,568.456	8,845.824	9,022.572	9,203.220	9,387.456	9,575.124	9,862.320			
				Annual	90,024.480	93,171.312	96,321.888	99,603.504	102,821.472	106,149.888	108,270.864	110,438.640	112,649.472	114,901.488	118,347.840			
84	N2	*** Weekend Worker - Nurse II (15 Year Scale)	1872	Hourly	49.052	50.766	52.483	54.271	56.025	57.838	58.994	60.175						
				Monthly	7,652.112	7,919.496	8,187.348	8,466.276	8,739.900	9,022.728	9,203.064	9,387.300						
				Annual	91,825.344	95,033.952	98,248.176	101,595.312	104,878.800	108,272.736	110,436.768	112,647.600						
85	N2	*** Weekend Worker - Nurse II (20 Year Scale)	1872	Hourly	50.033	51.781	53.533	55.356	57.146	58.995	60.174	61.379						
				Monthly	7,805.148	8,077.836	8,351.148	8,635.536	8,914.776	9,203.220	9,387.144	9,575.124						
				Annual	93,661.776	96,934.032	100,213.776	103,626.432	106,977.312	110,438.640	112,645.728	114,901.488						
86	N2	*** Weekend Worker - Nurse II (25 Year Scale)	1872	Hourly	51.534	53.334	55.139	57.017	58.860	60.765	61.979	63.220						
				Monthly	8,039.304	8,320.104	8,601.684	8,894.652	9,182.160	9,479.340	9,668.724	9,862.320						
				Annual	96,471.648	99,841.248	103,220.208	106,735.824	110,185.920	113,752.080	116,024.688	118,347.840						
87	N3	5 Weekend Worker - Nurse III	1872	Hourly	49.921	51.602	53.363	55.076	56.668	58.403	60.196	61.400	62.628	63.881	65.798			
				Monthly	7,787.676	8,049.912	8,324.628	8,591.856	8,840.208	9,110.868	9,390.576	9,578.400	9,769.968	9,965.436	10,264.488			
				Annual	93,452.112	96,598.944	99,895.536	103,102.272	106,082.496	109,330.416	112,686.912	114,940.800	117,239.616	119,585.232	123,173.856			
88	N3	*** Weekend Worker - Nurse III (15 Year Scale)	1872	Hourly	50.919	52.634	54.430	56.178	57.801	59.571	61.400	62.628						
				Monthly	7,943.364	8,210.904	8,491.080	8,763.768	9,016.956	9,293.076	9,578.400	9,769.968						
				Annual	95,320.368	98,530.848	101,892.960	105,165.216	108,203.472	111,516.912	114,940.800	117,239.616						
89	N3	*** Weekend Worker - Nurse III (20 Year Scale)	1872	Hourly	51.937	53.687	55.519	57.302	58.957	60.762	62.628	63.881						
				Monthly	8,102.172	8,375.172	8,660.964	8,939.112	9,197.292	9,478.872	9,769.968	9,965.436						
				Annual	97,226.064	100,502.064	103,931.568	107,269.344	110,367.504	113,746.464	117,239.616	119,585.232						
90	N3	*** Weekend Worker - Nurse III (25 Year Scale)	1872	Hourly	53.495	55.298	57.185	59.021	60.726	62.585	64.507	65.797						
				Monthly	8,345.220	8,626.488	8,920.860	9,207.276	9,473.256	9,763.260	10,063.092	10,264.332						
				Annual	100,142.640	103,517.856	107,050.320	110,487.312	113,679.072	117,159.120	120,757.104	123,171.984						
91	N4	1,5 Weekend Worker - Nurse IV	1872	Hourly	53.183	55.152	57.123	59.272	61.735	64.123	66.732	69.448	70.837	72.254	74.422			
				Monthly	8,296.548	8,603.712	8,911.188	9,246.432	9,630.660	10,003.188	10,410.192	10,833.888	11,050.572	11,271.624	11,609.832			
				Annual	99,558.576	103,244.544	106,934.256	110,957.184	115,567.920	120,038.256	124,922.304	130,006.656	132,606.864	135,259.488	139,317.984			

92	N4	*** Weekend Worker - Nurse IV (15 Year Scale)	1872	Hourly	54.247	56.255	58.265	60.457	62.970	65.405	68.067	70.837			
				Monthly	8,462.532	8,775.780	9,089.340	9,431.292	9,823.320	10,203.180	10,618.452	11,050.572			
				Annual	101,550.384	105,309.360	109,072.080	113,175.504	117,879.840	122,438.160	127,421.424	132,606.864			
93	N4	*** Weekend Worker - Nurse IV (20 Year Scale)	1872	Hourly	55.332	57.380	59.430	61.666	64.229	66.713	69.428	72.254			
				Monthly	8,631.792	8,951.280	9,271.080	9,619.896	10,019.724	10,407.228	10,830.768	11,271.624			
				Annual	103,581.504	107,415.360	111,252.960	115,438.752	120,236.688	124,886.736	129,969.216	135,259.488			
94	N4	*** Weekend Worker - Nurse IV (25 Year Scale)	1872	Hourly	56.992	59.101	61.213	63.516	66.156	68.714	71.511	74.422			
				Monthly	8,890.752	9,219.756	9,549.228	9,908.496	10,320.336	10,719.384	11,155.716	11,609.832			
				Annual	106,689.024	110,637.072	114,590.736	118,901.952	123,844.032	128,632.608	133,868.592	139,317.984			
95	N5	4,5 Weekend Worker - Nurse V	1872	Hourly	54.503	56.588	58.980	61.299	63.832	66.314	68.899	71.655	73.088	74.550	76.787
				Monthly	8,502.468	8,827.728	9,200.880	9,562.644	9,957.792	10,344.984	10,748.244	11,178.180	11,401.728	11,629.800	11,978.772
				Annual	102,029.616	105,932.736	110,410.560	114,751.728	119,493.504	124,139.808	128,978.928	134,138.160	136,820.736	139,557.600	143,745.264
96	N5	*** Weekend Worker - Nurse V (15 Year Scale)	1872	Hourly	55.593	57.720	60.160	62.525	65.109	67.640	70.277	73.088			
				Monthly	8,672.508	9,004.320	9,384.960	9,753.900	10,157.004	10,551.840	10,963.212	11,401.728			
				Annual	104,070.096	108,051.840	112,619.520	117,046.800	121,884.048	126,622.080	131,558.544	136,820.736			
97	N5	*** Weekend Worker - Nurse V (20 Year Scale)	1872	Hourly	56.705	58.874	61.363	63.776	66.411	68.993	71.683	74.550			
				Monthly	8,845.980	9,184.344	9,572.628	9,949.056	10,360.116	10,762.908	11,182.548	11,629.800			
				Annual	106,151.760	110,212.128	114,871.536	119,388.672	124,321.392	129,154.896	134,190.576	139,557.600			
98	N5	*** Weekend Worker - Nurse V (25 Year Scale)	1872	Hourly	58.406	60.640	63.204	65.689	68.403	71.063	73.833	76.787			
				Monthly	9,111.336	9,459.840	9,859.824	10,247.484	10,670.868	11,085.828	11,517.948	11,978.772			
				Annual	109,336.032	113,518.080	118,317.888	122,969.808	128,050.416	133,029.936	138,215.376	143,745.264			

\*\*\*Effective April 1, 2024, new 15, 20 and 25 year steps have been created. The 15 year step is 2% greater than the top of scale; the new 20 year step is 2% greater than the 15 year step, and the 25 year step is 3% higher than the 20 year.

<sup>1</sup> LPN and Nurse IV include a Market Adjustment of 3.0%

<sup>2</sup> Nurse Practitioner: new scale whereby the first step has been dropped and a new top scale step established 3.0% greater than the second from top

<sup>3</sup> Nurse Practitioner: includes additional 10% Market Adjustment

<sup>4</sup> Nurse V: Creation of Additional Step on Scale 4% greater than the last step on scale

<sup>5</sup> New Full Time Weekend Worker (1872 BAH) scale established on Date of Ratification, annual salary 10% higher than standard annual salary for 2015 BAH classification. Old 1872 BAH Scale to be reserved for PIO.

<sup>6</sup> Scale Name changed from LPN-CRN to CRN/Charge Nurse Effective April 1, 2024

**MNU & Shared Health Employers Organization  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2025

Hourly Rates include a 2.75% General Wage Increase. Other Market Adjustments as Noted  
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
1	LPN	1	Licensed Practical Nurse	2015	Hourly	33.234	34.323	35.396	36.702	37.895	39.234	40.628	41.848	42.686	43.540	44.846
					Monthly	5,580.543	5,763.404	5,943.578	6,162.878	6,363.202	6,588.043	6,822.118	7,026.977	7,167.691	7,311.092	7,530.391
					Annual	66,966.510	69,160.845	71,322.940	73,954.530	76,358.425	79,056.510	81,865.420	84,323.720	86,012.290	87,733.100	90,364.690
2	LPN	1	Weekend Worker - Licensed Practical Nurse	2015	Hourly	38.220	39.471	40.705	42.205	43.581	45.116	46.725	48.125	49.087	50.068	51.570
					Monthly	6,417.775	6,627.839	6,835.048	7,086.923	7,317.976	7,575.728	7,845.906	8,080.990	8,242.525	8,407.252	8,659.463
					Annual	77,013.300	79,534.065	82,020.575	85,043.075	87,815.715	90,908.740	94,150.875	96,971.875	98,910.305	100,887.020	103,913.550
3	LPN	1	Weekend Worker - Licensed Practical Nurse PIO	1872	Hourly	41.139	42.487	43.814	45.429	46.912	48.563	50.294	51.801	52.836	53.893	55.510
					Monthly	6,417.684	6,627.972	6,834.984	7,086.924	7,318.272	7,575.828	7,845.864	8,080.956	8,242.416	8,407.308	8,659.560
					Annual	77,012.208	79,535.664	82,019.808	85,043.088	87,819.264	90,909.936	94,150.368	96,971.472	98,908.992	100,887.696	103,914.720
4	CRN	1	CRN/Charge Nurse	2015	Hourly	44.241	45.760	47.312	48.878	50.372	51.958	53.280	54.344	55.431	56.539	58.235
					Monthly	7,428.801	7,683.867	7,944.473	8,207.431	8,458.298	8,724.614	8,946.600	9,125.263	9,307.789	9,493.840	9,778.627
					Annual	89,145.615	92,206.400	95,333.680	98,489.170	101,499.580	104,695.370	107,359.200	109,503.160	111,693.465	113,926.085	117,343.525
5	CRN	1	CRN/Charge Nurse (15-Year Scale)	2015	Hourly	45.127	46.675	48.259	49.856	51.379	52.997	54.346	55.431			
					Monthly	7,577.575	7,837.510	8,103.490	8,371.653	8,627.390	8,899.080	9,125.599	9,307.789			
					Annual	90,930.905	94,050.125	97,241.885	100,459.840	103,528.685	106,788.955	109,507.190	111,693.465			
6	CRN	1	CRN/Charge Nurse (20-Year Scale)	2015	Hourly	46.029	47.609	49.224	50.853	52.407	54.057	55.433	56.539			
					Monthly	7,729.036	7,994.345	8,265.530	8,539.066	8,800.009	9,077.071	9,308.125	9,493.840			
					Annual	92,748.435	95,932.135	99,186.360	102,468.795	105,600.105	108,924.855	111,697.495	113,926.085			
7	CRN	1	CRN/Charge Nurse (25-Year Scale)	2015	Hourly	47.411	49.037	50.700	52.379	53.979	55.679	57.095	58.235			
					Monthly	7,961.097	8,234.130	8,513.375	8,795.307	9,063.974	9,349.432	9,587.202	9,778.627			
					Annual	95,533.165	98,809.555	102,160.500	105,543.685	108,767.685	112,193.185	115,046.425	117,343.525			
8	CRN	1	Weekend Worker - CRN/Charge Nurse	2015	Hourly	50.879	52.622	54.408	56.209	57.927	59.752	61.271	62.497	63.746	65.022	66.973
					Monthly	8,543.432	8,836.111	9,136.010	9,438.428	9,726.909	10,033.357	10,288.422	10,494.288	10,704.016	10,918.278	11,245.883
					Annual	102,521.185	106,033.330	109,632.120	113,261.135	116,722.905	120,400.280	123,461.065	125,931.455	128,448.190	131,019.330	134,950.595
9	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	51.897	53.675	55.497	57.333	59.085	60.947	62.497	63.746			
					Monthly	8,714.371	9,012.927	9,318.871	9,627.166	9,921.356	10,234.017	10,494.288	10,704.016			
					Annual	104,572.455	108,155.125	111,826.455	115,525.995	119,056.275	122,808.205	125,931.455	128,448.190			
10	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	52.935	54.748	56.608	58.480	60.267	62.167	63.746	65.022			
					Monthly	8,888.669	9,193.102	9,505.427	9,819.767	10,119.834	10,438.875	10,704.016	10,918.278			
					Annual	106,664.025	110,317.220	114,065.120	117,837.200	121,438.005	125,266.505	128,448.190	131,019.330			
11	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	54.523	56.391	58.305	60.235	62.075	64.032	65.659	66.973			
					Monthly	9,155.320	9,468.989	9,790.381	10,114.460	10,423.427	10,752.040	11,025.240	11,245.883			
					Annual	109,863.845	113,627.865	117,484.575	121,373.525	125,081.125	129,024.480	132,302.885	134,950.595			
12	CRN	1	Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	54.765	56.643	58.565	60.502	62.352	64.317	65.953	67.271	68.616	69.988	72.087
					Monthly	8,543.340	8,836.308	9,136.140	9,438.312	9,726.912	10,033.452	10,288.668	10,494.276	10,704.096	10,918.128	11,245.572
					Annual	102,520.080	106,035.696	109,633.680	113,259.744	116,722.944	120,401.424	123,464.016	125,931.312	128,449.152	131,017.536	134,946.864
13	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale) (	1872	Hourly	55.860	57.776	59.736	61.712	63.599	65.604	67.272	68.616			
					Monthly	8,714.160	9,013.056	9,318.816	9,627.072	9,921.444	10,234.224	10,494.432	10,704.096			
					Annual	104,569.920	108,156.672	111,825.792	115,524.864	119,057.328	122,810.688	125,933.184	128,449.152			
14	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale) (	1872	Hourly	56.978	58.931	60.931	62.946	64.871	66.916	68.617	69.988			
					Monthly	8,888.568	9,193.236	9,505.236	9,819.576	10,119.876	10,438.896	10,704.252	10,918.128			
					Annual	106,662.816	110,318.832	114,062.832	117,834.912	121,438.512	125,266.752	128,451.024	131,017.536			
15	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale) (	1872	Hourly	58.687	60.699	62.758	64.835	66.817	68.923	70.676	72.087			
					Monthly	9,155.172	9,469.044	9,790.248	10,114.260	10,423.452	10,751.988	11,025.456	11,245.572			
					Annual	109,862.064	113,628.528	117,482.976	121,371.120	125,081.424	129,023.856	132,305.472	134,946.864			

16	UNE	UNE, UNE – IEN/NREP,UNE-NREP	2015	Hourly Monthly Annual	31.947 5,364.434 64,373.205										
17	SIEN	SIEN	2015	Hourly Monthly Annual	31.947 5,364.434 64,373.205										
18	ORTII	1 ORT II	2015	Hourly Monthly Annual	35.396 5,943.578 71,322.940	36.702 6,162.878 73,954.530	37.895 6,363.202 76,358.425	39.244 6,589.722 79,076.660	40.487 6,798.442 81,581.305	41.750 7,010.521 84,126.250	43.040 7,227.133 86,725.600	44.329 7,443.578 89,322.935	45.215 7,592.352 91,108.225	46.119 7,744.149 92,929.785	47.502 7,976.378 95,716.530
19	ORTII	1 ORT II (Weekend Worker Rates)	2015	Hourly Monthly Annual	40.705 6,835.048 82,020.575	42.205 7,086.923 85,043.075	43.581 7,317.976 87,815.715	45.130 7,578.079 90,936.950	46.561 7,818.368 93,820.415	48.012 8,062.015 96,744.180	49.495 8,311.035 99,732.425	50.980 8,560.392 102,724.700	51.999 8,731.499 104,777.985	53.039 8,906.132 106,873.585	54.630 9,173.288 110,079.450
20	ORTII	1 ORT II (Weekend Worker Rates) PIO	1872	Hourly Monthly Annual	43.814 6,834.984 82,019.808	45.429 7,086.924 85,043.088	46.912 7,318.272 87,819.264	48.577 7,578.012 90,936.144	50.117 7,818.252 93,819.024	51.679 8,061.924 96,743.088	53.275 8,310.900 99,730.800	54.873 8,560.188 102,722.256	55.971 8,731.476 104,777.712	57.091 8,906.196 106,874.352	58.803 9,173.268 110,079.216
21	N2	Nurse II	2015	Hourly Monthly Annual	41.733 7,007.666 84,091.995	43.191 7,252.489 87,029.865	44.652 7,497.815 89,973.780	46.173 7,753.216 93,038.595	47.665 8,003.748 96,044.975	49.208 8,262.843 99,154.120	50.191 8,427.905 101,134.865	51.196 8,596.662 103,159.940	52.221 8,768.776 105,225.315	53.265 8,944.081 107,328.975	54.862 9,212.244 110,546.930
22	N2	Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	42.567 7,147.709 85,772.505	44.055 7,397.569 88,770.825	45.545 7,647.765 91,773.175	47.096 7,908.203 94,898.440	48.618 8,163.773 97,965.270	50.192 8,428.073 101,136.880	51.195 8,596.494 103,157.925	52.221 8,768.776 105,225.315			
23	N2	Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	43.419 7,290.774 87,489.285	44.937 7,545.671 90,548.055	46.456 7,800.737 93,608.840	48.039 8,066.549 96,798.585	49.590 8,326.988 99,923.850	51.196 8,596.662 103,159.940	52.220 8,768.608 105,223.300	53.265 8,944.081 107,328.975			
24	N2	Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	44.722 7,509.569 90,114.830	46.285 7,772.023 93,264.275	47.850 8,034.813 96,417.750	49.480 8,308.517 99,702.200	51.078 8,576.848 102,922.170	52.732 8,854.582 106,254.980	53.787 9,031.734 108,380.805	54.862 9,212.244 110,546.930			
25	N2	Weekend Worker - Nurse II	2015	Hourly Monthly Annual	47.995 8,059.160 96,709.925	49.670 8,340.421 100,085.050	51.350 8,622.521 103,470.250	53.101 8,916.543 106,998.515	54.812 9,203.848 110,446.180	56.589 9,502.236 114,026.835	57.721 9,692.318 116,307.815	58.875 9,886.094 118,633.125	60.052 10,083.732 121,004.780	61.253 10,285.400 123,424.795	63.091 10,594.030 127,128.365
26	N2	Weekend Worker - Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	48.954 8,220.193 98,642.310	50.664 8,507.330 102,087.960	52.378 8,795.139 105,541.670	54.164 9,095.038 109,140.460	55.908 9,387.885 112,654.620	57.720 9,692.150 116,305.800	58.876 9,886.262 118,635.140	60.052 10,083.732 121,004.780			
27	N2	Weekend Worker - Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	49.933 8,384.583 100,614.995	51.677 8,677.430 104,129.155	53.426 8,971.116 107,653.390	55.247 9,276.892 111,322.705	57.026 9,575.616 114,907.390	58.875 9,886.094 118,633.125	60.053 10,083.900 121,006.795	61.253 10,285.400 123,424.795			
28	N2	Weekend Worker - Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	51.432 8,636.290 103,635.480	53.228 8,937.868 107,254.420	55.029 9,240.286 110,883.435	56.904 9,555.130 114,661.560	58.737 9,862.921 118,355.055	60.641 10,182.635 122,191.615	61.854 10,386.318 124,635.810	63.091 10,594.030 127,128.365			
29	N2	Weekend Worker - Nurse II (PIO)	1872	Hourly Monthly Annual	51.662 8,059.272 96,711.264	53.465 8,340.540 100,086.480	55.273 8,622.588 103,471.056	57.157 8,916.492 106,997.904	58.999 9,203.844 110,446.128	60.912 9,502.272 114,027.264	62.130 9,692.280 116,307.360	63.372 9,886.032 118,632.384	64.640 10,083.840 121,006.080	65.933 10,285.548 123,426.576	67.911 10,594.116 127,129.392
30	N2	Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Hourly Monthly Annual	52.695 8,220.420 98,645.040	54.535 8,507.460 102,089.520	56.379 8,795.124 105,541.488	58.300 9,094.800 109,137.600	60.179 9,387.924 112,655.088	62.131 9,692.436 116,309.232	63.372 9,886.032 118,632.384	64.640 10,083.840 121,006.080			

31	N2	Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Hourly	53.750	55.626	57.506	59.467	61.382	63.373	64.640	65.933			
				Monthly	8,385.000	8,677.656	8,970.936	9,276.852	9,575.592	9,886.188	10,083.840	10,285.548			
				Annual	100,620.000	104,131.872	107,651.232	111,322.224	114,907.104	118,634.256	121,006.080	123,426.576			
32	N2	Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Hourly	55.362	57.294	59.231	61.250	63.223	65.274	66.579	67.911			
				Monthly	8,636.472	8,937.864	9,240.036	9,555.000	9,862.788	10,182.744	10,386.324	10,594.116			
				Annual	103,637.664	107,254.368	110,880.432	114,660.000	118,353.456	122,192.928	124,635.888	127,129.392			
33	N3	Nurse III	2015	Hourly	43.321	44.781	46.308	47.795	49.176	50.682	52.238	53.283	54.349	55.436	57.099
				Monthly	7,274.318	7,519.476	7,775.885	8,025.577	8,257.470	8,510.353	8,771.631	8,947.104	9,126.103	9,308.628	9,587.874
				Annual	87,291.815	90,233.715	93,310.620	96,306.925	99,089.640	102,124.230	105,259.570	107,365.245	109,513.235	111,703.540	115,054.485
34	N3	Nurse III (15-Year Scale)	2015	Hourly	44.188	45.676	47.234	48.751	50.159	51.697	53.283	54.349			
				Monthly	7,419.902	7,669.762	7,931.376	8,186.105	8,422.532	8,680.788	8,947.104	9,126.103			
				Annual	89,038.820	92,037.140	95,176.510	98,233.265	101,070.385	104,169.455	107,365.245	109,513.235			
35	N3	Nurse III (20-Year Scale)	2015	Hourly	45.071	46.590	48.178	49.726	51.162	52.730	54.349	55.436			
				Monthly	7,568.172	7,823.238	8,089.889	8,349.824	8,590.953	8,854.246	9,126.103	9,308.628			
				Annual	90,818.065	93,878.850	97,078.670	100,197.890	103,091.430	106,250.950	109,513.235	111,703.540			
36	N3	Nurse III (25-Year Scale)	2015	Hourly	46.423	47.987	49.624	51.218	52.697	54.313	55.979	57.099			
				Monthly	7,795.195	8,057.817	8,332.697	8,600.356	8,848.705	9,120.058	9,399.807	9,587.874			
				Annual	93,542.345	96,693.805	99,992.360	103,204.270	106,184.455	109,440.695	112,797.685	115,054.485			
37	N3	Weekend Worker - Nurse III	2015	Hourly	49.818	51.500	53.253	54.963	56.553	58.285	60.075	61.276	62.502	63.752	65.664
				Monthly	8,365.273	8,647.708	8,942.066	9,229.204	9,496.191	9,787.023	10,087.594	10,289.262	10,495.128	10,705.023	11,026.080
				Annual	100,383.270	103,772.500	107,304.795	110,750.445	113,954.295	117,444.275	121,051.125	123,471.140	125,941.530	128,460.280	132,312.960
38	N3	Weekend Worker - Nurse III (15-Year Scale)	2015	Hourly	50.815	52.530	54.319	56.062	57.684	59.451	61.276	62.502			
				Monthly	8,532.685	8,820.663	9,121.065	9,413.744	9,686.105	9,982.814	10,289.262	10,495.128			
				Annual	102,392.225	105,847.950	109,452.785	112,964.930	116,233.260	119,793.765	123,471.140	125,941.530			
39	N3	Weekend Worker - Nurse III (20-Year Scale)	2015	Hourly	51.831	53.580	55.405	57.183	58.838	60.640	62.502	63.752			
				Monthly	8,703.289	8,996.975	9,303.423	9,601.979	9,879.881	10,182.467	10,495.128	10,705.023			
				Annual	104,439.465	107,963.700	111,641.075	115,223.745	118,558.570	122,189.600	125,941.530	128,460.280			
40	N3	Weekend Worker - Nurse III (25-Year Scale)	2015	Hourly	53.386	55.187	57.067	58.899	60.603	62.460	64.377	65.664			
				Monthly	8,964.399	9,266.817	9,582.500	9,890.124	10,176.254	10,488.075	10,809.971	11,026.080			
				Annual	107,572.790	111,201.805	114,990.005	118,681.485	122,115.045	125,856.900	129,719.655	132,312.960			
41	N3	Weekend Worker - Nurse III (PIO)	1872	Hourly	53.624	55.434	57.321	59.162	60.872	62.738	64.664	65.956	67.276	68.622	70.681
				Monthly	8,365.344	8,647.704	8,942.076	9,229.272	9,496.032	9,787.128	10,087.584	10,289.136	10,495.056	10,705.032	11,026.236
				Annual	100,384.128	103,772.448	107,304.912	110,751.264	113,952.384	117,445.536	121,051.008	123,469.632	125,940.672	128,460.384	132,314.832
42	N3	Weekend Worker - Nurse III (15-Year Scale) (PIO)	1872	Hourly	54.697	56.542	58.468	60.346	62.090	63.993	65.957	67.276			
				Monthly	8,532.732	8,820.552	9,121.008	9,413.976	9,686.040	9,982.908	10,289.292	10,495.056			
				Annual	102,392.784	105,846.624	109,452.096	112,967.712	116,232.480	119,794.896	123,471.504	125,940.672			
43	N3	Weekend Worker - Nurse III (20-Year Scale) (PIO)	1872	Hourly	55.791	57.674	59.637	61.553	63.332	65.273	67.277	68.622			
				Monthly	8,703.396	8,997.144	9,303.372	9,602.268	9,879.792	10,182.588	10,495.212	10,705.032			
				Annual	104,440.752	107,965.728	111,640.464	115,227.216	118,557.504	122,191.056	125,942.544	128,460.384			
44	N3	Weekend Worker - Nurse III (25-Year Scale) (PIO)	1872	Hourly	57.465	59.404	61.426	63.400	65.232	67.231	69.295	70.681			
				Monthly	8,964.540	9,267.024	9,582.456	9,890.400	10,176.192	10,488.036	10,810.020	11,026.236			
				Annual	107,574.480	111,204.288	114,989.472	118,684.800	122,114.304	125,856.432	129,720.240	132,314.832			
45	N4	Nurse IV	2015	Hourly	46.152	47.861	49.572	51.437	53.574	55.646	57.910	60.267	61.472	62.702	64.584
				Monthly	7,749.690	8,036.660	8,323.965	8,637.130	8,995.968	9,343.891	9,724.054	10,119.834	10,322.173	10,528.711	10,844.730
				Annual	92,996.280	96,439.915	99,887.580	103,645.555	107,951.610	112,126.690	116,688.650	121,438.005	123,866.080	126,344.530	130,136.760
46	N4	Nurse IV (15-Year Scale)	2015	Hourly	47.075	48.819	50.563	52.465	54.646	56.759	59.068	61.472			
				Monthly	7,904.677	8,197.524	8,490.370	8,809.748	9,175.974	9,530.782	9,918.502	10,322.173			
				Annual	94,856.125	98,370.285	101,884.445	105,716.975	110,111.690	114,369.385	119,022.020	123,866.080			

47	N4	Nurse IV (20-Year Scale)	2015	Hourly	48.016	49.795	51.574	53.514	55.739	57.894	60.250	62.702			
				Monthly	8,062.687	8,361.410	8,660.134	8,985.893	9,359.507	9,721.368	10,116.979	10,528.711			
				Annual	96,752.240	100,336.925	103,921.610	107,830.710	112,314.085	116,656.410	121,403.750	126,344.530			
48	N4	Nurse IV (25-Year Scale)	2015	Hourly	49.457	51.289	53.122	55.119	57.411	59.631	62.057	64.584			
				Monthly	8,304.655	8,612.278	8,920.069	9,255.399	9,640.264	10,013.039	10,420.405	10,844.730			
				Annual	99,655.855	103,347.335	107,040.830	111,064.785	115,683.165	120,156.465	125,044.855	130,136.760			
49	N4	Weekend Worker - Nurse IV	2015	Hourly	53.072	55.039	57.006	59.151	61.611	63.994	66.595	69.306	70.692	72.106	74.269
				Monthly	8,911.673	9,241.965	9,572.258	9,932.439	10,345.514	10,745.659	11,182.410	11,637.633	11,870.365	12,107.799	12,471.003
				Annual	106,940.080	110,903.585	114,867.090	119,189.265	124,146.165	128,947.910	134,188.925	139,651.590	142,444.380	145,293.590	149,652.035
50	N4	Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly	54.134	56.140	58.146	60.334	62.843	65.274	67.927	70.692			
				Monthly	9,090.001	9,426.842	9,763.683	10,131.084	10,552.387	10,960.593	11,406.075	11,870.365			
				Annual	109,080.010	113,122.100	117,164.190	121,573.010	126,628.645	131,527.110	136,872.905	142,444.380			
51	N4	Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly	55.217	57.263	59.309	61.540	64.100	66.580	69.285	72.106			
				Monthly	9,271.855	9,615.412	9,958.970	10,333.592	10,763.458	11,179.892	11,634.106	12,107.799			
				Annual	111,262.255	115,384.945	119,507.635	124,003.100	129,161.500	134,158.700	139,609.275	145,293.590			
52	N4	Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly	56.873	58.981	61.089	63.386	66.023	68.577	71.364	74.269			
				Monthly	9,549.925	9,903.893	10,257.861	10,643.566	11,086.362	11,515.221	11,983.205	12,471.003			
				Annual	114,599.095	118,846.715	123,094.335	127,722.790	133,036.345	138,182.655	143,798.460	149,652.035			
53	N4	Weekend Worker - Nurse IV (PIO)	1872	Hourly	57.126	59.243	61.361	63.669	66.318	68.883	71.683	74.601	76.093	77.614	79.943
				Monthly	8,911.656	9,241.908	9,572.316	9,932.364	10,345.608	10,745.748	11,182.548	11,637.756	11,870.508	12,107.784	12,471.108
				Annual	106,939.872	110,902.896	114,867.792	119,188.368	124,147.296	128,948.976	134,190.576	139,653.072	142,446.096	145,293.408	149,653.296
54	N4	Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly	58.268	60.427	62.588	64.942	67.644	70.260	73.116	76.093			
				Monthly	9,089.808	9,426.612	9,763.728	10,130.952	10,552.464	10,960.560	11,406.096	11,870.508			
				Annual	109,077.696	113,119.344	117,164.736	121,571.424	126,629.568	131,526.720	136,873.152	142,446.096			
55	N4	Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly	59.434	61.636	63.840	66.241	68.998	71.666	74.578	77.614			
				Monthly	9,271.704	9,615.216	9,959.040	10,333.596	10,763.688	11,179.896	11,634.168	12,107.784			
				Annual	111,260.448	115,382.592	119,508.480	124,003.152	129,164.256	134,158.752	139,610.016	145,293.408			
56	N4	Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly	61.216	63.485	65.755	68.228	71.068	73.816	76.815	79.943			
				Monthly	9,549.696	9,903.660	10,257.780	10,643.568	11,086.608	11,515.296	11,983.140	12,471.108			
				Annual	114,596.352	118,843.920	123,093.360	127,722.816	133,039.296	138,183.552	143,797.680	149,653.296			
57	N5	Nurse V	2015	Hourly	47.298	49.107	51.183	53.196	55.394	57.547	59.790	62.182	63.426	64.694	66.635
				Monthly	7,942.123	8,245.884	8,594.479	8,932.495	9,301.576	9,663.100	10,039.738	10,441.394	10,650.283	10,863.201	11,189.127
				Annual	95,305.470	98,950.605	103,133.745	107,189.940	111,618.910	115,957.205	120,476.850	125,296.730	127,803.390	130,358.410	134,269.525
58	N5	Nurse V (15-Year Scale)	2015	Hourly	48.244	50.090	52.206	54.259	56.501	58.698	60.986	63.426			
				Monthly	8,100.972	8,410.946	8,766.258	9,110.990	9,487.460	9,856.373	10,240.566	10,650.283			
				Annual	97,211.660	100,931.350	105,195.090	109,331.885	113,849.515	118,276.470	122,886.790	127,803.390			
59	N5	Nurse V (20-Year Scale)	2015	Hourly	49.209	51.091	53.250	55.344	57.631	59.872	62.206	64.694			
				Monthly	8,263.011	8,579.030	8,941.563	9,293.180	9,677.205	10,053.507	10,445.424	10,863.201			
				Annual	99,156.135	102,948.365	107,298.750	111,518.160	116,126.465	120,642.080	125,345.090	130,358.410			
60	N5	Nurse V (25-Year Scale)	2015	Hourly	50.686	52.624	54.848	57.005	59.361	61.668	64.072	66.635			
				Monthly	8,511.024	8,836.447	9,209.893	9,572.090	9,967.701	10,355.085	10,758.757	11,189.127			
				Annual	102,132.290	106,037.360	110,518.720	114,865.075	119,612.415	124,261.020	129,105.080	134,269.525			
61	N5	Weekend Worker - Nurse V	2015	Hourly	54.392	56.474	58.861	61.176	63.703	66.178	68.756	71.507	72.937	74.396	76.628
				Monthly	9,133.323	9,482.926	9,883.743	10,272.470	10,696.795	11,112.389	11,545.278	12,007.217	12,247.338	12,492.328	12,867.118
				Annual	109,599.880	113,795.110	118,604.915	123,269.640	128,361.545	133,348.670	138,543.340	144,086.605	146,968.055	149,907.940	154,405.420

62	N5	Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly	55.480	57.604	60.039	62.400	64.977	67.502	70.131	72.937			
				Monthly	9,316.017	9,672.672	10,081.549	10,478.000	10,910.721	11,334.711	11,776.164	12,247.338			
				Annual	111,792.200	116,072.060	120,978.585	125,736.000	130,928.655	136,016.530	141,313.965	146,968.055			
63	N5	Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly	56.590	58.756	61.240	63.648	66.277	68.852	71.534	74.396			
				Monthly	9,502.404	9,866.112	10,283.217	10,687.560	11,129.013	11,561.398	12,011.751	12,492.328			
				Annual	114,028.850	118,393.340	123,398.600	128,250.720	133,548.155	138,736.780	144,141.010	149,907.940			
64	N5	Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	58.287	60.518	63.077	65.558	68.265	70.917	73.680	76.628			
				Monthly	9,787.359	10,161.981	10,591.680	11,008.281	11,462.831	11,908.146	12,372.100	12,867.118			
				Annual	117,448.305	121,943.770	127,100.155	132,099.370	137,553.975	142,897.755	148,465.200	154,405.420			
65	N5	Weekend Worker - Nurse V (PIO)	1872	Hourly	58.547	60.789	63.358	65.849	68.569	71.233	74.010	76.970	78.509	80.079	82.482
				Monthly	9,133.332	9,483.084	9,883.848	10,272.444	10,696.764	11,112.348	11,545.560	12,007.320	12,247.404	12,492.324	12,867.192
				Annual	109,599.984	113,797.008	118,606.176	123,269.328	128,361.168	133,348.176	138,546.720	144,087.840	146,968.848	149,907.888	154,406.304
66	N5	Weekend Worker - Nurse V (15-Year Scale) (PIO)	1872	Hourly	59.718	62.004	64.625	67.167	69.941	72.659	75.490	78.509			
				Monthly	9,316.008	9,672.624	10,081.500	10,478.052	10,910.796	11,334.804	11,776.440	12,247.404			
				Annual	111,792.096	116,071.488	120,978.000	125,736.624	130,929.552	136,017.648	141,317.280	146,968.848			
67	N5	Weekend Worker - Nurse V (20-Year Scale) (PIO)	1872	Hourly	60.912	63.245	65.917	68.510	71.339	74.112	77.000	80.079			
				Monthly	9,502.272	9,866.220	10,283.052	10,687.560	11,128.884	11,561.472	12,012.000	12,492.324			
				Annual	114,027.264	118,394.640	123,396.624	128,250.720	133,546.608	138,737.664	144,144.000	149,907.888			
68	N5	Weekend Worker - Nurse V (25-Year Scale) (PIO)	1872	Hourly	62.739	65.142	67.895	70.565	73.480	76.335	79.310	82.482			
				Monthly	9,787.284	10,162.152	10,591.620	11,008.140	11,462.880	11,908.260	12,372.360	12,867.192			
				Annual	117,447.408	121,945.824	127,099.440	132,097.680	137,554.560	142,899.120	148,468.320	154,406.304			
69	CNS	Clinical Nurse Specialist	2015	Hourly	55.521	59.596	62.047	64.493	67.135			68.478	69.847	71.942	
				Monthly	9,322.901	10,007.162	10,418.725	10,829.450	11,273.085			11,498.598	11,728.475	12,080.261	
				Annual	111,874.815	120,085.940	125,024.705	129,953.395	135,277.025			137,983.170	140,741.705	144,963.130	
70	CNS	Clinical Nurse Specialist (15-Year Scale)	2015	Hourly	56.632	60.788	63.288	65.783	68.478						
				Monthly	9,509.457	10,207.318	10,627.110	11,046.062	11,498.598						
				Annual	114,113.480	122,487.820	127,525.320	132,552.745	137,983.170						
71	CNS	Clinical Nurse Specialist (20-Year Scale)	2015	Hourly	57.764	62.003	64.554	67.098	69.847						
				Monthly	9,699.538	10,411.337	10,839.693	11,266.873	11,728.475						
				Annual	116,394.460	124,936.045	130,076.310	135,202.470	140,741.705						
72	CNS	Clinical Nurse Specialist (25-Year Scale)	2015	Hourly	59.497	63.863	66.491	69.111	71.942						
				Monthly	9,990.538	10,723.662	11,164.947	11,604.889	12,080.261						
				Annual	119,886.455	128,683.945	133,979.365	139,258.665	144,963.130						
73	NP	Nurse Practitioner	2015	Hourly	63.646	66.263	68.876	71.697	73.848	76.064		77.585	79.137	81.512	
				Monthly	10,687.224	11,126.662	11,565.428	12,039.121	12,400.310	12,772.413		13,027.815	13,288.421	13,687.223	
				Annual	128,246.690	133,519.945	138,785.140	144,469.455	148,803.720	153,268.960		156,333.775	159,461.055	164,246.680	
74	NP	Nurse Practitioner (15-Year Scale)	2015	Hourly	64.920	67.589	70.254	73.131	75.325	77.585					
				Monthly	10,901.150	11,349.320	11,796.818	12,279.914	12,648.323	13,027.815					
				Annual	130,813.800	136,191.835	141,561.810	147,358.965	151,779.875	156,333.775					
75	NP	Nurse Practitioner (20-Year Scale)	2015	Hourly	66.218	68.941	71.659	74.593	76.831	79.137					
				Monthly	11,119.106	11,576.343	12,032.740	12,525.408	12,901.205	13,288.421					
				Annual	133,429.270	138,916.115	144,392.885	150,304.895	154,814.465	159,461.055					
76	NP	Nurse Practitioner (25-Year Scale)	2015	Hourly	68.204	71.009	73.808	76.831	79.136	81.512					
				Monthly	11,452.588	11,923.595	12,393.593	12,901.205	13,288.253	13,687.223					
				Annual	137,431.060	143,083.135	148,723.120	154,814.465	159,459.040	164,246.680					
77	LPN	1 Weekend Worker - Licensed Practical Nurse	1872	Hourly	39.349	40.640	41.911	43.456	44.869	46.454	48.105	49.550	50.541	51.553	53.100
				Monthly	6,138.444	6,339.840	6,538.116	6,779.136	6,999.564	7,246.824	7,504.380	7,729.800	7,884.396	8,042.268	8,283.600
				Annual	73,661.328	76,078.080	78,457.392	81,349.632	83,994.768	86,961.888	90,052.560	92,757.600	94,612.752	96,507.216	99,403.200

78	CRN	1 Weekend Worker - CRN/Charge Nurse	1872	Hourly	52.383	54.181	56.019	57.874	59.641	61.520	63.085	64.345	65.631	66.944	68.952
				Monthly	8,171.748	8,452.236	8,738.964	9,028.344	9,303.996	9,597.120	9,841.260	10,037.820	10,238.436	10,443.264	10,756.512
				Annual	98,060.976	101,426.832	104,867.568	108,340.128	111,647.952	115,165.440	118,095.120	120,453.840	122,861.232	125,319.168	129,078.144
79	CRN	1 Weekend Worker - CRN/Charge Nurse (15 Year Scale)	1872	Hourly	53.431	55.265	57.140	59.031	60.833	62.751	64.347	65.632			
				Monthly	8,335.236	8,621.340	8,913.840	9,208.836	9,489.948	9,789.156	10,038.132	10,238.592			
				Annual	100,022.832	103,456.080	106,966.080	110,506.032	113,879.376	117,469.872	120,457.584	122,863.104			
80	CRN	1 Weekend Worker - CRN/Charge Nurse (20 Year Scale)	1872	Hourly	54.500	56.370	58.282	60.212	62.050	64.006	65.634	66.945			
				Monthly	8,502.000	8,793.720	9,091.992	9,393.072	9,679.800	9,984.936	10,238.904	10,443.420			
				Annual	102,024.000	105,524.640	109,103.904	112,716.864	116,157.600	119,819.232	122,866.848	125,321.040			
81	CRN	1 Weekend Worker - CRN/Charge Nurse (25 Year Scale)	1872	Hourly	56.134	58.061	60.031	62.018	63.911	65.926	67.603	68.953			
				Monthly	8,756.904	9,057.516	9,364.836	9,674.808	9,970.116	10,284.456	10,546.068	10,756.668			
				Annual	105,082.848	108,690.192	112,378.032	116,097.696	119,641.392	123,413.472	126,552.816	129,080.016			
82	ORTII	1 ORT II (Weekend Worker Rates)	1872	Hourly	41.911	43.456	44.869	46.466	47.937	49.432	50.960	52.487	53.536	54.606	56.244
				Monthly	6,538.116	6,779.136	6,999.564	7,248.696	7,478.172	7,711.392	7,949.760	8,187.972	8,351.616	8,518.536	8,774.064
				Annual	78,457.392	81,349.632	83,994.768	86,984.352	89,738.064	92,536.704	95,397.120	98,255.664	100,219.392	102,222.432	105,288.768
83	N2	1 Weekend Worker - Nurse II	1872	Hourly	49.412	51.140	52.869	54.670	56.436	58.263	59.428	60.617	61.831	63.067	64.959
				Monthly	7,708.272	7,977.840	8,247.564	8,528.520	8,804.016	9,089.028	9,270.768	9,456.252	9,645.636	9,838.452	10,133.604
				Annual	92,499.264	95,734.080	98,970.768	102,342.240	105,648.192	109,068.336	111,249.216	113,475.024	115,747.632	118,061.424	121,603.248
84	N2	Weekend Worker - Nurse II (15 Year Scale)	1872	Hourly	50.401	52.162	53.926	55.763	57.566	59.429	60.616	61.830			
				Monthly	7,862.556	8,137.272	8,412.456	8,699.028	8,980.296	9,270.924	9,456.096	9,645.480			
				Annual	94,350.672	97,647.264	100,949.472	104,388.336	107,763.552	111,251.088	113,473.152	115,745.760			
85	N2	Weekend Worker - Nurse II (20 Year Scale)	1872	Hourly	51.409	53.205	55.005	56.878	58.718	60.617	61.829	63.067			
				Monthly	8,019.804	8,299.980	8,580.780	8,872.968	9,160.008	9,456.252	9,645.324	9,838.452			
				Annual	96,237.648	99,599.760	102,969.360	106,475.616	109,920.096	113,475.024	115,743.888	118,061.424			
86	N2	Weekend Worker - Nurse II (25 Year Scale)	1872	Hourly	52.951	54.801	56.655	58.585	60.479	62.436	63.683	64.959			
				Monthly	8,260.356	8,548.956	8,838.180	9,139.260	9,434.724	9,740.016	9,934.548	10,133.604			
				Annual	99,124.272	102,587.472	106,058.160	109,671.120	113,216.688	116,880.192	119,214.576	121,603.248			

87	N3	1 Weekend Worker - Nurse III	1872	Hourly	51.294	53.021	54.830	56.591	58.226	60.009	61.851	63.089	64.350	65.638	67.607
				Monthly	8,001.864	8,271.276	8,553.480	8,828.196	9,083.256	9,361.404	9,648.756	9,841.884	10,038.600	10,239.528	10,546.692
				Annual	96,022.368	99,255.312	102,641.760	105,938.352	108,999.072	112,336.848	115,785.072	118,102.608	120,463.200	122,874.336	126,560.304
88	N3	Weekend Worker - Nurse III (15 Year Scale)	1872	Hourly	52.319	54.081	55.927	57.723	59.391	61.209	63.089	64.350			
				Monthly	8,161.764	8,436.636	8,724.612	9,004.788	9,264.996	9,548.604	9,841.884	10,038.600			
				Annual	97,941.168	101,239.632	104,695.344	108,057.456	111,179.952	114,583.248	118,102.608	120,463.200			
89	N3	Weekend Worker - Nurse III (20 Year Scale)	1872	Hourly	53.365	55.163	57.046	58.878	60.578	62.433	64.350	65.638			
				Monthly	8,324.940	8,605.428	8,899.176	9,184.968	9,450.168	9,739.548	10,038.600	10,239.528			
				Annual	99,899.280	103,265.136	106,790.112	110,219.616	113,402.016	116,874.576	120,463.200	122,874.336			
90	N3	Weekend Worker - Nurse III (25 Year Scale)	1872	Hourly	54.966	56.819	58.758	60.644	62.396	64.306	66.281	67.606			
				Monthly	8,574.696	8,863.764	9,166.248	9,460.464	9,733.776	10,031.736	10,339.836	10,546.536			
				Annual	102,896.352	106,365.168	109,994.976	113,525.568	116,805.312	120,380.832	124,078.032	126,558.432			
91	N4	1 Weekend Worker - Nurse IV	1872	Hourly	54.646	56.669	58.694	60.902	63.433	65.886	68.567	71.358	72.785	74.241	76.469
				Monthly	8,524.776	8,840.364	9,156.264	9,500.712	9,895.548	10,278.216	10,696.452	11,131.848	11,354.460	11,581.596	11,929.164
				Annual	102,297.312	106,084.368	109,875.168	114,008.544	118,746.576	123,338.592	128,357.424	133,582.176	136,253.520	138,979.152	143,149.968
92	N4	Weekend Worker - Nurse IV (15 Year Scale)	1872	Hourly	55.739	57.802	59.867	62.120	64.702	67.204	69.939	72.785			
				Monthly	8,695.284	9,017.112	9,339.252	9,690.720	10,093.512	10,483.824	10,910.484	11,354.460			
				Annual	104,343.408	108,205.344	112,071.024	116,288.640	121,122.144	125,805.888	130,925.808	136,253.520			
93	N4	Weekend Worker - Nurse IV (20 Year Scale)	1872	Hourly	56.854	58.958	61.064	63.362	65.995	68.548	71.337	74.241			
				Monthly	8,869.224	9,197.448	9,525.984	9,884.472	10,295.220	10,693.488	11,128.572	11,581.596			
				Annual	106,430.688	110,369.376	114,311.808	118,613.664	123,542.640	128,321.856	133,542.864	138,979.152			
94	N4	Weekend Worker - Nurse IV (25 Year Scale)	1872	Hourly	58.559	60.726	62.896	65.263	67.975	70.604	73.478	76.469			
				Monthly	9,135.204	9,473.256	9,811.776	10,181.028	10,604.100	11,014.224	11,462.568	11,929.164			
				Annual	109,622.448	113,679.072	117,741.312	122,172.336	127,249.200	132,170.688	137,550.816	143,149.968			
95	N5	1 Weekend Worker - Nurse V	1872	Hourly	56.002	58.144	60.602	62.985	65.587	68.138	70.794	73.626	75.098	76.600	78.899
				Monthly	8,736.312	9,070.464	9,453.912	9,825.660	10,231.572	10,629.528	11,043.864	11,485.656	11,715.288	11,949.600	12,308.244
				Annual	104,835.744	108,845.568	113,446.944	117,907.920	122,778.864	127,554.336	132,526.368	137,827.872	140,583.456	143,395.200	147,698.928
96	N5	Weekend Worker - Nurse V (15 Year Scale)	1872	Hourly	57.122	59.307	61.814	64.244	66.899	69.500	72.210	75.098			
				Monthly	8,911.032	9,251.892	9,642.984	10,022.064	10,436.244	10,842.000	11,264.760	11,715.288			
				Annual	106,932.384	111,022.704	115,715.808	120,264.768	125,234.928	130,104.000	135,177.120	140,583.456			
97	N5	Weekend Worker - Nurse V (20 Year Scale)	1872	Hourly	58.264	60.493	63.050	65.530	68.237	70.890	73.654	76.600			
				Monthly	9,089.184	9,436.908	9,835.800	10,222.680	10,644.972	11,058.840	11,490.024	11,949.600			
				Annual	109,070.208	113,242.896	118,029.600	122,672.160	127,739.664	132,706.080	137,880.288	143,395.200			
98	N5	Weekend Worker - Nurse V (25 Year Scale)	1872	Hourly	60.012	62.308	64.942	67.495	70.284	73.017	75.863	78.899			
				Monthly	9,361.872	9,720.048	10,130.952	10,529.220	10,964.304	11,390.652	11,834.628	12,308.244			
				Annual	112,342.464	116,640.576	121,571.424	126,350.640	131,571.648	136,687.824	142,015.536	147,698.928			

<sup>1</sup> LPN include a Market Adjustment of 1.0%

**MNU & Shared Health Employers Organization  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2026

Hourly Rates include a 3.0% General Wage Increase. Other Market Adjustments as Noted  
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
1	LPN	1	Licensed Practical Nurse	2015	Hourly	34.573	35.706	36.822	38.181	39.422	40.815	42.265	43.534	44.406	45.295	46.653
					Monthly	5,805.383	5,995.633	6,183.028	6,411.226	6,619.611	6,853.519	7,096.998	7,310.084	7,456.508	7,605.785	7,833.816
					Annual	69,664.595	71,947.590	74,196.330	76,934.715	79,435.330	82,242.225	85,163.975	87,721.010	89,478.090	91,269.425	94,005.795
2	LPN	1	Weekend Worker - Licensed Practical Nurse	2015	Hourly	39.760	41.062	42.345	43.906	45.337	46.934	48.608	50.064	51.065	52.086	53.648
					Monthly	6,676.367	6,894.994	7,110.431	7,372.549	7,612.838	7,881.001	8,162.093	8,406.580	8,574.665	8,746.108	9,008.393
					Annual	80,116.400	82,739.930	85,325.175	88,470.590	91,354.055	94,572.010	97,945.120	100,878.960	102,895.975	104,953.290	108,100.720
3	LPN	1	Weekend Worker - Licensed Practical Nurse PIO	1872	Hourly	42.797	44.199	45.580	47.260	48.803	50.520	52.321	53.889	54.965	56.065	57.747
					Monthly	6,676.332	6,895.044	7,110.480	7,372.560	7,613.268	7,881.120	8,162.076	8,406.684	8,574.540	8,746.140	9,008.532
					Annual	80,115.984	82,740.528	85,325.760	88,470.720	91,359.216	94,573.440	97,944.912	100,880.208	102,894.480	104,953.680	108,102.384
4	CRN	1	CRN/Charge Nurse	2015	Hourly	46.024	47.604	49.219	50.848	52.402	54.052	55.427	56.534	57.665	58.818	60.582
					Monthly	7,728.197	7,993.505	8,264.690	8,538.227	8,799.169	9,076.232	9,307.117	9,493.001	9,682.915	9,876.523	10,172.728
					Annual	92,738.360	95,922.060	99,176.285	102,458.720	105,590.030	108,914.780	111,685.405	113,916.010	116,194.975	118,518.270	122,072.730
5	CRN	1	CRN/Charge Nurse (15-Year Scale)	2015	Hourly	46.946	48.556	50.204	51.865	53.450	55.133	56.536	57.665			
					Monthly	7,883.016	8,153.362	8,430.088	8,708.998	8,975.146	9,257.750	9,493.337	9,682.915			
					Annual	94,596.190	97,840.340	101,161.060	104,507.975	107,701.750	111,092.995	113,920.040	116,194.975			
6	CRN	1	CRN/Charge Nurse (20-Year Scale)	2015	Hourly	47.884	49.528	51.208	52.902	54.519	56.235	57.667	58.818			
					Monthly	8,040.522	8,316.577	8,598.677	8,883.128	9,154.649	9,442.794	9,683.250	9,876.523			
					Annual	96,486.260	99,798.920	103,184.120	106,597.530	109,855.785	113,313.525	116,199.005	118,518.270			
7	CRN	1	CRN/Charge Nurse (25-Year Scale)	2015	Hourly	49.322	51.013	52.743	54.490	56.154	57.923	59.396	60.582			
					Monthly	8,281.986	8,565.933	8,856.429	9,149.779	9,429.193	9,726.237	9,973.578	10,172.728			
					Annual	99,383.830	102,791.195	106,277.145	109,797.350	113,150.310	116,714.845	119,682.940	122,072.730			
8	CRN	1	Weekend Worker - CRN/Charge Nurse	2015	Hourly	52.929	54.743	56.601	58.474	60.261	62.160	63.740	65.016	66.315	67.642	69.672
					Monthly	8,887.661	9,192.262	9,504.251	9,818.759	10,118.826	10,437.700	10,703.008	10,917.270	11,135.394	11,358.219	11,699.090
					Annual	106,651.935	110,307.145	114,051.015	117,825.110	121,425.915	125,252.400	128,436.100	131,007.240	133,624.725	136,298.630	140,389.080
9	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	53.988	55.838	57.734	59.644	61.466	63.403	65.016	66.315			
					Monthly	9,065.485	9,376.131	9,694.501	10,015.222	10,321.166	10,646.420	10,917.270	11,135.394			
					Annual	108,785.820	112,513.570	116,334.010	120,182.660	123,853.990	127,757.045	131,007.240	133,624.725			
10	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	55.068	56.954	58.889	60.837	62.696	64.672	66.315	67.642			
					Monthly	9,246.835	9,563.526	9,888.445	10,215.546	10,527.703	10,859.507	11,135.394	11,358.219			
					Annual	110,962.020	114,762.310	118,661.335	122,586.555	126,332.440	130,314.080	133,624.725	136,298.630			
11	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	56.720	58.664	60.655	62.662	64.577	66.612	68.305	69.672			
					Monthly	9,524.233	9,850.663	10,184.985	10,521.994	10,843.555	11,185.265	11,469.548	11,699.090			
					Annual	114,290.800	118,207.960	122,219.825	126,263.930	130,122.655	134,223.180	137,634.575	140,389.080			
12	CRN	1	Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	56.972	58.926	60.925	62.940	64.865	66.909	68.611	69.982	71.381	72.809	74.992
					Monthly	8,887.632	9,192.456	9,504.300	9,818.640	10,118.940	10,437.804	10,703.316	10,917.192	11,135.436	11,358.204	11,698.752
					Annual	106,651.584	110,309.472	114,051.600	117,823.680	121,427.280	125,253.648	128,439.792	131,006.304	133,625.232	136,298.448	140,385.024
13	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly	58.111	60.104	62.143	64.199	66.162	68.248	69.983	71.381			
					Monthly	9,065.316	9,376.224	9,694.308	10,015.044	10,321.272	10,646.688	10,917.348	11,135.436			
					Annual	108,783.792	112,514.688	116,331.696	120,180.528	123,855.264	127,760.256	131,008.176	133,625.232			
14	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Hourly	59.274	61.306	63.387	65.483	67.485	69.613	71.382	72.809			
					Monthly	9,246.744	9,563.736	9,888.372	10,215.348	10,527.660	10,859.628	11,135.592	11,358.204			
					Annual	110,960.928	114,764.832	118,660.464	122,584.176	126,331.920	130,315.536	133,627.104	136,298.448			

15	CRN	1 Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Hourly Monthly Annual	61.052 9,524.112 114,289.344	63.145 9,850.620 118,207.440	65.287 10,184.772 122,217.264	67.448 10,521.888 126,262.656	69.510 10,843.560 130,122.720	71.701 11,185.356 134,224.272	73.524 11,469.744 137,636.928	74.992 11,698.752 140,385.024			
16	UNE	UNE, UNE – IEN/NREP,UNE-NREP	2015	Hourly Monthly Annual	32.905 5,525.298 66,303.575										
17	SIEN	SIEN	2015	Hourly Monthly Annual	32.905 5,525.298 66,303.575										
18	ORTII	1 ORT II	2015	Hourly Monthly Annual	36.822 6,183.028 74,196.330	38.181 6,411.226 76,934.715	39.422 6,619.611 79,435.330	40.826 6,855.366 82,264.390	42.119 7,072.482 84,869.785	43.433 7,293.125 87,517.495	44.775 7,518.469 90,221.625	46.115 7,743.477 92,921.725	47.037 7,898.296 94,779.555	47.978 8,056.306 96,675.670	49.416 8,297.770 99,573.240
19	ORTII	1 ORT II (Weekend Worker Rates)	2015	Hourly Monthly Annual	42.345 7,110.431 85,325.175	43.906 7,372.549 88,470.590	45.337 7,612.838 91,354.055	46.949 7,883.520 94,602.235	48.437 8,133.380 97,600.555	49.947 8,386.934 100,643.205	51.490 8,646.029 103,752.350	53.034 8,905.293 106,863.510	54.095 9,083.452 109,001.425	55.176 9,264.970 111,179.640	56.832 9,543.040 114,516.480
20	ORTII	1 ORT II (Weekend Worker Rates) PIO	1872	Hourly Monthly Annual	45.580 7,110.480 85,325.760	47.260 7,372.560 88,470.720	48.803 7,613.268 91,359.216	50.535 7,883.460 94,601.520	52.137 8,133.372 97,600.464	53.762 8,386.872 100,642.464	55.422 8,645.832 103,749.984	57.084 8,905.104 106,861.248	58.227 9,083.412 109,000.944	59.392 9,265.152 111,181.824	61.173 9,542.988 114,515.856
21	N2	Nurse II	2015	Hourly Monthly Annual	42.985 7,217.898 86,614.775	44.487 7,470.109 89,641.305	45.992 7,722.823 92,673.880	47.558 7,985.781 95,829.370	49.095 8,243.869 98,926.425	50.684 8,510.688 102,128.260	51.697 8,680.788 104,169.455	52.732 8,854.582 106,254.980	53.788 9,031.902 108,382.820	54.863 9,212.412 110,548.945	56.508 9,488.635 113,863.620
22	N2	Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	43.844 7,362.138 88,345.660	45.377 7,619.555 91,434.655	46.911 7,877.139 94,525.665	48.509 8,145.470 97,745.635	50.077 8,408.763 100,905.155	51.698 8,680.956 104,171.470	52.731 8,854.414 106,252.965	53.788 9,031.902 108,382.820			
23	N2	Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	44.722 7,509.569 90,114.830	46.285 7,772.023 93,264.275	47.850 8,034.813 96,417.750	49.480 8,308.517 99,702.200	51.078 8,576.848 102,922.170	52.732 8,854.582 106,254.980	53.787 9,031.734 108,380.805	54.863 9,212.412 110,548.945			
24	N2	Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	46.064 7,734.913 92,818.960	47.674 8,005.259 96,063.110	49.286 8,275.941 99,311.290	50.964 8,557.705 102,692.460	52.610 8,834.096 106,009.150	54.314 9,120.226 109,442.710	55.401 9,302.751 111,633.015	56.508 9,488.635 113,863.620			
25	N2	Weekend Worker - Nurse II	2015	Hourly Monthly Annual	49.435 8,300.960 99,611.525	51.160 8,590.617 103,087.400	52.891 8,881.280 106,575.365	54.694 9,184.034 110,208.410	56.456 9,479.903 113,758.840	58.287 9,787.359 117,448.305	59.453 9,983.150 119,797.795	60.641 10,182.635 122,191.615	61.854 10,386.318 124,635.810	63.091 10,594.030 127,128.365	64.984 10,911.897 130,942.760
26	N2	Weekend Worker - Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	50.423 8,466.862 101,602.345	52.184 8,762.563 105,150.760	53.949 9,058.936 108,707.235	55.789 9,367.903 112,414.835	57.585 9,669.481 116,033.775	59.452 9,982.982 119,795.780	60.642 10,182.803 122,193.630	61.854 10,386.318 124,635.810			
27	N2	Weekend Worker - Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	51.431 8,636.122 103,633.465	53.227 8,937.700 107,252.405	55.029 9,240.286 110,883.435	56.904 9,555.130 114,661.560	58.737 9,862.921 118,355.055	60.641 10,182.635 122,191.615	61.855 10,386.485 124,637.825	63.091 10,594.030 127,128.365			
28	N2	Weekend Worker - Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	52.975 8,895.385 106,744.625	54.825 9,206.031 110,472.375	56.680 9,517.517 114,210.200	58.611 9,841.764 118,101.165	60.499 10,158.790 121,905.485	62.460 10,488.075 125,856.900	63.710 10,697.971 128,375.650	64.984 10,911.897 130,942.760			
29	N2	Weekend Worker - Nurse II (PIO)	1872	Hourly Monthly Annual	53.212 8,301.072 99,612.864	55.069 8,590.764 103,089.168	56.931 8,881.236 106,574.832	58.872 9,184.032 110,208.384	60.769 9,479.964 113,759.568	62.739 9,787.284 117,447.408	63.994 9,983.064 119,796.768	65.273 10,182.588 122,191.056	66.579 10,386.324 124,635.888	67.911 10,594.116 127,129.392	69.948 10,911.888 130,942.656
30	N2	Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Hourly Monthly Annual	54.276 8,467.056 101,604.672	56.171 8,762.676 105,152.112	58.070 9,058.920 108,707.040	60.049 9,367.644 112,411.728	61.984 9,669.504 116,034.048	63.995 9,983.220 119,798.640	65.273 10,182.588 122,191.056	66.579 10,386.324 124,635.888			

31	N2	Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Hourly	55.363	57.295	59.231	61.251	63.223	65.274	66.579	67.911			
				Monthly	8,636.628	8,938.020	9,240.036	9,555.156	9,862.788	10,182.744	10,386.324	10,594.116			
				Annual	103,639.536	107,256.240	110,880.432	114,661.872	118,353.456	122,192.928	124,635.888	127,129.392			
32	N2	Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Hourly	57.023	59.013	61.008	63.088	65.120	67.232	68.576	69.948			
				Monthly	8,895.588	9,206.028	9,517.248	9,841.728	10,158.720	10,488.192	10,697.856	10,911.888			
				Annual	106,747.056	110,472.336	114,206.976	118,100.736	121,904.640	125,858.304	128,374.272	130,942.656			
33	N3	Nurse III	2015	Hourly	44.621	46.124	47.697	49.229	50.651	52.202	53.805	54.881	55.979	57.099	58.812
				Monthly	7,492.610	7,744.988	8,009.121	8,266.370	8,505.147	8,765.586	9,034.756	9,215.435	9,399.807	9,587.874	9,875.515
				Annual	89,911.315	92,939.860	96,109.455	99,196.435	102,061.765	105,187.030	108,417.075	110,585.215	112,797.685	115,054.485	118,506.180
34	N3	Nurse III (15-Year Scale)	2015	Hourly	45.514	47.046	48.651	50.214	51.664	53.248	54.881	55.979			
				Monthly	7,642.559	7,899.808	8,169.314	8,431.768	8,675.247	8,941.227	9,215.435	9,399.807			
				Annual	91,710.710	94,797.690	98,031.765	101,181.210	104,102.960	107,294.720	110,585.215	112,797.685			
35	N3	Nurse III (20-Year Scale)	2015	Hourly	46.423	47.988	49.623	51.218	52.697	54.312	55.979	57.099			
				Monthly	7,795.195	8,057.985	8,332.529	8,600.356	8,848.705	9,119.890	9,399.807	9,587.874			
				Annual	93,542.345	96,695.820	99,990.345	103,204.270	106,184.455	109,438.680	112,797.685	115,054.485			
36	N3	Nurse III (25-Year Scale)	2015	Hourly	47.816	49.427	51.113	52.755	54.278	55.942	57.658	58.812			
				Monthly	8,029.103	8,299.617	8,582.725	8,858.444	9,114.181	9,393.594	9,681.739	9,875.515			
				Annual	96,349.240	99,595.405	102,992.695	106,301.325	109,370.170	112,723.130	116,180.870	118,506.180			
37	N3	Weekend Worker - Nurse III	2015	Hourly	51.313	53.045	54.851	56.612	58.250	60.034	61.877	63.114	64.377	65.665	67.634
				Monthly	8,616.308	8,907.140	9,210.397	9,506.098	9,781.146	10,080.709	10,390.180	10,597.893	10,809.971	11,026.248	11,356.876
				Annual	103,395.695	106,885.675	110,524.765	114,073.180	117,373.750	120,968.510	124,682.155	127,174.710	129,719.655	132,314.975	136,282.510
38	N3	Weekend Worker - Nurse III (15-Year Scale)	2015	Hourly	52.339	54.106	55.949	57.744	59.415	61.235	63.114	64.377			
				Monthly	8,788.590	9,085.299	9,394.770	9,696.180	9,976.769	10,282.377	10,597.893	10,809.971			
				Annual	105,463.085	109,023.590	112,737.235	116,354.160	119,721.225	123,388.525	127,174.710	129,719.655			
39	N3	Weekend Worker - Nurse III (20-Year Scale)	2015	Hourly	53.386	55.187	57.067	58.898	60.603	62.459	64.377	65.665			
				Monthly	8,964.399	9,266.817	9,582.500	9,889.956	10,176.254	10,487.907	10,809.971	11,026.248			
				Annual	107,572.790	111,201.805	114,990.005	118,679.470	122,115.045	125,854.885	129,719.655	132,314.975			
40	N3	Weekend Worker - Nurse III (25-Year Scale)	2015	Hourly	54.988	56.843	58.779	60.666	62.421	64.334	66.308	67.634			
				Monthly	9,233.402	9,544.887	9,869.974	10,186.833	10,481.526	10,802.751	11,134.218	11,356.876			
				Annual	110,800.820	114,538.645	118,439.685	122,241.990	125,778.315	129,633.010	133,610.620	136,282.510			
41	N3	Weekend Worker - Nurse III (PIO)	1872	Hourly	55.233	57.097	59.041	60.937	62.698	64.620	66.604	67.935	69.294	70.681	72.801
				Monthly	8,616.348	8,907.132	9,210.396	9,506.172	9,780.888	10,080.720	10,390.224	10,597.860	10,809.864	11,026.236	11,356.956
				Annual	103,396.176	106,885.584	110,524.752	114,074.064	117,370.656	120,968.640	124,682.688	127,174.320	129,718.368	132,314.832	136,283.472
42	N3	Weekend Worker - Nurse III (15-Year Scale) (PIO)	1872	Hourly	56.338	58.238	60.222	62.156	63.953	65.913	67.936	69.294			
				Monthly	8,788.728	9,085.128	9,394.632	9,696.336	9,976.668	10,282.428	10,598.016	10,809.864			
				Annual	105,464.736	109,021.536	112,735.584	116,356.032	119,720.016	123,389.136	127,176.192	129,718.368			
43	N3	Weekend Worker - Nurse III (20-Year Scale) (PIO)	1872	Hourly	57.465	59.404	61.426	63.400	65.232	67.231	69.295	70.681			
				Monthly	8,964.540	9,267.024	9,582.456	9,890.400	10,176.192	10,488.036	10,810.020	11,026.236			
				Annual	107,574.480	111,204.288	114,989.472	118,684.800	122,114.304	125,856.432	129,720.240	132,314.832			
44	N3	Weekend Worker - Nurse III (25-Year Scale) (PIO)	1872	Hourly	59.189	61.186	63.269	65.302	67.189	69.248	71.374	72.801			
				Monthly	9,233.484	9,545.016	9,869.964	10,187.112	10,481.484	10,802.688	11,134.344	11,356.956			
				Annual	110,801.808	114,540.192	118,439.568	122,245.344	125,777.808	129,632.256	133,612.128	136,283.472			
45	N4	Nurse IV	2015	Hourly	47.537	49.297	51.059	52.980	55.181	57.315	59.647	62.075	63.316	64.583	66.522
				Monthly	7,982.255	8,277.788	8,573.657	8,896.225	9,265.810	9,624.144	10,015.725	10,423.427	10,631.812	10,844.562	11,170.153
				Annual	95,787.055	99,333.455	102,883.885	106,754.700	111,189.715	115,489.725	120,188.705	125,081.125	127,581.740	130,134.745	134,041.830

46	N4	Nurse IV (15-Year Scale)	2015	Hourly	48.487	50.284	52.080	54.039	56.285	58.462	60.840	63.316			
				Monthly	8,141.775	8,443.522	8,745.100	9,074.049	9,451.190	9,816.744	10,216.050	10,631.812			
				Annual	97,701.305	101,322.260	104,941.200	108,888.585	113,414.275	117,800.930	122,592.600	127,581.740			
47	N4	Nurse IV (20-Year Scale)	2015	Hourly	49.456	51.289	53.121	55.119	57.411	59.631	62.058	64.583			
				Monthly	8,304.487	8,612.278	8,919.901	9,255.399	9,640.264	10,013.039	10,420.573	10,844.562			
				Annual	99,653.840	103,347.335	107,038.815	111,064.785	115,683.165	120,156.465	125,046.870	130,134.745			
48	N4	Nurse IV (25-Year Scale)	2015	Hourly	50.941	52.828	54.716	56.773	59.133	61.420	63.919	66.522			
				Monthly	8,553.843	8,870.702	9,187.728	9,533.133	9,929.416	10,313.442	10,733.065	11,170.153			
				Annual	102,646.115	106,448.420	110,252.740	114,397.595	119,152.995	123,761.300	128,796.785	134,041.830			
49	N4	Weekend Worker - Nurse IV	2015	Hourly	54.664	56.690	58.716	60.926	63.459	65.914	68.593	71.385	72.813	74.269	76.497
				Monthly	9,178.997	9,519.196	9,859.395	10,230.491	10,655.824	11,068.059	11,517.908	11,986.731	12,226.516	12,471.003	12,845.121
				Annual	110,147.960	114,230.350	118,312.740	122,765.890	127,869.885	132,816.710	138,214.895	143,840.775	146,718.195	149,652.035	154,141.455
50	N4	Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly	55.758	57.824	59.890	62.144	64.728	67.232	69.965	72.813			
				Monthly	9,362.698	9,709.613	10,056.529	10,435.013	10,868.910	11,289.373	11,748.290	12,226.516			
				Annual	112,352.370	116,515.360	120,678.350	125,220.160	130,426.920	135,472.480	140,979.475	146,718.195			
51	N4	Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly	56.874	58.981	61.088	63.386	66.023	68.577	71.364	74.269			
				Monthly	9,550.093	9,903.893	10,257.693	10,643.566	11,086.362	11,515.221	11,983.205	12,471.003			
				Annual	114,601.110	118,846.715	123,092.320	127,722.790	133,036.345	138,182.655	143,798.460	149,652.035			
52	N4	Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly	58.579	60.750	62.922	65.288	68.004	70.634	73.505	76.497			
				Monthly	9,836.390	10,200.938	10,565.653	10,962.943	11,419.005	11,860.626	12,342.715	12,845.121			
				Annual	118,036.685	122,411.250	126,787.830	131,555.320	137,028.060	142,327.510	148,112.575	154,141.455			
53	N4	Weekend Worker - Nurse IV (PIO)	1872	Hourly	58.840	61.020	63.202	65.579	68.308	70.949	73.833	76.839	78.376	79.942	82.341
				Monthly	9,179.040	9,519.120	9,859.512	10,230.324	10,656.048	11,068.044	11,517.948	11,986.884	12,226.656	12,470.952	12,845.196
				Annual	110,148.480	114,229.440	118,314.144	122,763.888	127,872.576	132,816.528	138,215.376	143,842.608	146,719.872	149,651.424	154,142.352
54	N4	Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly	60.016	62.240	64.466	66.890	69.673	72.368	75.309	78.376			
				Monthly	9,362.496	9,709.440	10,056.696	10,434.840	10,868.988	11,289.408	11,748.204	12,226.656			
				Annual	112,349.952	116,513.280	120,680.352	125,218.080	130,427.856	135,472.896	140,978.448	146,719.872			
55	N4	Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly	61.217	63.485	65.755	68.228	71.068	73.816	76.815	79.942			
				Monthly	9,549.852	9,903.660	10,257.780	10,643.568	11,086.608	11,515.296	11,983.140	12,470.952			
				Annual	114,598.224	118,843.920	123,093.360	127,722.816	133,039.296	138,183.552	143,797.680	149,651.424			
56	N4	Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly	63.052	65.390	67.728	70.275	73.200	76.030	79.119	82.341			
				Monthly	9,836.112	10,200.840	10,565.568	10,962.900	11,419.200	11,860.680	12,342.564	12,845.196			
				Annual	118,033.344	122,410.080	126,786.816	131,554.800	137,030.400	142,328.160	148,110.768	154,142.352			
57	N5	Nurse V	2015	Hourly	48.717	50.580	52.718	54.792	57.056	59.273	61.584	64.047	65.329	66.635	68.634
				Monthly	8,180.396	8,493.225	8,852.231	9,200.490	9,580.653	9,952.925	10,340.980	10,754.559	10,969.828	11,189.127	11,524.793
				Annual	98,164.755	101,918.700	106,226.770	110,405.880	114,967.840	119,435.095	124,091.760	129,054.705	131,637.935	134,269.525	138,297.510
58	N5	Nurse V (15-Year Scale)	2015	Hourly	49.691	51.593	53.772	55.887	58.196	60.459	62.816	65.329			
				Monthly	8,343.947	8,663.325	9,029.215	9,384.359	9,772.078	10,152.074	10,547.853	10,969.828			
				Annual	100,127.365	103,959.895	108,350.580	112,612.305	117,264.940	121,824.885	126,574.240	131,637.935			
59	N5	Nurse V (20-Year Scale)	2015	Hourly	50.685	52.624	54.848	57.004	59.360	61.668	64.072	66.635			
				Monthly	8,510.856	8,836.447	9,209.893	9,571.922	9,967.533	10,355.085	10,758.757	11,189.127			
				Annual	102,130.275	106,037.360	110,518.720	114,863.060	119,610.400	124,261.020	129,105.080	134,269.525			
60	N5	Nurse V (25-Year Scale)	2015	Hourly	52.207	54.203	56.493	58.715	61.142	63.518	65.994	68.634			
				Monthly	8,766.425	9,101.587	9,486.116	9,859.227	10,266.761	10,665.731	11,081.493	11,524.793			
				Annual	105,197.105	109,219.045	113,833.395	118,310.725	123,201.130	127,988.770	132,977.910	138,297.510			

61	N5	Weekend Worker - Nurse V	2015	Hourly	56.024	58.168	60.627	63.011	65.614	68.163	70.819	73.652	75.125	76.628	78.927
				Monthly	9,407.363	9,767.377	10,180.284	10,580.597	11,017.684	11,445.704	11,891.690	12,367.398	12,614.740	12,867.118	13,253.159
				Annual	112,888.360	117,208.520	122,163.405	126,967.165	132,212.210	137,348.445	142,700.285	148,408.780	151,376.875	154,405.420	159,037.905
62	N5	Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly	57.144	59.332	61.840	64.272	66.926	69.527	72.235	75.125			
				Monthly	9,595.430	9,962.832	10,383.967	10,792.340	11,237.991	11,674.742	12,129.460	12,614.740			
				Annual	115,145.160	119,553.980	124,607.600	129,508.080	134,855.890	140,096.905	145,553.525	151,376.875			
63	N5	Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly	58.288	60.519	63.077	65.557	68.265	70.918	73.680	76.628			
				Monthly	9,787.527	10,162.149	10,591.680	11,008.113	11,462.831	11,908.314	12,372.100	12,867.118			
				Annual	117,450.320	121,945.785	127,100.155	132,097.355	137,553.975	142,899.770	148,465.200	154,405.420			
64	N5	Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	60.036	62.334	64.969	67.525	70.313	73.045	75.890	78.927			
				Monthly	10,081.045	10,466.918	10,909.378	11,338.573	11,806.725	12,265.473	12,743.196	13,253.159			
				Annual	120,972.540	125,603.010	130,912.535	136,062.875	141,680.695	147,185.675	152,918.350	159,037.905			
65	N5	Weekend Worker - Nurse V (PIO)	1872	Hourly	60.303	62.613	65.259	67.824	70.626	73.370	76.230	79.279	80.864	82.481	84.956
				Monthly	9,407.268	9,767.628	10,180.404	10,580.544	11,017.656	11,445.720	11,891.880	12,367.524	12,614.784	12,867.036	13,253.136
				Annual	112,887.216	117,211.536	122,164.848	126,966.528	132,211.872	137,348.640	142,702.560	148,410.288	151,377.408	154,404.432	159,037.632
66	N5	Weekend Worker - Nurse V (15-Year Scale) (PIO)	1872	Hourly	61.510	63.864	66.564	69.182	72.039	74.839	77.755	80.864			
				Monthly	9,595.560	9,962.784	10,383.984	10,792.392	11,238.084	11,674.884	12,129.780	12,614.784			
				Annual	115,146.720	119,553.408	124,607.808	129,508.704	134,857.008	140,098.608	145,557.360	151,377.408			
67	N5	Weekend Worker - Nurse V (20-Year Scale) (PIO)	1872	Hourly	62.739	65.142	67.895	70.565	73.479	76.335	79.310	82.481			
				Monthly	9,787.284	10,162.152	10,591.620	11,008.140	11,462.724	11,908.260	12,372.360	12,867.036			
				Annual	117,447.408	121,945.824	127,099.440	132,097.680	137,552.688	142,899.120	148,468.320	154,404.432			
68	N5	Weekend Worker - Nurse V (25-Year Scale) (PIO)	1872	Hourly	64.621	67.096	69.932	72.682	75.684	78.625	81.689	84.956			
				Monthly	10,080.876	10,466.976	10,909.392	11,338.392	11,806.704	12,265.500	12,743.484	13,253.136			
				Annual	120,970.512	125,603.712	130,912.704	136,060.704	141,680.448	147,186.000	152,921.808	159,037.632			
69	CNS	Clinical Nurse Specialist	2015	Hourly	57.187	61.384	63.908	66.428	69.149			70.532	71.942	74.100	
				Monthly	9,602.650	10,307.397	10,731.218	11,154.368	11,611.270			11,843.498	12,080.261	12,442.625	
				Annual	115,231.805	123,688.760	128,774.620	133,852.420	139,335.235			142,121.980	144,963.130	149,311.500	
70	CNS	Clinical Nurse Specialist (15-Year Scale)	2015	Hourly	58.331	62.612	65.187	67.756	70.532						
				Monthly	9,794.747	10,513.598	10,945.984	11,377.362	11,843.498						
				Annual	117,536.965	126,163.180	131,351.805	136,528.340	142,121.980						
71	CNS	Clinical Nurse Specialist (20-Year Scale)	2015	Hourly	59.497	63.863	66.491	69.111	71.942						
				Monthly	9,990.538	10,723.662	11,164.947	11,604.889	12,080.261						
				Annual	119,886.455	128,683.945	133,979.365	139,258.665	144,963.130						
72	CNS	Clinical Nurse Specialist (25-Year Scale)	2015	Hourly	61.282	65.779	68.486	71.184	74.100						
				Monthly	10,290.269	11,045.390	11,499.941	11,952.980	12,442.625						
				Annual	123,483.230	132,544.685	137,999.290	143,435.760	149,311.500						
73	NP	Nurse Practitioner	2015	Hourly	65.555	68.251	70.942	73.848	76.063	78.346	79.913	81.511	83.957		
				Monthly	11,007.777	11,460.480	11,912.344	12,400.310	12,772.245	13,155.599		13,418.725	13,687.055	14,097.780	
				Annual	132,093.325	137,525.765	142,948.130	148,803.720	153,266.945	157,867.190		161,024.695	164,244.665	169,173.355	
74	NP	Nurse Practitioner (15-Year Scale)	2015	Hourly	66.868	69.617	72.362	75.325	77.585	79.913					
				Monthly	11,228.252	11,689.855	12,150.786	12,648.323	13,027.815	13,418.725					
				Annual	134,739.020	140,278.255	145,809.430	151,779.875	156,333.775	161,024.695					
75	NP	Nurse Practitioner (20-Year Scale)	2015	Hourly	68.205	71.009	73.809	76.831	79.136	81.511					
				Monthly	11,452.756	11,923.595	12,393.761	12,901.205	13,288.253	13,687.055					
				Annual	137,433.075	143,083.135	148,725.135	154,814.465	159,459.040	164,244.665					



91	N4	1 Weekend Worker - Nurse IV	1872	Hourly	56.285	58.369	60.455	62.729	65.336	67.863	70.624	73.499	74.969	76.468	78.763
				Monthly	8,780.460	9,105.564	9,430.980	9,785.724	10,192.416	10,586.628	11,017.344	11,465.844	11,695.164	11,929.008	12,287.028
				Annual	105,365.520	109,266.768	113,171.760	117,428.688	122,308.992	127,039.536	132,208.128	137,590.128	140,341.968	143,148.096	147,444.336
92	N4	Weekend Worker - Nurse IV (15 Year Scale)	1872	Hourly	57.411	59.536	61.663	63.984	66.643	69.220	72.037	74.969			
				Monthly	8,956.116	9,287.616	9,619.428	9,981.504	10,396.308	10,798.320	11,237.772	11,695.164			
				Annual	107,473.392	111,451.392	115,433.136	119,778.048	124,755.696	129,579.840	134,853.264	140,341.968			
93	N4	Weekend Worker - Nurse IV (20 Year Scale)	1872	Hourly	58.560	60.727	62.896	65.263	67.975	70.604	73.477	76.468			
				Monthly	9,135.360	9,473.412	9,811.776	10,181.028	10,604.100	11,014.224	11,462.412	11,929.008			
				Annual	109,624.320	113,680.944	117,741.312	122,172.336	127,249.200	132,170.688	137,548.944	143,148.096			
94	N4	Weekend Worker - Nurse IV (25 Year Scale)	1872	Hourly	60.316	62.548	64.783	67.221	70.014	72.722	75.682	78.763			
				Monthly	9,409.296	9,757.488	10,106.148	10,486.476	10,922.184	11,344.632	11,806.392	12,287.028			
				Annual	112,911.552	117,089.856	121,273.776	125,837.712	131,066.208	136,135.584	141,676.704	147,444.336			
95	N5	1 Weekend Worker - Nurse V	1872	Hourly	57.682	59.888	62.420	64.875	67.555	70.182	72.918	75.835	77.351	78.898	81.266
				Monthly	8,998.392	9,342.528	9,737.520	10,120.500	10,538.580	10,948.392	11,375.208	11,830.260	12,066.756	12,308.088	12,677.496
				Annual	107,980.704	112,110.336	116,850.240	121,446.000	126,462.960	131,380.704	136,502.496	141,963.120	144,801.072	147,697.056	152,129.952
96	N5	Weekend Worker - Nurse V (15 Year Scale)	1872	Hourly	58.836	61.086	63.668	66.171	68.906	71.585	74.376	77.351			
				Monthly	9,178.416	9,529.416	9,932.208	10,322.676	10,749.336	11,167.260	11,602.656	12,066.756			
				Annual	110,140.992	114,352.992	119,186.496	123,872.112	128,992.032	134,007.120	139,231.872	144,801.072			
97	N5	Weekend Worker - Nurse V (20 Year Scale)	1872	Hourly	60.012	62.308	64.942	67.496	70.284	73.017	75.864	78.898			
				Monthly	9,361.872	9,720.048	10,130.952	10,529.376	10,964.304	11,390.652	11,834.784	12,308.088			
				Annual	112,342.464	116,640.576	121,571.424	126,352.512	131,571.648	136,687.824	142,017.408	147,697.056			
98	N5	Weekend Worker - Nurse V (25 Year Scale)	1872	Hourly	61.812	64.177	66.890	69.520	72.393	75.208	78.139	81.266			
				Monthly	9,642.672	10,011.612	10,434.840	10,845.120	11,293.308	11,732.448	12,189.684	12,677.496			
				Annual	115,712.064	120,139.344	125,218.080	130,141.440	135,519.696	140,789.376	146,276.208	152,129.952			

<sup>1</sup> LPN include a Market Adjustment of 1.0%

**MNU & Shared Health Employers Organization  
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2027

Hourly Rates include a 3.0% General Wage Increase. Other Market Adjustments as Noted  
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
1	LPN		Licensed Practical Nurse	2015	Hourly	35.610	36.777	37.927	39.326	40.605	42.039	43.533	44.840	45.738	46.654	48.053
					Monthly	5,979.513	6,175.471	6,368.575	6,603.491	6,818.256	7,059.049	7,309.916	7,529.383	7,680.173	7,833.984	8,068.900
					Annual	71,754.150	74,105.655	76,422.905	79,241.890	81,819.075	84,708.585	87,718.995	90,352.600	92,162.070	94,007.810	96,826.795
2	LPN		Weekend Worker - Licensed Practical Nurse	2015	Hourly	40.953	42.294	43.615	45.223	46.697	48.342	50.066	51.566	52.597	53.649	55.257
					Monthly	6,876.691	7,101.868	7,323.685	7,593.695	7,841.205	8,117.428	8,406.916	8,658.791	8,831.913	9,008.561	9,278.571
					Annual	82,520.295	85,222.410	87,884.225	91,124.345	94,094.455	97,409.130	100,882.990	103,905.490	105,982.955	108,102.735	111,342.855
3	LPN		Weekend Worker - Licensed Practical Nurse PIO	1872	Hourly	44.081	45.525	46.947	48.678	50.267	52.036	53.891	55.506	56.614	57.747	59.479
					Monthly	6,876.636	7,101.900	7,323.732	7,593.768	7,841.652	8,117.616	8,406.996	8,658.936	8,831.784	9,008.532	9,278.724
					Annual	82,519.632	85,222.800	87,884.784	91,125.216	94,099.824	97,411.392	100,883.952	103,907.232	105,981.408	108,102.384	111,344.688
4	CRN		CRN/Charge Nurse	2015	Hourly	47.405	49.032	50.696	52.373	53.974	55.674	57.090	58.230	59.395	60.583	62.399
					Monthly	7,960.090	8,233.290	8,512.703	8,794.300	9,063.134	9,348.593	9,586.363	9,777.788	9,973.410	10,172.895	10,477.832
					Annual	95,521.075	98,799.480	102,152.440	105,531.595	108,757.610	112,183.110	115,036.350	117,333.450	119,680.925	122,074.745	125,733.985
5	CRN		CRN/Charge Nurse (15-Year Scale)	2015	Hourly	48.354	50.013	51.710	53.421	55.054	56.787	58.232	59.395			
					Monthly	8,119.443	8,398.016	8,682.971	8,970.276	9,244.484	9,535.484	9,778.123	9,973.410			
					Annual	97,433.310	100,776.195	104,195.650	107,643.315	110,933.810	114,425.805	117,337.480	119,680.925			
6	CRN		CRN/Charge Nurse (20-Year Scale)	2015	Hourly	49.321	51.014	52.744	54.489	56.155	57.922	59.397	60.583			
					Monthly	8,281.818	8,566.101	8,856.597	9,149.611	9,429.360	9,726.069	9,973.746	10,172.895			
					Annual	99,381.815	102,793.210	106,279.160	109,795.335	113,152.325	116,712.830	119,684.955	122,074.745			
7	CRN		CRN/Charge Nurse (25-Year Scale)	2015	Hourly	50.802	52.543	54.325	56.125	57.839	59.661	61.178	62.399			
					Monthly	8,530.503	8,822.845	9,122.073	9,424.323	9,712.132	10,018.076	10,272.806	10,477.832			
					Annual	102,366.030	105,874.145	109,464.875	113,091.875	116,545.585	120,216.915	123,273.670	125,733.985			
8	CRN		Weekend Worker - CRN/Charge Nurse	2015	Hourly	54.517	56.385	58.299	60.228	62.069	64.025	65.652	66.966	68.304	69.671	71.762
					Monthly	9,154.313	9,467.981	9,789.374	10,113.285	10,422.420	10,750.865	11,024.065	11,244.708	11,469.380	11,698.922	12,050.036
					Annual	109,851.755	113,615.775	117,472.485	121,359.420	125,069.035	129,010.375	132,288.780	134,936.490	137,632.560	140,387.065	144,600.430
9	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	55.608	57.513	59.466	61.433	63.310	65.305	66.966	68.304			
					Monthly	9,337.510	9,657.391	9,985.333	10,315.625	10,630.804	10,965.798	11,244.708	11,469.380			
					Annual	112,050.120	115,888.695	119,823.990	123,787.495	127,569.650	131,589.575	134,936.490	137,632.560			
10	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	56.720	58.663	60.656	62.662	64.577	66.612	68.304	69.671			
					Monthly	9,524.233	9,850.495	10,185.153	10,521.994	10,843.555	11,185.265	11,469.380	11,698.922			
					Annual	114,290.800	118,205.945	122,221.840	126,263.930	130,122.655	134,223.180	137,632.560	140,387.065			
11	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	58.422	60.424	62.475	64.542	66.514	68.610	70.354	71.762			
					Monthly	9,810.028	10,146.197	10,490.594	10,837.678	11,168.809	11,520.763	11,813.609	12,050.036			
					Annual	117,720.330	121,754.360	125,887.125	130,052.130	134,025.710	138,249.150	141,763.310	144,600.430			
12	CRN		Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	58.681	60.694	62.753	64.828	66.811	68.916	70.669	72.081	73.522	74.993	77.242
					Monthly	9,154.236	9,468.264	9,789.468	10,113.168	10,422.516	10,750.896	11,024.364	11,244.636	11,469.432	11,698.908	12,049.752
					Annual	109,850.832	113,619.168	117,473.616	121,358.016	125,070.192	129,010.752	132,292.368	134,935.632	137,633.184	140,386.896	144,597.024
13	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PI)	1872	Hourly	59.854	61.907	64.007	66.125	68.147	70.295	72.082	73.522			
					Monthly	9,337.224	9,657.492	9,985.092	10,315.500	10,630.932	10,966.020	11,244.792	11,469.432			
					Annual	112,046.688	115,889.904	119,821.104	123,786.000	127,571.184	131,592.240	134,937.504	137,633.184			
14	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PI)	1872	Hourly	61.052	63.145	65.289	67.447	69.510	71.701	73.523	74.993			
					Monthly	9,524.112	9,850.620	10,185.084	10,521.732	10,843.560	11,185.356	11,469.588	11,698.908			
					Annual	114,289.344	118,207.440	122,221.008	126,260.784	130,122.720	134,224.272	137,635.056	140,386.896			

15	CRN	Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PI)	1872	Hourly Monthly Annual	62.884 9,809.904 117,718.848	65.039 10,146.084 121,753.008	67.246 10,490.376 125,884.512	69.471 10,837.476 130,049.712	71.595 11,168.820 134,025.840	73.852 11,520.912 138,250.944	75.730 11,813.880 141,766.560	77.242 12,049.752 144,597.024			
16	UNE	UNE, UNE – IEN/NREP,UNE-NREP	2015	Hourly Monthly Annual	33.892 5,691.032 68,292.380										
17	SIEN	SIEN	2015	Hourly Monthly Annual	33.892 5,691.032 68,292.380										
18	ORTII	ORT II	2015	Hourly Monthly Annual	37.927 6,368.575 76,422.905	39.326 6,603.491 79,241.890	40.605 6,818.256 81,819.075	42.051 7,061.064 84,732.765	43.383 7,284.729 87,416.745	44.736 7,511.920 90,143.040	46.118 7,743.981 92,927.770	47.498 7,975.706 95,708.470	48.448 8,135.227 97,622.720	49.417 8,297.938 99,575.255	50.898 8,546.623 102,559.470
19	ORTII	ORT II (Weekend Worker Rates)	2015	Hourly Monthly Annual	43.615 7,323.685 87,884.225	45.223 7,593.695 91,124.345	46.697 7,841.205 94,094.455	48.357 8,119.946 97,439.355	49.890 8,377.363 100,528.350	51.445 8,638.473 103,661.675	53.035 8,905.460 106,865.525	54.625 9,172.448 110,069.375	55.718 9,355.981 112,271.770	56.831 9,542.872 114,514.465	58.537 9,829.338 117,952.055
20	ORTII	ORT II (Weekend Worker Rates) PIO	1872	Hourly Monthly Annual	46.947 7,323.732 87,884.784	48.678 7,593.768 91,125.216	50.267 7,841.652 94,099.824	52.051 8,119.956 97,439.472	53.701 8,377.356 100,528.272	55.375 8,638.500 103,662.000	57.085 8,905.260 106,863.120	58.797 9,172.332 110,067.984	59.974 9,355.944 112,271.328	61.174 9,543.144 114,517.728	63.008 9,829.248 117,950.976
21	N2	Nurse II	2015	Hourly Monthly Annual	44.275 7,434.510 89,214.125	45.822 7,694.278 92,331.330	47.372 7,954.548 95,454.580	48.985 8,225.398 98,704.775	50.568 8,491.210 101,894.520	52.205 8,766.090 105,193.075	53.248 8,941.227 107,294.720	54.314 9,120.226 109,442.710	55.402 9,302.919 111,635.030	56.509 9,488.803 113,865.635	58.203 9,773.254 117,279.045
22	N2	Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	45.159 7,582.949 90,995.385	46.738 7,848.089 94,177.070	48.318 8,113.398 97,360.770	49.964 8,389.788 100,677.460	51.579 8,660.974 103,931.685	53.249 8,941.395 107,296.735	54.313 9,120.058 109,440.695	55.402 9,302.919 111,635.030			
23	N2	Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	46.064 7,734.913 92,818.960	47.674 8,005.259 96,063.110	49.286 8,275.941 99,311.290	50.964 8,557.705 102,692.460	52.610 8,834.096 106,009.150	54.314 9,120.226 109,442.710	55.401 9,302.751 111,633.015	56.509 9,488.803 113,865.635			
24	N2	Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	47.446 7,966.974 95,603.690	49.104 8,245.380 98,944.560	50.765 8,524.290 102,291.475	52.493 8,814.450 105,773.395	54.188 9,099.068 109,188.820	55.943 9,393.762 112,725.145	57.063 9,581.829 114,981.945	58.203 9,773.254 117,279.045			
25	N2	Weekend Worker - Nurse II	2015	Hourly Monthly Annual	50.918 8,549.981 102,599.770	52.695 8,848.369 106,180.425	54.478 9,147.764 109,773.170	56.335 9,459.585 113,515.025	58.150 9,764.354 117,172.250	60.036 10,081.045 120,972.540	61.237 10,282.713 123,392.555	62.460 10,488.075 125,856.900	63.710 10,697.971 128,375.650	64.984 10,911.897 130,942.760	66.934 11,239.334 134,872.010
26	N2	Weekend Worker - Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	51.936 8,720.920 104,651.040	53.750 9,025.521 108,306.250	55.567 9,330.625 111,967.505	57.463 9,648.995 115,787.945	59.313 9,959.641 119,515.695	61.236 10,282.545 123,390.540	62.461 10,488.243 125,858.915	63.710 10,697.971 128,375.650			
27	N2	Weekend Worker - Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	52.974 8,895.218 106,742.610	54.824 9,205.863 110,470.360	56.680 9,517.517 114,210.200	58.611 9,841.764 118,101.165	60.499 10,158.790 121,905.485	62.460 10,488.075 125,856.900	63.711 10,698.139 128,377.665	64.984 10,911.897 130,942.760			
28	N2	Weekend Worker - Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	54.564 9,162.205 109,946.460	56.470 9,482.254 113,787.050	58.380 9,802.975 117,635.700	60.369 10,136.961 121,643.535	62.314 10,463.559 125,562.710	64.334 10,802.751 129,633.010	65.621 11,018.860 132,226.315	66.934 11,239.334 134,872.010			
29	N2	Weekend Worker - Nurse II (PIO)	1872	Hourly Monthly Annual	54.808 8,550.048 102,600.576	56.721 8,848.476 106,181.712	58.639 9,147.684 109,772.208	60.638 9,459.528 113,514.336	62.592 9,764.352 117,172.224	64.621 10,080.876 120,970.512	65.914 10,282.584 123,391.008	67.231 10,488.036 125,856.432	68.576 10,697.856 128,374.272	69.948 10,911.888 130,942.656	72.046 11,239.176 134,870.112
30	N2	Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Hourly Monthly Annual	55.904 8,721.024 104,652.288	57.856 9,025.536 108,306.432	59.812 9,330.672 111,968.064	61.850 9,648.600 115,783.200	63.844 9,959.664 119,515.968	65.915 10,282.740 123,392.880	67.231 10,488.036 125,856.432	68.576 10,697.856 128,374.272			

31	N2	Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Hourly	57.024	59.014	61.008	63.089	65.120	67.232	68.576	69.948			
				Monthly	8,895.744	9,206.184	9,517.248	9,841.884	10,158.720	10,488.192	10,697.856	10,911.888			
				Annual	106,748.928	110,474.208	114,206.976	118,102.608	121,904.640	125,858.304	128,374.272	130,942.656			
32	N2	Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Hourly	58.734	60.783	62.838	64.981	67.074	69.249	70.633	72.046			
				Monthly	9,162.504	9,482.148	9,802.728	10,137.036	10,463.544	10,802.844	11,018.748	11,239.176			
				Annual	109,950.048	113,785.776	117,632.736	121,644.432	125,562.528	129,634.128	132,224.976	134,870.112			
33	N3	Nurse III	2015	Hourly	45.960	47.508	49.128	50.706	52.171	53.768	55.419	56.527	57.658	58.812	60.576
				Monthly	7,717.450	7,977.385	8,249.410	8,514.383	8,760.380	9,028.543	9,305.774	9,491.825	9,681.739	9,875.515	10,171.720
				Annual	92,609.400	95,728.620	98,992.920	102,172.590	105,124.565	108,342.520	111,669.285	113,901.905	116,180.870	118,506.180	122,060.640
34	N3	Nurse III (15-Year Scale)	2015	Hourly	46.879	48.457	50.111	51.720	53.214	54.845	56.527	57.658			
				Monthly	7,871.765	8,136.738	8,414.472	8,684.650	8,935.518	9,209.390	9,491.825	9,681.739			
				Annual	94,461.185	97,640.855	100,973.665	104,215.800	107,226.210	110,512.675	113,901.905	116,180.870			
35	N3	Nurse III (20-Year Scale)	2015	Hourly	47.816	49.428	51.112	52.755	54.278	55.941	57.658	58.812			
				Monthly	8,029.103	8,299.785	8,582.557	8,858.444	9,114.181	9,393.426	9,681.739	9,875.515			
				Annual	96,349.240	99,597.420	102,990.680	106,301.325	109,370.170	112,721.115	116,180.870	118,506.180			
36	N3	Nurse III (25-Year Scale)	2015	Hourly	49.250	50.910	52.646	54.338	55.906	57.620	59.388	60.576			
				Monthly	8,269.896	8,548.638	8,840.141	9,124.256	9,387.549	9,675.358	9,972.235	10,171.720			
				Annual	99,238.750	102,583.650	106,081.690	109,491.070	112,650.590	116,104.300	119,666.820	122,060.640			
37	N3	Weekend Worker - Nurse III	2015	Hourly	52.852	54.636	56.497	58.310	59.998	61.835	63.733	65.007	66.308	67.635	69.663
				Monthly	8,874.732	9,174.295	9,486.788	9,791.221	10,074.664	10,383.127	10,701.833	10,915.759	11,134.218	11,357.044	11,697.579
				Annual	106,496.780	110,091.540	113,841.455	117,494.650	120,895.970	124,597.525	128,421.995	130,989.105	133,610.620	136,284.525	140,370.945
38	N3	Weekend Worker - Nurse III (15-Year Scale)	2015	Hourly	53.909	55.729	57.627	59.476	61.197	63.072	65.007	66.308			
				Monthly	9,052.220	9,357.828	9,676.534	9,987.012	10,275.996	10,590.840	10,915.759	11,134.218			
				Annual	108,626.635	112,293.935	116,118.405	119,844.140	123,311.955	127,090.080	130,989.105	133,610.620			
39	N3	Weekend Worker - Nurse III (20-Year Scale)	2015	Hourly	54.988	56.843	58.779	60.665	62.421	64.333	66.308	67.635			
				Monthly	9,233.402	9,544.887	9,869.974	10,186.665	10,481.526	10,802.583	11,134.218	11,357.044			
				Annual	110,800.820	114,538.645	118,439.685	122,239.975	125,778.315	129,630.995	133,610.620	136,284.525			
40	N3	Weekend Worker - Nurse III (25-Year Scale)	2015	Hourly	56.638	58.548	60.542	62.486	64.294	66.264	68.297	69.663			
				Monthly	9,510.464	9,831.185	10,166.011	10,492.441	10,796.034	11,126.830	11,468.205	11,697.579			
				Annual	114,125.570	117,974.220	121,992.130	125,909.290	129,552.410	133,521.960	137,618.455	140,370.945			
41	N3	Weekend Worker - Nurse III (PIO)	1872	Hourly	56.890	58.810	60.812	62.765	64.579	66.559	68.602	69.973	71.373	72.801	74.985
				Monthly	8,874.840	9,174.360	9,486.672	9,791.340	10,074.324	10,383.204	10,701.912	10,915.788	11,134.188	11,356.956	11,697.660
				Annual	106,498.080	110,092.320	113,840.064	117,496.080	120,891.888	124,598.448	128,422.944	130,989.456	133,610.256	136,283.472	140,371.920
42	N3	Weekend Worker - Nurse III (15-Year Scale) (PIO)	1872	Hourly	58.028	59.985	62.029	64.021	65.872	67.890	69.974	71.373			
				Monthly	9,052.368	9,357.660	9,676.524	9,987.276	10,276.032	10,590.840	10,915.944	11,134.188			
				Annual	108,628.416	112,291.920	116,118.288	119,847.312	123,312.384	127,090.080	130,991.328	133,610.256			
43	N3	Weekend Worker - Nurse III (20-Year Scale) (PIO)	1872	Hourly	59.189	61.186	63.269	65.302	67.189	69.248	71.374	72.801			
				Monthly	9,233.484	9,545.016	9,869.964	10,187.112	10,481.484	10,802.688	11,134.344	11,356.956			
				Annual	110,801.808	114,540.192	118,439.568	122,245.344	125,777.808	129,632.256	133,612.128	136,283.472			
44	N3	Weekend Worker - Nurse III (25-Year Scale) (PIO)	1872	Hourly	60.965	63.022	65.167	67.261	69.205	71.325	73.515	74.985			
				Monthly	9,510.540	9,831.432	10,166.052	10,492.716	10,795.980	11,126.700	11,468.340	11,697.660			
				Annual	114,126.480	117,977.184	121,992.624	125,912.592	129,551.760	133,520.400	137,620.080	140,371.920			
45	N4	Nurse IV	2015	Hourly	48.963	50.776	52.591	54.569	56.836	59.034	61.436	63.937	65.215	66.520	68.518
				Monthly	8,221.704	8,526.137	8,830.905	9,163.045	9,543.712	9,912.793	10,316.128	10,736.088	10,950.685	11,169.817	11,505.314
				Annual	98,660.445	102,313.640	105,970.865	109,956.535	114,524.540	118,953.510	123,793.540	128,833.055	131,408.225	134,037.800	138,063.770
46	N4	Nurse IV (15-Year Scale)	2015	Hourly	49.942	51.793	53.642	55.660	57.974	60.216	62.665	65.215			
				Monthly	8,386.094	8,696.908	9,007.386	9,346.242	9,734.801	10,111.270	10,522.498	10,950.685			
				Annual	100,633.130	104,362.895	108,088.630	112,154.900	116,817.610	121,335.240	126,269.975	131,408.225			

47	N4	Nurse IV (20-Year Scale)	2015	Hourly	50.940	52.828	54.715	56.773	59.133	61.420	63.920	66.520					
				Monthly	8,553.675	8,870.702	9,187.560	9,533.133	9,929.416	10,313.442	10,733.233	11,169.817					
				Annual	102,644.100	106,448.420	110,250.725	114,397.595	119,152.995	123,761.300	128,798.800	134,037.800					
48	N4	Nurse IV (25-Year Scale)	2015	Hourly	52.469	54.413	56.357	58.476	60.907	63.263	65.837	68.518					
				Monthly	8,810.420	9,136.850	9,463.280	9,819.095	10,227.300	10,622.912	11,055.130	11,505.314					
				Annual	105,725.035	109,642.195	113,559.355	117,829.140	122,727.605	127,474.945	132,661.555	138,063.770					
49	N4	Weekend Worker - Nurse IV	2015	Hourly	56.304	58.391	60.477	62.754	65.363	67.891	70.651	73.527	74.997	76.497	78.792		
				Monthly	9,454.380	9,804.822	10,155.096	10,537.443	10,975.537	11,400.030	11,863.480	12,346.409	12,593.246	12,845.121	13,230.490		
				Annual	113,452.560	117,657.865	121,861.155	126,449.310	131,706.445	136,800.365	142,361.765	148,156.905	151,118.955	154,141.455	158,765.880		
50	N4	Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly	57.431	59.559	61.687	64.008	66.670	69.249	72.064	74.997					
				Monthly	9,643.622	10,000.949	10,358.275	10,748.010	11,195.004	11,628.061	12,100.747	12,593.246					
				Annual	115,723.465	120,011.385	124,299.305	128,976.120	134,340.050	139,536.735	145,208.960	151,118.955					
51	N4	Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly	58.580	60.750	62.921	65.288	68.004	70.634	73.505	76.497					
				Monthly	9,836.558	10,200.938	10,565.485	10,962.943	11,419.005	11,860.626	12,342.715	12,845.121					
				Annual	118,038.700	122,411.250	126,785.815	131,555.320	137,028.060	142,327.510	148,112.575	154,141.455					
52	N4	Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly	60.336	62.573	64.810	67.247	70.044	72.753	75.710	78.792					
				Monthly	10,131.420	10,507.050	10,882.679	11,291.892	11,761.555	12,216.441	12,712.971	13,230.490					
				Annual	121,577.040	126,084.595	130,592.150	135,502.705	141,138.660	146,597.295	152,555.650	158,765.880					
53	N4	Weekend Worker - Nurse IV (PIO)	1872	Hourly	60.605	62.851	65.098	67.546	70.357	73.077	76.048	79.144	80.727	82.340	84.811		
				Monthly	9,454.380	9,804.756	10,155.288	10,537.176	10,975.692	11,400.012	11,863.488	12,346.464	12,593.412	12,845.040	13,230.516		
				Annual	113,452.560	117,657.072	121,863.456	126,446.112	131,708.304	136,800.144	142,361.856	148,157.568	151,120.944	154,140.480	158,766.192		
54	N4	Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly	61.816	64.107	66.400	68.897	71.763	74.539	77.568	80.727					
				Monthly	9,643.296	10,000.692	10,358.400	10,747.932	11,195.028	11,628.084	12,100.608	12,593.412					
				Annual	115,719.552	120,008.304	124,300.800	128,975.184	134,340.336	139,537.008	145,207.296	151,120.944					
55	N4	Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly	63.054	65.390	67.728	70.275	73.200	76.030	79.119	82.340					
				Monthly	9,836.424	10,200.840	10,565.568	10,962.900	11,419.200	11,860.680	12,342.564	12,845.040					
				Annual	118,037.088	122,410.080	126,786.816	131,554.800	137,030.400	142,328.160	148,110.768	154,140.480					
56	N4	Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly	64.944	67.352	69.760	72.383	75.396	78.311	81.493	84.811					
				Monthly	10,131.264	10,506.912	10,882.560	11,291.748	11,761.776	12,216.516	12,712.908	13,230.516					
				Annual	121,575.168	126,082.944	130,590.720	135,500.976	141,141.312	146,598.192	152,554.896	158,766.192					
57	N5	Nurse V	2015	Hourly	50.179	52.097	54.300	56.436	58.768	61.051	63.432	65.968	67.289	68.634	70.693		
				Monthly	8,425.890	8,747.955	9,117.875	9,476.545	9,868.127	10,251.480	10,651.290	11,077.127	11,298.945	11,524.793	11,870.533		
				Annual	101,110.685	104,975.455	109,414.500	113,718.540	118,417.520	123,017.765	127,815.480	132,925.520	135,587.335	138,297.510	142,446.395		
58	N5	Nurse V (15-Year Scale)	2015	Hourly	51.182	53.141	55.385	57.564	59.942	62.273	64.700	67.289					
				Monthly	8,594.311	8,923.260	9,300.065	9,665.955	10,065.261	10,456.675	10,864.208	11,298.945					
				Annual	103,131.730	107,079.115	111,600.775	115,991.460	120,783.130	125,480.095	130,370.500	135,587.335					
59	N5	Nurse V (20-Year Scale)	2015	Hourly	52.206	54.203	56.493	58.714	61.141	63.518	65.994	68.634					
				Monthly	8,766.258	9,101.587	9,486.116	9,859.059	10,266.593	10,665.731	11,081.493	11,524.793					
				Annual	105,195.090	109,219.045	113,833.395	118,308.710	123,199.115	127,988.770	132,977.910	138,297.510					
60	N5	Nurse V (25-Year Scale)	2015	Hourly	53.773	55.829	58.188	60.476	62.976	65.424	67.974	70.693					
				Monthly	9,029.383	9,374.620	9,770.735	10,154.928	10,574.720	10,985.780	11,413.968	11,870.533					
				Annual	108,352.595	112,495.435	117,248.820	121,859.140	126,896.640	131,829.360	136,967.610	142,446.395					
61	N5	Weekend Worker - Nurse V	2015	Hourly	57.705	59.913	62.446	64.901	67.582	70.208	72.944	75.862	77.379	78.927	81.295		
				Monthly	9,689.631	10,060.391	10,485.724	10,897.960	11,348.144	11,789.093	12,248.513	12,738.494	12,993.224	13,253.159	13,650.785		
				Annual	116,275.575	120,724.695	125,828.690	130,775.515	136,177.730	141,469.120	146,982.160	152,861.930	155,918.685	159,037.905	163,809.425		
62	N5	Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly	58.858	61.112	63.695	66.200	68.934	71.613	74.402	77.379					
				Monthly	9,883.239	10,261.723	10,695.452	11,116.083	11,575.168	12,025.016	12,493.336	12,993.224					
				Annual	118,598.870	123,140.680	128,345.425	133,393.000	138,902.010	144,300.195	149,920.030	155,918.685					

63	N5	Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly	60.037	62.335	64.969	67.524	70.313	73.046	75.890	78.927			
				Monthly	10,081.213	10,467.085	10,909.378	11,338.405	11,806.725	12,265.641	12,743.196	13,253.159			
				Annual	120,974.555	125,605.025	130,912.535	136,060.860	141,680.695	147,187.690	152,918.350	159,037.905			
64	N5	Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	61.837	64.204	66.918	69.551	72.422	75.236	78.167	81.295			
				Monthly	10,383.463	10,780.922	11,236.648	11,678.772	12,160.861	12,633.378	13,125.542	13,650.785			
				Annual	124,601.555	129,371.060	134,839.770	140,145.265	145,930.330	151,600.540	157,506.505	163,809.425			
65	N5	Weekend Worker - Nurse V (PIO)	1872	Hourly	62.112	64.491	67.217	69.859	72.745	75.571	78.517	81.657	83.290	84.955	87.505
				Monthly	9,689.472	10,060.596	10,485.852	10,898.004	11,348.220	11,789.076	12,248.652	12,738.492	12,993.240	13,252.980	13,650.780
				Annual	116,273.664	120,727.152	125,830.224	130,776.048	136,178.640	141,468.912	146,983.824	152,861.904	155,918.880	159,035.760	163,809.360
66	N5	Weekend Worker - Nurse V (15-Year Scale) (PIO)	1872	Hourly	63.355	65.780	68.561	71.257	74.200	77.084	80.088	83.290			
				Monthly	9,883.380	10,261.680	10,695.516	11,116.092	11,575.200	12,025.104	12,493.728	12,993.240			
				Annual	118,600.560	123,140.160	128,346.192	133,393.104	138,902.400	144,301.248	149,924.736	155,918.880			
67	N5	Weekend Worker - Nurse V (20-Year Scale) (PIO)	1872	Hourly	64.621	67.096	69.932	72.682	75.683	78.625	81.689	84.955			
				Monthly	10,080.876	10,466.976	10,909.392	11,338.392	11,806.548	12,265.500	12,743.484	13,252.980			
				Annual	120,970.512	125,603.712	130,912.704	136,060.704	141,678.576	147,186.000	152,921.808	159,035.760			
68	N5	Weekend Worker - Nurse V (25-Year Scale) (PIO)	1872	Hourly	66.560	69.109	72.030	74.862	77.955	80.984	84.140	87.505			
				Monthly	10,383.360	10,781.004	11,236.680	11,678.472	12,160.980	12,633.504	13,125.840	13,650.780			
				Annual	124,600.320	129,372.048	134,840.160	140,141.664	145,931.760	151,602.048	157,510.080	163,809.360			
69	CNS	Clinical Nurse Specialist	2015	Hourly	58.903	63.226	65.825	68.421	71.223			72.648	74.100	76.323	
				Monthly	9,890.795	10,616.699	11,053.115	11,489.026	11,959.529			12,198.810	12,442.625	12,815.904	
				Annual	118,689.545	127,400.390	132,637.375	137,868.315	143,514.345			146,385.720	149,311.500	153,790.845	
70	CNS	Clinical Nurse Specialist (15-Year Scale)	2015	Hourly	60.081	64.490	67.143	69.789	72.648						
				Monthly	10,088.601	10,828.946	11,274.429	11,718.736	12,198.810						
				Annual	121,063.215	129,947.350	135,293.145	140,624.835	146,385.720						
71	CNS	Clinical Nurse Specialist (20-Year Scale)	2015	Hourly	61.282	65.779	68.486	71.184	74.100						
				Monthly	10,290.269	11,045.390	11,499.941	11,952.980	12,442.625						
				Annual	123,483.230	132,544.685	137,999.290	143,435.760	149,311.500						
72	CNS	Clinical Nurse Specialist (25-Year Scale)	2015	Hourly	63.120	67.752	70.541	73.320	76.323						
				Monthly	10,598.900	11,376.690	11,845.010	12,311.650	12,815.904						
				Annual	127,186.800	136,520.280	142,140.115	147,739.800	153,790.845						
73	NP	Nurse Practitioner	2015	Hourly	67.522	70.299	73.070	76.063	78.345	80.696	82.310	83.956	86.476		
				Monthly	11,338.069	11,804.374	12,269.671	12,772.245	13,155.431	13,550.203	13,821.221	14,097.612	14,520.762		
				Annual	136,056.830	141,652.485	147,236.050	153,266.945	157,865.175	162,602.440	165,854.650	169,171.340	174,249.140		
74	NP	Nurse Practitioner (15-Year Scale)	2015	Hourly	68.874	71.706	74.533	77.585	79.913	82.310					
				Monthly	11,565.093	12,040.633	12,515.333	13,027.815	13,418.725	13,821.221					
				Annual	138,781.110	144,487.590	150,183.995	156,333.775	161,024.695	165,854.650					
75	NP	Nurse Practitioner (20-Year Scale)	2015	Hourly	70.251	73.139	76.023	79.136	81.510	83.956					
				Monthly	11,796.314	12,281.257	12,765.529	13,288.253	13,686.888	14,097.612					
				Annual	141,555.765	147,375.085	153,186.345	159,459.040	164,242.650	169,171.340					
76	NP	Nurse Practitioner (25-Year Scale)	2015	Hourly	72.358	75.333	78.303	81.510	83.955	86.476					
				Monthly	12,150.114	12,649.666	13,148.379	13,686.888	14,097.444	14,520.762					
				Annual	145,801.370	151,795.995	157,780.545	164,242.650	169,169.325	174,249.140					
77	LPN	Weekend Worker - Licensed Practical Nurse	1872	Hourly	42.163	43.546	44.908	46.563	48.077	49.776	51.545	53.093	54.155	55.240	56.897
				Monthly	6,577.428	6,793.176	7,005.648	7,263.828	7,500.012	7,765.056	8,041.020	8,282.508	8,448.180	8,617.440	8,875.932
				Annual	78,929.136	81,518.112	84,067.776	87,165.936	90,000.144	93,180.672	96,492.240	99,390.096	101,378.160	103,409.280	106,511.184

78	CRN	Weekend Worker - CRN/Charge Nurse	1872	Hourly	<b>56.129</b>	<b>58.055</b>	<b>60.025</b>	<b>62.012</b>	<b>63.906</b>	<b>65.919</b>	<b>67.596</b>	<b>68.946</b>	<b>70.324</b>	<b>71.731</b>	<b>73.883</b>
				Monthly	8,756.124	9,056.580	9,363.900	9,673.872	9,969.336	10,283.364	10,544.976	10,755.576	10,970.544	11,190.036	11,525.748
				Annual	105,073.488	108,678.960	112,366.800	116,086.464	119,632.032	123,400.368	126,539.712	129,066.912	131,646.528	134,280.432	138,308.976
79	CRN	Weekend Worker - CRN/Charge Nurse (15 Year Scale)	1872	Hourly	<b>57.252</b>	<b>59.217</b>	<b>61.226</b>	<b>63.252</b>	<b>65.184</b>	<b>67.238</b>	<b>68.948</b>	<b>70.325</b>			
				Monthly	8,931.312	9,237.852	9,551.256	9,867.312	10,168.704	10,489.128	10,755.888	10,970.700			
				Annual	107,175.744	110,854.224	114,615.072	118,407.744	122,024.448	125,869.536	129,070.656	131,648.400			
80	CRN	Weekend Worker - CRN/Charge Nurse (20 Year Scale)	1872	Hourly	<b>58.397</b>	<b>60.401</b>	<b>62.450</b>	<b>64.518</b>	<b>66.488</b>	<b>68.583</b>	<b>70.327</b>	<b>71.732</b>			
				Monthly	9,109.932	9,422.556	9,742.200	10,064.808	10,372.128	10,698.948	10,971.012	11,190.192			
				Annual	109,319.184	113,070.672	116,906.400	120,777.696	124,465.536	128,387.376	131,652.144	134,282.304			
81	CRN	Weekend Worker - CRN/Charge Nurse (25 Year Scale)	1872	Hourly	<b>60.148</b>	<b>62.213</b>	<b>64.324</b>	<b>66.453</b>	<b>68.482</b>	<b>70.640</b>	<b>72.437</b>	<b>73.884</b>			
				Monthly	9,383.088	9,705.228	10,034.544	10,366.668	10,683.192	11,019.840	11,300.172	11,525.904			
				Annual	112,597.056	116,462.736	120,414.528	124,400.016	128,198.304	132,238.080	135,602.064	138,310.848			
82	ORTII	ORT II (Weekend Worker Rates)	1872	Hourly	<b>44.908</b>	<b>46.563</b>	<b>48.077</b>	<b>49.789</b>	<b>51.365</b>	<b>52.967</b>	<b>54.604</b>	<b>56.240</b>	<b>57.365</b>	<b>58.511</b>	<b>60.266</b>
				Monthly	7,005.648	7,263.828	7,500.012	7,767.084	8,012.940	8,262.852	8,518.224	8,773.440	8,948.940	9,127.716	9,401.496
				Annual	84,067.776	87,165.936	90,000.144	93,205.008	96,155.280	99,154.224	102,218.688	105,281.280	107,387.280	109,532.592	112,817.952
83	N2	Weekend Worker - Nurse II	1872	Hourly	<b>52.421</b>	<b>54.254</b>	<b>56.089</b>	<b>57.999</b>	<b>59.873</b>	<b>61.811</b>	<b>63.047</b>	<b>64.309</b>	<b>65.597</b>	<b>66.908</b>	<b>68.915</b>
				Monthly	8,177.676	8,463.624	8,749.884	9,047.844	9,340.188	9,642.516	9,835.332	10,032.204	10,233.132	10,437.648	10,750.740
				Annual	98,132.112	101,563.488	104,998.608	108,574.128	112,082.256	115,710.192	118,023.984	120,386.448	122,797.584	125,251.776	129,008.880
84	N2	Weekend Worker - Nurse II (15 Year Scale)	1872	Hourly	<b>53.470</b>	<b>55.339</b>	<b>57.210</b>	<b>59.159</b>	<b>61.072</b>	<b>63.048</b>	<b>64.307</b>	<b>65.596</b>			
				Monthly	8,341.320	8,632.884	8,924.760	9,228.804	9,527.232	9,835.488	10,031.892	10,232.976			
				Annual	100,095.840	103,594.608	107,097.120	110,745.648	114,326.784	118,025.856	120,382.704	122,795.712			
85	N2	Weekend Worker - Nurse II (20 Year Scale)	1872	Hourly	<b>54.540</b>	<b>56.445</b>	<b>58.355</b>	<b>60.342</b>	<b>62.294</b>	<b>64.309</b>	<b>65.595</b>	<b>66.908</b>			
				Monthly	8,508.240	8,805.420	9,103.380	9,413.352	9,717.864	10,032.204	10,232.820	10,437.648			
				Annual	102,098.880	105,665.040	109,240.560	112,960.224	116,614.368	120,386.448	122,793.840	125,251.776			
86	N2	Weekend Worker - Nurse II (25 Year Scale)	1872	Hourly	<b>56.176</b>	<b>58.138</b>	<b>60.106</b>	<b>62.153</b>	<b>64.162</b>	<b>66.238</b>	<b>67.561</b>	<b>68.915</b>			
				Monthly	8,763.456	9,069.528	9,376.536	9,695.868	10,009.272	10,333.128	10,539.516	10,750.740			
				Annual	105,161.472	108,834.336	112,518.432	116,350.416	120,111.264	123,997.536	126,474.192	129,008.880			
87	N3	Weekend Worker - Nurse III	1872	Hourly	<b>54.418</b>	<b>56.250</b>	<b>58.169</b>	<b>60.038</b>	<b>61.772</b>	<b>63.663</b>	<b>65.618</b>	<b>66.931</b>	<b>68.269</b>	<b>69.635</b>	<b>71.724</b>
				Monthly	8,489.208	8,775.000	9,074.364	9,365.928	9,636.432	9,931.428	10,236.408	10,441.236	10,649.964	10,863.060	11,188.944
				Annual	101,870.496	105,300.000	108,892.368	112,391.136	115,637.184	119,177.136	122,836.896	125,294.832	127,799.568	130,356.720	134,267.328
88	N3	Weekend Worker - Nurse III (15 Year Scale)	1872	Hourly	<b>55.506</b>	<b>57.374</b>	<b>59.333</b>	<b>61.239</b>	<b>63.008</b>	<b>64.936</b>	<b>66.931</b>	<b>68.269</b>			
				Monthly	8,658.936	8,950.344	9,255.948	9,553.284	9,829.248	10,130.016	10,441.236	10,649.964			
				Annual	103,907.232	107,404.128	111,071.376	114,639.408	117,950.976	121,560.192	125,294.832	127,799.568			
89	N3	Weekend Worker - Nurse III (20 Year Scale)	1872	Hourly	<b>56.615</b>	<b>58.523</b>	<b>60.520</b>	<b>62.463</b>	<b>64.267</b>	<b>66.235</b>	<b>68.269</b>	<b>69.635</b>			
				Monthly	8,831.940	9,129.588	9,441.120	9,744.228	10,025.652	10,332.660	10,649.964	10,863.060			
				Annual	105,983.280	109,555.056	113,293.440	116,930.736	120,307.824	123,991.920	127,799.568	130,356.720			
90	N3	Weekend Worker - Nurse III (25 Year Scale)	1872	Hourly	<b>58.313</b>	<b>60.280</b>	<b>62.337</b>	<b>64.337</b>	<b>66.196</b>	<b>68.222</b>	<b>70.317</b>	<b>71.723</b>			
				Monthly	9,096.828	9,403.680	9,724.572	10,036.572	10,326.576	10,642.632	10,969.452	11,188.788			
				Annual	109,161.936	112,844.160	116,694.864	120,438.864	123,918.912	127,711.584	131,633.424	134,265.456			
91	N4	Weekend Worker - Nurse IV	1872	Hourly	<b>57.974</b>	<b>60.120</b>	<b>62.269</b>	<b>64.611</b>	<b>67.296</b>	<b>69.899</b>	<b>72.743</b>	<b>75.704</b>	<b>77.218</b>	<b>78.762</b>	<b>81.126</b>
				Monthly	9,043.944	9,378.720	9,713.964	10,079.316	10,498.176	10,904.244	11,347.908	11,809.824	12,046.008	12,286.872	12,655.656
				Annual	108,527.328	112,544.640	116,567.568	120,951.792	125,978.112	130,850.928	136,174.896	141,717.888	144,552.096	147,442.464	151,867.872
92	N4	Weekend Worker - Nurse IV (15 Year Scale)	1872	Hourly	<b>59.133</b>	<b>61.322</b>	<b>63.513</b>	<b>65.904</b>	<b>68.642</b>	<b>71.297</b>	<b>74.198</b>	<b>77.218</b>			
				Monthly	9,224.748	9,566.232	9,908.028	10,281.024	10,708.152	11,122.332	11,574.888	12,046.008			
				Annual	110,696.976	114,794.784	118,896.336	123,372.288	128,497.824	133,467.984	138,898.656	144,552.096			
93	N4	Weekend Worker - Nurse IV (20 Year Scale)	1872	Hourly	<b>60.317</b>	<b>62.549</b>	<b>64.783</b>	<b>67.221</b>	<b>70.014</b>	<b>72.722</b>	<b>75.681</b>	<b>78.762</b>			
				Monthly	9,409.452	9,757.644	10,106.148	10,486.476	10,922.184	11,344.632	11,806.236	12,286.872			
				Annual	112,913.424	117,091.728	121,273.776	125,837.712	131,066.208	136,135.584	141,674.832	147,442.464			
94	N4	Weekend Worker - Nurse IV (25 Year Scale)	1872	Hourly	<b>62.125</b>	<b>64.424</b>	<b>66.726</b>	<b>69.238</b>	<b>72.114</b>	<b>74.904</b>	<b>77.952</b>	<b>81.126</b>			
				Monthly	9,691.500	10,050.144	10,409.256	10,801.128	11,249.784	11,685.024	12,160.512	12,655.656			
				Annual	116,298.000	120,601.728	124,911.072	129,613.536	134,997.408	140,220.288	145,926.144	151,867.872			

95	N5	Weekend Worker - Nurse V	1872	Hourly	59.412	61.685	64.293	66.821	69.582	72.287	75.106	78.110	79.672	81.265	83.704
				Monthly	9,268.272	9,622.860	10,029.708	10,424.076	10,854.792	11,276.772	11,716.536	12,185.160	12,428.832	12,677.340	13,057.824
				Annual	111,219.264	115,474.320	120,356.496	125,088.912	130,257.504	135,321.264	140,598.432	146,221.920	149,145.984	152,128.080	156,693.888
96	N5	Weekend Worker - Nurse V (15 Year Scale)	1872	Hourly	60.601	62.919	65.578	68.156	70.973	73.733	76.607	79.672			
				Monthly	9,453.756	9,815.364	10,230.168	10,632.336	11,071.788	11,502.348	11,950.692	12,428.832			
				Annual	113,445.072	117,784.368	122,762.016	127,588.032	132,861.456	138,028.176	143,408.304	149,145.984			
97	N5	Weekend Worker - Nurse V (20 Year Scale)	1872	Hourly	61.812	64.177	66.890	69.521	72.393	75.208	78.140	81.265			
				Monthly	9,642.672	10,011.612	10,434.840	10,845.276	11,293.308	11,732.448	12,189.840	12,677.340			
				Annual	115,712.064	120,139.344	125,218.080	130,143.312	135,519.696	140,789.376	146,278.080	152,128.080			
98	N5	Weekend Worker - Nurse V (25 Year Scale)	1872	Hourly	63.666	66.102	68.897	71.606	74.565	77.464	80.483	83.704			
				Monthly	9,931.896	10,311.912	10,747.932	11,170.536	11,632.140	12,084.384	12,555.348	13,057.824			
				Annual	119,182.752	123,742.944	128,975.184	134,046.432	139,585.680	145,012.608	150,664.176	156,693.888			

## APPENDIX “B” -- ACADEMIC ALLOWANCE

The non-cumulative additional rates of pay hereinafter set forth shall be paid to a nurse for academic attainments herein set forth:

- (a) Upon completion of an approved clinical course/program, or CNA Certification in a nursing specialty, or an approved course in Gerontology, or the Nursing Unit Administration Course, or a Registered Nurse with a Registered Psychiatric Nurse Diploma, or an approved midwifery course, or an Operating Room Technician course in addition to a Licensed Practical Nurse Certificate/Diploma or Registered Nurse Diploma, or the Adult Education Certificate, or an Occupational Health Nursing course, or Nursing Foot Care Certification where the nurse is certified, and is using the certification in the practice area assigned, or the University Certificate in Nursing (one year course also called University Diploma in Nursing), or a Baccalaureate Degree in Arts or Science from a recognized university, (or the equivalent), provided such degree (or the equivalent) is relevant to the position held by the nurse:

\$0.298 per hour for all paid hours (2015 annual hours)

\$0.320 per hour for all paid hours (1872 annual hours)

- (b) For a Baccalaureate Degree in Nursing, or a Baccalaureate Degree in Psychiatric Nursing, or a Baccalaureate Degree in Science-Mental Health, or a University Certificate in Nursing, as described in (a) above, in addition to a Baccalaureate Degree in Arts or Science, or the equivalent in the opinion of the Employer. Newly graduated nurses with a Baccalaureate Degree in Nursing or Psychiatric Nursing shall have the allowance paid effective first day of work, subject to proof of degree provided within six (6) months of Employer request.

\$0.596 per hour for all paid hours (2015 annual hours)

\$0.641 per hour for all paid hours (1872 annual hours)

- (c) For a Master's Degree in Nursing from a recognized university, or the equivalent in the opinion of the Employer. Effective April 1, 2022, this allowance is applicable for all classifications other than Nurse Practitioners.

\$0.893 per hour for all paid hours (2015 annual hours)

\$0.961 per hour for all paid hours (1872 annual hours)

- (d) Applicable for Nurse Practitioners only:

\$1.50 per hour for all paid hours

**NOTE:** *Nurses, as at April 17, 2002, receiving academic allowances in excess of the above specified amounts shall continue to be paid at the higher rate.*

**NOTE:** *Nurses, as at April 17, 2002, receiving academic allowances for courses/degrees/certificates not listed above shall continue to receive Academic Allowances for these courses/degrees/certificates.*

## APPENDIX “C” -- OCCUPATIONAL CLASSIFICATIONS

### Applicable to all sites unless otherwise noted below:

**C.1** Occupational classifications are as follows:

**L.P.N.** -- is a nurse entitled to practice as a Licensed Practical Nurse under the Licensed Practical Nurses’ Act of Manitoba.

**LICENSED PRACTICAL NURSE- CLINICAL RESOURCE NURSE** – A Licensed Practical Nurse entitled to practice under the Licensed Practical Nurses Act of Manitoba and who is employed in a LPN-CRN position.

**NURSE II** -- is a Registered Nurse/Registered Psychiatric Nurse employed in a general duty position or its equivalent.

**NURSE III** --

- (a) is a Registered Nurse/Registered Psychiatric Nurse who is permanently assigned responsibility for the nursing activities of a group of nursing staff on a ward or unit and who may assume designated duties of a Manager in their absence.
- (b) is a Registered Nurse/Registered Psychiatric Nurse in a position of equivalent responsibility as determined by the Employer.

**NURSE IV** –

- (a) A Nurse Educator is a Registered Nurse/Registered Psychiatric Nurse in a position of equivalent responsibility as determined by the Employer.
- (b) is a Registered Nurse/Registered Psychiatric Nurse in a position of equivalent responsibility as determined by the Employer.

**CLINICAL NURSE SPECIALIST** -- is a Registered Nurse with academic preparation at the Master’s level (nursing science), possessing expertise in a clinical nursing speciality, and who is assigned to a position designated by the Employer as Clinical Nurse Specialist.

**NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

**OPERATING ROOM TECHNICIAN I** -- is a nurse who has graduated from a formal course in Operating Room Technology approved by the Employer.

**OPERATING ROOM TECHNICIAN II** -- is a nurse who has graduated from a formal Operating Room Technology course approved by the Employer, with additional responsibilities for evaluating and orientating Operating Room Technicians.

**Applicable @ CancerCare Manitoba**

**C.1** Occupational classifications are as follows:

**Nurse II** -- is a Registered Nurse employed in a general duty position, or its equivalent, who provides nursing care to a group of patients receiving assessment, treatment and/or follow-up at the CCMB.

**Nurse III** -- is a Registered Nurse who provides education and/or consultation to Nurse II's or who is in a position of equivalent responsibility in the opinion of the Employer.

**Nurse IV** -- is a Registered Nurse who is permanently assigned responsibility for the nursing activities and staff in a specific area; or a Registered Nurse employed as the Co-ordinator of a recognized radiation technology program, or who is in a position of equivalent responsibility in the opinion of the Employer.

**L.P.N.** -- is a nurse entitled to practice as a Licensed Practical Nurse under the Licensed Practical Nurses' Act of Manitoba.

**ORT** -- is a person who has graduated from a formal course in operating technology and who is employed as an Operating Room Technician.

**CLINICAL NURSE SPECIALIST** - is a Registered Nurse with academic preparation at the Master' level, with primary responsibility to apply advanced nursing theory with respect to the continuum of care for the target patient population. The Clinical Nurse Specialist is focused in the following areas: program development, advance clinical practice, education, leadership, consultation and research.

**NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

**Applicable @ Eden Mental Health Centre**

**C.1** Occupational classifications are as follows:

(a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

- (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward.
- (c) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.
- (d) **NURSE IV** – A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).

**Applicable @ Rehabilitation Centre for Children**

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
  - (b) **NURSE III** -- A Day Charge Nurse.
  - (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
  - (d) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
  - (e) **CLINICAL NURSE SPECIALIST** – is a Registered Nurse with academic preparation at the Master's level (nursing science). Possessing expertise in a clinical nursing specialty, and who is assigned to a position designated by the Employer as a Clinical Nurse Specialist.
  - (f) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

**Applicable @ Breast Health Centre, Crisis Response Services, MAID Services**

C.1 Occupational classifications are as follows:

**L.P.N. --** A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

**NURSE II --** A Registered Nurse or a Registered Psychiatric Nurse employed in a general duty position or its equivalent; or a Registered Nurse employed as an Immunization Nurse, STD Clinic Liaison Nurse or Community Based Direct Service Nurse.

**NURSE III --** A nurse employed as a Primary Care Nurse or a nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence or a nurse employed as a Clinical Resource Nurse or a nurse employed as a Nurse Clinician.

**NURSE IV-** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor); or a nurse employed as a Public Health Nurse or Occupational Health Nurse

**NURSE V -** A Public Health Nurse employed as a Team Leader or Coordinator

**CLINICAL NURSE SPECIALIST -** A Registered Nurse with academic preparation at the Master's level (nursing science), possessing expertise in a clinical nursing speciality, and who is employed in a position designated by the Employer as Clinical Nurse Specialist.

**NURSE PRACTITIONER --** is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

**Applicable @ Diagnostic Services**

**LPN:** A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.

## APPENDIX "D" -- SITE LIST

<b><u>Bargaining Unit</u></b>	
Interlake Eastern Health Region Employers Organization	
<b><u>Employer List</u></b>	<b><u>Site List</u></b>
Interlake Eastern Regional Health Authority (IERHA) (Direct Operations)	Arborg and District Health Centre
	Beausejour Health Centre
	Berens River Renal Health Centre
	E.M. Crowe Health Centre ( <i>Eriksdale</i> )
	East Gate Lodge ( <i>Beausejour</i> )
	Fisher Branch Personal Care Home
	Hodgson Renal Health Centre
	Johnson Memorial Hospital ( <i>Gimli</i> )
	Kin Place Health Complex ( <i>Oakbank</i> )
	Lakeshore District Health Centre ( <i>Ashern</i> )
	Lundar Personal Care Home
	Pine Falls Health Complex
	Selkirk Regional Health Centre (includes Quick Care)
	Stonewall and District Health Centre (includes Rosewood Lodge)
	Teulon Hunter Memorial Health Centre
	Whitemouth Health District
	Winnipeg River Health District – Lac du Bonnet
	Winnipeg River Health District – Pinawa Hospital
	Home Care Program
	Mental Health Program (CSU, RAAM, Mental Health Liason Nurse)
Primary Care Program (includes Quick Care effective May 17, 2024)	
Public Health Program	
Betel Home Foundation *	Gimli Site
	Selkirk Site

\* Identifies non-transferred sites

<b>Bargaining Unit</b> Southern Health Region Employers Organization	
<b>Employer List</b>	<b>Site List</b>
Southern Health Santé-Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Altona Community Memorial Health Centre
	Bethesda Regional Health Centre/Bethesda Place ( <i>Steinbach</i> )
	Boundary Trails Health Centre ( <i>Winkler</i> )
	Boyne Lodge Personal Care Home ( <i>Carman</i> )
	Carman Memorial Hospital
	Centre de Santé Notre Dame Health Centre
	Centre de Santé St. Claude Health Centre
	Centre Medico-social DeSalaberry District Health Centre ( <i>St. Pierre-Jolys</i> )
	Clinique Notre Dame Clinic
	Douglas Campbell Lodge ( <i>Portage la Prairie</i> )
	Eastview Place ( <i>Altona</i> )
	Emerson Health Centre
	Foyer Notre Dame Inc.
	Gladstone Health Centre ( <i>Gladstone</i> )
	Hôpital Ste. Anne Hospital
	Lions Prairie Manor ( <i>Portage la Prairie</i> )
	Lorne Memorial Hospital ( <i>Swan Lake</i> )
	MacGregor Health Centre
	Morris General Hospital
	Pembina-Manitou Health Centre
Portage District General Hospital	
Red River Valley Lodge ( <i>Morris</i> )	
Repos Jolys ( <i>St. Pierre-Jolys</i> )	
Third Crossing Manor ( <i>Gladstone</i> )	

	Vita & District Health Centre (Vita & District Health Centre and Vita & District Personal Care Home)
	Home Care Program
	Mental Health & Addictions Program
	Primary Care Program
	Public Health Program
Villa Youville *	Villa Youville ( <i>Ste. Anne</i> )
Rock Lake Health District *	Rock Lake Health District Hospital ( <i>Crystal City</i> ), Rock Lake District Personal Care Home ( <i>Pilot Mound</i> ) & Prairie View Lodge ( <i>Pilot Mound</i> )
Menno Home for the Aged *	Menno Home for the Aged ( <i>Grunthal</i> )

\* Identifies non-transferred sites

<b>Bargaining Unit</b>	
Winnipeg-Churchill Health Region Employers Organization	
<b>Employer List</b>	<b>Site List</b>
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Churchill Health Centre
	Deer Lodge
	Golden West Centennial Lodge
	Grace Hospital
	Middlechurch Home of Winnipeg
	Pan Am Clinic
	River Park Gardens
	Victoria Hospital
	WRHA - Clinical Nurse Specialists ***
	WRHA - Home Care Program ***
	WRHA – Mental Health and Addictions Program ***
	WRHA - Nurse Practitioners ***
	WRHA - Primary Care Program ***
WRHA - Public Health Program ***	

	WRHA - Regional Programs *** <i>Continuing Care ( Long Term Care, Geriatrics-Rehab)</i> <i>Critical Care</i> <i>Emergency</i> <i>Infection Prevention &amp; Control</i> <i>Occupational Environmental Safety and Health</i> <i>Sleep Lab</i> *** (applicable to only WRHA Corporate/Regional Community Health Services)
Actionmarguerite (Saint-Boniface) *	Actionmarguerite (Saint-Boniface)
Actionmarguerite (St. Joseph) *	Actionmarguerite (St. Joseph)
Actionmarguerite (Saint-Vital) *	Actionmarguerite (Saint-Vital)
Bethania Mennonite Personal Care Home *	Bethania Mennonite Personal Care Home
Centre de santé Saint-Boniface *	Centre de santé Saint-Boniface
Concordia Hospital *	Concordia Hospital
The Convalescent Home of Winnipeg *	The Convalescent Home of Winnipeg
Donwood Manor *	Donwood Manor
Fred Douglas Lodge Society *	Fred Douglas Lodge Society
Golden Links Lodge *	Golden Links Lodge
Holy Family Home *	Holy Family Home
Klinic Community Health *	Klinic Community Health
LHC Personal Care Home *	LHC Personal Care Home
Luther Home *	Luther Home
Manitoba Baptist Home Society (Meadowood Manor)*	Manitoba Baptist Home Society (Meadowood Manor)
Misericordia Health Centre *	Misericordia Health Centre
Mount Carmel Clinic *	Mount Carmel Clinic
Nine Circles Community Health Centre *	Nine Circles Community Health Centre
Nor'West Co-op Community Health Centre *	Nor'West Co-op Community Health Centre
Pembina Place Mennonite Personal Care Home *	Pembina Place Mennonite Personal Care Home
Riverview Health Centre *	Riverview Health Centre
St. Boniface Hospital *	St. Boniface Hospital

The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)*	The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)
Seven Oaks General Hospital *	Seven Oaks General Hospital
Southeast Personal Care Home *	Southeast Personal Care Home
Women's Health Clinic *	Women's Health Clinic

\* Identifies non-transferred sites

<b>Bargaining Unit</b> <b>Shared Health Employers Organization</b>	
<b>Employer List</b>	<b>Site List</b>
Shared Health (SH) (Direct Operations)	Breast Health Centre
	Crisis Response Services
	Diagnostic Services
	Emergency Response Services
	Endoscopy - Central Intake
	Health Sciences Centre
	Manitoba Adolescent Treatment Centre
	Medical Assistance In Dying (MAiD)
	Mental Health and Addictions Program
	MB Home Nutrition
	MB Home Ostomy
	MB Renal Program
	Tick Borne Disease Collaborative Care
	Selkirk Mental Health Centre
Provincial Travel Nurse Team	
CancerCare Manitoba *	CancerCare Manitoba

Eden Mental Health Centre *	Eden Mental Health Centre ( <i>Winkler</i> )
Rehabilitation Centre for Children *	Rehabilitation Centre for Children

\* Identifies non-transferred sites

<b><u>Bargaining Unit</u></b>	
<b>Prairie Mountain Health Region Employers Organization</b>	
<u>Employer List</u>	<u>Site List</u>
Prairie Mountain Regional Health Authority (PMRHA) (Direct Operations)	Baldur Health Centre
	Birtle Health Centre
	Boissevain Health Centre
	Brandon Regional Health Centre
	Bren-del-win Lodge ( <i>Deloraine</i> )
	Carberry Health Centre
	Child & Adolescent Treatment Centre ( <i>Brandon</i> )
	Community Based Mental Health Program
	Country Meadows Personal Care Home ( <i>Neepawa</i> )
	Dauphin Regional Health Centre
	Davidson Memorial Health Centre ( <i>Cartwright</i> )
	Deloraine Health Centre
	Dinsdale Personal Care Home ( <i>Brandon</i> )
	Elkhorn Personal Care Home
	Erickson Health Centre
	Fairview Home ( <i>Brandon</i> )
	Gilbert Plains Health Centre
Glenboro Health Centre	
Grandview Hospital	
Grandview Personal Care Home	

	Hamiota Health Centre
	Hartney Health Centre
	McCreary Alonsa Health Centre
	Melita Health Centre
	Mental Health Crisis Services Program (includes Mobile Crisis Services, CSU, RAAM)
	Minnedosa Hospital
	Minnedosa Personal Care Home
	Neepawa Health Centre
	Primary Health Care Program
	Residential Care Centre (McTavish Manor Brandon)
	Reston Health Centre
	Rideau Park ( <i>Brandon</i> )
	Rivers Health Centre
	Roblin District Health Centre
	Rosburn Health Centre
	Russell Hospital
	Russell Personal Care Home
	Sandy Lake Personal Care Home
	Sherwood Personal Care Home ( <i>Virden</i> )
	Shoal Lake – Strathclair Health Centre
	Souris Health Centre
	St. Paul's Home ( <i>Dauphin</i> )
	Swan River Valley Personal Care Home
	Swan Valley Health Centre (including Swan Valley Lodge, Benito Health Centre)
	Tiger Hills Health Centre ( <i>Treherne</i> )
	Tri-Lake Health Centre ( <i>Killarney</i> )

	Virден Health Centre
	Wawanesa Health Centre
	West-Man Nursing Home ( <i>Virден</i> )
	Westview Lodge ( <i>Boissevain</i> )
	Home Care Program
	Public Health Program
	Regional Programs <i>Addiction Services</i> <i>Chemotherapy</i> <i>Infection Prevention and Control</i> <i>Nurse Practitioners</i> <i>Palliative Care</i> <i>Regional Clinical Education</i> <i>Wound Ostomy</i>
Ste. Rose Health Centre Inc. *	Dr. Gendreau Personal Care Home ( <i>Ste. Rose</i> )
	Ste. Rose Hospital
Winnipegosis Health Centre *	Winnipegosis Health Centre

\* Identifies non-transferred sites

<b>Bargaining Unit</b> Northern Health Region Employers Organization	
<b>Employer List</b>	<b>Site List</b>
Northern Regional Health Authority (NRHA) (Direct Operations)	Flin Flon General Hospital (including Flin Flon Clinic, Flin Flon Personal Care Home, Northern Lights Manor)
	Gillam Hospital
	Leaf Rapids Health Centre
	Lynn Lake Hospital
	Snow Lake Health Centre
	The Pas Health Complex (including St. Anthony's General Hospital, St. Paul's Residence, The Pas Clinic)

	Thompson General Hospital (including Northern Consultation Clinic, Northern Spirit Manor, Thompson Clinic, EaglewoodHope North Recovery Centre for Youth)
	Substance Abuse & Recovery
	Home Care Program
	Public Health Program

## APPENDIX "E" -- MEALS AND MISCELLANEOUS EXPENSES

Where a greater provision as contained in this Appendix below is obtained by another bargaining unit in the healthcare sector for any of the direct operations sites within any of the EO's in this Agreement, upon implementation nurses will simultaneously receive the same increase.

### MEALS – ELIGIBILITY FOR CLAIMS

**101** Breakfast – A nurse is expected to have had breakfast before the start of the day's work, even though some travel may be necessary before the recognized starting time. Exceptions occur to this pattern and cost of breakfast may be claimed when:

- (a) the nurse is in travel status; or
- (b) the nurse has been travelling for more than one (1) hour on Employer business before the recognized time for the start of the nurse's day's work.

**102** Luncheon – A nurse is expected to make arrangements to provide or purchase luncheon, or the mid-day or mid-shift meal. For many nurses, either because of lack of facilities in the area of work or for general convenience or economy, luncheon is carried to work rather than purchased. Exceptions to this pattern, when cost of luncheon may be claimed, occur when:

- (a) the nurse is in travel status; or
- (b) the nurse is away from the nurse's normal place of work and outside the site/worksite area which would cause the nurse to disrupt the nurse's normal mid-day or mid-shift meal arrangements.

The inability of the nurse to return to the nurse's home or residence does not constitute grounds for claim for the cost of a purchased meal.

**103** Dinner – A nurse may only claim for the cost of a dinner meal when:

- (a) the nurse is in travel status; or
- (b) the nurse has been travelling on Employer business and not expected to arrive back to the nurse's residence before 7:30 p.m. when a meal break not taken.

Any extension of working hours at the normal place of work is covered under Article 3 – Meal Allowances During Overtime Work. No other meal claims except as provided in this Article shall be paid.

### MEAL EXPENSES – TRAVEL WITHIN THE PROVINCE

**201** A nurse who is eligible may claim the actual cost of purchased meals up to the following maximum amounts:

### Individual Meals

	<b>Breakfast</b>	<b>Lunch</b>	<b>Dinner</b>
(a) In areas covered by Remoteness Allowance Effective April 1, 2024	\$9.19	\$11.35	\$19.69
(b) In all other areas  Effective April 1, 2024	\$8.64	\$10.84	\$18.37

When the “Province of Manitoba Meals & Miscellaneous Expenses” rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

- 202** For each full day in travel status an eligible nurse may claim a Per Diem Allowance in lieu of individual meal claims to cover the cost of purchased meals as follows:

#### **Per Diem Allowance**

(a) In areas covered by Remoteness Allowance  Effective April 1, 2024	\$42.67
(b) In all other areas  Effective April 1, 2024	\$37.85

When the “Province of Manitoba Meals & Miscellaneous Expenses” rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

- 203** Where no overnight accommodation is involved only the appropriate individual expenses under Section 01 may be claimed.

- 204** Where a single price or flat rate is charged for meals by the supplier and no other reasonable alternative in the location is available (which may occur in some remote or isolated communities), actual meal expenses exceeding the above maximum may be claimed if supported by a receipt.

## MEAL ALLOWANCES DURING OVERTIME WORK

**301** Extension of working day where a nurse's working day has been extended beyond the standard working day or shift at the normal place of work by EITHER:

(a) at least two (2) hours, exclusive of a dinner or supper break, a meal allowance shall be paid at the following rate:

Effective April 1, 2024 - \$6.38 per day

(b) at least three and one-half (3½) hours, exclusive of a dinner or supper break, an allowance equivalent to that payable for "luncheon" in the appropriate area as shown in Article 2 – Meal Expenses – Travel Within the Province, shall be paid.

When the "Province of Manitoba Meals & Miscellaneous Expenses" rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

**302** A nurse in travel status is not entitled to the above allowances.

**303** Special emergencies where special circumstances arise, (e.g. flood control, fire duties, etc.) and a nurse is required to work extended hours in connection with that emergency, with the authority of the Employer, the nurse may claim the cost of purchased meals appropriate to the period worked, as provided for under Article 2 – Meals Expenses – Travel Within the Province.

## INCIDENTALS ALLOWANCE

**401** A nurse who is in travel status may claim an incidentals allowance for each night of:

(a) commercial accommodation  
\$4.60

(b) non-commercial accommodation  
\$3.20

When the "Province of Manitoba Meals & Miscellaneous Expenses" rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

**402** The incidentals allowance covers reimbursement for all incidental expenses

except as provided in Article 5 – Miscellaneous Expenses During Travel.

## **MISCELLANEOUS EXPENSES DURING TRAVEL**

### **501 Gratuities**

No gratuities may be claimed. Allowance is made for these in either the individual meal allowances, the per diem allowances, or as part of the claim for meals during travel outside the province.

### **502 Laundry**

(a) Laundry charges must be supported by receipts and may only be claimed where the nurse is travelling on Employer business and overnight away-from-home accommodation is involved for a period in excess of four (4) consecutive nights.

(b) No claim may be made where special reimbursement arrangements have been made, such as a weekly or monthly allowance for living costs.

### **503 Parking**

(a) A nurse may claim parking expenses as follows:

- (i) short-term parking, when the nurse is away from the workplace; and
- (ii) overnight parking where it is not provided with accommodation.

(b) parking at an airport or other transportation terminal will only be allowed where the parking cost and the transportation costs to and from the terminal are less than the normal allowable transportation costs i.e. limousine, taxi or bus, as available.

### **504 Telephone and Facsimiles**

(a) Charges for telephone calls and facsimiles necessary for business purposes may only be claimed when they are supported by a listing of the person telephoned or faxed and the city or town involved.

(b) A nurse is entitled to claim the cost of long distance telephone calls up to a maximum of four dollars and seventy-eight cents (\$4.78) for each period of three (3) consecutive nights away from the nurse's residence on Employer business and overnight accommodation is involved.

## **TRAVEL STATUS – RETURN HOME OVER A WEEKEND**

- 601** Provided that work schedules permit, a nurse in travel status may return home over a weekend and shall be reimbursed travel expenses in an amount not exceeding the cost of maintaining the nurse in travel status over the weekend.
- 602** If travel is by Employer vehicle, this cost should be evaluated at the per kilometer rate applicable for personal distance travelled for that class of vehicle.

## **ACCOMMODATIONS**

- 701** Nurses travelling on Employer business are entitled to standard hotel room accommodation with a bath when available.
- 702** The type, standard and cost of accommodation, and the period for which such costs may be allowed shall, in the opinion of the Employer, be reasonable considering all relevant circumstances.
- 703** No accommodation expenses are claimable when the Employer provides a trailer or other suitable accommodation.

## **DEFINITIONS**

- 801** “Travel Status” means absence of the nurse from the nurse’s permanent work location on Employer-approved business involving travel and accommodation.

## APPENDIX “F” -- BI-WEEKLY REMOTENESS ALLOWANCES

Remoteness Allowances shall be paid to nurses subject to the following eligibility criteria and conditions:

### A. Single or Dependent Allowance

Single status will be assumed for all nurses eligible for Remoteness Allowances, and claims for dependent rate will be subject to the following criteria and conditions:

1. The nurse shall be supporting one or more dependents where a dependent includes:

spouse or common-law, including same sex partner, living with and dependent on the nurse for main and continuing support; this is presumed to be the spouse or common-law spouse whether or not gainfully employed, unless satisfactory evidence is produced to the contrary;

unmarried dependent children under 18 years of age;

unmarried dependent children over 18 but under 21 years if in full time attendance at a school or university or similar educational institution;

unmarried children of any age with a mental or physical disability

2. There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement must have been in existence for at least one (1) year prior to the application.
3. A claim, with appropriate attestation, notarized where considered necessary, for payment of depending supporting status allowances, will be submitted to the Employer when first requesting the allowance, and at the request of the Employer. However, the nurse is responsible to provide appropriate attestation to the Employer when any change occurs in the eligibility of a dependent.
4. Where both spouses or common-law partners are employees of the Employer to which these criteria eligibility apply, the dependent rate will be paid to one spouse or common-law partner only and the other one will not receive either the dependent or single rate of Remoteness Allowance, or the employees can receive one-half of the dependent rate each.

B. Calculation of and Eligibility for Daily rates:

Remoteness Allowances are to be determined separately from hourly wage rates. Remoteness Allowances are to be considered on a daily basis, i.e. 1/10th of the bi-weekly rate, up to the maximum amount for the bi-weekly period.

1. The nurse shall receive 1/10<sup>th</sup> of the bi-weekly rate for every day the nurse is at work irrespective of the number of hours worked, so long as a minimum of one hour is worked that day.
2. Where a nurse regularly works a shift above the normal daily hours (7.75), the allowance will be provided on a prorated basis.
3. For each day that the nurse is recognized as being on “stand-by”.

C. Locations and Residence:

The Remoteness Allowance applicable to the location at which the nurse has established their residence and maintains a family home is normally that which prevails, since the residence would be within normal daily travel distance to the nurses' work site. In any case where the nurse does not have a residence established on a continuing basis in relation to their work site, the location of the nurse's work site, as established by the Employer, shall be considered the location for Remoteness Allowance

D. Limitations:

The Remoteness Allowances for the various sites for nurses who are single or supporting dependent(s) as indicated, represent a maximum hourly taxable allowance relative to paid employment. They are payable during recognized holidays and vacations taken during continued employment, while receiving income protection benefits. They are not payable during periods of absence without pay, nor payable at overtime rates or other premium pay scales, nor included as part of regular bi-weekly earnings in calculation of vacation wages on termination of employment.

E. Geographic Eligibility:

No location will be included for Remoteness Allowance that is two hundred and fifty (250) kilometers or less from the centre of the metropolitan area of the City of Winnipeg or the City of Brandon, unless that location is a distance of sixty-five (65) kilometers or more by the most direct road to a provincial trunk highway or paved provincial road, and the aggregate distance to the highway or paved road and then to Winnipeg or Brandon totals two hundred (200) or more kilometers. No location having road access and situated south of the

fifty-third (53<sup>rd</sup>) parallel of latitude will be included unless the criterion concerning off-highway access was met.

- F. A full-time nurse eligible for Remoteness Allowance as provided in this schedule shall be eligible, in each fiscal year (April 1 to March 31), to receive up to a maximum of two (2) days travel time without loss of regular pay.

	<b>Year 1 Effective 3/25/2023</b>	<b>Year 2 Effective 3/23/2024</b>	<b>Year 3 Effective 3/22/2025</b>	<b>Year 4 Effective 3/21/2026</b>
<b>Berens River</b>				
Dependent	317.99	326.73	336.53	346.63
Single	182.31	187.32	192.94	198.73
<b>Bissett</b>				
Dependent	210.98	216.78	223.28	229.98
Single	124.72	128.15	131.99	135.95
<b>Bloodvein River</b>				
Dependent	322.73	331.61	341.56	351.81
Single	185.39	190.49	196.20	202.09
<b>Brochet</b>				
Dependent	379.84	390.29	402.00	414.06
Single	218.72	224.73	231.47	238.41
<b>Churchill</b>				
Dependent	307.08	315.52	324.99	334.74
Single	186.30	191.42	197.16	203.07
<b>Cormorant</b>				
Dependent	179.28	184.21	189.74	195.43
Single	114.34	117.48	121.00	124.63
<b>Cranberry Portage</b>				
Dependent	153.63	157.85	162.59	167.47
Single	96.78	99.44	102.42	105.49
<b>Crane River</b>				
Dependent	189.25	194.45	200.28	206.29

Single	137.49	141.27	145.51	149.88
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**Cross Lake**

Dependent	341.91	351.31	361.85	372.71
Single	197.66	203.10	209.19	215.47

**Dauphin River (Anama Bay)**

Dependent	212.09	217.92	224.46	231.19
Single	150.51	154.65	159.29	164.07

**Easterville**

Dependent	156.83	161.14	165.97	170.95
Single	99.02	101.74	104.79	107.93

**Flin Flon**

Dependent	132.92	136.58	140.68	144.90
Single	82.70	84.97	87.52	90.15

**Gillam**

Dependent	273.16	280.67	289.09	297.76
Single	165.27	169.81	174.90	180.15

**God's Lake  
Narrows**

Dependent	376.76	387.12	398.73	410.69
Single	216.58	222.54	229.22	236.10

**God's River**

Dependent	381.66	392.16	403.92	416.04
Single	219.92	225.97	232.75	239.73

**Grand Rapids**

Dependent	152.48	156.67	161.37	166.21
Single	94.26	96.85	99.76	102.75

**Ilford**

Dependent	408.11	419.33	431.91	444.87
Single	233.60	240.02	247.22	254.64

**Island Lake/Garden Hill**

Dependent	351.00	360.65	371.47	382.61
Single	200.50	206.01	212.19	218.56

**Jen Peg**

Dependent	249.29	256.15	263.83	271.74
Single	149.00	153.10	157.69	162.42

**Lac Brochet**

Dependent	413.95	425.33	438.09	451.23
Single	237.47	244.00	251.32	258.86

**Leaf Rapids**

Dependent	210.85	216.65	223.15	229.84
Single	130.87	134.47	138.50	142.66

**Little Grand Rapids**

Dependent	338.28	347.58	358.01	368.75
Single	191.84	197.12	203.03	209.12

**Lynn Lake**

Dependent	217.75	223.74	230.45	237.36
Single	131.83	135.46	139.52	143.71

**Manigotagan**

Dependent	210.98	216.78	223.28	229.98
Single	124.72	128.15	131.99	135.95

**Matheson Island**

Dependent	215.07	220.98	227.61	234.44
Single	152.50	156.69	161.39	166.23

**Moose Lake**

Dependent	227.70	233.96	240.98	248.21
Single	140.78	144.65	148.99	153.46

**Negginan/Poplar Point**

Dependent	323.31	332.20	342.17	352.44
Single	185.94	191.05	196.78	202.68

**Nelson House**

Dependent	232.80	239.20	246.38	253.77
Single	142.17	146.08	150.46	154.97

**Norway House**

Dependent	304.11	312.47	321.84	331.50
Single	173.90	178.68	184.04	189.56

**Oxford House**

Dependent	369.57	379.73	391.12	402.85
Single	211.41	217.22	223.74	230.45

**Pikwitonie**

Dependent	298.15	306.35	315.54	325.01
Single	178.60	183.51	189.02	194.69

**Pukatawagan**

Dependent	245.69	252.45	260.02	267.82
Single	150.92	155.07	159.72	164.51

**Red Sucker Lake**

Dependent	374.78	385.09	396.64	408.54
Single	214.99	220.90	227.53	234.36

**St. Therese Point**

Dependent	351.00	360.65	371.47	382.61
Single	200.50	206.01	212.19	218.56

**Shamattawa**

Dependent	401.11	412.14	424.50	437.24
Single	232.91	239.32	246.50	253.90

**Sherridon**

Dependent	242.80	249.48	256.96	264.67
Single	148.93	153.03	157.62	162.35

**Snow Lake**

Dependent	182.40	187.42	193.04	198.83
Single	113.40	116.52	120.02	123.62

**Southern Indian Lake**

Dependent	386.36	396.98	408.89	421.16
Single	222.85	228.98	235.85	242.93

**Split Lake**

Dependent	401.95	413.00	425.39	438.15
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Single	229.44	235.75	242.82	250.10
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**Tadoule Lake**

Dependent	420.28	431.84	444.80	458.14
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Single	241.92	248.57	256.03	263.71
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**The Pas**

Dependent	124.74	128.17	132.02	135.98
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Single	76.25	78.35	80.70	83.12
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**Thicket Portage**

Dependent	297.51	305.69	314.86	324.31
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Single	178.12	183.02	188.51	194.17
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**Thompson**

Dependent	198.60	204.06	210.18	216.49
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Single	139.54	143.38	147.68	152.11
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**Wabowden**

Dependent	254.91	261.92	269.78	277.87
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Single	173.94	178.72	184.08	189.60
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**Waterhen**

Dependent	157.50	161.83	166.68	171.68
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Single	98.49	101.20	104.24	107.37
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**York Landing**

Dependent	405.45	416.60	429.10	441.97
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Single	236.16	242.65	249.93	257.43
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The Employer and the Union further agree that any improvement to this policy which is made by the Provincial Government will equally affect all nurses who come under the scope of this Agreement.

**MEMORANDA OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**1. Re: Ratification of Collective Agreement**

The ratification date of the current Collective Agreement occurred on July 8, 2024.

**2. Re: Manitoba Health Premiums (*n/a @ Breast Health Centre*)**

It is agreed that if Manitoba Health premiums are introduced during the life of this Agreement, the parties will meet to discuss and decide on an equitable sharing of the cost of these premiums.

**3. Re: Amnesty From Provincial Wage/Hours Of Work Reduction Legislation**

The Employer will not exercise any right it may receive through legislation which enables the Employer to unilaterally reduce the wages specified in the Collective Agreement or the hours of work specified in the Collective Agreement during the life of this Collective Agreement.

**4. Re: Shifts of Less than 7.75 Hours (*n/a @ Breast Health Centre*)**

The Employer and the Union mutually agree that the following conditions shall apply to shifts of less than seven and three-quarter (7.75) hours. It is agreed that there shall be no scheduled shifts of less than four (4.0) hours.

1. The terms and conditions of the Collective Agreement shall apply to part-time nurses working shifts of less than seven and three-quarter (7.75) hours except as otherwise stated hereinafter.
2. The Employer shall notify the Union in writing of its intent to introduce a shift of less than seven and three-quarter (7.75) hours. This notice shall include reasons for the introduction of this shift. The Employer and the Union shall meet within fourteen (14) days to discuss the introduction of the shift and the feasibility of

available alternatives to same. If there are no mutually acceptable alternatives, then the following shall apply.

3. The Employer shall post all vacant, term or new positions which will include scheduled shifts of less than seven and three-quarter (7.75) hours. Such posting(s) shall specify the shift length(s) for the particular position.
4. Shifts of four (4.0) to five (5.0) paid hours shall include one (1) fifteen (15) minute rest period. Shifts of greater than five (5.0) paid hours but less than seven (7.0) paid hours shall include one (1) fifteen (15) minute rest period and exclude one (1) thirty (30) minute unpaid meal period. For shifts of seven (7.0) paid hours to seven and three-quarter (7.75) paid hours - rest and meal periods to be the same as per current agreements Article 14 for the "normal" seven and three-quarter (7.75) hour shift.
5. In the event that a nurse working such a shift agrees to remain at work beyond the end of their scheduled shift, the nurse shall be paid for all hours worked beyond the shift at their basic salary up to seven and three-quarter (7.75) hours. Overtime rates of pay shall be applicable to time worked in excess of seven and three-quarter (7.75) hours, such time to have been authorized in such manner and by such person as may be directed by the Employer.
6. If a part-time nurse agrees to work an additional available shift, as referenced in 3402, the nurse shall be paid for those hours at their basic salary unless the part-time nurse has already worked in that day, in which case overtime rates of pay shall apply.
7. No nurse shall be scheduled to work more than one (1) shift of less than seven and three-quarter (7.75) hours in any one (1) day.

## **5. Re: Agency Nurses**

The Employer commits to making best efforts to minimize to the greatest degree possible the use of nurses employed by outside agencies ("agency nurses") to fill occasional available shifts.

Any Employer within the EO shall not retain or hire as an agency nurse, any nurse who is also an employee of any Employer within the EO. In order to avoid such occurrence, the Employer may at its discretion require the nurse to disclose any agency employment and clearly communicate the prohibition to work as an agency nurse within the same EO where a nurse is already employed.

The Employer affirms its commitment that such shifts, including those which result from not filling term or permanent positions for a period of time, will be offered first to facility, other sites and/or the Provincial Travel Nurse Team nurses in accordance with the

provisions of the Collective Agreement. Only when nurses at the facility/site are not available, will the facility/site resort to seeking assistance from outside agencies.

The Employer further agrees to meet with the Union on a quarterly basis through the NAC meeting process, to review trends and data (number of agency nurses used, reasons for use and process management used to attempt to obtain facility/site nurses) and explore alternatives to minimize the use of agency nurses to the greatest degree possible. Included in the data provided will be hours of agency nurses used by classification, and separated by Region and site. Such report will be provided to MNU Central on a quarterly basis to facilitate discussion. It is understood that the information provided may only be discussed at the NAC meetings, and shall not be disclosed or relied upon in any other forum other than the grievance/arbitration procedure.

Should there be questions arising from the report, such inquiries should be directed to the appropriate Region for resolution.

## **6. Re: Group Benefit Plans**

The Employer (on behalf of those nurses newly employed, or nurses previously participating in the former MHO benefit plans, or any other nurses who may subsequently join the plans through the Collective Bargaining process) and the Union shall participate in the Jointly Trusteed Benefit Plans in accordance with the Benefit Trust document established between the parties in 1998. This agreement shall be in accordance with the Collective Agreement, and in accordance with the Trust agreement and the plan texts established by the Board of Trustees of the Healthcare Employees Benefits board (HEPB). This shall include the Group Dental Plan, the Group Life Plan, Group Extended Health Plan and D & R Plan and Employee Assistance Plan. The Jointly Trusteed Plans is successor to the former MHO plans.

The parties acknowledge that the plans' assets, liabilities and surplus have been transferred to the Jointly Trusteed Benefit Plans. The contribution rates schedule are indicated in the Collective Agreement of plan text and may only be amended by a process outlined in the Trust or through collective bargaining.

## **7. Re: Pensions [Participation in Jointly Trusteed Pension Plan (HEPP)]**

- (i) The parties agree to participate in the Health Care Employees' Pension Plan – Manitoba (HEPP) in accordance with its terms and conditions including an established contributions rate as set out in the HEPP Trust Agreement, HEPP Pension Plan text and other applicable written policies and guidelines.

- (ii) Any disputes with respect to the level of pension entitlement shall not be subject to the grievance and arbitration procedure under this agreement but shall be subject to adjudication in accordance with the terms of HEPP.
- (iii) In the event that the contributions required by the HEPP Plan text are not sufficient to fund the necessary pension benefits, the parties to this agreement shall meet forthwith to determine an appropriate funding mechanism. The contribution rate may only be amended by the process outlined in the Pension Plan text or through collective bargaining.
- (iv) Employer and employee contribution rates for the HealthCare Employees' Pension Plan – Manitoba (HEPP) to be increased as follows:
  - April 1, 2013 –
    - Employer contribution rate to increase by 0.1% resulting in an overall contribution rate increase of 1.1%
    - Employee contribution rate to increase by 0.3% resulting in an overall contribution rate increase of 1.1%.
    - (resulting in the new rates of 7.9% up to YMPE and 9.5% for earnings in excess of YMPE)

## **8. Re: Joint Nursing Council**

1. There shall be a Council which shall be known as “The Joint Nursing Council” and shall consist of six (6) members of whom:
  - (a) One shall be the Minister of Health or designate;
  - (b) One shall be appointed by the Executive Council of the Government of Manitoba;
  - (c) One shall be appointed by the Health Senior Leadership Council;
  - (d) Three shall be appointed by the Manitoba Nurses' Union
2. The Joint Nursing Council shall be chaired by the Minister of Health or designate.
3. The Joint Nursing Council shall meet at such times as it may determine, and at such other times as may be determined by the Chairperson, in consultation with the members, at minimum, once annually.
4. The Joint Nursing Council shall consult on any suggestions or requests made by members of the Council concerning:
  - (a) Working conditions and work-life issues;
  - (b) Recruitment and retention of nurses;
  - (c) Any other issue considered to improve patient care and contribute to the efficient management of the health care system.

5. The Joint Nursing Council shall endeavour to promote and maintain good will between Employers and the Manitoba Nurses' Union, and encourage free and frank discussion of all problems, with a view to reaching mutually acceptable resolutions.

## **9. Re: Buyback of Healthcare Employees' Pension Plan (HEPP) Pension**

Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Revenue Canada limits and restrictions. Contributions for this purpose must also conform to the Healthcare Employees Pension Plan (HEPP) Trust Agreement, HEPP Plan Text, and other applicable written HEPP policies and guidelines.

## **10. Re: Participation in PHCLA/Redeployment**

All facilities except St. Amant Centre will agree to participate in the Provincial Health Care Labour Adjustment/Redeployment Program. Letter of Agreement for new participants to be appended to the Collective Agreement.

### **LETTER OF UNDERSTANDING**

#### **ON REDEPLOYMENT PRINCIPLES**

#### **1. PURPOSE:**

- 1.01 The parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The parties agree to strive towards consistency and timeliness in implementing this Letter of Understanding.
- 1.02 It is agreed by the parties that this Letter of Understanding shall work in concert with the provisions of the applicable Collective Agreements of the unions involved and shall be supplementary to same.
- 1.03 All terms and conditions of Collective Agreements and personnel policies and procedures of the receiving facility shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this Letter of Understanding.
- 1.04 This Letter of Understanding governs the movement of laid-off employees and/or the movement of positions between bargaining units of the above-mentioned unions and employers.

- 1.05 For the purposes of this Letter of Understanding "receiving agreement(s)" shall mean the Collective Agreement applicable to the certified bargaining unit which is the recipient of transferred positions/employees. Conversely, the "sending agreement(s)" shall mean the Collective Agreement applicable to the certified bargaining unit where the position/employee originated.
- 1.06 All particulars of job opportunities at receiving facilities will be made available to the unions as they become known to the above-mentioned employers.
- 1.07 "Central Redeployment List" means a list of employees who have been laid-off from a participating employer. Those on this list may apply for and receive preferential consideration for new and vacant in-scope positions at another participating employer, as set out in 4.02 herein.

Manitoba Council of Health Care Unions (MCHCU) will be provided with a copy of the Central Redeployment List, with an updated list provided on a continuing basis.

- 1.08 "Provincial Health Care Labour Adjustment Committee" (hereinafter referred to as the "Committee") refers to the committee established by an agreement commencing January 20, 1993 between The Government of Canada, The Government of Manitoba, Labour Relations Secretariat, and Manitoba Council of Health Care Unions.

## **2. SENIORITY:**

- 2.01 Employees shall accumulate seniority according to the terms of the applicable Collective Agreement.
- 2.02 Employees without a Collective Agreement shall not have seniority rights.
- 2.03 Transfer of Seniority - The affected employer(s) and affected union(s) shall meet to determine any provisions for a transfer of seniority between bargaining units.

## **3. TRIAL PERIOD:**

- 3.01 Employees who move to a new bargaining unit/employer may be required to serve a trial period in accordance with the Collective Agreement in the receiving facility. If unsuccessful in the trial period, the employee shall return to the Central Redeployment List and to the recall list of the sending employer.

## **4. NEW AND VACANT POSITIONS:**

- 4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement and that bargaining unit, unless otherwise

mutually agreed between affected employers and affected bargaining units/unions.

- 4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving facility within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Central Redeployment List.

If there are no applicants/no qualified applicants from the same region, the receiving facility shall provide preferential consideration to qualified applicants from other regions who are on the Central Redeployment List.

The following provisions shall apply in filling the vacancy:

- (a) Employees on the Central Redeployment List shall be listed in order of seniority [as per "sending" Collective Agreement(s)];
- (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List as described above. Copies of the above-mentioned new or vacant in-scope position postings will be sent as they occur to the MCHCU and participating employers (process to be established);
- (c) seniority shall be applicable to the selection in accordance with the receiving Collective Agreement;
- (d) in assessing an employee's history only formally documented material contained in the employee's personnel file will be considered;
- (e) receiving facilities job description applies vis-a-vis qualification requirements;
- (f) Once the nurse has been permanently redeployed and has completed the trial period with a receiving employer, they shall relinquish any recall rights to their former employer unless the nurse is laid off from the receiving employer. Should the nurse be laid off from the receiving employer, they will be placed back on the recall list with the sending employer for the balance of time they would have been on the recall list. The nurse will also have recall rights in accordance with the Collective Agreement of the receiving employer and be placed back on the Central Redeployment List. For the purposes of the Central Redeployment List, an employee's seniority shall be the cumulative seniority from the original sending employer and the original receiving employer.

## **5. TRANSFER OF SERVICE/MERGER/AMALGAMATION:**

- 5.01 In the event of a transfer(s) of service/merger/amalgamation, the affected employer(s) and unions shall meet to determine whether employees should have the opportunity to move with the service or department to the receiving facility, to the extent that such positions are available.

## 6. PORTABILITY OF BENEFITS:

The following benefits are portable:

- 6.01 Accumulated income protection benefits/sick leave credits.
- 6.02 Length of employment applicable to rate at which vacation is earned.
- 6.03 Length of employment applicable to pre-retirement leave. **NOTE:** *Deer Lodge Centre limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.*
- 6.04 Length of employment for the purpose of qualifying to join benefit plans, e.g., two (2) year pension requirement.
- 6.05 Benefits - An incoming employee is subject to the terms and conditions of the receiving facilities benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.
- 6.06 Salary Treatments -
- (a) If range is identical, then placed step-on-step;
  - (b) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's salary at the time of layoff.

**NOTE:** *No red-circling provision except for Deer Lodge Centre employees who were guaranteed provisions as contained in the "Transfer Agreements" for the 1983 and 1987 transfer from federal to provincial jurisdiction and for whom the red circling provisions were in place prior to the inception of this Letter of Understanding.*

- 6.07 Upon hire of an employee from the Central Redeployment List, the receiving employer agrees to confirm in writing to the employee all benefits, including seniority where applicable, which were transferred from the sending employer under this Letter of Understanding.

## 7. OTHER CONDITIONS:

- 7.01 Hours of service since last increment is not portable for purposes of calculating next increment, if applicable.

- 7.02 Salary and vacation earned to date to be paid out by sending employer.
- 7.03 Banked time including overtime bank, stat bank, to be paid out by sending employer.
- 8. TRAINING:**
- 8.01 The parties agree that provisions for training will be dealt with by the Committee.
- 9. ADMISSION OF NEW MEMBERS:**
- 9.01 The parties hereby authorize the Committee to admit new signatories as participating employers or participating unions in such manner and upon such terms as the Committee in its discretion deems appropriate without the necessary consultation or agreement with existing signatories. Upon admission to this agreement such new signatories will have the same rights and obligations as existing participating unions and participating employers, effective the date of such admission.
- 10. ACCEPTANCE OF LETTER OF UNDERSTANDING:**
- 10.01 Signatories to this Letter of Understanding agree to accept this letter without amendment. Any subsequent amendment to the Letter of Understanding shall only be implemented if approved pursuant to Article 12.
- 11. DURATION:**
- 11.01 This Letter of Understanding shall be in full force and effect for an indefinite period commencing in 1993. In the event that any one of the parties signatory to this Letter of Understanding wishes to terminate its participation in this Letter of Understanding it shall give sixty (60) days written notice to the Committee and to the appropriate bargaining agent or Employer in respect of its Collective Agreement. Such termination shall not invalidate this Letter of Understanding as affects the other signatories except for the specific Employer or bargaining agent that is party to the relevant and affected Collective Agreement.
- 12. AMENDMENTS:**
- 12.01 Amendments to this Letter of Understanding shall be effective if passed by the Committee after consultation with the signatories to the Letter of Understanding as outlined herein. All signatories shall receive a copy of the proposed amendment(s). Each signatory shall have thirty (30) calendar days during which to express its concerns (if any) about the proposed amendment(s). Any unresolved concerns must be reconciled by the respective employer/labour caucus prior to a Committee vote being conducted. If there are no concerns

raised by signatories to the proposed amendments the Committee shall be empowered to implement the amendment(s).

### **13. APPEAL PANEL:**

13.01 Should a dispute(s) arise between a participating union(s) and a participating employer(s) regarding the application, interpretation or alleged violation of this Letter of Understanding, the parties concerned shall meet and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved, any party to the dispute may refer the matter(s) to an Appeal Panel composed of:

- Two (2) persons from Participating Employers who are not directly involved in the dispute.
- Two (2) persons from the Participating Unions who are not directly involved in the dispute.

The Appeal Panel shall set its own procedures for hearing the dispute and may accept any evidence that it deems appropriate.

Only lay advocate(s) shall be utilized by each party to the dispute in the presentation of its case.

The Appeal Panel shall make every effort to mediate the dispute to resolution.

Should efforts to mediate fail, the Appeal Panel shall submit its written recommendation(s) for settlement to the parties concerned, within fourteen (14) calendar days.

Any dispute under the Letter of Understanding shall not be resolved by grievance or arbitration pursuant to the Collective Agreement. The Appeal Panel is intended to be the only vehicle for resolution of such disputes.

This Letter of Agreement confirms that the above-named parties have ratified the Letter of Understanding on Redeployment Principles which is appended to and forms part of this Letter of Agreement.

## **11. Re: Provisions for Part-time Nurses Occupying More Than One Position Within Sites Comprising the Employer**

Whereas the parties are in agreement to allow a nurse to hold more than one position within the Employer;

Therefore the parties are mutually agreed:

1. The definition of “position” shall be agreed as being: Occupational Classification, EFT, Unit(s), and rotation (i.e. day/evening, day/night, evening, night, day).
2. A part-time nurse shall be eligible to apply for and occupy more than one (1) part-time position within the Employer. A part-time nurse wishing to apply for an additional part-time position shall be required to indicate same on the application.
3. Approval to occupy more than one position shall be based on considerations related to the compatibility of work schedules of the positions and operational requirements and, if not conflicting, the application will be considered as per the MNU Collective Agreement.
4. The terms and conditions of employment shall be as provided in the MNU Collective Agreement, except that Article 1504(f) and 3404 shall have separate application for each position held.
5. \*Overtime shall be authorized time worked at a site which exceeds the normal daily shift as defined in Article 14 or the normal full-time hours in two (2) consecutive bi-weekly pay periods.
6. The sum total of the equivalent of one (1) EFT for positions occupied will not be exceeded. Should the sum of the positions occupied equal 1.0 EFT, the employment status is considered to be full-time, for the purposes of qualifications for any full-time incentive.

If a nurse holds more than one part-time position on the same unit/program and it is possible to amalgamate the positions to increase the employment status of the nurse to full-time, the Employer shall convert the nurse to full-time status.

7. Where applications to occupy more than one position, are awarded, the terms and conditions shall be clearly outlined in the offer of position letter and shall include the following:
  - Master rotation and scheduling: In order that the Employer not incur overtime costs, the nurse is not able to be scheduled more than one shift in any one day.
  - Requests for scheduling of vacation, paid/unpaid LOA's etc. must be submitted to each manager or designate and will be considered independently.
  - All salary based benefits (e.g. group life, pension, D & R) and accrued benefits including seniority (vacation, income protection etc.), as applicable, will be combined and calculated on the basis of the total of all active positions occupied.

- Should the ability to continue to work in more than one position be later found to be unworkable because of changes to the master rotation or restructuring, the nurse will be required to relinquish one of the occupied part-time positions, upon four (4) weeks' notice to the nurse by the Employer.
- Should the nurse determine they no longer wishes to work in more than one part-time position, they shall provide notice of termination of one of the positions, in accordance with the Collective Agreement.
- Overtime rates shall apply once the combined hours of work in two (2) consecutive biweekly pay periods reach full time hours.
- The nurse shall work with the managers involved to ensure the accuracy and compliance of the scheduling, benefits etc.

Where an application to occupy more than one (1) position cannot be considered, the nurse shall have the option of having their application considered and if awarded, relinquish their current position.

## **12. Blank**

## **13. Re: Secondment of a Nurse Elected to Serve as President of the Manitoba Nurses' Union**

The Employer and the Union agree each with the other as follows:

1. A nurse employed by the Employer who is elected to the full-time position of President of the Manitoba Nurses' Union, shall be considered as continuing in the employ of the Employer during the nurse's term of office as President of the Manitoba Nurses' Union and shall be considered to be seconded to the Manitoba Nurses' Union during the term of office.
2. For the purposes of administering the period of secondment, the Accounting and Information Technology Coordinator of the Manitoba Nurses' Union shall function as the official contact person in any dealings with the Employer. In addition the Accounting and Information Technology Coordinator of the Manitoba Nurses' Union shall be accountable for:
  - (i) notifying the Employer, in writing, of the official commencement and termination date of the President's term of office;
  - (ii) determining the bi-weekly payroll record of the President and notifying the Employer of same.

The Union shall save the Employer harmless from any claim from the President arising from alleged error(s) in the payroll record.

### 3. Reimbursement of Employer Costs

The Manitoba Nurses' Union shall assume the responsibility for reimbursing the Employer for total recovery of payroll and related costs associated with the President's term of office, as follows:

- (i) gross salary, including paid vacation, income protection and any other paid leave of absence authorized by the Accounting and Information Technology Coordinator
- (ii) Employer portion of C.P.P.;
- (iii) Employer portion of E.I.;
- (iv) Workers Compensation premiums;
- (v) Payroll tax;
- (vi) Employer portion of Benefit Plan premiums (pension plan, group life insurance plan, dental plan);
- (vii) Pre-retirement leave.

The Employer shall provide the Accounting and Information Technology Coordinator with a monthly statement of the above-referenced payroll expenses incurred during the nurse's period of secondment to President of the Manitoba Nurses' Union.

### 4. Income Protection

- (i) The Union President will accumulate income protection credits at the rate of one and one-quarter (1.25) days [one and one-half (1.5) days effective April 1, 2027] per month during the period of secondment. In the event that the Manitoba Nurses' Union President is absent during the secondment period due to accident or illness and the income protection credits accumulated during the period of secondment are insufficient to cover full payment of sick leave, the Employer will pay the Manitoba Nurses' Union President from income protection credits accumulated prior to the secondment period and bill the costs to the Manitoba Nurses' Union, subject to paragraphs (ii) and (iii) below.
- (ii) Upon the nurse's return to work following the period of secondment the amount of income protection accumulated during the period of secondment will be reconciled against the amount of income protection utilized during this same period. In the event the difference is positive i.e. the amount accumulated is greater than the amount utilized, the nurse will be eligible to utilize the difference (unutilized income protection credits) at a future date. It is understood that utilization of these income protection credits may only occur once the nurse exhausts all income protection credits accumulated during their normal course of employment with the Employer.
- (iii) It is further understood that these income protection credits shall not be stored

in the nurse's income protection bank within the computerized payroll system. Following the period of secondment, a record of these credits will be provided to the nurse along with a copy in the personnel file of the nurse. In the event and at the point that the nurse wishes to utilize these income protection credits, they will advise the Human Resources Department. The Employer will pay said income protection and bill the Manitoba Nurses' Union for the cost.

5. Disability & Rehabilitation Plan (D & R)

The President will have coverage under the HEBP Disability & Rehabilitation (D & R) Plan. During the D & R elimination period, if income protection credits earned during the period of secondment are insufficient to cover full payment, the Employer will pay the Manitoba Nurses' Union President from income protection credits accumulated prior to the secondment period and bill the costs to the Manitoba Nurses' Union, subject to paragraphs 4.(ii) and 4.(iii) above.

6. Accumulation of Paid Vacation

The President will accumulate vacation credits at the rate of six (6) weeks per year.

For the purposes of reconciliation, the Employer is financially responsible for the vacation earned by the nurse while they are engaged in their normal course of employment with the Employer and the Manitoba Nurses' Union is financially responsible for the vacation earned by the nurse during the period of secondment.

7. Seniority/Service

- (i) Seniority shall continue to accrue during the period of secondment.
- (ii) Following the expiry of the period of secondment, the Manitoba Nurses' Union President's normal increment date will be delayed for a period of time equivalent to the period of secondment. The time worked between the date of the last increment to the date that the nurse assumed the office of Manitoba Nurses' Union President shall count toward the granting of the next increment.

8. This Memorandum of Understanding shall remain in force until revised by mutual agreement between the parties or until terminated by either party.

## **14 . Re: Letter of Understanding – HEPP COLA Fund**

The Parties have reached agreement concerning the establishment of a HEPP COLA Fund in accordance with the following:

1. COLA Fund - A "COLA" Fund(s) will be established effective April 1, 2014.

2. Dedicated COLA Monies - The monies contributed to the "COLA" Fund(s) will be "dedicated" monies for the specific purpose of providing ad hoc COLA adjustments to HEPP Retirees.
3. Equal Contributions - The "COLA" Fund(s) will be funded by equal contributions from Employers and Employees.
4. Funding: - Effective the following dates – COLA contributions, in the amounts per year, listed following from each of the Employer(s) and Employee(s) shall apply.

Employer:

- April 1, 2014 = 0.80% of regular pensionable earnings - to increase effective
- April 1, 2015 = 1.00% of regular pensionable earnings.

Employee:

- April 1, 2014 = 0.80% of regular pensionable earnings - to increase effective
- April 1, 2015 = 1.00% of regular pensionable earnings.

- All contributions to the Fund(s) shall be allocated using a method that is in compliance with applicable legislation, the HEPP Plan Text and HEPP Trust Agreement.
  - It is understood and agreed that these contributions shall continue at the specified rates notwithstanding the realization of any surplus funds in any HEPP account unless otherwise agreed by the Plan Settlers
5. Cola Funds - The COLA monies shall be reserved solely for the creation of two, distinct and dedicated COLA Funds with specific allocation as follows:
    - HEPP COLA Fund # 1 - effective April 1, 2014 - for Employees who retire on or after October 1, 2009 shall have an allocation of 0.80% and, effective April 1, 2015, shall have an allocation of 0.90% of regular pensionable earnings from each active Employee and each participating Employer, (hereinafter referred to as the "Active Employees Fund").
    - HEPP COLA Fund # 2 - effective April 1, 2015 - for Employees who retired on or before September 30, 2009 shall have an allocation of 0.10% of regular pensionable earnings from each active Employee and each participating Employer, (hereinafter referred to as the "Past Retirees Fund").
  6. Segregated Fund(s) - it is the intent of the Parties to establish segregated COLA Fund(s), accordingly:
    - It is understood that statutory exemption may be required to establish the COLA Funds as intended and the Plan Settlers agree to make joint application to the Province of Manitoba to seek changes and or exemptions as may be required.
    - The Plan Settlers also agree to make all reasonable efforts to address and resolve any additional statutory or regulatory issues that may pose a barrier to establishing

the COLA Fund(s) as intended - including whether the Plan's status as a Specified Multi-Employer Pension Plan (SMEPP) is affected and in need of any changes as a result of additional contributions to the COLA Fund(s).

7. There shall not be any transfer or allocation of monies from the Active Employees Fund to the Past Retirees Fund without the express agreement of the Plan Settlers.
8. Surplus monies from the Past Retirees Fund may be transferred to the Active Employees Fund at the discretion of the Plan Trustees.
9. Contributions to the Past Retirees Fund shall continue as long as required to pay benefits to eligible pensioners. Thereafter, the contributions dedicated to the Past Retirees Fund shall be allocated to the Active Employees Fund.
10. COLA Payment
  - Earliest Start Date - April 1, 2018.
  - Maximum = 2/3 CPI (Canada) per year.
  - Ad hoc - as Fund will allow.

## **15. Re: Former Civil Service Nurses Who Have Maintained Their Pension with the Civil Service Superannuation Plan**

1. Nurses who have maintained their pension with the Civil Service Superannuation Plan, may elect to accrue vacation benefits for retirement purposes.
2. For purposes of retirement, a nurse may request to carry over up to a maximum of one (1) year of vacation entitlement to be cashed out upon retirement. A maximum of up to 50 vacation days may be counted as pensionable service in accordance with the terms and conditions of the Civil Service Superannuation Act.
3. Nurses electing to carry over vacation entitlement for retirement purposes shall:
  - 3.1 Provide a written letter of retirement intent with a specified retirement day within the next four (4) fiscal years.  
Example:
    - Nurse submits retirement notice on March 1, 2024
    - Four (4) fiscal years = the fiscal year of 2028/2029
    - Nurse must retire prior to March 31, 2029
  - 3.2 Indicate the intended number of vacation days per year to be reserved prior to retirement (during the last four fiscal years).
  - 3.3 Indicate the total number of vacation days to be cashed out upon retirement.
  - 3.4 Receive approval from their Manager for vacation carry over for retirement purposes.
4. Nurses may request to extend their retirement date and provide an alternate date

provided that they give the Employer ninety (90) days notice of their intention to do so. Such requests shall be subject to the reasonable discretion of the Employer. Should the request to extend the retirement date be approved by the Employer, the nurse may be required to utilize a portion of the accrued vacation referenced in 2. in accordance with Province of Manitoba rules.

If requested a nurse may retire earlier than the retirement date indicated and as approved by their Manager.

## **16. Re: Grievance Investigation Process**

The process is intended to create a harmonious relationship in order to promptly resolve grievances in an economical fashion.

On this basis, the parties are committed to the utilization of the following process where it is mutually agreed to be appropriate.

In the event that either party states that it is inappropriate to utilize the process and prior to a failure to utilize the process, the Executive Director of the MNU and the Director of the PHLRS shall review the matter and exchange the positions of the parties.

The parties hereto agree that the following conditions shall apply to the implementation and operation of the Grievance Investigation Process:

### **Part 1 GENERAL**

1. The Grievance Investigator shall be an individual jointly approved by the MNU and representatives of the Employers Organizations [Provincial Health Labour Relations Services (PHLRS)]. The terms of appointment of the Grievance Investigator shall be set out in a separate document between the MNU, PHLRS and the Grievance Investigator.
2. It is recognized that Grievance Investigation is a voluntary process and either party may request that any grievance be submitted to grievance Investigation; however, both parties must agree on each case to be so submitted. Where such mutual agreement cannot be reached then the provisions of the Collective Agreement regarding Arbitration shall apply.
3. It is understood that the opinion of the Grievance Investigator is advisory in nature and is non-binding on either party. Where one or both of the parties does not accept the opinion of the Investigator then the option shall remain to utilize the Arbitration procedure contained in the Collective Agreement.
4. a) It is understood that where the parties agree to abide by the opinion of the Investigator, it is done so on a without precedent or prejudice basis.

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- b) An opinion expressed by the Grievance Investigator regarding any issue shall not be submitted to any future Grievance Investigation nor to any Arbitrator.
5. The Grievance Investigator shall conduct an investigation into each grievance jointly submitted to them. It is expected that a hearing will be required in the normal course of the investigation. Within seven (7) days of a grievance being submitted to them, the Grievance Investigator shall schedule a hearing to be held within the thirty (30) day period following submission to them. The Grievance Investigator is empowered to fulfil their role in any manner deemed by them to be most effective given the individual circumstances of each case. The Grievance Investigator's general role is to:
- a) investigate each grievance jointly submitted
  - b) define the issue(s) in dispute
  - c) provide an opinion as to an appropriate resolution of the dispute.
  - d) otherwise assist the parties in reaching a resolution.
6. The Grievance Investigator is expected to give a verbal opinion at the conclusion of a hearing, and to submit a brief written opinion to each of the parties within seven (7) calendar days following a hearing. Where no hearing is held, it is expected that the Grievance Investigator will provide their written opinion within seven (7) calendar days following completion of their investigation.
7. Where either or both parties choose not to accept the opinion of the Grievance Investigator, they shall, within seven (7) calendar days following receipt of the Investigator's written opinion, submit it in writing to both the Investigator and the other party, their reasons for non-acceptance. Such reasons shall not be admissible at any future arbitration hearing or Grievance Investigation proceeding.
8. The parties shall jointly prepare guidelines to assist the Grievance Investigator in meeting the expectations of the parties. These guidelines may be amended from time to time during the Collective Agreement as circumstances warrant and as mutually agreed. The parties shall meet on a province wide basis through staff representatives of the MNU and the PHLRS at the request of either of these two bodies, but not less frequently than every six (6) months to review the operation and utilization of the Grievance Investigation Process.
9. Nothing shall preclude the parties from resolving any grievance in any mutually agreed manner either before, during, or after its referral to the Grievance Investigation Process.
10. It is expressly understood that the Grievance Investigation Process is intended to provide a cost-effective, informal, and timely alternative to conventional arbitration.

## Part 2 SUBMISSION OF GRIEVANCE

1. In all cases the grievance procedure contained in the Collective Agreement will continue to apply; however, where the grievance procedure has been exhausted and a party has certain time limits to refer the matter to arbitration, that party might instead within this time limit, advise the other party in writing of its desire to refer the matter to the Grievance Investigation Process. Where such a request is made, the time limits referenced in the Grievance/Arbitration procedure shall be temporarily suspended until:
  - a) the other party advises the party who has made such a request that it does not agree to refer the matter to the Grievance Investigation Process, or
  - b) fourteen (14) calendar days have elapsed from the date the request was made and the other party has failed to respond, or
  - c) fourteen (14) calendar days have elapsed from the date upon which the Grievance Investigator issued their written opinion.

When any one of the events referred to in a), b), or c) above occur, the time limits for referring the matter to arbitration shall commence as if the grievance procedure had been exhausted on that date.

## Part 3 HEARINGS

1. Hearings will normally be held on the premises of the facility where the grievance originated from; however, the Investigator may, with the consent of both parties, choose a more appropriate location in such instances as where several grievances originating from different locations can be heard at the same hearing.
2. The parties agree not to be represented at any Grievance Investigation hearing by legal counsel. Attendance at hearings shall be limited to a maximum of four (4) employees from the bargaining unit and/or the Union, and four (4) Employer and/or PHLRS representatives. This stipulation shall not prevent the Grievance Investigator from requesting the attendance of any other person who can assist in clarifying the issue in dispute.
3. The parties agree to provide the Investigator with a jointly prepared statement of facts in an effort to narrow the scope of any dispute and to minimize the need to present evidence through witnesses. The Grievance Investigator may through the course of their investigation determine additional facts relevant to the resolution of the matter and shall advise the parties accordingly.
4. Hearings shall be held in an informal manner; however, the Investigator shall conduct any hearing in a manner deemed by them to be effective. Witnesses will not give evidence under oath but the Investigator may act as a participant in attempting to resolve areas of conflicting evidence.

5. Each party shall pay for their own costs associated with any witnesses (wages, payroll costs, and expenses) that are used to provide information as part of their evidence.

The Employer will be responsible for paying the grievor for the time of attendance at the GIP hearing at straight time rates.

#### **Part 4            GUIDELINES FOR GRIEVANCE INVESTIGATOR**

1. The Grievance Investigator shall be expected to accept the role for the life of the Collective Agreement.
1. While appointed, the Grievance Investigator may not act on behalf of one of the parties either as counsel or nominee at conventional arbitration. They may serve as sole Arbitrator or Chairperson of an Arbitration Board hearing a dispute involving one or both of the parties except in the case of a dispute which has previously been referred to them in their capacity as Grievance Investigator.
2. While it is not expected to be as detailed as an Arbitrator's award, the parties do expect the written opinion to be a concise statement of the reasoning followed in reaching their conclusions. A detailed review of the positions of the parties or arbitral jurisprudence is not expected nor is any recounting of non-germane fact or argument. The opinion should contain sufficient information to assist the parties in preventing similar future disputes.
4. The parties shall each pay for their own costs associated with referring and processing a grievance through the Grievance Investigation Process except that the parties shall jointly and equally share the fees and expenses of the Grievance Investigator.
5. The Grievance Investigator is empowered to consider any grievable matter put to them by the parties including a question of whether or not an issue is grievable.
6. The opinion of the Grievance Investigator is expected to be an informed estimate of the likelihood of the grievance being sustained or denied in the event of it being referred to arbitration.
7. The Grievance Investigator will be provided with any documentation which might provide assistance to them carrying out their role.

## 17. Re: 12 Hour Shift Schedule Pattern

The Employer and the Union mutually agree that the following conditions and understandings are applicable to the 11.63 ("12") hour shift schedule pattern.

1. The procedure to be followed for the trial and implementation of the 11.63 ("12") hour shift schedule pattern shall be as follows:
  - (a) A meeting of all nurses in the unit/worksite/program and senior nursing management will be held to discuss a tentative "12 Hour" shift schedule pattern and a proposed date for the commencement of the trial period. Following the meeting, a date will be determined for a secret ballot vote to establish that a majority of the nurses are in favor of the shift change.
  - (b) The Employer shall make all reasonable efforts to ensure all nurses affected have an opportunity to vote. Amongst those nurses participating in the vote, a majority of sixty percent (60%) of the nurses affected must vote in favour of the shift change before a trial of the "12 Hour" shift can proceed. Nurses terminating employment in the unit/worksite/program prior to the commencement of the trial period will not be entitled to vote. A letter will be forwarded to the Regional and Local/Worksite President informing them that the unit/worksite/program is examining a "12 Hour" rotation.
  - (c) Once it is determined that the majority of nurses are in favour of a shift change, a Master Rotation will be developed in meaningful consultation with the nurses as defined in Article 1504.
  - (d) The length of the trial period will be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.
  - (e) Six (6) weeks prior to the completion of the trial period, a unit/worksite/program meeting will be held to review/evaluate the "12 Hour" shift and to implement or discontinue the "12 Hour" rotation.
  - (f) The 11.63 ("12") hour shifts may be discontinued [subject to a sixty percent (60%) vote in favor of discontinuing the shift by nurses on the unit/worksite/program] or by the Employer with written notification of ninety (90) working days. The Union will be notified of the discontinuance of the "12 Hour" shift. The Employer and the Union shall meet to determine a date to return to the seven and three-quarter (7.75) hour shift.
  - (g) Nurses who are unwilling to work the "12 Hour" shift schedule pattern will be transferred to a unit/worksite/program on a seven and three-quarter (7.75) hour shift schedule pattern if reasonably possible. The Employer will make every reasonable effort to place the nurse in accordance with their

preference re: unit/worksites/program and rotation. This transfer will occur prior to the date of implementation of the "12 Hour" rotation.

2. Hours of Work and Shift Schedules:

Full-time hours of work shall provide:

- (a) An average of six (6) shifts of 11.63 hours duration, and one (1) shift of seven and three-quarter (7.75) hours duration in each bi-weekly period; or
- (b) Twenty (20) shifts of 11.63 hours duration in each three (3) consecutive bi-weekly period; or
- (c) A combination of shifts of 11.63 ("12") hours duration and 7.75 hours duration that equal an average of seventy-seven and one-half (77.50) hours bi-weekly averaged over the three (3) consecutive bi-weekly periods in the shift schedule pattern; or
- (d) Four (4) scheduled "12" hour shifts followed by four (4) days off and once every six (6) months the nurse shall receive an additional four (4) days off. Where this rotation pattern is utilized, the provisions of 1504 (d) (weekends) shall not apply. The additional four (4) days off may be scheduled together, or separately in each six (6) month period, and the decision on how these will be scheduled will be in consultation with the nurses and included in the master rotation.

Shift schedules shall be based on Master Rotation patterns planned in consultation with the nurses concerned, and provide for a minimum of eleven and a half (11.5) hours off between assigned shifts, a minimum of forty-seven (47) hours off duty at one time, unless otherwise mutually agreed and a minimum of alternate weekends off duty.

It is understood that whenever 11.63 (12) hours is mentioned, its equivalent eleven (11) hours and thirty-seven and one-half (37.50) minutes (11.375) may be used.

The official shift length is 11.625 hours, however the parties have agreed that due to exigencies of the payroll system that 11.63 hours shall apply until such time as the payroll system is able to accommodate three (3) decimal points.

3. Shift Schedules, Rest and Meal Periods

(a) "Twelve (12) Hour" shifts may be scheduled as:

- Twelve (12) hours and twenty-five (25) minutes; or
- Twelve (12) hours and fifteen (15) minutes.

- (b) Two (2) rest periods of fifteen (15) minutes each will be allocated by the Employer during a “12 Hour” shift.

**Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

Two (2) rest periods of twenty (20) minutes each will be allocated by the Employer during a “12 Hour” shift.

- (c) In each shift of twelve (12) hours twenty-five (25) minutes there shall be two (2) meal periods of forty (40) minutes and thirty- seven and one-half (37.50) minutes respectively as allocated by the Employer.

The total meal period time of seventy -seven and one-half (77.50) minutes includes forty-seven (47.50) minutes of unpaid time and thirty (30) minutes of paid time.

**Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

In each shift of twelve (12) hours twenty-five (25) minutes there shall be two (2) meal periods of thirty-five (35) minutes and thirty-two and one-half (32.50) minutes respectively as allocated by the Employer.

The total meal period time of sixty-seven and one-half (67.50) minutes includes thirty-seven (37.50) minutes of unpaid time and thirty (30) minutes of paid time.

- (d) In each twelve (12) hour and fifteen (15) minute shift there shall be two (2) meal periods of thirty (30) minutes and thirty-seven and one-half (37.50) minutes respectively as allocated by the Employer. The total meal period of sixty-seven and one-half (67.50) minutes includes thirty-seven and one-half (37.50) minutes of unpaid time and thirty (30) minutes of paid time.

**Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

In each twelve (12) hour and fifteen (15) minute shift there shall be two (2) meal periods of thirty (30) minutes and twenty-seven and one-half (27.50) minutes respectively as allocated by the Employer. The total meal period of fifty-seven and one-half (57.50) minutes includes thirty-seven and one-half (37.50) minutes of unpaid time and twenty (20) minutes of paid time.

4. A weekend shall mean the period from 2345 hours on Friday until 2330 hours on the immediately following Sunday

5. Overtime:

Overtime for full-time nurses shall be authorized time worked in excess of a scheduled ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksites/program.

Overtime for part-time nurses shall be authorized time worked in excess of a scheduled 11.63 ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in two (2) consecutive bi-weekly periods, in accordance with Article 16.

6. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the provisions of the Collective Agreement.

7. Recognized Holidays:

A nurse required to work on a Recognized Holiday shall be paid in accordance with the Collective Agreement for all hours worked. Full-time nurses shall receive an alternate seven and three-quarter (7.75) hour shift off at their basic rate of pay in accordance with Article 2203.

A nurse may accumulate three (3) days (23.25 hours) off given in lieu of Recognized Holidays in order to take two (2) consecutive 11.63 hour shifts off with pay. Such shifts shall be added to a weekend off or to scheduled days off or used to complete a partial week of vacation in accordance with Article 2206.

8. Income Protection:

Income protection is accrued at the rate of 9.69 hours per month. It is utilized in accordance with Article 23.

- absence through illness for one (1) twelve (12) hour shift utilizes 11.63 hours of accumulated income protection credits.
- absence through illness for two (2) twelve (12) hour shifts utilizes 23.25 hours of accumulated income protection credits.
- absence through illness for one (1) twelve (12) hour shift plus one (1) 7.75 hour shift utilizes 19.375 hours of accumulated income protection credits.

9. Bereavement Leave:

Pay for bereavement leave will be calculated in accordance with Article 2411, e.g:

- four (4) scheduled 11.63 ("12") hour shifts = 46.5 hours;
- two (2) scheduled 11.63 ("12") hour shifts = 23.25 hours.

- one (1) scheduled twelve (12) hour day off plus one (1) scheduled eight (8) hour shifts = 19.375 hours

10. Vacation:

The paid vacation entitlement that a nurse receives under the twelve (“12”) hour shift schedule pattern shall be equivalent in hours to the paid vacation entitlement on a seven and three-quarter (7.75) hour shift schedule pattern, calculated in accordance with Article 21. Vacation shall be scheduled in accordance with Article 2101.

11. Standby:

The provisions of Article 18 shall apply to the 12 hour shift memo.

12. Additional available shifts shall be offered equitably to all nurses working on the unit/worksites/program regardless of their regular shift length.
13. The terms of Article 1504 (g) shall be applicable.
14. Individual shifts of 11.63 (“12”) hours shall not be interchanged, as referenced in Article 15, with individual shifts of seven and three-quarter (7.75) hours, however nurses can interchange three (3) days (23.25 hours) with two (2) 11.63 hour shifts.
15. Where payroll limitations exist such that only two decimal points can be entered in regard to shift length, the shift length shall be rounded up to two decimal points.
16. Notwithstanding definition of “position”, where there is mutual agreement between the Union and the Employer to allow nurses to revert from “12” hour shift patterns to “8” hour shift patterns it is understood that nurses occupying “12” hour positions will not be deleted in order to revert to a “8” hour positions. It is understood that nurses will select their “8” hour shift patterns on the new rotation in order of seniority.

This process is only applicable when there are no changes in each nurse’s EFT.

## **18. Re: 10 Hour Shift Schedule Pattern**

The Employer and the Union mutually agree that the following conditions and understandings are applicable to the 9.69 (“10”) hour shift schedule pattern.

1. The procedure to be followed for the trial and implementation of the 9.69 (“10”) hour shift schedule pattern shall be as follows:

- (a) A meeting of all nurses in the unit/worksite/program and senior nursing management will be held to discuss a tentative "10 Hour" shift schedule pattern and a proposed date for the commencement of the trial period. Following the meeting, a date will be determined for a secret ballot vote to establish that a majority of the nurses are in favor of the shift change.
- (b) The Employer shall make all reasonable efforts to ensure all nurses affected have an opportunity to vote. Amongst those nurses participating in the vote, a majority of sixty percent (60%) of the nurses affected must vote in favour of the shift change before a trial of the "10 Hour" shift can proceed. Nurses terminating employment in the unit/worksite/program prior to the commencement of the trial period will not be entitled to vote. A letter will be forwarded to the Regional and ~~Local~~ Worksite President informing them that the unit/worksite/program is examining a "10 Hour" rotation.
- (c) Once it is determined that the majority of nurses are in favour of a shift change, a Master Rotation will be developed in meaningful consultation with the nurses as defined in Article 1504.
- (d) The length of the trial period will be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.
- (e) Six (6) weeks prior to the completion of the trial period, a unit/worksite/program meeting will be held to review/evaluate the "10 Hour" shift and to implement or discontinue the "10 Hour" rotation.
- (f) The 9.69 ("10") hour shifts may be discontinued [subject to a sixty percent (60%) vote in favor of discontinuing the shift by nurses on the unit/worksite/program] or by the Employer with written notification of ninety (90) working days. The Union will be notified of the discontinuance of the "10 Hour" shift. The Employer and the Union shall meet to determine a date to return to the seven and three-quarter (7.75) hour shift.

## 2. Hours of Work and Shift Schedules:

Full-time hours of work shall provide:

- (a) eight (8) shifts of 9.69 ("10") hours duration in each bi-weekly period; or
- (b) a combination of 7.75 hour shifts and 9.69 hour shifts that equal 77.5 hours in a biweekly period

The official shift length is 9.687 hours, however the parties have agreed that due to exigencies of the payroll system that 9.69 hours shall apply until such time as the payroll system is able to accommodate three (3) decimal points.

## 3. Shift Schedules, Rest and Meal Periods

(a) Each shift of 9.69 ("10") hours duration is to be inclusive of two (2) fifteen (15) minute rest periods and exclusive of one (1) meal period of at least thirty (30) minutes.

(b) Each Shift of 7.75 hours duration is to be inclusive of two (2) fifteen (15) minute rest periods and exclusive of one (1) meal period of at least thirty (30) minutes.

**Applicable at Health Sciences Centre and CancerCare Manitoba sites only:**

(a) Each shift of 9.69 ("10") hours duration is to be inclusive of two (2) twenty (20) minute rest periods and exclusive of one (1) meal period of at least thirty (30) minutes.

(b) Each Shift of 7.75 hours duration is to be inclusive of two (2) twenty (20) minute rest periods and exclusive of one (1) meal period of at least thirty (30) minutes.

4. A weekend shall mean the period from 2345 hours on Friday until 2330 hours on the immediately following Sunday

5. Overtime:

Overtime for full-time nurses shall be authorized time worked in excess of a scheduled 9.69 ("10") hour or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksites/program.

Overtime for part-time nurses shall be authorized time worked in excess of a scheduled 9.69 ("10") hour or 7.75 hour shift or hours in excess of the normal full-time hours in two (2) consecutive bi-weekly periods, in accordance with Article 16.

6. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the provisions of the Collective Agreement.

7. Recognized Holidays:

A nurse required to work on a Recognized Holiday shall be paid in accordance with the Collective Agreement for all hours worked. Full-time nurses shall receive an alternate seven and three-quarter (7.75) hour shift off at their basic rate of pay in accordance with Article 2203.

A nurse may accumulate four (4) days (31.00 hours) off given in lieu of Recognized Holidays in order to take three (3) consecutive 9.69 hour shifts off with pay. Such shifts shall be added to a weekend off or to scheduled days off or used to complete a partial week of vacation in accordance with Article 2206.

8. Income Protection:

Income protection is accrued at the rate of 9.69 hours per month. It is utilized in accordance with Article 23.

- absence through illness for one (1) 9.69 ("10") hour shift utilizes 9.69 hours of accumulated income protection credits.
- absence through illness for two (2) 9.69 ("10") hour shifts utilizes 19.38 hours of accumulated income protection credits.
- absence through illness for one (1) 7.75 hour shift utilizes 7.75 hours of accumulated income protection credits.

9. Bereavement Leave:

Pay for bereavement leave will be calculated in accordance with Article 2411, e.g:

- one (1) scheduled 9.69 ("10") hour shift = 9.69 hours;
- two (2) scheduled 9.69 ("10") hour shifts = 19.38 hours.
- one (1) scheduled 7.75 hour shift = 7.75 hours

10. Vacation:

The paid vacation entitlement that a nurse receives under the ten ("10") hour shift schedule pattern shall be equivalent in hours to the paid vacation entitlement on a seven and three-quarter (7.75) hour shift schedule pattern, calculated in accordance with Article 21. Vacation shall be scheduled in accordance with Article 2101.

11. Standby:

The provisions of Article 18 shall apply to the 12 hour shift memo.

12. Additional available shifts shall be offered equitably to all nurses working on the unit/worksites/program regardless of their regular shift length.
13. The terms of Article 1504 (g) shall be applicable.
14. Individual shifts of 9.69 ("10") hours shall not be interchanged, as referenced in Article 15, with individual shifts of seven and three-quarter (7.75) hours, however nurses can interchange four (4) 9.69 ("10") hour shifts with five (5) 7.75 hour shifts.
15. Where payroll limitations exist such that only two decimal points can be entered in regard to shift length, the shift length shall be rounded up to two decimal points.

16. Notwithstanding definition of “position”, where there is mutual agreement between the Union and the Employer to allow nurses to revert from “12” hour shift patterns to “8” hour shift patterns it is understood that nurses occupying “12” hour positions will not be deleted in order to revert to a “8” hour positions. It is understood that nurses will select their “8” hour shift patterns on the new rotation in order of seniority.

This process is only applicable when there are no changes in each nurse’s EFT.

## **19. Re: 7.75/11.63 Hour Shift**

The Employer and the Union mutually agree that the following conditions and understandings are applicable to the 7.75/11.63 hour shift schedule pattern.

1. The procedure to be followed for the trial and implementation of the 7.75/11.63 hour shift schedule pattern shall be as follows:
  - (a) A meeting of all nurses in the unit/worksite/program and senior nursing management will be held to discuss a tentative 7.75/11.63 hour shift schedule pattern and a proposed date for the commencement of the trial period. Following the meeting, a date will be determined for a secret ballot vote to establish that a majority of the nurses are in favor of the shift change.
  - (b) The Employer shall make all reasonable efforts to ensure all nurses affected have an opportunity to vote. Amongst those nurses participating in the vote, a majority of sixty percent (60%) of the nurses affected must vote in favour of the shift change before a trial of the 7.75/11.63 hour shift can proceed. Nurses terminating employment in the unit/worksite/program prior to the commencement of the trial period will not be entitled to vote. A letter will be forwarded to the Regional and ~~Local~~/Worksite President informing them that the unit/worksite/program is examining a 7.75/11.63 hour rotation.
  - (c) Following this meeting:
    - each nurse shall indicate their choice of either 7.75 hour shifts or 11.63 hour shifts;
    - rotation(s) that do not result in deletions will be developed based on the nurse(s) choice of shift length.
  - (d) Once nurses have indicated their preference for either 7.75 shift lengths or 11.63 hour shift lengths, they shall not be required to work the other shift length unless mutually agreed between the nurse and the Employer.
  - (e) It is understood that nurses who choose the 11.63 hour shift will work a Day shift and a Night shift and the nurses who choose the 7.75 hour shift will

maintain their current shift description i.e. Days/Evenings, Days/Nights, permanent Days, permanent Evenings and permanent Nights.

- (f) It is also understood that no nurse shall change their current EFT in order to accommodate the introduction of the 7.75/11.63 shift.
- (g) Once it is determined that the majority of nurses are in favour of a shift change, a Master Rotation will be developed in meaningful consultation with the nurses as defined in Article 1504.
- (h) The length of the trial period will be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.
- (i) Six (6) weeks prior to the completion of the trial period, a unit/worksite/program meeting will be held to review/evaluate the 7.75/11.63 hour shift and to implement or discontinue the 7.75/11.63 hour rotation.
- (j) The 7.75/11.63 hour shifts may be discontinued [subject to a sixty percent (60%) vote in favor of discontinuing the shift by nurses on the unit/worksite/program] or by the Employer with written notification of ninety (90) working days. The Union will be notified of the discontinuance of the 7.75/11.63 hour shift. The Employer and the Union shall meet to determine a date to return to the seven and three-quarter (7.75) hour shift.

## 2. Hours of Work and Shift Schedules:

Full-time hours of work shall provide:

- (a) An average of six (6) shifts of 11.63 hours duration, and one (1) shift of seven and three-quarter (7.75) hours duration in each bi-weekly period; or
- (b) Twenty (20) shifts of 11.63 hours duration in each three (3) consecutive bi-weekly period; or
- (c) Thirty (30) shifts of seven and three-quarter (7.75) hours duration in each three (3) consecutive bi-weekly period: or
- (d) A combination of shifts of 11.63 ("12") hours duration and 7.75 hours duration that equal an average of seventy-seven and one-half (77.50) hours bi-weekly averaged over the three (3) consecutive bi-weekly periods in the shift schedule pattern; or
- (e) Four (4) scheduled "12" hour shifts followed by four (4) days off and once every six (6) months the nurse shall receive an additional four (4) days off. Where this rotation pattern is utilized, the provisions of 1504 (f) (weekends)

shall not apply. The additional four (4) days off may be scheduled together, or separately in each 6 month period, and the decision on how these will be scheduled will be in consultation with the nurses and included in the master rotation.

Shift schedules shall be based on Master Rotation patterns planned in consultation with the nurses concerned, and provide for a minimum of eleven and a half (11.5) hours off between assigned shifts, a minimum of forty-seven (47) hours off duty at one time, unless otherwise mutually agreed and a minimum of alternate weekends off duty.

It is understood that whenever 11.63 (12) hours is mentioned, its equivalent eleven (11) hours and thirty-seven and one-half (37.50) minutes (11:37.50) may be used.

The official shift length is 11.625 hours, however the parties have agreed that due to exigencies of the payroll system that 11.63 hours shall apply until such time as the payroll system is able to accommodate three (3) decimal points.

### 3. Shift Schedules, Rest and Meal Periods

(a) "Twelve (12) Hour" shifts may be scheduled as:

- Twelve (12) hours and twenty-five (25) minutes; or
- Twelve (12) hours and fifteen (15) minutes.

(b) Two (2) rest periods of fifteen (15) minutes each will be allocated by the Employer during a "12 Hour" shift.

**Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

Two (2) rest periods of twenty (20) minutes each will be allocated by the Employer during a "12 Hour" shift.

(c) In each shift of twelve (12) hours twenty-five (25) minutes there shall be two (2) meal periods of forty (40) minutes and thirty- seven and one-half (37.50) minutes respectively as allocated by the Employer.

The total meal period time of seventy -seven and one-half (77.50) minutes includes forty-seven (47.50) minutes of unpaid time and thirty (30) minutes of paid time.

**Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

In each shift of twelve (12) hours twenty-five (25) minutes there shall be two (2) meal periods of thirty-five (35) minutes and thirty-two and one-half (32.50) minutes respectively as allocated by the Employer.

The total meal period time of sixty-seven and one-half (67.50) minutes includes thirty-seven (37.50) minutes of unpaid time and thirty (30) minutes of paid time.

- (d) In each twelve (12) hour and fifteen (15) minute shift there shall be two (2) meal periods of thirty (30) minutes and thirty-seven and one-half (37.50) minutes respectively as allocated by the Employer. The total meal period of sixty-seven and one-half (67.50) minutes includes thirty-seven and one-half (37.50) minutes of unpaid time and thirty (30) minutes of paid time.

**Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

In each twelve (12) hour and fifteen (15) minute shift there shall be two (2) meal periods of thirty (30) minutes and twenty-seven and one-half (27.50) minutes respectively as allocated by the Employer. The total meal period of fifty-seven and one-half (57.50) minutes includes thirty-seven and one-half (37.50) minutes of unpaid time and twenty (20) minutes of paid time.

4. A weekend shall mean the period from 2345 hours on Friday until 2330 hours on the immediately following Sunday

5. Overtime:

Overtime for full-time nurses shall be authorized time worked in excess of a scheduled ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksite/program.

Overtime for part-time nurses shall be authorized time worked in excess of a scheduled 11.63 ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in two (2) consecutive bi-weekly periods, in accordance with Article 16.

6. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the provisions of the Collective Agreement.

7. Recognized Holidays:

A nurse required to work on a Recognized Holiday shall be paid in accordance with the Collective Agreement for all hours worked. Full-time nurses shall receive an alternate seven and three-quarter (7.75) hour shift off at their basic rate of pay in accordance with Article 2203.

A nurse may accumulate three (3) days (23.25 hours) off given in lieu of Recognized Holidays in order to take two (2) consecutive 11.63 hour shifts off with pay. Such shifts shall be added to a weekend off or to scheduled days off or used to complete a partial week of vacation in accordance with Article 2206.

8. Income Protection:

Income protection is accrued at the rate of 9.69 hours per month. It is utilized in accordance with Article 23.

- absence through illness for one (1) twelve (12) hour shift utilizes 11.63 hours of accumulated income protection credits.
- absence through illness for two (2) twelve (12) hour shifts utilizes 23.25 hours of accumulated income protection credits.
- absence through illness for one (1) twelve (12) hour shift plus one (1) 7.75 hour shift utilizes 19.375 hours of accumulated income protection credits.

9. Bereavement Leave:

Pay for bereavement leave will be calculated in accordance with Article 2411, e.g:

- four (4) scheduled 11.63 ("12") hour shifts = 46.5 hours;
- two (2) scheduled 11.63 ("12") hour shifts = 23.25 hours.
- one (1) scheduled twelve (12) hour day off plus one (1) scheduled eight (8) hour shifts = 19.375 hours

10. Vacation:

The paid vacation entitlement that a nurse receives under the 7.75/11.63 hour shift schedule pattern shall be equivalent in hours to the paid vacation entitlement on a seven and three-quarter (7.75) hour shift schedule pattern, calculated in accordance with Article 21. Vacation shall be scheduled in accordance with Article 2101.

11. Standby:

The provisions of Article 18 shall apply to the 12 hour shift memo.

12. Additional available shifts shall be offered equitably to all nurses working on the unit/worksite/program regardless of their regular shift length.

13. The terms of Article 1504 (g) shall be applicable.

14. Individual shifts of 11.63 (“12”) hours shall not be interchanged, as referenced in Article 15, with individual shifts of seven and three-quarter (7.75) hours, however nurses can interchange three (3) days (23.25 hours) with two (2) 11.63 hour shifts.
15. Where payroll limitations exist such that only two decimal points can be entered in regard to shift length, the shift length shall be rounded up to two decimal points.
16. Notwithstanding definition of “position”, where there is mutual agreement between the Union and the Employer to allow nurses to revert from “12” hour shift patterns to “8” hour shift patterns it is understood that nurses occupying “12” hour positions will not be deleted in order to revert to a “8” hour positions. It is understood that nurses will select their “8” hour shift patterns on the new rotation in order of seniority.

This process is only applicable when there are no changes in each nurse’s EFT.

17. The shift lengths of vacant positions will not be altered without mutual agreement between the Union and the Employer.
18. Any current 7.75 hour positions held by a nurse will not be deleted solely for the purpose of creating an 11.63 hour shift

## **20. Re: Transfer of Program as per Article 4204 (A)**

In the event a Transfer of Program as per Article 4204 (A), the parties agree that where affected nurses hold accrued seniority and service at multiple Employers/facilities/programs/sites, the parties will review the effect of the restructuring on such nurses to ensure fairness in the recognition of accrued seniority and service.

Such considerations shall include amalgamation of earned seniority and service from multiple positions into a singular position. The parties agree the intention of this memorandum is to avoid disentiing a nurse from seniority and service earned.

## **21. Re: Relocation Assistance as per Article 4204 (A) - Program Transfers**

The parties acknowledge and agree that the following provisions will be applicable in the event a nurse is relocated as per the conditions outlined in Article 4204 (A) – Program Transfers.

1. Relocation Expense is defined as those funds that are required to provide for the following:

- expenses in packing, moving and unpacking specified household goods and personal effects;
  - if required, the cost of meals and lodging for the entire family while occupying temporary quarters for a period normally up to five (5) days after the start date of employment.
2. The relocation costs will be paid up to a maximum of \$7,500.  
In exceptional circumstances where a nurse is relocated, particularly but not exclusively, to a remote area and moving costs exceed the prescribed maximum, the Employer shall provide due consideration to pay such moving expenses. The Employer may require a longer service commitment in exchange for coverage of the costs. Such to be negotiated with the Union.
  3. It is a condition of reimbursement of relocation expenses to provide a minimum service requirement of one (1) year. Should this service commitment not be met, it will be stated in the written offer of employment that the nurse agrees to repay a pro-rated portion of the relocation funding provided.
  4. The nurse will be required to obtain three (3) separate estimates of the relocation of their household effects, if a professional moving company is employed. Copies of each estimate must be sent to the appropriate Designate for information and review. Alternatively nurses may be offered the option of coordinating the move through a Relocation Assistance Company defined by Shared Health.
  5. Relocation costs may include such relocation expenses incurred as follows:
    - expenses in packing, moving and unpacking specified household goods and personal effects;
    - after obtaining employment; travel, meals and lodging expenses for moving the nurse from their former residence to the new residence;
    - if required, the costs of meals and lodging for the entire family while occupying temporary quarters for a period of time subsequent to the start date of employment;
    - replacement Value Insurance Protection except for items of extraordinary value; and, reasonable storage expenses in new location.
  6. Relocation costs not normally included are:
    - boats, trailers and other large recreational vehicles;
    - more than two cars;
    - flammable items;
    - third party servicing charges – e.g. washers, dryers, refrigerators, freezers, dishwashers, water purifiers, electronic air cleaners, stereo equipment, T.V. and RAD antennae, and/or towers, water beds, pool tables, etc;
    - housecleaning – at the old or new residence;
    - plants;
    - frozen foods, preserves, etc;
    - perishables;

- firewood, outdoor swimming pools, building supplies and other bulky items;
  - extra pickup or unloading at a second location;
  - removal of broom, draperies, fixtures, etc;
  - large volumes of heavy items such as books, shop equipment, tools that may be transported cheaper by some means such as railway freight; and,
  - insurance for items of extraordinary value.
7. The reference to relocation assistance and pre- payment service requirement will be included in the letter of offer to the affected nurse.
  8. The nurse will be required to sign their Letter of Offer including the minimum service requirement prior to any funds being released to the nurse for relocation costs. Any requests for consideration of funding in advance of relocation by the nurse must be submitted to the Senior Management Team member or designate for approval.
  9. Following the Senior Management Team member's review of the submitted estimates, and with the agreement of the nurse, the lowest acceptable estimate shall be accepted.
  10. The nurse will submit a claim for all eligible expenses incurred providing receipts for all expenses or services which have been paid directly. The claim must be submitted within three (3) months from the nurse's start date. Any requests for an extension by the nurse must be submitted to the Senior Management Team member for approval.

## **22. Re: Seniority Recognition**

In the interest of recognizing the seniority and benefits of new bargaining unit members as a result of The Health Sector Bargaining Unit Review Act (HSBURA), the Employer and the Union mutually agree to the following:

- All seniority hours accrued up to te will be recognized as MNU bargaining unit seniority hours.
- All accumulated benefits and compensatory time, such as vacation, income protection, and banked overtime, will be maintained.
- Upon and going forward from October 14, 2021, the entitlements and accrual rates will be aligned with the applicable MNU Collective Agreement.

**NOTE:** *Entitlements and accruals subject to MOU #25 Re: Preservation of Accruals and MOU #26 Re: Article 3408 (Increments)*

## 23. Re: Return of Service Agreements

WHEREAS the parties recognize the importance of enhancing nursing skills for specialized areas including, but not limited to, Critical Care, Dialysis, Advanced Emergency, Chemotherapy; and/or initiatives related to the recruitment of nurses including, but not limited to, relocation expense allowances;

AND WHEREAS such education/training and recruitment initiatives are a significant investment by the health care system;

NOW THEREFORE the parties agree that the Employer may enter into a Return of Service Agreement with an individual nurse as follows:

1. A Return of Service Agreement must be agreed to and signed by the Union, the nurse and the Employer. A copy of the agreement will be provided to the Union and the nurse.
2. All terms and conditions agreed to in an executed Return of Service Agreement shall be fulfilled by the individual nurse and the Employer.
3. Notwithstanding the above, should the nurse not fulfill the terms of an executed Return of Service Agreement, the nurse shall be indebted to the Employer for the amount of debt owing for any unfulfilled portion of the terms and conditions. Recovery of any debt owing to the Employer shall be considered an authorized deduction in accordance with Article 40 but shall not be considered an overpayment. If, for any reason, the debt owing cannot be recovered through a payroll deduction, the Employer may pursue other means of recovery including, but not limited to, initiating a civil action in a Manitoba Court.
4. Return of Service Agreements shall not conflict with any other terms of the applicable Collective Agreement
5. The terms of the Return of Service Agreement shall include, but not be limited to:
  - (a) The monetary value of the Return of Service Agreement.
  - (b) The calendar time and hours worked required to fulfill the agreement.
  - (c) In the case of nursing skills enhancement, the expected date of completion of the program.
  - (d) The unit and/or program and/or location where the hours must be worked in order to count towards fulfillment of the agreement, which can be amended by mutual consent of the nurse and Employer.
  - (e) The amount of monetary repayment shall be assessed and hours worked toward fulfillment of the nurse's obligation shall be taken into account. Any such amounts shall be prorated based on the total hours of work required for the original term of fulfillment of the agreement.

- (f) In the event that an Employer is no longer able to provide a nurse with the opportunity to fulfill the terms of the agreement, the nurse shall not be obligated for repayment and the agreement shall become null and void.
- (g) In the event of an approved leave of absence, during the repayment period, the Employer and the individual nurse shall meet to revise the calendar time and hours worked required to fulfill the agreement. The nurse can elect to include the Union in such meeting.
- (h) Should the nurse fail to return to work as required under the Return of Service Agreement, the nurse is indebted to the Employer as per paragraph 3 above.
- (i) In the event of the death of a nurse prior to completion of any of the requirements of a Return of Service Agreement, the nurse's estate shall not be obligated to the Employer for any repayment and the agreement shall become null and void.

## **24. Re: Provincial Travel Nurse Team (the "Team")**

WHEREAS there is a need to meet health care service delivery requirements throughout the Province of Manitoba;

AND WHEREAS the parties recognize the need for a stable, reliable and skilled nursing workforce to effectively address the ongoing demands of various patient care needs, with less reliance upon external contracted resources;

AND WHEREAS the parties wish to encourage and incentivize nurses to help meet these requirements through participation in the Team;

AND WHEREAS retention, recruitment and training of nurses is a priority for the Manitoba government, health system Employers and the Manitoba Nurses Union;

AND WHEREAS the parties recognize there are significant nursing retention and recruitment challenges and the parties agree that ongoing, focused effort on retaining and attracting nurses to the provincial health system is required;

AND WHEREAS the parties have conducted collaborative discussions related to retention and recruitment of nurses in the Collective Agreements between the Employers and the Union, including the Provincial Travel Nurse Team (PTNT) and the intention of the parties is that these discussions continue;

AND WHEREAS the Provincial Travel Nurse Team is intended to make significant improvements in nurse staffing levels, significantly decrease the Employers' reliance on agency nurse usage, reassignment or temporary transfer of nurses due to staffing shortages and mandatory overtime usage by the Employers listed in Appendix "D" of the Collective Agreement;

AND WHEREAS the parties have determined they wish to modify and or amend certain conditions of the Memorandum of Understanding #24 (the Provincial Travel Nurse Team MOU), as well as the Memorandum of Understanding Re: Interpretation of MOU #30 Re Provincial Travel Nurse Team dated November 29<sup>th</sup> 2022, as indicated herein and agree as follows:

It is understood between the parties that the following interpretation and application will be applied as it relates to the Provincial Travel Nurse Team (PTNT).

1. Prior to implementation of the PTNT, nurses whose sites may be affected by the introduction of the PTNT program shall be provided reasonable opportunity to increase their EFTs.
2. Shared Health (direct operations) (the “Employer”) shall establish the Team and will employ nurses in positions in the Team. Team nurses will be covered by the terms of the Shared Health Employers Organization Collective Agreement (the “Shared Health Collective Agreement”), on the terms and conditions set out herein. Where the terms and conditions of this Memorandum of Understanding conflict with other provisions of the Shared Health Collective Agreement, this MOU shall govern.
3. Team nurses shall be entitled to work in any Employers Organization in the Province and shall be governed by the Shared Health Collective Agreement only.
4. The purpose of Team assignments for full-time, part-time, and casual nurses is to address staffing shortages caused by gaps in coverage such as for sick leave; vacation; leaves of absence; educational leaves; skills maintenance; surges in workload; unanticipated absences; unfilled vacancies; and such other causes as are experienced from time to time. For purposes of clarity available shifts will be offered to existing site nurses as provided in #27 below.
5. The Employer and the Union shall consult from time to time regarding the processes to be followed in the creation, development, and evolution of the Team and Team positions. Team processes will consider the requirements of patient care, recognition of the importance of a healthy workplace and value overall wellbeing of nurses, as well as input from the Employer and the Union regarding that:
  - assignments will be based on service delivery requirements;
  - travel will be required to designated locations for designated periods of time, and accommodation, where necessary, will be provided by the Employer;
  - shift schedules may be variable and flexible (e.g. Days, Evenings, Nights, Weekends, or a combination thereof, as set out in the posting) as per #27 below;

- type of positions may be variable and flexible (e.g. Casual, Term, Permanent); and
  - other considerations may arise in achieving the goals of the Team.
6. The Employer will create Team positions, which shall be posted and include the following information:
    - EFT (if applicable), anticipated shift schedule, and type of position (Permanent, Term or Casual);
    - may include areas or sites in the Province to which the position applies or may be subsequently determined in consultation with the nurse;
    - travel requirements and rates, and home base for purposes of determining same, if applicable;
    - nursing specialty, qualifications, and skills, as applicable; and
    - such other information as the Employer determines necessary.
  7. Where a nurse already holds a position with a Central Table Employer such shall be designated as the nurse's home base and will be included in the offer letter, for purposes of determining travel and accommodation entitlements.
  8. Schedules shall be determined by the Employer, within the scope of the posting subject to #27 below, and on reasonable notice to the nurse.
  9. Each site to which a nurse is assigned will provide an orientation period to the nurse. The orientation shall be of sufficient duration to assist the nurse in becoming familiarized with essential information such as policies, procedures, routines, location of supplies and equipment, and fire and disaster plans.
  10. Operational direction of the nurse will be the responsibility of the site to which a nurse is assigned. The Employer shall ensure the nurse is advised of who will provide operational direction at the site.
  11. Any mileage expenses incurred, shall be compensated in accordance with the Collective Agreement.
  12. With the exception of Shared Health nurses as described in #18 below, the Team shall be considered to be a site within the Employer for purposes of Appendix "D" – Site List. As a result, hours worked in a Team position shall not be considered as hours worked for purposes of determining overtime for any other positions occupied by the nurse within the Employer.
  13. Vacation and vacation pay, where applicable, will be provided in accordance with the Collective Agreement. Where possible, reasonable consideration will be given to aligning Team vacation requests with the vacation requests of nurses who hold another position(s).

14. Nurses participating in the Team are not eligible to receive the payments outlined in Appendix F – Bi-Weekly Remoteness Allowance, nor the Isolation/Remoteness Retention Allowance.
15. If the Employer at the site to which a nurse is assigned has concerns about the nurse's performance, these may be addressed informally by that Employer, but formal performance management shall be provided by the Employer only.
16. Seniority shall accrue with the Employer as provided in the Shared Health Collective Agreement.
17. Hours worked at "home base" are not eligible for the 15% or \$6.00 per hour, whichever is greater, premium.
  - (i) Where a nurse currently holds a position with an Employer who is part of the Shared Health Employer Organization, they shall be provided opportunity to accept a position in the PTNT. The positions shall be considered a separate site except for:
    - (i) Where a nurse holds a Central Table Employer (including Shared Health) position and a PTNT position, where the combined EFTs meet or exceed a 1.0 EFT, the nurse shall be considered to qualify for the Full Time Incentive(s) in accordance with the Collective Agreement and any other active memorandum.
18. All hours worked away from the home base will be provided the premium rate of \$6.00/hour or 15% (whichever is greater). Where a nurse does not hold a position with a Central Table Employer facility, site or program, the nurse shall NOT be considered to have a "home base" and all hours worked in the PTNT shall be considered as "away". All hours worked in "away" status are eligible for the \$6.00 or 15% per hour, whichever is greater, premium. However, for the purposes of the PTNT nurses, hours engaged in travel are not eligible for the premium.
19. When a nurse from the PTNT is assigned to work in Northern Manitoba (Northern Regional Health Authority, Berens River and Churchill), instead of the premium outlined in the Provincial Travel Nurse Team agreement (\$6.00 or 15%, whichever is greater), they shall be paid the premium of \$10.00 per hour or 25%, whichever is greater, for all hours worked, but not including hours engaged in travel.
20. Overtime

- (i) Overtime shall be time worked which exceeds the normal daily shift as defined in Article 14 of the Collective Agreement, or
  - (ii) Due to the nature of the compressed work schedule associated with a Team position an annual paid hours reconciliation will be conducted for the period of April 1 to March 31 each year. Hours paid over 2015 annual hours will be paid at the applicable overtime rate as outlined in the Collective Agreement.
21. Where a nurse accepts a full time or part time position with the PTNT they shall qualify for any incentive(s) in accordance with the Collective Agreement and any other active memorandum.
22. Where a nurse is required to work 50 kilometers or less from their residence (measured in distance via serviceable public roadway) the nurse is not eligible to receive mileage, travel time or per diem.
23. Where a nurse is required to work in an “away” capacity greater than 50 kilometers from their residence (measured in distance via serviceable public roadway) they shall receive:
- (i) Travel time, exclusive of time spent traveling to the province of Manitoba, will be paid at the nurse’s regular rate of pay (or at 1.5x on a Recognized Holiday) for all hours engaged in travel, up to a maximum of 8 hours, however the Employer will pay beyond 8 hours in cases of exceptional circumstances. Travel time shall not be considered as part of the nurse’s EFT, however travel time in combination with the nurse’s EFT shall be applicable towards qualification for any of the existing incentives (Full Time, Retention/Recruitment). However, where circumstances arise where travel time to a remote location routinely exceeds eight (8) hours in duration by the most direct and efficient means, the parties agree to revisit the maximum amount to reflect the amount of travel time actually required for that location. For clarity travel time shall be counted towards duration of work for the purposes of Article 1611.
  - (ii) Where the nurse utilizes their personal vehicle, they shall be provided the mileage rate as per the Collective Agreement. The most direct travel route shall be used for the calculation using Google Maps via serviceable public roadway.
  - (iii) A nurse travelling on a regular scheduled day of work will not suffer any loss in basic salary as a result of missing any portion of a scheduled workday due to travel.

- (iv) No nurse will be compelled to involuntarily accept an assignment where travel exceeds four (4) hours in duration.
  - (v) Where required, accommodations will be provided if available. Where accommodations cannot be provided, the nurse will be reimbursed for reasonable accommodations made.
24. Per diem of \$60 per day, south of 53<sup>rd</sup> parallel, or \$65 north of the 53<sup>rd</sup> parallel for each day in “away” status. Where travel is of significant distance from the nurse’s residence the Employer shall provide return airfare, taxi or vehicle rental expenses as required and provide suitable accommodation for the duration of all “away” assignments. A personal automobile may be used for travel when other transportation is unavailable, or it is determined to be, with the prior approval of the Employer, an efficient and practical method. Reimbursement shall not exceed the amount that would have been paid if the nurse had traveled on a commercial carrier (documentation should be provided noting what the price of travel by the commercial carrier would have been) and shall be calculated on the mileage rate as per the Collective Agreement.

Where nurses elect to use a personal automobile between their residence and station or airport, the nurses may claim a mileage allowance and parking, with the total amount allowed not to exceed the equivalent cost of taxi service. In determining the efficiency and practicality of personal vehicle usage versus commercial carrier or other form of commercial travel the following shall be taken into account:

- a) Availability of commercial travel on the date travel would be required in order to attend for the required shift(s).
- b) Difference in travel time between use of commercially available travel for the required dates and use of personal vehicle.
- c) Difference in cost of required additional accommodation for use of personal automobile versus use of commercial travel, taxi or rental vehicle (where applicable).

For the purposes of this section, when disputing the efficiency and practicality of the use of a personal vehicle, the onus will be on the Employer to;

- i) demonstrate the travel for the prescribed period could have been accomplished more practically and efficiently through an alternate reasonable method.

- ii) have provided sufficient advance notice to the nurse in such circumstances such that there was a reasonable opportunity for the nurse to amend travel plans to align with the Employer's preferred method of travel.
- 25. Where a nurse is designated to work in another facility, site or program or in travel status within twenty-four (24) hours of the conclusion of their designated shift, they shall not be mandated to work overtime. Exception would be when the Team nurse is the only assigned nurse and unable to leave. In such case the Employer(s) shall provide the nurse with a minimum of eight (8) hours clear rest between cessation of work and commencement of travel or commencement of attending the start of a scheduled shift at another facility/site/program. The nurse shall not suffer a loss of pay for any hours of the shift designated to be worked in another facility/site/program that is missed as a result of providing the clear rest period.
- 26. The Employer commits that the locations where a nurse may work will be determined by taking into primary consideration the indicated preference(s) of the nurse. The Employer commits to a stable list of sites where the nurse will work with consideration taken of the operational needs of the Employers. Unless waived by agreement between the nurse and the Employer, the nurse's preferred sites must include at least one (1) of either rural or northern Employer Organization. The Employer and Union agree that PTNT nurse familiarity and experience with a constant site assignment is beneficial to patient/resident care. Where any changes are unavoidably necessary to ensure maintenance of the nurses' EFT such will be made through mutual agreement whenever reasonably possible. Where there is no mutual agreement between the nurse and the Employer, the Employer shall not compel a nurse to travel to a non-preferred site (Appendix D) without significant notice (minimum two weeks), so as to provide stability to the nurse's assignment within the relevant posting periods. The Employer commits to maintain an environment of attractiveness/desirability for PTNT positions so as to maximize recruitment/retention of nurses and tangible mitigation/reduction of Agency nurse use. Such will include stability of assignment and avoidance of assignment to nonpreferred sites unless significant urgent and exigent circumstances make such unavoidable in order to provide necessary patient care. In the circumstance that the Employer compels the nurse to travel to and/or work at a non-preferred site, the nurse shall be compensated at double the premium amount for the Provincial Travel Nurse Team, applicable as per Article 2805 Re: Involuntary Reassignment in Event of Staffing Shortages.

27. Re: Application of Article 15 as it relates to nurses employed in the Provincial Travel Nurse Team

It is understood that for nurses in the Provincial Travel Nurse Team, the provisions of Article 1501 and 1504 shall be waived and amended within reason with the mutual agreement of the nurse and the Union. However, with respect to Article 1501 the Employer shall endeavor to provide as much advance notice as possible to the nurse in regards to the schedule. The waiving of Articles 1501 and 1504 applies ONLY to those nursing positions within the Provincial Travel Nurse Team and is on an entirely without prejudice and precedent basis. The Employer agrees that such exception shall not be adduced or utilized to seek similar exception for any positions outside the Provincial Travel Nurse Team.

It is understood that where a nurse's schedule may include scheduled gaps, for example a 4 week on, 4 week off schedule, the Employer will ensure coverage for all benefits are maintained and an accounts receivable established for the nurse and such arrears will be deducted from the nurse's next pay. For gaps in excess of three (3) months, nurse will be required to prepay benefits.

In regards to the assignment of shifts for the FT and PT PTNT nurses, it is understood that FT and PT PTNT nurses will be assigned shifts prior to the PT site nurses picking up additional available shifts in order to guarantee the EFT of the PTNT nurses. Determination of allocation of shifts is as follows:

- (i) Site nurses to fulfill EFT
- (ii) Site Float/Relief to fulfill EFT
- (iii) Regional Float/Relief Pool to fulfill EFT
- (iv) Provincial Travel Nurse Team to fulfill EFT

Once the above EFT's are assigned, then posted anticipated additional available shifts will be awarded as follows:

- (i) Part time site nurses (not in OT position)
- (ii) Part time site Float or Relief Pool nurses (not in OT position)
- (iii) Part Time Regional Float (not in OT position)
- (iv) Site Casual nurses (not in OT position)
- (v) Site Casual Float / Relief Pool nurses (not in OT position)
- (vi) Regional casual nurses (not in OT position)

- (vii) Provincial Travel Nurse Team Part Time (not in OT position)
- (viii) PTNT casual nurses (not in OT position)
- (ix) Full time nurses at site (in OT position)
- (x) Part Time nurses at site (in OT position)
- (xi) Full time Site Float or Relief nurses (in OT position)
- (xii) Part time Site Float or Relief nurses (in OT position)
- (xiii) Full time Regional Float (in OT position)
- (xiv) Part time Regional Float (in OT position)
- (xv) Site Casual nurses (in OT position)
- (xvi) Casual Site Float or Relief nurses (in OT position)
- (xvii) Casual Regional Float nurses (in OT position)
- (xviii) Casual Regional nurses (in OT position)
- (xix) Full time PTNT nurses (in OT position)
- (xx) Part Time PTNT nurses (in OT position)
- (xxi) Casual PTNT nurses (in OT Position)

Overtime shall be awarded in accordance with Article 16 of the Shared Health Collective Agreement.

28. Recognizing the operational challenges and difficulties for remote facilities/sites, PTNT nurses will be assigned shifts at regular rates in such facilities/sites during the scheduling period after site nurses schedules are determined in order to fulfill their respective EFT, and may be assigned shifts prior to site nurses being offered overtime. Overtime will be offered to Full and Part Time nurses at a site prior to overtime for PTNT nurses for the following remote sites: Churchill, NRHA, Berens River. The exception for these sites is meant to address the travel and work/life balance difficulties associated with bringing nurses to these remote locations to mitigate unfilled shifts. The intent is not to disadvantage site nurses, but to ensure adequate PTNT nurses are willing to fill such shifts in a manner that avoids excessive and inefficient travel.
29. Excluding Casual Nurses: Where a nurse is able to remain at, or return to, their residence but cannot travel to the scheduled site due to whiteout/blizzard

conditions in Manitoba as declared by Environment Canada or the Employer, or due to road closures as declared by police agencies or The Department of Transportation and Infrastructure, or due to flight cancellations in Manitoba:

- a) the nurse shall be rescheduled at a mutually agreeable time if reasonably possible during the following two (2) consecutive bi-weekly pay periods to work any hours missed.
  - b) Where the scheduling of such shift cannot be reasonably accommodated the nurse shall be compensated at a rate of two (2) hours basic pay per eight (8) hours or portion thereof of scheduled work hours missed.
  - c) If the nurse can reasonably be rescheduled and chooses not to be rescheduled, the nurse may take the time from current banked time which includes banked overtime, Recognized Holidays or vacation.
  - d) The nurse shall be compensated at the rates described in #24, #25 & #26 of this MOU for all hours and expenses engaged in attempts to travel to the scheduled worksite as well as the return home.
  - e) Includes Casual Nurses: Where a nurse is engaged in travel to a scheduled site and is unable to arrive there and/or to return home due to conditions as described in 12 above, the nurse shall be reimbursed for all related expenses incurred and paid for the duration of the scheduled shift. When the nurse arrives at home they shall be then compensated as described in b) above.
30. Where incentives (monetary or non-monetary) associated to the PTNT prove insufficient to achieve the stated purposes as outlined in the preamble, the parties shall engage in meaningful negotiations to consider, and exercise all due diligence to develop, agree upon and implement additional incentives, or modification of existing incentives, in order to achieve the goals outlined therein. Either party may give written notice to the other to commence such negotiations. Upon receipt of such notice, the receiving party shall meet with the sending party no later than sixty (60) days thereafter.
31. Where a PTNT nurse selects earned vacation outside all the time frames listed below, such nurse shall receive an additional one (1) day's paid vacation to be taken in that vacation year, which may be booked in accordance with the process for booking any reserved days as outlined in Article 2101 (added to the up to five (5) days of regular vacation that may be retained).

- a. The week before and the week after Christmas
  - b. the week of Spring Break (last week of March)
  - c. July and August
32. Vacancy Selection – for the purposes of vacancy selection of PTNT nurses, the following order of selection will apply:
1. Internal PTNT nurses
  2. Nurses employed within Direct Ops in any Employers Organization
  3. Nurses from another Employer in any Employers Organization
  4. External to Employers Organization

Where there is a tie in seniority amongst the most senior nurses for a position, and a tiebreaker is required, a draw will be conducted between those senior nurse applicants, in the presence of the union representative. The winner of the draw will be awarded the position.

33. The parties (Union and Employer) agree to meet at minimum every twelve (12) months after the date of signing this agreement to review the terms and conditions herein and make any modifications as agreed upon.
34. The parties will incorporate all terms and conditions into the Collective Agreement.

The terms and conditions of this memorandum shall be modified as necessary upon mutual written agreement of the Employer and the Union.

## **25. Re: Preservation of Seniority, etc. For Different Annual Work Hours**

WHEREAS the Health Sector Bargaining Unit Review Act (HSBURA) required a realignment of bargaining unit representation;

AND WHEREAS employees/nurses (“nurses”) formerly represented by the other bargaining agents were, subsequent to the issuance of Interim Labour Certificates, then represented by the Manitoba Nurses Union (MNU);

AND WHEREAS the MNU as bargaining agent conducted subsequent Collective Agreement negotiations on behalf of all nurses now represented by MNU, at “central table” negotiations;

AND WHEREAS certain nurses had previously accrued seniority and service at a rate that may be different than specified in the MNU Collective Agreement(s) negotiated at “central table”, and occupied positions which were subject to former Collective Agreement provisions that specified qualifying full time annual hours which varied from those in the MNU Collective Agreement(s);

AND WHEREAS certain other nurses represented by MNU prior to the realignment of HSBURA, occupied positions which were subject to previous MNU Collective Agreement provisions that specified a variety of qualifying full time annual hours other than two thousand fifteen (2015);

AND WHEREAS the parties have agreed, through collective bargaining, that effective April 1, 2022, all annual hours of full-time work shall be standardized to be two thousand fifteen (2015) for all nurses in all MNU bargaining units represented at “central table”;

NOW THEREFORE the parties agree as follows:

1. Where, for any period prior to April 1, 2022, a nurse occupies(d) any position for which the annual hours which qualify for “full time” are other than two thousand fifteen (2015), all calculations of years of service, or portions thereof, for any such period prior to April 1, 2022, shall be conducted based on the number of hours then associated with the position.

2. For greater certainty, any years or portions thereof, prior to April 1, 2022, shall be recognized using the qualifying amounts of annual hours for that position at the relevant time, for the purposes of determining seniority as per Article 2501, and all other relevant accruals, including but not limited to: vacation accrual, and pre- retirement leave.

Example 1: Nurse A commenced a full-time position effective April 1, 2016. The annual hours for the position were 1885 up until the date of standardization, i.e., April 1, 2022. Nurse A worked 1885 hours per year up until April 1, 2022, and further five (5) years thereafter at 2015 hours per annum, retiring on March 31, 2027 at age 57. Nurse A would have eleven (11) years of service, resulting in 44 days of pre-retirement entitlement in accordance with Article 2413(a). For the purposes of vacation entitlement and paid vacation, Nurse A would qualify for paid vacation of twenty five (25) days/five (5) weeks, effective April 1, 2026 as per Article 2103 (i.e., in the eleventh year of service).

Example 2: Nurse B was hired for and worked a 0.5 EFT (and no additional available shifts beyond the 0.5 EFT), beginning on April 1, 2016 and retiring on March 31, 2027. The annual hours for the position were 1885 up until the date of standardization, i.e., April 1, 2022. Nurse B would receive 22 days pre-retirement leave, upon retirement.

3. For the purposes of increment advancement, please refer to the MOU #26 re: Article 3408 (Increments).

## **26. Re: Article 3408 (Increments)**

For part-time nurses whose annual hour base prior to April 1, 2022 is different than 2015, the parties agree that the nurse's former Collective Agreement provisions, as they relate to receiving the next increment on the salary scale, shall continue to apply up until such time as the nurse has received their next increment. Thereafter, Article 3408 of the MNU Collective Agreement shall apply.

For clarity this MOU applies only to the timing of the receipt of the subsequent increment. The salary scales themselves, with respect to the amount corresponding to each step, are understood to be as per the new Collective Agreement.

## **27. Re: Hours of Work**

The existing provisions governing hours of work (Collective Agreement MOUs MOAs) in place at each site shall be maintained as per existing practice (as outlined in the former applicable Collective Agreements MOUs MOAs) until 2400 hours, March 31<sup>st</sup>, 2022. Existing provisions shall include, but are not limited to: rest periods, meal periods, shift duration, days of rest, flex time, and any other consideration with respect to the administration of hours of work.

It is understood between the parties that for the purposes of interpreting Article 302 (b) – (Part Time Nurse Definition), and Article 14 for the sites and employers comprising the Employers Organization, the paragraph above will apply until March 31<sup>st</sup>, 2022.

Effective 0001 hours, April 1<sup>st</sup>, 2022 the provisions of Article 302 (b) and Article 14 of this Collective Agreement shall then apply to all sites unless otherwise agreed by the parties.

## **28. Re: Undergraduate Nursing Employee (UNE)**

Nursing students who have completed an appropriate amount of the curriculum and clinical experience are a valuable resource to support the existing collaborative health care team to provide patient centered care within the health care system;

1. The UNE will be a nursing student enrolled in an Employer-approved nursing education program leading to initial entry to practice as a Registered Nurse (RN) or Registered Psychiatric Nurse (RPN). When a UNE is no longer enrolled in the approved nursing education program the UNE is no longer permitted to work as a UNE.

The UNE position provides an opportunity for the nursing student to consolidate the knowledge and skill acquired in their nursing education program towards competency in the range and complexity of RN or RPN practice. The UNE is an

unregulated member of the collaborative health care team who provides patient centered care under the supervision of the RN or RPN.

2. All regular hours accrued while working in the casual UNE position will be credited towards seniority and increment hours when such nurse acquires a part time or full time position as a Graduate Nurse or Registered Nurse or Graduate Psychiatric Nurses or Registered Psychiatric Nurse.
3. The parties recognize that there may be a gap in time between when the UNE is officially graduated and when they write the NCLEX in order to become a registered nurse. The parties agree that in recognition of the potential gap in time the UNE will be able to maintain their casual seniority for a period of one hundred twenty (120) days post graduation during the period of time they are waiting to write the NCLEX. This allows the UNE to utilize such seniority for the purposes of vacancy selection in accordance with the collective agreement.

In the event one hundred twenty (120) days are exceeded, unless there are extenuating circumstances, the UNE will be terminated and no longer be eligible to use casual seniority hours accrued.

As a casual employee, the UNE will be subject to the provisions of Article 35 – Special Understanding re Casual Nurses, with the exception of:

- a. 3503
    - i. the allowance as outlined in Article 18;
    - ii. Responsibility Pay premium outlined in Article 19;
    - iii. the Employer Sponsored Education Development allowance in Article 2407.
  - b. 3504 UNE's will be paid 5%-Recognized Holiday pay.
4. The UNE will be compensated in accordance with Appendix "A" of the Collective Agreement.

Utilization and employment of UNEs shall not result in elimination or reduction of positions for all other classification of nurses, nor result in the reduction of the availability of additional available shifts, or a reduction in the hours that would otherwise be available for any other classification of nurses. The parties shall discuss the ongoing role of the UNE at the applicable Nursing Advisory Committee (NAC) meeting and address issues raised by the parties to ensure the successful implementation of this classification. In the event that there is a permanent increase or decrease to the nursing complement or there is a change to the master rotation on a unit where the UNE is utilized, the Employer will advise the Union of such change.

## **29. Re: Vacancy Information Provided to Patient Care Optimization Committee**

The parties acknowledge and agree that the sharing of relevant information in a timely fashion is important to the achievement of the objectives of the Patient Care Optimization Committee (“the Committee”).

In order to support the work of the Committee as it relates to issues of recruitment and retention, and to identify where staffing priorities and needs may exist across Manitoba, it is agreed that each Employers Organization will provide to the Committee a quarterly vacancy report containing monthly nursing vacancies categorized by facility/site/program, as appropriate.

It is understood and agreed that detailed vacancy information exchanged between the parties pursuant to this memorandum will not be shared publicly. This does not prevent either party from commenting on significant shortages due to unfilled vacancies or generalized vacancy trends publicly.

## **30. Re: Reference to Standardization Committee During Term of Agreement**

WHEREAS in negotiating the terms of the six (6) Collective Agreements between the Manitoba Nurses Union and the Employers Organizations to which this Memorandum of Understanding is attached, the parties have sought to standardize Collective Agreement terms across all agreements, but recognize that additional consultation is necessary before attempts can be made to standardize the terms governing issues identified by Employers and worksites; Employers Organizations and Bargaining Units;

AND WHEREAS the complexity of attempting to standardize terms related to these issues is such that it was not practicable to attempt to do so in the negotiation of the current Collective Agreements;

AND WHEREAS the parties wish to make a “best effort” attempt to reach agreement on standardization of Collective Agreement terms related to these issues during the term of these Collective Agreements;

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

The Employers and the Manitoba Nurses Union agree to strike a committee or committees, with equal representation of three (3) to five (5) members each, to engage in a consultative process to seek agreement regarding standardization of Collective Agreement provisions related to the issues.

The Employers Organization shall provide disclosure of relevant data as determined by the committee(s) to permit full consideration by the committee(s).

The committee(s) shall commence consultation at a time agreed by the parties but in any case no later than three (3) months after date of ratification, and shall meet when determined by the committee, with a view to completing consultation within six (6) months of commencement of the committee(s), or such extended period as the parties agree.

Either party's representatives on a committee may introduce any Collective Agreement issue for consideration of standardization.

If a committee is able to reach an agreement on a proposed amendment to the Collective Agreements in respect of any one or more of the issues under consideration, they may recommend such amendments to their respective parties (MNU/PHLRS) for consideration. The parties may agree to proceed with such amendments, subject to necessary ratification, if required, or may table the issue(s) to be addressed in the Collective Agreement negotiations which occur for renewal of the Collective Agreements.

### **31. Re: French Language**

The Employers have an obligation to ensure compliance with respect to a variety of statutory authorities by requiring bilingualism (French and English) as a bona-fide qualification for designated bilingual position(s) within a site/program. In the event the Employer elects to designate an additional bilingual position(s), the Employer and the Union shall meet to discuss the bilingualism requirements attached to the position(s).

The Employers Organizations recognize that the rights of all nurses must be respected under the Collective Agreement. For operational purposes, bilingual position(s) as designated by the Employer may be awarded to a unilingual candidate subject to the requirement to attain linguistic competency in either French or English within a reasonable time period. In the event that there is no qualified bilingual nurse applicant for the designated bilingual position(s), the Employer may fill positions as necessary to meet patient care needs.

The following Memorandum of Understanding particular to the French Language in the Collective Agreements in force and effect when The Health Sector Bargaining Review Act was proclaimed, remain in force and effect for the duration of the Collective Agreement:

In the event of a conflict between this MOU and an existing MOU, the existing MOU shall govern.

Employer	Union	Employer Organization	Number
Actionmarguerite (Saint Boniface) Inc.	Tache Nurses Worksite 49 of the Manitoba Nurses' Union	Winnipeg Employer Organization	FL #1

Actionmarguerite (Saint – Vital) Inc.	Foyer Valade Nurses Worksite 146 of the Manitoba Nurses' Union	Winnipeg Employer Organization	FL #2
St. Boniface General Hospital –	St. Boniface Nurses Worksite 5 of the Manitoba Nurses' Union	Winnipeg Employer Organization	FL #3
Southern Health – Sante Sud a) Foyer Notre Dame  b) Centre Sante Notre Dame Worksites	Manitoba Nurses Union	Southern Employer Organization	FL #4

### **32. Re: Article 30A**

The Employer and the Union mutually agree that because St Amant Centre no longer participates at the Central Table negotiations due to the restructuring as a result of the HSBURA legislation, the provisions of Article 30A shall also apply to nurse-initiated mobility to/from St Amant Centre, with the exception of transferability of accrued vacation.

### **33. Re: Appendix C – Occupational Classifications**

The parties acknowledge and agree that most Collective Agreements that are now part of each Employers Organization contain an Appendix C – Occupational Classifications. Each Appendix C is specific to the Employer's or site's previous Collective Agreement.

Specifically, the Appendix C for WCHREO and SHEO in its current form does not reflect the additional classifications that resulted from HSBURA and therefore each Appendix C will need to be updated to reflect such changes, as well as ensure the inclusion of the information from all sites comprising each EO.

In order to work towards a standard Appendix C – Occupational Classifications, the parties agree to maintain the current Appendix C's for each site/Employer, and refer the process of standardization of these Appendices to the Standardization Committee outlined in MOU #30 Re: Reference to Standardization Committee During Term of Agreement.

Where nurses are employed at a site, program or facility that was previously represented by a bargaining unit other than MNU, the parties agree that non nursing classifications under the various Appendix C's, shall not be included. Only those nursing classifications shall remain in the various Appendices, and they shall be aligned with the appropriate salary scale, based on MNU classifications. Should the parties be unable to reach agreement on which classification should apply to such nurses, within 15 days of the signing of this Agreement or such timeline as agreed by the parties, the matter shall be referred to an arbitrator to make a binding determination on the nurse's appropriate classification.

### **34. Re: Regional Float Nurse(s)**

The Employer and the Union agree that the following conditions and understandings shall apply to Nursing Services provided by Regional Float Nurse(s).

1. When Regional Float Positions are created by the Employer, the positions will be posted as per Article 3001.
2. Home base for the successful applicant(s) will be determined as follows:
  - (i) Home base will be one of the sites in which the Regional Float Nurse(s) will be working.
  - (ii) The home base will be determined by the Employer prior to posting, and identified on the job posting, if a significant majority of the work is determined to be at one particular site, or
  - (iii) It will be identified on the job posting that at the conclusion of the posting process, the home base will be determined between the Employer, the Union and the successful applicant.
3. Transportation reimbursement will be provided to regional float nurse(s) in accordance with the prevailing Province of Manitoba mileage rates in accordance with the following formula:

*distance (in kms) from the nurse's home to the alternate worksite minus the distance (in kms) from the nurse's home to the nurse's home base (worksite).*

  - It is understood that any increases in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.
4. Professional practice issues shall be dealt with at the designated home base.
5. The terms and conditions of the Collective Agreement between the Employer and the Manitoba Nurses' Union shall be applicable.

### **35. Re: Joint Safe Patient Care Committee**

In the interest of safe patient care and safe nursing practice, the parties agree to establish a Tripartite Manitoba Nurses Union/Employer/Manitoba Health Committee to review and make recommendations on issues of mutual interest to ensure effective and safe health care service delivery.

Topics will include but are not limited to:

- a) Nursing practice conditions
- b) Safety of patients and nurses
- c) Safe staffing model(s)
- d) Role of Charge Nurse
- e) Patient Care hours
- f) Community nursing

The Committee will be struck and will commence work within ninety (90) days of ratification. The parties shall create terms of reference for the Committee. Such terms of reference shall include a process whereby agreed recommendations may be implemented within the duration of the Collective Agreement.

### **36. Re: Compressed Schedule Worker**

No later than sixty (60) days after ratification of this Agreement, the parties shall establish a committee to develop terms and conditions for part time/full time Compressed Schedule Workers. Where terms and conditions of Compressed Schedule Workers have been established by Agreement, they shall be incorporated into the terms of the current Collective Agreement.

The committee shall consist of equal representation from the parties, with two (2) appointees from the Employer and two (2) from the Union. Either party may initiate commencement of meetings of the committee by providing written notice of such to the other. The parties shall meet within fourteen (14) days of such notice, or later if mutually agreed.

The committee shall, by mutual agreement, establish the frequency of subsequent meetings.

### **37. Re: Supervised Internationally Educated Nurse (SIEN)**

The parties agree that there are IEN applicants who require minimal education that can be remediated quickly through distance or continuing education as identified by the CLPNM.

The parties have agreed and created a new classification for these Internationally Educated Nurses, which will permit eligible IENs to enter into clinical practice sooner, in paid positions.

Inclusion of these internationally educated nurses in the bargaining unit, will afford these IENs the opportunity to utilize rights in the Collective Agreement to apply for nursing positions as an internal candidate;

1. The SIEN may be hired into a casual, part-time or full- time position. The terms and conditions of the MNU Collective Agreement shall apply as a whole with the following exceptions:
  - a. Where a SIEN has been hired as casual, all regular hours accrued while working in this casual position will be credited towards seniority and increment hours when such nurse acquires a part- or full-time position as a Licensed Practical Nurse.
2. The SIEN will be compensated in accordance with Appendix “A” of the Collective Agreement. The graduate practical nurse will continue on the SIEN salary scale until such time as they become a Licensed Practical Nurse.
3. All regular hours accrued while working in the full time, part time or casual SIEN position will be credited towards seniority and increment hours when such nurse acquires a part time or full time position as a Graduate Practical Nurse or a Licensed Practical Nurse.
4. The parties recognize that there may be a gap in time between when the SIEN is officially graduated and when they write the CPNRE in order to become a Licensed Practical Nurse. The parties agree that in recognition of the potential gap in time the SIEN will be able to maintain their casual seniority for a period of one hundred twenty (120) days post graduation during the period of time they are waiting to write the CPNRE. This allows the SIEN to utilize such seniority for the purposes of vacancy selection in accordance with the Collective Agreement.

In the event one hundred twenty (120) days are exceeded, unless there are extenuating circumstances, the SIEN will be terminated and no longer be eligible to use casual seniority hours accrued.

5. Utilization and employment of SIENs shall not result in elimination or reduction of positions for all other classification of nurses, nor result in the reduction of the availability of additional available shifts, or a reduction in the hours that would otherwise be available for any other classification of nurses. In the event that there is a permanent increase or decrease to the nursing complement or there is a change to the master rotation on a unit where the SIEN is utilized, the Employer will advise the Union of such change.

### **38. Re: Internationally Educated Nurse/Nurse Re-Entry/Refresher Program- Undergraduate Nursing Employee (IEN/NREP-UNE)**

WHEREAS Internationally educated nurses, and nationally educated/trained nurses who are in the process of reentering the workplace, have met a certain level of competencies as confirmed through the completion of the Clinical Competence Assessment and are on the pathway to becoming Registered Nurses with the College of Registered Nurses of Manitoba (CRNM), are deemed to be considered equivalent to having completed an appropriate amount of the curriculum and clinical experience of a nursing student, are a valuable resource to support the existing collaborative health care team to provide patient centered care within the health care system;

AND WHEREAS the parties have, by agreement, expanded upon the Undergraduate Nursing Employee classification and created an additional sub-classification of Undergraduate Nursing Employee for those internationally educated nurses and nationally educated/trained nurses who are reentering the workplace as undergraduate nurses in order to provide the same opportunity for additional orientation, training and support in the workplace that has been afforded to the current Undergraduate Nursing Employees,

AND WHEREAS these undergraduate nurses are included in the bargaining unit, and will have the opportunity to utilize rights in the Collective Agreement to apply for nursing positions as an internal candidate;

AND WHEREAS the intention of this Memorandum is to support recruitment and retention efforts within the Province of Manitoba, not to affect the hours or positions of nurses in other classifications;

NOW THEREFORE the parties agreed and created a new variation of the Undergraduate Nursing Employee (UNE) hereby referred to as Internationally Educated Nurse/Nurse Re-Entry Program- Undergraduate Nursing Employee (IEN/NREP- UNE), as follows:

1. The UNE classification will be adjusted to include a sub-classification called IEN/NREP-UNE.
2. The IEN/NREP- UNE will be an internationally educated nurse who is on the pathway to becoming a Registered Nurse with the CRNM, or is a nationally educated nurse who is on the pathway to becoming a Registered Nurse with CRNM via the Nurse Re-Entry Program currently offered by Red River College or Refresher Program offered for the RPN. The internationally educated nurse must provide the Employer their Clinical Competence Assessment results and proof of enrollment to the relevant Nurse Re-Entry or Refresher Program. The Clinical

Competence Assessment provides the Employer the baseline assessment of clinical competence and areas of focus for support and development in order to address those competency gaps. Enrollment in the Nurse Re-Entry or Refresher program assures the employer that any knowledge gaps will be addressed by the relevant educational programs.

3. The IEN/NREP- UNE position provides an opportunity for the IEN/NREP undergraduate nurse to consolidate the knowledge and skill acquired in their nursing education program towards competency in the range and complexity of RN or RPN practice. The IEN/NREP UNE is an unregulated member of the collaborative health care team who provides patient centered care under the supervision of the RN or RPN.
4. The IEN/NREP- UNE may be hired into a casual, part-time or full- time position. The terms and conditions of the MNU Collective Agreement shall apply as a whole with the following exceptions:
  - a. Where an IEN/NREP- UNE has been hired as casual, all regular hours accrued while working in this casual position will be credited towards seniority and increment hours when such nurse acquires a part- or full-time position as a Graduate or Registered Nurse or as a Graduate Psychiatric Nurse or Registered Psychiatric Nurse.
5. All regular hours accrued while working in the casual IEN/NREP-UNE position will be credited towards seniority and increment hours when such nurse acquires a part time or full time position as a Graduate Nurse or Registered Nurse or Graduate Psychiatric Nurses or Graduate Psychiatric Nurse.
6. The parties recognize that there may be a gap in time between when the IEN/NREP-UNE is officially graduated and when they write the NCLEX in order to become a Registered Nurse. The parties agree that in recognition of the potential gap in time the IEN/NREP-UNE will be able to maintain their casual seniority for a period of one hundred twenty (120) days post graduation during the period of time they are waiting to write the NCLEX. This allows the IEN/NREP-UNE to utilize such seniority for the purposes of vacancy selection in accordance with the Collective Agreement.

In the event one hundred twenty (120) days are exceeded, unless there are extenuating circumstances, the IEN/NREP-UNE will be terminated and no longer be eligible to use casual seniority hours accrued.

7. Utilization and employment of IEN/NREP- UNEs shall not result in elimination or reduction of positions for all other classification of nurses, nor result in the reduction of the availability of additional available shifts, or a reduction in the hours that would otherwise be available for any other classification of nurses. The parties shall discuss the ongoing role of the IEN/NREP- UNE at the applicable Nursing Advisory Committee (NAC) meeting and address issues raised by the parties to ensure the successful implementation of this classification. In the event

that there is a permanent increase or decrease to the nursing complement or there is a change to the master rotation on a unit where the IEN/NREP-UNE is utilized, the Employer will advise the Union of such change.

### **39. Re: Nursing Recruitment and Retention Fund (NRRF)**

The Nursing Recruitment and Retention Fund (NRRF) was established to assist with the recruitment and retention of nurses in Manitoba in 1999. In January 2024, NRRF was transitioned from the NRRF Committee to the Patient Care Optimization Committee (PCOC).

WHEREAS NRRF fund eligibility includes nurses represented by MNU, MGEU, MAHCP and out of scope nurses in management positions. The fund has been administered by the Health Care Providers Network with an annual allocation of three point two (3.2) million dollars (\$3,200,000).

AND WHEREAS the April 1, 2017 to March 31, 2024 ratified Collective Agreement with the Manitoba Nurses Union, includes an MOU Re: Patient Care Optimization Committee (PCOC) with an annual allocation of four (4) million dollars (\$4,000,000) to be utilized on improving retention and recruitment of nurses and incentives for education and /or training with the intention that the existing NRRF/Committee would be eliminated and a new structure created, that being PCOC.

NOW THEREFORE the parties agree as follows:

1. Any former NRRF grants will be brought forward to PCOC for consideration. PCOC will then determine which initiatives it will agree to fund based on:
  - a. Improve recruitment and retention
  - b. Incentivize training or education

The PCOC will also be responsible to:

- a. Establish and maintain effective policies for application of recruitment, retention, training or educational initiatives.
  - b. Ensure consistency of application.
2. Workplace Planning (Retention & Employee Development) will administer the fund and approve applications as per established PCOC policies.
3. PHLRS will provide quarterly financial updates to the PCOC.
4. The four (4) million dollars (\$4,000,000) as outlined in the MNU Collective Agreement Article 1107 is allocated specifically for those nurses represented by the Employer Organizations.

5. Those nurses not represented within the existing Employer Organization structure as outlined in the Collective Agreements between MNU and the various Employer Organizations (commonly known as “Central Table”) will continue to be eligible for NRRF grants, however the grants will be administered through PCOC and issued payment with an invoicing mechanism for PCOC to recover said payment(s).
6. Any funds dispersed under item #5 will be reimbursed to PCOC by PHLRS within sixty (60) days where reasonably possible, but in no case later than ninety (90) days, from the date of issuance of payment from PCOC funds.

#### **40. Re: PIO Incentive Full-Time Weekend Worker Nurses**

Where a nurse has been hired into a Full-Time Weekend Worker position, as per the incentive memorandum, prior to July 8, 2024, they shall maintain the 15% greater Weekend Worker pay scale for as long as they remain in the existing Full-Time Weekend Worker position. Where a nurse has been hired into a Full-Time Weekend Worker position on or after July 8, 2024, the 10% greater pay scale shall apply rather than the 15% greater pay scale. The Employer shall not delete any such positions for the purposes of reducing the compensation provided the existing present incumbent only (PIO) Full-Time Weekend Worker nurses.

Shauna Allan  
Sherri Laxamana

Sukhmani Sran  
Rommel Tiodin

#### **41. Standardizing of Offering of additional Available Shifts and Overtime**

The parties agree to establish a joint committee to standardize practices across all EOs for the offering of additional available shifts and overtime for all Employers within each EO. The committee shall be comprised of equal representation from each party and shall meet within fifteen (15) business days of the ratification of this agreement and as often as necessary thereafter to have clear and established guidelines in place well in advance of April 1, 2025. The established guidelines, determined by mutual agreement, shall be incorporated as an MOU into the Collective Agreement. The terms and conditions as mutually agreed between the parties and determined in the resultant MOU shall replace the MOUs re: Application of Overtime and Additional Available Shifts and re: Article 1601. It is agreed that current Employer practices of offering overtime and additional available shifts at a site level will be maintained until the parties have confirmed a new process and an agreed upon date of implementation.

## 42. Classification Discussion

The Union and Employer agree that they shall establish a committee of no more than six (6) appointees, composed of equal representation from MNU and PHLRS (or designate). The committee shall be tasked to review the current classifications for the following categories of nurses:

Primary Care Nurses – Winnipeg Region.

URIS nurses – Winnipeg, Southern, Interlake and Shared Health Regions.

RAAM nurses – Winnipeg Region & Shared Health.

Regional/ Provincial Coordinators

The review will be based upon the following guidelines:

- a) No nurses, or category of nurses, will suffer a reduction in classification as a result of the review.
- b) The review will take into consideration the responsibilities of the position, along with the educational and experiential requirements.
- c) Where the parties do not agree, nothing herein prevents the Union from exercising any all rights afforded as per the provisions of the Collective Agreement.

The committee shall meet no later than ninety (90) days after ratification of this agreement.

## 43. Joint Nurses' Safety Working Group

Safety of nurses is a priority shared by the Manitoba Nurses Union, Healthcare Employers and the Manitoba Government. Employers agree that they have an obligation to ensure as far as reasonably practicable to protect the safety, health and welfare of nurses.

1. The parties have agreed to the establishment of a Joint Nurses' Safety Working Group. This Working Group will function under the administration of the Joint Nursing Council to review physical and psychological health and safety concerns of nurses and bring forward recommendations to the Joint Nursing Council.
2. The Joint Nurses' Safety Working Group will consist of equal number of representatives (three (3) from MNU, three (3) from the Employer) from the Employer Organizations and the Union with the following representatives:
  - (a) Manitoba Nurses' Union
  - (b) Shared Health Provincial Lead Protective Services
  - (c) PHLRS (or designate) Employer Organizations
3. The Joint Nurses' Safety Working Group meetings:

- (a) will be co-chaired by an Employer Representative and a Union Representative.
  - (b) Meet at such times as it may determine with a minimum of quarterly meetings.
  - (c) Meetings will commence within sixty (60) days of ratification of the MNU Collective Agreement
4. The Joint Nurses' Safety Working Group priorities will be to:
  - (a) Recommend safety policy changes
  - (b) Recommend initiatives to promote a positive safety culture and nurses' well-being
  - (c) Recommend safety measures for implementation
5. The Joint Nurses' Safety Working Group will submit recommendations to the Joint Nursing Council within a six (6) month period of their first meeting.
6. The Joint Nurses' Safety Working Group may be discontinued upon mutual written agreement of the Parties (PHLRS on behalf of the Employer Organizations and MNU).
7. The Joint Nurses' Safety Working Group shall endeavor to:
  - a. Identify and address significant safety and health issues experienced by nurses and;
  - b. Encourage free and frank discussion between Employers and the Manitoba Nurses' Union, all of safety and health concerns with a view to reaching effective resolutions.
8. Nothing herein limits or restricts in any way whatsoever the rights of the Union to pursue any health or safety matter under its jurisdiction nor requires the Union to submit concerns to this committee prior to exercising those rights.
9. Should the Union be dissatisfied or disagree with the response of, recommendation, or action taken by the committee or the Employer(s), the Union may, at its discretion as per the grievance arbitration procedures outlined in the Collective Agreement, file a grievance at Step II of the grievance procedure. Should a satisfactory resolve not be obtained, the parties agree to refer the matter(s) to expedited arbitration and the arbitrator assigned shall be on a rotation basis (based on reasonable availability) among the following list:
  - Arnie Peltz
  - Kristin L. Gibson
  - Helen Krahn

#### **44. Re: Funding of Online Workload Staffing Report System**

Whereas the parties agree that staffing shortages and excessive workload have a significant detrimental impact upon the retention and recruitment of nurses;

And whereas the MNU, in cooperation with the Employer, has commenced establishment of an online Workload Staffing Report (WSR) system;

And whereas the timely and accurate collection of occurrences and information regarding staffing shortages is crucial to discussion around the establishment of Nurse Patient Ratios (NPRs);

And whereas the parties are participating in a committee (the Sub-Committee) tasked to make recommendations to the Minister of Health surrounding NPRs;

And whereas the work of such committee may from time to time require participation from nurses employed within an Employer's Organization (EO) comprising Central Table Employers.

The parties therefore agree as follows:

1. In order to ensure the continued smooth operation and successful transition of all EOs to an online WSR system, commencing December 1<sup>st</sup>, 2024, the Employer shall provide to the Union the sum of sixty-two thousand, five hundred dollars (\$62,500) on December 1<sup>st</sup> of each year for (4) four years, for a total of two hundred fifty thousand dollars (\$250,000).
2. The purpose of the aforementioned payment is to facilitate the expansion of the analysis parameters of the system in order to provide the scope of data necessary in the preparation of Nurse to Patient Ratios (NPR) recommendations as well as to promote meaningful discussions between the parties in a solution oriented manner.
3. Any nurse employed within an EO party to this agreement, called to the committee by either or both of the parties to participate or provide information to the Sub-Committee shall do so without loss of pay or benefits (such to be funded by the Employer). Reasonable expenses incurred will be reimbursed by the Employer upon unanimous approval of the Sub-Committee.

#### **45. Re: Transition of Incentives**

With respect to the current Full time Incentive as per the Memorandum of Understanding Supplementary to the Collective Agreements (dated November 9<sup>th</sup>, 2022), the Memorandum of Understanding Supplementary to the Collective Agreements & Addendum to Memorandum of Understanding Supplementary to the Collective

Agreement (dated December 7<sup>th</sup>, 2022), and Addendum #2 to Memoranda Of Understanding With Respect To Recruitment And Retention Incentives for Nurses (dated March 30<sup>th</sup>, 2023), hereinafter referred to as the “Previous Incentive MOUs”.

The parties agree that, unless otherwise specified by agreement between the parties, the Previous Incentive MOUs will be discontinued and no longer in effect as of April 1<sup>st</sup>, 2025, subject to the following conditions:

1. Where a nurse has signed a Return of Service Agreement (ROSA) for the Full-Time Hours Salary Enhancement, which extends the eligibility and qualification period beyond April 1<sup>st</sup>, 2025 and;
  - a. The nurse is eligible for the new Full Time Incentive as of April 1<sup>st</sup>, 2025, the amount of the previous incentive shall be prorated for payment as of March 31<sup>st</sup>, 2025, and the nurse shall then, as of April 1<sup>st</sup>, 2025 commence qualification for the new Full-Time Hours Salary Enhancement for the period for which the nurse occupies a full time position.

or:

  - b. Where the Nurse does not occupy a classification for which the new Full-Time Hours Salary Enhancement applies, the terms and conditions of the former incentive shall be honoured for the duration set out in the ROSA.
2. Where a nurse has signed a ROSA with respect to the provision of the Recruitment/Retention incentive, which extends the eligibility period beyond March 31<sup>st</sup>, 2025, the incentive will be honoured as per the terms and conditions for the period set out in the ROSA.

#### **46. Re: Nurse Practitioners and Most Responsible Provider**

Whereas Nurse Practitioners (NPs) are regulated health professionals with an independent scope of practice defined by The Regulated Health Professions Act,

Whereas the Employer is committed to enabling NPs in the bargaining unit to work to their full scope of practice within the context of an integrated provincial health system while respecting the jurisdictional aspect of the Collective Agreement governing them.

It is agreed that should the Employer intend to introduce amendments to the current scope of duties of NPs in the bargaining unit (including, but not limited to, Most Responsible Provider) following the ratification of the current Collective Agreement then the Employer shall initiate formal discussions with the Manitoba Nurses Union (MNU) a minimum of ninety (90) days prior to the introduction of such amendments. Such discussions to include review of NP compensation.

Nothing herein limits, restricts or otherwise abrogates any rights afforded to MNU under the Collective Agreement, including but not limited to Article 3807.

#### **47. Re: Reduction of EFT**

Where a nurse is in receipt of pension benefits and/or has achieved Rule of 80 or is otherwise eligible to retire in accordance with their respective pension plan without early retirement penalty and has indicated an intention to consider retirement, the following shall apply:

- (a) The nurse shall communicate in writing to the Employer that they qualify as per the conditions outlined above and are considering retirement and;
- (b) The nurse currently holds a 0.7 EFT or greater and rather than retire or take a casual position, wishes to reduce their EFT.

The Employer shall where reasonably practicable make the necessary adjustments to accommodate the request of the nurse. Such requests shall be considered in order of seniority amongst eligible nurses.

#### **48. Re: CRN-Charge Nurse**

Where there is a CRN/Charge Nurse vacancy the Employer shall first post the position as requiring a RPN and/or RN, as the case may be. If after the required posting period (per the Collective Agreement) there are no qualified RPN and/or RN applicants, the position may be reposted as a CRN/Charge Nurse position for LPN applicants. In the event there are no LPN applicants, the position may be reposted as a RPN and/or RN position as the case may be. Where a CRN/Charge Nurse position has been filled by a LPN and the incumbent LPN leaves the position, such that it becomes vacant, the position shall first be reposted as a RPN and/or RN position.

#### **49. Reconnection of Seniority**

A nurse who returns to employment from retirement or resignation (not currently holding a position with any Employer listed in Appendix D of the Collective Agreement), who has resigned or retired as of January 1, 2018 or later and agrees to resume employment in a position for a two (2) year commitment (ROSA required) at a minimum of a 0.4 EFT, they will be eligible to have their past seniority reinstated for the purposes of:

1. receiving their previous step on scale
2. receiving seniority for vacancies as if maintained continuous employment

3. receiving their vacation accrual rate at the time of retirement or resignation
4. ability to use seniority for vacation selection purposes.

If a nurse who has retired/resigned agrees to return to employment at a minimum of a 0.4 EFT but does not agree to return for a two (2) year commitment, they will be eligible for 1. 2. and 3. above only. They will not be entitled to utilize previous seniority for vacation selection purposes. For vacation selection purposes, the seniority utilized will be from their new hire date.

If a retired/resigned nurse agrees to resume employment in a position for a 2-year commitment (ROSA required) at a minimum of a 0.4 EFT, they will be eligible to receive 1., 2., 3, and 4. above.

If a nurse returns to a position eligible to reinstate seniority from a previous position, that is the same classification as the position they retired or resigned from, the nurse would be placed on the greater of;

- (a) same step on the salary scale they were at as at the date of retirement/resignation or
- (b) the step corresponding to previous nursing hours in accordance with Article 38. If the nurse returns to an eligible position that is a different classification, the provisions of the Collective Agreement with respect to promotion or other applicable provision would apply in determining their placement on scale, however it is understood that no nurse moving from a casual to an eligible position would be placed at a step with lesser compensation than provided in the casual position.

If a retired nurse already received their pre-retirement leave at the time of their retirement, their new hire date is the starting point for eligibility in accordance with the Collective Agreement. For clarity, the nurse's new hire date, unless otherwise specified herein, is the starting point for all other benefit eligibility.

For clarity, reconnection of seniority and service from one previous position can only be applied to one receiving position.

If a nurse, previously resigned or retired from a full time or part time position, as of January 1, 2018, or later, returned to casual status (with any eligible Employer), wishes to reconnect their previous seniority and service accrued under their former EFT (prior to retirement/resignation), they shall be eligible to do so, provided they meet all other criteria as described above.

This Memorandum of Understanding will continue for the duration of this Collective Agreement (April 1, 2024 to March 31, 2028). For further clarity, this MOU will expire upon ratification of the next Collective Agreement.

## 50. Re: HEB Re-Opener

WHEREAS, the parties agree;

That the wellness of nurses is a priority.

THEREFORE, the parties agree to explore, during the life of this Collective Agreement, the possibility of Extended Health benefits reopener for nurses currently not having access to such benefits.

It is understood that the exploration of the aforementioned options shall not constitute a commitment on the part of the Employer to implement such options following the completion of the exploration initiative.

## 51. Re: Inter-facility Position(s)

**Applicable within and between the Employers and Sites in the SHEO and WCHREO, excluding Churchill Health Centre site, Eden Mental Health Centre site and any sites outside the City of Winnipeg.**

Whereas, periodically it may be appropriate to create positions higher than a Nurse II which fall under the scope of this Collective Agreement which are inter-facility in nature; and

Whereas, the creation of inter-facility position(s) may include the existence of separate Collective Agreements;

The parties agree as follows:

1. Where an inter-facility position(s) is contemplated, the Employers commit to contacting MNU and the respective Worksite(s). The affected parties shall meet to discuss the specifics of the situation, in keeping with the principles as outlined in the Memorandum.
2. Should there not be mutual agreement between the affected parties, the inter-facility position(s) will not be posted as an inter-facility position(s).
3. In the event there is mutual agreement on a specific inter-facility position(s), such agreement shall be set out in a separate Memorandum of Understanding between the affected parties.
4. The positions contemplated in this memorandum will be either:
  - (i) a position(s) shared between two (2) or more Employers;
  - (ii) a position primarily located at one (1) site but requiring the performance of duties at each of the facilities/sites/programs.

5. The position(s) shall be posted in accordance with the respective Collective Agreement of both parties.
6. (a) For those position(s) outlined in 4 (i) above, all applicants from each of the facilities/sites/programs will be considered and shall be treated as internal candidates. Mobility seniority will be the seniority utilized for the purpose of selection into the shared position(s). An internal applicant awarded the position(s) will remain an employee of their current Employer.  
  
(a) Those positions outlined in 4 (ii) above shall be awarded in accordance with the Collective Agreement of the facility/site/program where the position is primarily located.
7. The affected parties will determine and commit to writing, in the separate memorandum, which facility/site/program will be considered the Employer of record, in the event the successful applicant is external to the facilities/sites/programs.
8. The successful applicant(s) will be required to comply with the policies and procedures of each facility/site/program in which they will practice. Resolution of professional practice and/or any other disputes arising under the Collective Agreement shall be the responsibility of the Employer of record.
9. To cover the cost of parking at each facility, one deduction from the nurse's pay cheque will be made by the Employer of record. A reciprocal pass will be provided, if possible. Additional parking costs shall be reimbursed or at the expense of the Employer.

## **52. Re: Nurses in Inter-facility Positions**

The Employer and the Union agree they will work together to identify nurses who are currently in inter-facility positions. Memorandum(s) [as referenced in #7 of the Memo Re: Inter-facility Position(s)] will be developed to cover these nurses and the conditions that apply.

**MEMORANDA OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

1. Re: Ratification of Collective Agreement
2. Re: Manitoba Health Premiums
3. Re: Amnesty From Provincial Wage/Hours Of Work Reduction Legislation
4. Re: Shifts of Less than 7.75 Hours - Not Applicable for Home Care Nurses
5. Re: Agency Nurses
6. Re: Group Benefit Plans
7. Re: Pensions [Participation in Jointly Trusteed Pension Plan (HEPP)]
8. Re: Joint Nursing Council
9. Re: Buyback of Healthcare Employees' Pension Plan (HEPP) Pension
10. Re: Participation in PHCLA/Redeployment
11. Re: Provisions for Part-time Nurses Occupying More Than One Position Within the Sites Comprising the Employer
12. BLANK
13. Re: Secondment of a Nurse Elected to Serve as President of the Manitoba Nurses' Union
14. Re: Letter of Understanding – HEPP COLA Fund
15. Re: Former Civil Service Nurses Who Have Maintained Their Pension with the Civil Service Superannuation Plan
16. Re: Grievance Investigation Process
17. Re: 12 Hour Shift Schedule Pattern
18. Re: 10 Hour Shift Schedule Pattern
19. Re: 7.75/11.63 Hour Shift
20. Re: Transfer of Program as per Article 4204 (A)
21. Re: Relocation Assistance as per Article 4204 (A) – Program
22. Re: Seniority Recognition
23. Re: Return of Service Agreements
24. Re: Provincial Travel Nurse Team (the “Team”)
25. Re: Preservation of Seniority, etc. For Different Annual Work Hours
26. Re: Article 3408 (Increments)
27. Re: Hours of Work
28. Re: Undergraduate Nursing Employee (UNE)
29. Re: Vacancy Information Provided to Patient Care Optimization Committee
30. Re: Reference to Standardization Committee During Term of Agreement
31. Re: French Language
32. Re: Article 30A
33. Re: Appendix C – Occupational Classifications
34. Re: Regional Float Nurse(s)
35. Re: Joint Safe Patient Care Committee

- 36. Re: Seasonal Worker
- 37. Re: Supervised Internationally Educated Nurse (SIEN)
- 38. Re: Internationally Educated Nurse/Nurse Re-Entry/Refresher Program- Undergraduate Nursing Employee (IEN/NREP-UNE)
- 39. Re: Nursing Recruitment and Retention Fund (NRRF)
- 40. Re: PIO Incentive Full-Time Weekend Worker Nurses
- 41. Standardizing of Offering of Additional Available Shifts and Overtime
- 42. Classification Discussion
- 43. Joint Nurses' Safety Working Group
- 44. Re: Funding of Online Workload Staffing Report System
- 45. Re: Transition of Incentives
- 46. Re: Nurse Practitioners and Most Responsible Provider
- 47. Re: Reduction of EFT
- 48. Re: CRN-Charge
- 49. Reconnection of Seniority
- 50. Re: HEB Re-Opener
- 51. Inter-facility Position(s)
- 52. Nurses in Inter-facility Position(s)

FOR THE EMPLOYER:

*J. Rhodes*

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*B. Y. Rawan*

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*Wanda Rader*

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FOR THE UNION:

*[Signature]*

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*[Signature]*

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*Leona Barrett*

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Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Job Sharing**

*(Applicable for Manitoba Adolescent Treatment Centre and Eden Mental Health Centre)*

**MOU Re: Job Sharing**

1. When a full-time position is posted, two (2) nurses may apply to equally share that position. Both nurses sharing the position shall be given part-time employment status and shall earn benefits as provided for in the Collective Agreement.
2. The decision to allow two (2) nurses to split a full-time position rests solely with Management who will consider the needs of the area.
3. When one (1) nurse in a job share is authorized to be away from work for any reason, the manager will meet with the other nurse to determine the extent to which they can cover their partner's absence. This will not result in overtime without the authorization of the manager. Any shifts that the partner nurse is unable to work will be posted in accordance with the additional available shift guidelines.

If due to unforeseen circumstances, a job share nurse cannot cover in their partner's absence, the nurse must notify the nurse manager to arrange alternate coverage. Job share nurses are not required to cover for extended periods of absence, but will be offered an opportunity to do so.

For extended periods of absence (four (4) weeks or more) the nurse partner is under no obligation to fill absent nurse's shifts. If the nurse partner is unable to cover the extended absence, the vacant shifts will be offered as additional available shifts or as a term position.

4. In the event that one (1) of the nurses sharing a full-time position resigns, and the management decision is to allow this position to remain a shared position, the position will be posted as full-time with the following wording noted on the job posting:

"This full-time position is currently being filled by two (2) nurses working permanent part-time. The remaining nurse wishes to continue working their half of the rotation and they will be allowed to do so if another nurse is willing to work the other half of the

rotation. If you wish to apply for the other half of this rotation, please apply in the normal manner stating same."

5. Providing there is another nurse willing to share the full-time rotation, the remaining nurse will be maintained in the shared position.
6. If the management decision is to no longer allow this position to remain as a shared position, or if no nurse is willing to share the rotation with the remaining nurse, the posted position will be offered to the remaining nurse as full-time and will be granted to them if they wish to change from part-time to full-time.
7. If the remaining nurse refuses to accept the position on a full-time basis, the position may be offered as full-time to the most suitable applicant for the full-time job posting.
8. The remaining nurse will then be offered any part-time position that is currently vacant, and if none is available they shall be dealt with in accordance with Article 2708.

FOR THE EMPLOYER:

*Proves*

B. V. Rawan

Wanda Reader

FOR THE UNION:

*Shac*

*W. Auto*

Liona Barrett

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Definition of Units at CancerCare Manitoba**  
***(Applicable for CancerCare Manitoba)***

The Employer agrees that definition of units at CancerCare Manitoba shall be described as follows:

**I Units:**

1. MCC - Outpatient Clinic Services Program (Clinics) – includes various disease site groups.
2. MCC Pediatric Unit (Clinical/Systemic)
3. STB - Outpatient Clinic Services Program (Clinics) – includes various disease site groups
4. VGH - Outpatient Clinic Services Program (Clinics) – includes various disease site groups
5. GGH - Outpatient Clinic Services Program (Clinics) – includes various disease site groups
6. Clinical Trials Unit
7. MCC - Systemic Therapy Program (Treatment)
8. STB - Systemic Therapy Program (Treatment)
9. VGH - Systemic Therapy Program (Treatment)
10. GGH - Systemic Therapy Program (Treatment)
11. Screening Program
12. Provincial Cancer Referral and Navigation

**II Flexibility:**

It is further understood that Nurses in CTU and PCRN must have flexibility to work at all sites (St. Boniface, MacCharles, Victoria General Hospital and Grace General Hospital).

**III Assignment – Not Unit Specific:**

Nurse Educator(s), Clinical Nurse Specialists(s) and Nurse Practitioner(s) will not be impacted by this Memorandum of Understanding and will provide their services in any unit(s) as required.

**IV Postings:**

1. All postings will identify the specific unit(s) for the positions.
2. Postings in CTU and PCRN (as defined in II Flexibility) will identify the requirements for flexibility to work at all sites (St. Boniface, MacCharles, Victoria General Hospital and Grace General Hospital).

FOR THE EMPLOYER:

*W. Rosner*

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*B. V. Rawan*

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*Wanda Reader*

FOR THE UNION:

*D. Jac*

\_\_\_\_\_

*M. Pato*

\_\_\_\_\_

*Leona Barrett*

\_\_\_\_\_

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

***Applicable for Crisis Response Services***  
**Re: Article 1504 (d)**

It is agreed between the parties that for nurses employed within the Crisis Response Services site of the Shared Health (Direct Operations) Employer, the below provisions from the former WRHA Community Programs/MGEU Local 220 Collective Agreement shall continue to apply for the purposes of MNU Article 1504 (d), and these provisions will be referred to the Standardization Committee:

**48:03 Days of Work**

This provision shall only apply to employees hired before October 11, 2011 except as noted below: This provision will not apply to employees who apply for (and are successful in obtaining) positions posted stating evening, night and/or weekend work, and subsequent letters of offer clearly state the requirement for evening, night and/or weekend work.

The days of work shall be Monday to Friday inclusive. If it becomes necessary to provide service to the public on Saturdays and/or Sundays, an employee's day(s) of work may be altered to include a Saturday and/or Sunday, subject to the following:

- (a) The Employer shall endeavour to staff these situations through the use of volunteers from among existing staff.
- (b) In the event insufficient volunteers can be recruited, the Employer shall consult with the Union regarding any changes to the days of work of existing employees. Any alteration to the days of work requires the mutual agreement of the Employer and the Union.
- (c) An employee whose days of work are changed shall then be given a minimum of thirty (30) days' notice prior to the implementation of the change to her days of work.

FOR THE EMPLOYER:

*W. Reader*

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B. Y. Rawan

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Wanda Reader

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FOR THE UNION:

*[Signature]*

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*[Signature]*

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Leona Barrett

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Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Manitoba Nurses' Union Process for Unfilled Positions**

1. Vacancies will be posted as per the Collective Agreement. The posting will include the following statement:  
  
"If there are no applicants meeting the posted qualifications, the Employer MAY CONSIDER an applicant who does not meet the posted qualifications."
2. Positions remaining unfilled following one (1) posting will be listed on an "Unfilled Position List" (List). The List will be posted on the posting board. Positions on this List will be available on a first come, first served, basis. Any inquiry into a position on the List initiates discussion on that position. No further inquiries/applications on the position will be considered until the original inquiry has been completed. Applications/inquiries will continue to be received until the original application has been finalized. Anyone initiating discussion on a position must have an application for the position filled out and submitted. The Human Resources Services will confirm with the relevant Manager whether any discussions are underway. If an inquiry is under discussion, the nurse making the subsequent inquiry will be informed of this along with the expected decision date, which shall not exceed four (4) weeks, the nurse will have the opportunity to have their inquiry/application considered for other position(s) that remain unfilled.
3. If a position is removed from the Unfilled Position List for any reason, for more than two (2) weeks, it will be reposted as per the Collective Agreement. In order to award a position, it must either be posted as per Article 30 or be on the Unfilled Position List. A position will not be filled in any other manner except where the Union has agreed to waive a posting for the purposes of accommodation or grievance resolution. Positions which have been awarded from the Unfilled Position List and subsequently declined will be reposted pursuant to Article 30.
4. If an applicant is interested in an EFT different than what was posted, and the Employer can accommodate the request (i.e. .5 + .2 reconfigured to a .7) the reconfigured position is a new vacancy and must be posted as per the Collective Agreement. If unfilled, the position will be processed as in #2 above.

5. In the event that the Employer is prepared to award an unfilled position to an applicant who does not meet the posted qualifications, preference shall be given to the internal applicant who applied for the position when it was initially posted. If there were more than two (2) internal applicants, the selection process will be followed should those nurses continue to be interested in the position.
6. Positions will not be placed on the Unfilled Positions List unless and until they have first been posted in accordance with #1 above.
7. The Unfilled Positions List will be updated weekly and a copy will be provided to the Union.
8. In the event a member of the management team is holding positions e.g. for potential rotation changes/amalgamation of positions; or to create new positions, etc., said information is to be e-mailed to Human Resources Officer responsible for the program area and the Worksite President and assigned MNU Labour Relations Officer.
9. The names of those nurses who are awarded positions from the Unfilled List will be forwarded to the Union in accordance with Article 3004.

FOR THE EMPLOYER:

*W. Reader*

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*B. V. Rawan*

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*Wanda Reader*

FOR THE UNION:

*[Signature]*

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*[Signature]*

\_\_\_\_\_

*Leona Barrett*

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Application of Offering of Overtime and Additional Available Shifts**

It is the desire of both parties to work together towards a process that enables the ability to offer overtime and additional available shifts across the sites comprising the Employer, however it is acknowledged and understood between the parties that the scheduling systems and departments that would provide for this to be operationalized are not yet in place.

It is agreed that during the life of this Agreement, the parties will meet to review the steps required to enable a process that would allow for offering of Overtime and Additional Available Shifts between the sites comprising the Shared Health Direct Operations. The Employer commits to making best efforts to implement the above process within two (2) years.

The current process of offering Overtime and Additional Available Shifts at a site level will be maintained until the parties have confirmed a new process and an agreed upon date of implementation.

FOR THE EMPLOYER:

*CRosner*

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*B. Y. Rawan*

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*Wanda Reader*

FOR THE UNION:

*[Signature]*

\_\_\_\_\_  
*[Signature]*

\_\_\_\_\_  
*Leona Savett*

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Special Understandings - Clinical Nurse Specialists (CNS)**

The terms of the Collective Agreement shall be applicable to the Clinical Nurse Specialists except as modified hereinafter. Inclusion of Clinical Nurse Specialists within the scope of the bargaining unit shall have no retroactive effect except as expressly provided for hereinafter.

1. Seventy-seven and one-half (77.50) hours shall constitute a bi-weekly period of work. The Clinical Nurse Specialist may vary hours worked in order to effectively carry out the accountabilities of the position.

2. Seniority

Seniority within the bargaining unit shall be deemed to commence from the date that each incumbent last commenced continuous employment with the Employer.

FOR THE EMPLOYER:



\_\_\_\_\_  
B. Y. Rawan

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Wanda Reader

FOR THE UNION:



\_\_\_\_\_  


\_\_\_\_\_  
Leona Savett

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Secondment of a Health Sciences Centre Nurse Elected to Serve as President of the Worksite 10**

The Employer and the Union agree each with the other as follows:

1. A nurse employed by the Employer who is elected to the full-time position of President of the Union, shall be considered as continuing in the employ of the Employer during the nurse's term of office as President of the Union and shall be considered to be seconded to the Union during the term of office. It is understood that the position vacated by the nurse seconded to the position of Union President shall be posted and maintained and/or replaced as an indefinite term.
2. For the purposes of administering the period of secondment, the Treasurer of the Union shall function as the official contact person in any dealings with the Employer. In addition the Treasurer of the Union shall be accountable for:
  - (i) notifying the Employer, in writing, of the official commencement and termination date of the President's term of office;
  - (ii) determining the bi-weekly payroll record of the President and notifying the Employer of same.

The Union shall save the Employer harmless from any claim from the President arising from alleged error(s) in the payroll record.

3. **Reimbursement of Employer Costs**

The Union shall assume the responsibility for reimbursing the Employer for total recovery of payroll and related costs associated with the President's term of office, as follows:

- (i) gross salary, including paid vacation, income protection and any other paid leave of absence authorized by the Treasurer;
- (ii) Employer portion of C.P.P.;
- (iii) Employer portion of E.I.;
- (iv) Workers Compensation premiums;
- (v) Payroll tax;

- (vi) Employer portion of Benefit Plan premiums (pension plan, group life insurance plan, dental plan);
- (vii) Pre-retirement leave.
- (xi) Employer portion of the Maternity Leave top up based on the number of hours that the nurse was paid at regular rate of pay in six (6) months prior to leave while seconded to the Worksite President or Vice President.

The Employer shall provide the Union Treasurer with a monthly statement of the above-referenced payroll expenses incurred during the nurse's period of secondment to President of the Union.

It is understood that the Employer shall reimburse the Union for all travel expenses, i.e. parking, mileage from the facility to the meeting site incurred by the President when attending Employer Organization NAC or Union Management meetings, NRRF, or any other regional/provincial joint committee meetings which the President is required or requested to attend.

#### 4. Income Protection

- (i) The Union President will accumulate sick pay credits at the rate of one and one-quarter (1.25) days per month [one and one-half (1.5) days effective April 1, 2027] during the period of secondment. In the event that the Union President is absent during the secondment period due to accident or illness and the sick pay credits accumulated during the period of secondment are insufficient to cover full payment of sick leave, the Employer will pay the Union President out of sick leave credits accumulated prior to the secondment period and bill the costs to the Union, subject to paragraphs (ii) and (iii) below.
- (ii) Upon the nurse's return to work following the period of secondment the amount of income protection accumulated during the period of secondment will be reconciled against the amount of income protection utilized during this same period. In the event the difference is positive i.e. the amount accumulated is greater than the amount utilized, the nurse will be eligible to utilize the difference (unutilized income protection credits) at a future date. It is understood that utilization of these income protection credits may only occur once the nurse exhausts all income protection credits accumulated during their normal course of employment with the Employer.
- (iii) It is further understood that these income protection credits shall not be stored in the nurse's income protection bank within the computerized payroll system. Following the period of secondment

a record of these credits will be provided to the nurse along with a copy in the personnel file of the nurse. In the event and at the point that the nurse wishes to utilize these income protection credits they will advise the Human Resources Department. The Employer will pay said income protection and bill the Union for the cost.

5. Disability & Rehabilitation Plan (D & R)

The President will have coverage under the HEB Disability & Rehabilitation (D & R) Plan. During the D & R elimination period only unutilized income protection credits earned during the period of secondment will be paid.

6. Accumulation of Paid Vacation

The President will accumulate vacation credits on the same earning rate as they would have accumulated vacation credits had they not been seconded.

For the purposes of reconciliation, the Employer is financially responsible for the vacation earned by the nurse while they are engaged in their normal course of employment with the Employer; and the Union is financially responsible for the vacation earned by the nurse during the period of secondment.

8. Seniority/Service

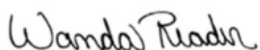
- (i) Seniority shall continue to accrue during the period of secondment.
- (ii) Following the expiry of the period of secondment, the President's normal increment date will be delayed for a period of time equivalent to the period of secondment. The time worked between the date of the last increment to the date that the nurse assumed the office of President shall count toward the granting of the next increment.

9. This Memorandum of Understanding shall remain in force until revised by mutual agreement between the parties or until terminated by either party.

FOR THE EMPLOYER:







FOR THE UNION:







Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Secondment of a Health Sciences Centre Nurse Elected To Serve As Vice-President of Worksite #10**

The Employer and the Union mutually agree as follows:

1. A nurse employed by the Employer who is elected to the position of Vice President of the Union, shall be considered as continuing in the employ of the Employer during the nurse's term of office as Vice President of the Union and shall be considered to be seconded to the Union on a full time basis during the term of office. It is understood that the position vacated by the nurse seconded to the position of Union Vice-President shall be posted and maintained and/or replaced as an indefinite term.
2. For the purposes of administering the period of secondment, the Treasurer of the Union shall function as the official contact person in any dealings with the Employer. In addition the Treasurer of the Union shall be accountable for:
  - (i) notifying the Employer, in writing, of the official commencement and termination date of the Vice President's term of office;
  - (ii) determining the bi-weekly payroll record of the Vice President and notifying the Employer of same.

The Union shall save the Employer harmless from any claim from the Vice President arising from alleged error(s) in the payroll record.

3. **Reimbursement of Employer Costs**

The Union shall assume the responsibility for reimbursing the Employer for total recovery of payroll and related costs associated with the Vice President's term of office, as follows:

- (i) gross salary, including paid vacation, income protection and any other paid leave of absence authorized by the Treasurer;
- (ii) Employer portion of C.P.P.;
- (iii) Employer portion of E.I.;
- (iv) Workers Compensation premiums;
- (v) Payroll tax;

- (vi) Employer portion of Benefit Plan premiums (pension plan, group life insurance plan, dental plan);
- (vii) Pre-retirement leave.
- (xi) Employer portion of the Maternity Leave top up based on the number of hours that the nurse was paid at regular rate of pay in six (6) months prior to leave while seconded to the Worksite President or Vice President.

It is understood that the Employer shall reimburse the Union for all travel expenses, i.e. parking, mileage from the facility to the meeting site incurred by the Vice President when attending Employer Organization-NAC or Union Management meetings, NRRF meetings or any other joint committees meetings when they are designated by the President to attend.

The Employer shall provide the Union Treasurer with a monthly statement of the above-referenced payroll expenses incurred during the nurse's period of secondment to Vice President of the Union.

#### 4. Income Protection

- (i) The Union Vice-President will accumulate sick pay credits at the rate of one and one-quarter (1.25) days [one and one-half (1.5) days effective April 1, 2027] per month during the period of secondment. In the event that the Union Vice-President is absent during the secondment period due to accident or illness and the sick pay credits accumulated during the period of secondment are insufficient to cover full payment of sick leave, the Employer will pay the Union Vice-President out of sick leave credits accumulated prior to the secondment period and bill the costs to the Union, subject to paragraphs (ii) and (iii) below.
- (ii) Upon the nurse's return to work following the period of secondment the amount of income protection accumulated during the period of secondment will be reconciled against the amount of income protection utilized during this same period. In the event the difference is positive i.e. the amount accumulated is greater than the amount utilized, the nurse will be eligible to utilize the difference (unutilized income protection credits) at a future date. It is understood that utilization of these income protection credits may only occur once the nurse exhausts all income protection credits accumulated during their normal course of employment with the Employer.
- (iii) It is further understood that the income protection credits earned during the period of secondment shall not be stored in the nurse's income protection bank within the computerized payroll system. Following the period of secondment a record of these credits will be provided to the nurse along with a copy in the personnel file of the nurse. In the event and at the point that the nurse wishes to utilize these income protection credits they will

advise the Human Resources Department. The Employer will pay said income protection and bill the Union for the cost.

5. Disability & Rehabilitation Plan (D & R)

The Vice President will have coverage under the HEB Disability & Rehabilitation (D & R) Plan. During the D & R elimination period unutilized income protection credits earned during the period of secondment will be paid for those days that the Vice President would have been at the Worksite 10. The remaining EFT if applicable will be covered as per Article 3902.

6. Accumulation of Paid Vacation

The Vice President will accumulate vacation credits on the same earning rate as they would have accumulated vacation credits had they not been seconded.

For the purposes of reconciliation, the Employer is financially responsible for the vacation earned by the nurse while they are engaged in their normal course of employment with the Employer; and the Union is financially responsible for the vacation earned by the nurse during the period of secondment.

7. Seniority/Service

- (i) Seniority shall continue to accrue during the period of secondment.
- (ii) Following the expiry of the period of secondment, the Vice President's normal increment date will be delayed on a pro rata basis for a period of time equivalent to the period of secondment. The time worked between the date of the last increment to the date that the nurse assumed the office of Vice President shall count toward the granting of the next increment.

8. This Memorandum of Understanding shall remain in force until revised by mutual agreement between the parties or until terminated by either party.

FOR THE EMPLOYER:



\_\_\_\_\_  
B. Y. Rawan

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Wanda Reader

FOR THE UNION:



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Leona Barrett

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Research Nurse Positions**  
***(Applicable for Health Sciences Centre)***

The parties recognize the uncertain nature of funding for Research Nurse positions. Accordingly, it is agreed that:

- Term Research Nurse position(s) posted in accordance with Article 3006 will not require the reposting of position(s) upon receipt of further grant funding up to a maximum of two (2) years. This agreement will apply to all existing Research Nurse positions and to future Research Nurse positions which may be created after the date of signing of this Memorandum of Understanding. Any further extensions shall be the subject of discussion and mutual agreement between the Union and the Employer.

FOR THE EMPLOYER:

*CRosner*

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*B. Y. Rawan*

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*Wanda Reader*

FOR THE UNION:

*D Jac*

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*M. Pato*

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*Leona Barrett*

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Child Health Program Nurses and Critical Care Program Nurses**  
***(Applicable for Health Sciences Centre and CancerCare Manitoba)***

The Employer(s) and the Union agree that the following conditions and understandings apply re nursing services provided through the Child Health Program Nurses, Critical Care Program Nurses, and Adult Ambulatory Care Nurses.

1. Child Health Program Nurses, Critical Care Program Nurses and Adult Ambulatory Care Nurses providing nursing services at CancerCare Manitoba are employees of the Health Sciences Centre and the terms and conditions of the Collective Agreement between the Shared Health Employers Organization and Manitoba Nurses Union shall be applicable to them.
2. Professional practice issues shall be referred to and are the responsibility of the Health Sciences Centre.
3. Any other disputes/grievances arising under the Shared Health Employers Organization Collective Agreement shall be referred to and are the responsibility of the Health Sciences Centre.
4. It is agreed that Child Health Program Nurses and Critical Care Program Nurses shall continue to provide the following nursing services in accordance with past practice:
  - CK5 Nurses assigned to Pediatric Clinics at CancerCare Manitoba
  - PICU nurses responding to Code Blue and Code 25 calls at CancerCare Manitoba
  - Code Blue nurses responding to “codes” for adult patients at CancerCare Manitoba
  - Adult Ambulatory Care – Plastic Surgery Clinic nurses providing pre-op teaching and complex dressing changes for adult patients at CancerCare Manitoba
  - CHOR nurses providing support to patients under anaesthesia receiving radiation treatment, including High Risk Anaesthesia Nurse Clinician IIIs
  - Adult Medicine Nurse IIIs providing care in the CancerCare Manitoba Hematology Clinic

5. Should any party to this Agreement wish to alter any provision of this Memorandum, ninety (90) days' notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the parties are unable to reach agreement concerning the alternation(s), the dispute shall, at the request of any or all parties, be dealt with in accordance with the provisions as set forth in Article 13 Arbitration Procedure herein, commencing at Article 1302.
6. Should any party to this Agreement wish to terminate this Memorandum, ninety (90) days' notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the concerns cannot be resolved or addressed at the above-mentioned meeting, then the notice to terminate will be accepted by all parties.
7. It is understood that this Memorandum of Understanding is for the duration of this Collective Agreement only.

FOR THE EMPLOYER:



\_\_\_\_\_  
B. Y. Rawan

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Wanda Reader

FOR THE UNION:



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Leona Barrett

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Nurse Practitioners CancerCare/Health Sciences Centre**

The Employer(s) and the Union agree that the following conditions and understandings apply re Advanced Practice Nursing services provided through the CancerCare Manitoba Haematology, Medical, Surgical and Radiation Oncology programs by Nurse Practitioners:

1. Nurse Practitioners providing nursing services at Health Sciences Centre site through the programs of CancerCare Manitoba Haematology, Medical, Surgical and Radiation Oncology are employees of CancerCare Manitoba and the terms and conditions of the Collective Agreement between the Shared Health Employers Organization and the Manitoba Nurses Union shall be applicable to them.
2. Professional practice issues shall be referred to and are the responsibility of CancerCare Manitoba.
3. Any other disputes/grievances arising under the Shared Health Employers Organization Collective Agreement shall be referred to and are the responsibility of CancerCare Manitoba.
4. Should any party to this Agreement wish to alter any provision of this memorandum, ninety (90) days' notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the parties are unable to reach agreement concerning the alternation(s), the dispute shall, at the request of any or all parties, be dealt with in accordance with the provisions as set forth in Article 13 Arbitration Procedure herein, commencing at Article 1302.
5. Should any party to this Agreement wish to terminate this memorandum, ninety (90) days' notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the concerns cannot be resolved or addressed at the above-mentioned meeting, then the notice to terminate will be accepted by all parties.
6. It is understood that this Memorandum of Understanding is for the duration of this Collective Agreement only.

FOR THE EMPLOYER:

*CRones*

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B. V. Rawan

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Wanda Reader

FOR THE UNION:

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Liana Barrett

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Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Nurse Clinician – Bleeding Disorder Program**

The Employer(s) and the Union agree that the following conditions and understandings apply re nursing services provided by the Nurse Clinician-Bleeding Disorder Program in the Home Care Program.

1. The Nurse Clinician-Bleeding Disorder Program providing nursing services in the Home Care Program is an employee of the Health Sciences Centre and the terms and conditions of the Collective Agreement between the Shared Health Employers Organization and the Manitoba Nurses Union shall be applicable to them.
2. Professional practice issues shall be referred to and are the responsibility of the Health Sciences Centre.
3. Any other disputes/grievances arising under the Shared Health Employers Organization Collective Agreement shall be referred to and are the responsibility of the Health Sciences Centre.
4. It is agreed that the Nurse Clinician-Bleeding Disorder Program shall continue to provide the following nursing services in accordance with past practice:
  - Following the patient into the community and providing education to Bleeding Disorder patients;
  - Providing education to the Home Care Nurses responsible for the care of the patient(s) including demonstrating skills, accessing veins, developing the appropriate therapy, IV techniques;
  - Providing education to the educational facilities that the patient(s) attend.
5. Should any party to this Agreement wish to alter any provision of this Memorandum, ninety (90) days notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the parties are unable to reach agreement concerning the alteration(s), the dispute shall, at the request of any or all parties, be dealt with in accordance with the provisions as set forth in Article 13 Arbitration Procedure herein, commencing at Article 1302.

6. Should any party to this Agreement wish to terminate this Memorandum, ninety (90) days notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the concerns cannot be resolved or addressed at the above-mentioned meeting, then the notice to terminate will be accepted by all parties.

FOR THE EMPLOYER:

*VRodnes*

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*B. V. Rowan*

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*Wanda Reader*

FOR THE UNION:

*[Signature]*

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*[Signature]*

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*Liona Barrett*

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Child Health Program Nurses Health Sciences Centre Site and Home Care**

The Employer(s) and the Union agree that the following conditions and understandings apply re nursing services provided by Child Health Program Nurses in the Home Care Palliative Program.

1. Child Health Program Nurses providing nursing services in the Home Care Palliative Program are employees of the Health Sciences Centre and the terms and conditions of the Collective Agreement between the Shared Health Employers Organization and the Manitoba Nurses Union shall be applicable to them.
2. Professional practice issues shall be referred to and are the responsibility of the Health Sciences Centre.
3. Any other disputes/grievances arising under the Shared Health Employers Organization Collective Agreement shall be referred to and are the responsibility of the Health Sciences Centre.
4. It is agreed that the Child Health Program Nurses (CK5 Oncology) shall continue to provide the following nursing services in accordance with past practice:  
  
Transition plans for terminally ill children to the WRHA Home Care Palliative Program from CK5 may result in one or more CK5 Nurses providing direct assistance with the care of the terminally ill child in the Community for a temporary period after transition and/or having CK5 Nurses available on a consultative basis to the WRHA Home Care Palliative Program with regard to the care of the terminally ill child.
5. Should any party to this agreement wish to alter any provision of this Memorandum, ninety (90) days notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the parties are unable to reach agreement concerning the alteration(s), the dispute shall, at the request of any or all parties, be dealt with in accordance with the provisions as set forth in Article 13 Arbitration Procedure herein, commencing at Article 1302.

- Should any party to this Agreement wish to terminate this Memorandum, ninety (90) days notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the concerns cannot be resolved or addressed at the above-mentioned meeting, then the notice to terminate will be accepted by all parties.

FOR THE EMPLOYER:

*CRosnes*

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*B. V. Rawan*

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*Wanda Reader*

FOR THE UNION:

*D Jac*

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*M. P. Pato*

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*Leona Barrett*

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Child Health Program Nurses Health Sciences Centre and Rehabilitation Centre for Children**

The Employer(s) and the Union agree that the following conditions and understandings apply re nursing services provided through the Child Health Program Nurses:

1. Child Health Program Nurses providing nursing services at the Rehabilitation Centre for Children are employees of the Health Sciences Centre and the terms and conditions of the Collective Agreement between the Shared Health Employers Organization and the Manitoba Nurses Union shall be applicable to them.
2. Professional practice issues shall be referred to and are the responsibility of the Health Sciences Centre.
3. Any other disputes/grievances arising under the Shared Health Employers Organization Collective Agreement shall be referred to and are the responsibility of the Health Sciences Centre.
4. It is agreed that Child Health Program Nurses shall continue to provide the following nursing services in accordance with past practice:
  - Children's Urology Clinic Nurse(s) will continue to attend and provide nursing services for Urology Clinic at the Rehabilitation Centre for Children on a (frequency of current clinics) basis
  - Children's Muscular Dystrophy Clinic Nurse(s) will continue to attend and provide nursing services for Muscular Dystrophy Clinic at the Rehabilitation Centre for Children on a (frequency of current clinics) basis.
5. The cost of parking at Rehabilitation Centre for Children will be reimbursed to the nurse per the Shared Health Employers Organization Collective Agreement, in the event the nurse does not have a "reciprocal pass" supplied.
6. The nurse shall be reimbursed for all travel between Health Sciences Centre and The Rehabilitation Centre for Children in accordance with the provisions of Article 2003 (a) of the Collective Agreement.
7. Should any party to this Agreement wish to alter any provision of this Memorandum, ninety (90) days notice must be provided to all interested parties.

All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the parties are unable to reach agreement concerning the alteration(s), the dispute shall, at the request of any or all parties, be dealt with in accordance with the provisions as set forth in Article 13 Arbitration Procedure herein, commencing at Article 1302.

8. Should any party to this Agreement wish to terminate this Memorandum, ninety (90) days notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the concerns cannot be resolved or addressed at the above-mentioned meeting, then the notice to terminate will be accepted by all parties.

FOR THE EMPLOYER:

*W. Reader*

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*B. V. Rawan*

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*Wanda Reader*

FOR THE UNION:

*[Signature]*

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*[Signature]*

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*Liana Barrett*

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Therapeutic Aphoresis Program – Health Sciences Centre and St. Boniface Hospital**

The parties have mutually agreed that the following will occur regarding the therapeutic aphoresis program position(s) at Health Sciences Centre:

1. The nurses awarded the three (3) positions, equaling 2.0 EFT, will be employees of the Health Sciences Centre and will remain as employees of Health Sciences Centre and as members of the Manitoba Nurses' Union.
2. Due to the nature of the work to be performed, incumbents will perform therapeutic aphoresis at both the Health Sciences Centre and St. Boniface Hospital.
3. All professional practice issues shall be referred to and are the responsibility of the Health Sciences Centre.
4. Any disputes/grievances arising under the Shared Health Collective Agreement shall be referred to and are the responsibility of the Health Sciences Centre.
5. The cost of parking at St. Boniface Hospital will be reimbursed the nurse per the Shared Health Employers Organization Collective Agreement, in the event the nurse does not have a "reciprocal pass" supplied.

In the event that it is determined further positions in the program are required the parties will meet to determine the Employer of the additional positions.

It is agreed between the parties that this Memorandum of Understanding is without prejudice or precedent.

FOR THE EMPLOYER:

*CRones*

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B. V. Rawan

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Wanda Reader

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Signed the 28<sup>th</sup> day of November, 2024.

FOR THE UNION:

*Shac*

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*W. P. P. P. P.*

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Liana Barrett

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Renal Transplant Coordinator/Multi Organ Donor Coordinator – Health Sciences Centre and St. Boniface Hospital**

Pursuant to the Inter-Facility Positions Memorandum, the parties have mutually agreed that the following will occur regarding the Renal Transplant Coordinators/Multi Organ Donor Coordinators positions at Health Sciences Centre and St. Boniface Hospital.

1. The nurses will be employees of Health Sciences Centre and will be members of MNU Worksite 10.
2. The incumbents will perform their duties primarily at Health Sciences Centre but there will be a requirement to work and provide consultation in both facilities.
3. The terms of the Collective Agreement between the Shared Health Employers Organization and the Manitoba Nurses Union shall be applicable to the Renal Transplant Coordinators/Multi Organ Donor Coordinators except as modified hereinafter;
  - (a) Renal Transplant Coordinator/Multi Organ Donor Coordinator shall be paid at the Nurse IV rate as set out in Appendix A.
4. All professional practice issues and performance management issues shall be referred to and are the responsibility of the Health Sciences Centre.
5. Any disputes/grievances arising under the Shared Health Employers Organization Collective Agreement shall be referred to and are the responsibility of the Health Sciences Centre.
6. The cost of parking at St. Boniface Hospital will be reimbursed the nurse per the Shared Health Employers Organization Collective Agreement, in the event the nurse does not have a “reciprocal pass” supplied. It is understood that the nurse will be reimbursed for any additional costs they are charged for a reciprocal pass.

It is agreed between the parties that this Memorandum of Understanding is without prejudice or precedent.

FOR THE EMPLOYER:

*W. Reader*

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B. V. Rawan

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Wanda Reader

FOR THE UNION:

*[Signature]*

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*[Signature]*

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Leona Barrett

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Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Renal Transplant Coordinator/Multi Organ Donor Coordinator – Health Sciences Centre and Grace Hospital**

Pursuant to the Inter-Facility Positions Memorandum, the parties have mutually agreed that the following will occur regarding the Renal Transplant Coordinators/Multi Organ Donor Coordinators positions at Health Sciences Centre and Grace Hospital.

1. The nurses will be employees of Health Sciences Centre and will be members of MNU Worksite 10.
2. The incumbents will perform their duties primarily at Health Sciences Centre but there will be a requirement to work and provide consultation in both facilities.
3. The terms of the Collective Agreement between the Shared Health Employers Organization and the Manitoba Nurses Union shall be applicable to the Renal Transplant Coordinators/Multi Organ Donor Coordinators except as modified hereinafter;
  - (a) Renal Transplant Coordinator/Multi Organ Donor Coordinator shall be paid at the Nurse IV rate as set out in Appendix A.
4. All professional practice issues and performance management issues shall be referred to and are the responsibility of the Health Sciences Centre.
5. Any disputes/grievances arising under the Shared Health Collective Agreement shall be referred to and are the responsibility of the Health Sciences Centre.
6. The cost of parking at Grace Hospital will be reimbursed the nurse per the Shared Health Employers Organization Collective Agreement, in the event the nurse does not have a “reciprocal pass” supplied. It is understood that the nurse will be reimbursed for any additional costs they are charged for a reciprocal pass.

It is agreed between the parties that this Memorandum of Understanding is without prejudice or precedent.

FOR THE EMPLOYER:

*W. Reader*

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B. V. Rawan

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Wanda Reader

FOR THE UNION:

*[Signature]*

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*[Signature]*

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Liana Barrett

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Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Renal Transplant Coordinator/Multi Organ Donor Coordinator – Health Sciences Centre and Seven Oaks General Hospital**

Pursuant to the Inter-Facility Positions Memorandum, the parties have mutually agreed that the following will occur regarding the 1.0 EFT Renal Transplant Coordinators/Multi Organ Donor Coordinators positions at Health Sciences Centre and Seven Oaks General Hospital.

1. The nurses will be employees of Health Sciences Centre and will be members of MNU Worksite 10.
2. The incumbents will perform their duties primarily at Health Sciences Centre but there will be a requirement to work and provide consultation in both facilities.
3. The terms of the Collective Agreement between the Shared Health Employers Organization and the Manitoba Nurses Union shall be applicable to the Renal Transplant Coordinators/Multi Organ Donor Coordinators except as modified hereinafter;
  - (a) Renal Transplant Coordinator/Multi Organ Donor Coordinator shall be paid at the Nurse IV rate as set out in Appendix A.
4. All professional practice issues and performance management issues shall be referred to and are the responsibility of the Health Sciences Centre.
5. Any disputes/grievances arising under the Shared Health Collective Agreement shall be referred to and are the responsibility of the Health Sciences Centre.
6. The cost of parking at Seven Oaks Hospital will be reimbursed the nurse per the Shared Health Employers Organization Collective Agreement, in the event the nurse does not have a “reciprocal pass” supplied. It is understood that the nurse will be reimbursed for any additional costs they are charged for a reciprocal pass.

It is agreed between the parties that this Memorandum of Understanding is without prejudice or precedent

FOR THE EMPLOYER:

*ORodriguez*

*B. V. Rawan*

*Wanda Reader*

FOR THE UNION:

*[Signature]*

*[Signature]*

*Liana Barrett*

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Newborn Follow Up Clinic Nurse and RCC Clinic Nurse**

The Employer(s) and the Union agree that the following conditions and understandings apply re nursing services provided through the Rehabilitation Centre for Children (hereinafter referred to as "RCC"):

1. RCC nurses providing nursing services at the Health Sciences Centre (hereinafter referred to as "HSC") are employees of RCC and the terms and conditions of the Collective Agreement between the Shared Health Employers Organization and the Manitoba Nurses Union shall be applicable to them.
2. Professional practice issues shall be referred to and are the responsibility of RCC.
3. Any other disputes/grievances arising under the Shared Health Employers Organization Collective Agreement shall be referred to and are the responsibility of the RCC.
4. It is agreed that the RCC nurse shall provide the following nursing services:
  - a. Newborn Follow Up Clinic Nurses will attend and provide nursing services at the HSC up to one (1) day per week.
  - b. RCC Clinic Nurse will attend and provide nursing services at HSC up to one(1) day per week.
5. The cost of parking at HSC will be reimbursed to the nurse per the Shared Health Employers Organization Collective Agreement in the event that the nurse does not have a "reciprocal pass" supplied.
6. The nurse shall be reimbursed for all travel between RCC and HSC in accordance with the provisions of Article 2003 (a) of the Shared Health Employers Organization Collective Agreement.
7. Should any party to this Agreement wish to alter any provision of this Memorandum, ninety (90) days' notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the parties are unable to reach agreement concerning the alternation(s), the dispute shall, at the request of any or all the parties, be dealt with in accordance with the provisions as set forth in Article 13 Arbitration Procedure herein, commencing at Article 1302.

8. Should any party to this agreement wish to terminate this Memorandum, ninety (90) days' notice must be provided to all interested parties. All interested parties will meet within thirty (30) days to discuss any outstanding concerns. If the concerns cannot be resolved or addressed at the above mentioned meeting, the notice to terminate will be accepted by all the parties.

FOR THE EMPLOYER:

*CRosnes*

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*B. Y. Rawan*

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*Wanda Reader*

FOR THE UNION:

*[Signature]*

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*[Signature]*

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*Leona Barrett*

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: MOU Re Staff Mobility Within the Following Facilities/Programs of the WRHA System**

The parties acknowledge and agree that the language from the previous MOU#26 Re Staff Mobility Within the Following Facilities /Programs of the WRHA System - #6. E. shall remain in effect for those sites/Employers where the language was in the previous Collective Agreement as per below:

**Applicable only to Health Sciences Centre, St. Boniface, Grace, Seven Oaks, Concordia, Victoria, Misericordia, Riverview, CancerCare Manitoba, Deer Lodge, WRHA Public Health, WRHA Home Care, Breast Health Centre, WRHA CNS Pan Am Clinic, Primary Care, Nurse Practitioners and Regional Programs:**

E. Any nurse who:

(i) has utilized a redeployment number in the past to obtain a position but was not permitted to transfer seniority credits at the receiving facility/program/site/Employer, shall be entitled to an adjustment of seniority which will reflect cumulative seniority earned both at the sending and receiving facilities/programs/sites/Employers.

Processes contingent on seniority implemented prior to October 14, 2021 will not be adjusted retroactively, (e.g. bumping, vacation preference).

FOR THE EMPLOYER:



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B. Y. Rawan

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Wanda Reader

FOR THE UNION:



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Leona Barrett

Signed the 28<sup>th</sup> day of November, 2024.

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Article 2411 Bereavement Leave**

***(Applicable for Shared Health Former MGEU 220 Nurses Crisis Intervention- Mental Health Services)***

It is agreed between the parties that for the sites listed above, the provisions of Article 2411 (a) in the Collective Agreement shall be modified and applied as below. These provisions will only apply to those nurses employed at the sites listed as of October 14,2021 (listed below) and shall not be applied to nurses who may transfer into these sites after October 14,2021.

Should any of the nurses listed in this memorandum transfer to another Employer, the entitlements under this provision will cease upon date of termination.

**Bereavement Leave:**

Bereavement leave of up to five (5) working days without loss of pay shall be granted in the event of death of a spouse, common-law spouse, fiancé, same-sex partner, child, stepchild, parent, step-parent, sibling, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former legal guardian, and any other relative who had recently been residing in the same household. Such days may be taken only in the period which extends from the date of death up to and including the day following interment, funeral or initial memorial service or five (5) calendar days following the death, whichever is the greater.

**Shared Health Former MGEU 220 Nurses**

Walker, Kevin  
Waly, Carissa  
Puddifant, Kailyn  
Davidson, Viola  
Shaw, Sarah  
Gomulinski, Jenna  
Johnson, Melinda  
Rennie, Douglas  
Connelly, Leanne  
Warriner, Esther  
Duseigne, Nicole  
Andres, Victor  
Laval, Sydney L  
Wade, Brittney

Charr, Alexa  
Duseigne, Nicole  
LaBella, Chloe  
Puddifant, Kailyn  
Klymochko, Andrea  
Riley, Rachel Rebecca  
Fowler, Cassandra

FOR THE EMPLOYER:

*W. Reader*

\_\_\_\_\_

B. V. Rawan

\_\_\_\_\_

Wanda Reader

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Signed the 28<sup>th</sup> day of November, 2024.

FOR THE UNION:

*[Signature]*

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*[Signature]*

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Liana Barrett

**MEMORANDUM OF UNDERSTANDING  
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT  
BETWEEN  
SHARED HEALTH EMPLOYERS ORGANIZATION  
AND  
THE MANITOBA NURSES' UNION**

**Re: Local 220**

**WHEREAS** the Health Sector Bargaining Unit Review Act (HSBURA) required a realignment of bargaining unit representation;

**AND WHEREAS** employees formerly represented by the Manitoba Government and General Employees' Union (MGEU) Local 220 were, subsequent to the representation votes under the HSBURA and the issuance of interim labour certificates, then represented by the Manitoba Nurses Union (MNU);

**AND WHEREAS** the MNU as bargaining agent conducted negotiations on behalf of the employees formerly represented under MGEU Local 220, at "central table" negotiations;

**AND WHEREAS**, at the time the former MGEU members transitioned to the MNU bargaining unit, the MGEU Local 220 Collective Agreement expired March 31st 2018, whereas all other Collective Agreements being negotiated at "central table" by MNU expired March 31st 2017;

**AND WHEREAS** Nurses classified as Community Health Services Specialists (case coordinators, hospital based case coordinators and pediatric case coordinators, or others as the case may be ) under the MGEU Local 220 Collective Agreement received a general wage adjustment for the pay period April 1, 2017-March 31, 2018, but Nurses working in other classifications under the MGEU Local 220 Collective Agreement were to receive a wage adjustment effective April 2017 in accordance with the rates and effective dates established at MNU central table;

**AND WHEREAS** the Nurse classifications and wage rates under the MGEU Local 220 Collective Agreement are not uniformly aligned with the Nurse classifications under the Union's collective agreement and the interim labour certificate;

**NOW THEREFORE** the parties agree as follows as it applies to and Nurse who worked under the MGEU Local 220 Collective Agreement:

1. Should the parties be unable to reach agreement on which classification in the MNU central table agreement should apply to nurses who worked under the MGEU Local 220 Collective Agreement within 15 days of the signing of this Agreement or such longer period as the parties agree, the matter shall be referred to an arbitrator to make a binding determination on the nurse's appropriate classification.

2. Any increase in wage rate as a result of paragraph 1 shall be paid retroactively to the date that the Interim Bargaining Unit certificate was issued December 13, 2019. In the event a position is reclassified as a result of determination subject to paragraph 1, that results in a lower classification, with a lesser rate of pay, such will not result in any retroactive clawback, overpayment deduction, or other repayment, but shall only be applied proactively from the date of determination.
3. The general wage increase achieved at central table bargaining is applied retroactively (where indicated) to April 1, 2017, the retroactive increase shall apply to a nurse who worked under the MGEU Local 220 Agreement notwithstanding the March 31, 2018 expiry date of the former MGEU Local 220 Agreement
4. Notwithstanding paragraph 3, a nurse who received a general wage increase between April 1, 2017 and March 31, 2018 shall not receive an additional general wage increase for the same time period under the MNU central table agreement.
5. In no case will a nurse who worked under the MGEU Local 220 Agreement be subject to a "clawback", reduction or deduction in cases where the provisions of the MGEU Local 220 Agreement provided for superior benefit or compensation for the period from April 1st 2017 to March 31st 2018.
6. In all other instances the language of the current MNU collective agreement shall apply as of October 14, 2021, unless specifically indicated otherwise.

FOR THE EMPLOYER:

*W. Reader*

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*B. Y. Rawan*

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*Wanda Reader*

FOR THE UNION:

*[Signature]*

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*[Signature]*

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*Leona Barrett*

Signed the 28<sup>th</sup> day of November, 2024.

**INDEPENDENT ASSESSMENT COMMITTEE (IAC)**

**IAC Chairpersons 1104 (a) (i)**

Jan Currie

Kim Fraser

Donna McKenzie

Sandi Mowat

Carole Ohryn

Laurie Walus

Melody Muswaggon - Alternate

*Although not incorporated into the Collective Agreement proper, the following Memoranda form part of the overall Memorandum of Settlement with respect to the ratification of this Collective Agreement.*

**MEMORANDUM OF UNDERSTANDING**

between

**THE MANITOBA NURSES UNION**

(The "Union")

-and-

**PROVINCIAL HEALTH LABOUR RELATIONS SERVICES**

("PHLRS")

on behalf of

**THE EMPLOYERS IN THE WINNIPEG-CHURCHILL HEALTH REGION, NORTHERN HEALTH REGION, PRAIRIE MOUNTAIN HEALTH REGION, SOUTHERN HEALTH – SANTÉ SUD HEALTH REGION, INTERLAKE-EASTERN HEALTH REGION and SHARED HEALTH EMPLOYER ORGANIZATIONS**

(The "Employer")

**RE: FULL-TIME HOURS SALARY ENHANCEMENT– 2015 ANNUAL HOURS**

**PREAMBLE:**

The Provincial Healthcare System continues to experience a long standing and severe nursing shortage. The parties recognize the critical role nurses play in the provision of patient care. The nursing shortage has caused unprecedented challenges on a variety of aspects of the health care system and nurses.

The parties further recognize that the aforementioned nursing shortage has also caused financial hardship to the health care system by virtue of excessive overtime, and agency expenditures that ought instead be invested in Manitoba's public healthcare system.

As a result, the Employers and the Union have agreed to jointly establish an initiative on a trial basis with the goal of reducing the nursing shortage through recruitment and retention initiatives, addressing the challenges of excessive overtime and agency use, and thus enhancing consistency and continuity of the quality patient care provided.

Therefore, a Full-Time Hours Salary Enhancement (herein after referred to as "The Salary Enhancement") has been created as a two (2) year pilot project beginning on April 1, 2025 and ending March 31, 2027.

**A. INCENTIVE PARAMETERS:**

1. Nurses holding a full-time EFT (1.0) shall be entitled to The Salary Enhancement based on the following parameters:
  - a) Full-time nurses must be employed in one of the following classifications: LPN, ORT I, ORT II Nurse II, Nurse III and CRN/Charge Nurse.
  - b) Eligible nurses will be paid in the form of a pensionable hourly premium of \$5.95 per hour for all hours paid at regular rates subject to paragraphs (f), (g) and (h) below.
  - c) The Salary Enhancement will be paid on the basis of the adjusted salary scales as listed in Schedule "A" for illustration purposes only.
  - d) The Salary Enhancement will not apply to overtime hours or overtime rates.
  - e) The Salary Enhancement applies to a nurse who occupies a Full-Time Weekend Worker position, within the classifications noted in a) above, who has an annual hours base of 1872.
  - f) The Salary Enhancement will apply to any full-time nurse for any period where the nurse is on an approved WCB claim during the eligible period.
  - g) The Salary Enhancement is not provided to any full-time nurse for any periods of unpaid leave.
  - h) Where a nurse is on a paid sick leave of four (4) weeks or less, The Salary Enhancement shall be applied. For clarity, where a nurse is on a paid sick leave of four (4) weeks or more, The Salary Enhancement shall be applied only to the first four (4) weeks of the leave.
  
2. Part time and/or casual nurses working up to the equivalent of a full time EFT shall be entitled to The Salary Enhancement based on the following parameters:
  - a) Part time and/or casual nurses must be employed in one of the following classifications: LPN, ORT I, ORT II Nurse II, Nurse III and CRN/Charge Nurse.
  - b) For part time and/or casual nurses working up to the equivalent of full-time hours, The Salary Enhancement will be paid in the form of a pensionable hourly Salary Enhancement of \$5.95 per hour for all hours paid at regular rates.
  - c) The Salary Enhancement will not apply to overtime hours or overtime rates.
  - d) Part time and/or casual nurses on an accepted WCB claim shall qualify for The Salary Enhancement, if prior to going on WCB they had worked sufficient hours to qualify for The Salary Enhancement in the preceding eight (8) weeks.

The reconciliation for such compensation will be at the end of each six (6) month period (April 1<sup>st</sup> to September 30<sup>th</sup>, or October 1<sup>st</sup> to March 31<sup>st</sup> as the case may be) within the fiscal year and is in the form of a retroactive salary adjustment.

- A nurse holds a part time or casual position:

- The assessment of full-time equivalency will be based on 2015 annual hours, however the annual period will be split and subsequently calculated over two (2) separate six (6) month periods, with each six (6) month period consisting of 1007.5 paid hours.
- The two (2) six-month periods are as follows:
  - April 1<sup>st</sup> to September 30<sup>th</sup> – 1007.5 hours with payment being made first off cycle pay in December.
  - October 1<sup>st</sup> to March 31<sup>st</sup> – 1007.5 hours with payment being made first off cycle pay in June.
- Part time Nurse (casual excluded) exceptions. The exceptions that are applied towards eligibility of The Salary Enhancement for a part-time nurse are as follows in each six (6) month period: *(reduces amount of The Salary Enhancement based on eligible paid hours but not eligibility)*
  - a) A nurse is on an approved unpaid leave of absence of four (4) weeks or less.
  - b) A nurse is on approved union leave of four (4) weeks or less.
  - c) The aforementioned leaves can be taken individually or in combination of up to a maximum of four (4) weeks in the eligibility period.
  - d) A nurse is on any period of approved WCB claim subject to 2 d) above.
  - e) A nurse who has not achieved sufficient qualifying hours may choose to utilize accrued banked overtime to top up eligible hours to a maximum of 38.75 hours. Such request shall be made in writing within two (2) pay periods prior to the eligibility period end. The requested hours will be paid straight time rates.
  - f) A nurse shall be granted an exception of up to 38.75 hours to supplement eligibility to achieve payment of The Salary Enhancement if unable to pick up additional shifts due to extenuating circumstances. Extenuating circumstances shall be given all reasonable consideration. The nurse shall make written application to the Employer to apply said hours two (2) weeks after the eligibility period end date.
  - g) A nurse shall be granted an exception of 50 hours to address stat time off equivalent to full-time nurses. The nurse shall make written application to the Employer to apply said hours at the end of, but no later than two (2) weeks after, the eligibility period end date.
  - h) Notwithstanding the above, the combination of exception hours as provided for in e), f), and g) shall not exceed a combined total of 110 hours.
  - i) A part-time nurse shall receive The Salary Enhancement for all hours in receipt of standby premium, provided that the standby premium hours and the hours worked results in the nurse qualifying for The Salary Enhancement (subject and in addition to the exceptions a)

through h) inclusive as listed above). Where a nurse is on standby on a day not scheduled for work (nonscheduled day), the nurse shall receive consideration as follows: the duration of the nurse's regular shift for each nonscheduled day on standby, less the number of hours for which the nurse received the Salary Enhancement for the standby premium during the biweekly pay period. The nurse shall make written application to the Employer to apply said hours at the end of, but no later than two (2) weeks after, the eligibility period end date.

Examples:

Example 1- Scheduled for Standby on both days of work, and during days not scheduled

- Scheduled for standby 6 days in a row (a block of on call), 3 of which are not scheduled days of work
  - Day 1- worked 8 hour day; scheduled for standby for 16 hours (Eve & Night) – paid 4 hours standby premium
  - Day 2- worked 8 hour day; scheduled for standby for 16 hours (Eve & Night) – paid 4 hours standby premium
  - Day 3- worked 8 hour day; scheduled for standby for 16 hours (Eve & Night) – paid 4 hours standby premium
  - Day 4- 24 hours on call – paid 6 hours standby premium
  - Day 5- 24 hours on call – paid 6 hours standby premium
  - Day 6- 24 hours on call – paid 6 hours standby premium
- Total of 30 hours standby premium
- Could have worked 8 regular paid hours on Day 4, 5, and 6 = 3 Days x 8 hours = 24 hours
- 24 regular paid hours could have worked minus 30 hours standby premium paid = additional 6 hours paid over the 24 hours they could have worked; no additional hours to be credited.

Example 2- Scheduled for Standby on day(s) not scheduled to work

- Scheduled for standby Saturday and Sunday = 24 hours each day
  - Saturday on call 24 hours = paid 6 hours standby premium
  - Sunday on call 24 hours = paid 6 hours standby premium
- Total of 12 hours standby premium paid
- Could have worked 8 regular paid hours on Saturday and Sunday for a total of 16 hours
- Paid 12 hours standby premium
- 16 regular paid hours could have been worked – 12 hours standby premium paid = 4 additional hours credited

Example 3- Scheduled for Standby immediately following a scheduled shift

- Scheduled regular Day 8 on Saturday and Sunday
- Standby for Evening 8 on Saturday and Sunday
- Saturday and Sunday Standby for 16 hours = paid 4 hours standby premium

- As nurse worked both Saturday and Sunday days followed by standby (i.e., standby was not on an unscheduled day); no additional standby hours credited. The nurse may make application to PHRSS to receive a report of the standby premiums paid to be applied to The Salary Enhancement no more than one (1) time per six (6) month qualifying period.

j) Where a part time nurse who has worked or has been working sufficient hours to otherwise qualify for The Salary Enhancement and is allotted a period of vacation that has not accrued full time paid hours, the unpaid vacation period which reflects the shortage of hours would be eliminated from consideration for The Salary Enhancement and the remaining period of eligibility would be prorated to reflect the removal from consideration for the hours the nurse was short of full time paid hours, during the vacation period.

For example:

April 1-September 30

A .5 EFT nurse who did not earn any additional vacation pay in the previous year and works full time hours except for a 2-week period where they are on vacation. For those 2 weeks, they will be deemed to have worked full time however The Salary Enhancement eligibility threshold will be prorated as follows:

1007.5 less the shortage of hours in the vacation period  $(77.5 \times .5) 38.75 = 968.75$  hours

If the nurse achieves the 968.75 qualifying hours they would remain eligible for The Salary Enhancement, despite not achieving the 1007.5, however the amount of The Enhancement is prorated based upon \$5.95 on eligible hours paid.

The nurse shall make written application to the Employer to apply said hours at the end of, but no later than two (2) weeks after, the eligibility period end date.

The Employer will provide reasonable opportunity for the nurse to be aware of any shortfall in qualifying for The Salary Enhancement and any reasonable opportunity to make application to use the matters here in to qualify for The Salary Enhancement.

The eligible hours at regular rate of pay that are applied towards The Salary Enhancement can be worked at, or in combination within, any site/Employer within the nurse's Employer Organization (*Exception #1: Provincial Travel Nurse Team hours will count towards eligibility in conjunction with the nurse's home position. Exception #2: a nurse holding a Shared Health EO position in the geographic Winnipeg region may work in a WCHREO facility in the geographic Winnipeg region and such hours will count towards eligibility in conjunction with the nurse's home position. Exception #3: a nurse holding a WCHREO position in the Winnipeg geographic region may work in a SHEO facility in the geographic Winnipeg region and such hours will count towards eligibility in conjunction with the nurse's home position*).

**B. OBLIGATIONS OF THE PARTIES:**

Notwithstanding the Incentive Criteria in A. above, the parties agree in general to the following principle relating to the application of The Salary Enhancement:

**UNION WILL AGREE:**

- Eligibility for The Salary Enhancement is only for hours paid at regular rates (overtime hours do not apply towards eligibility for The Salary Enhancement), subject to the terms and conditions identified in this MOU.
- The Salary Enhancement will be for a two (2) year trial period commencing April 1, 2025 and ending March 31, 2027.
- Any part-time and/or casual nurse qualified to perform the work at a site within the nurses Employer Organization (EO) (*unless otherwise specified herein e.g. HSC/Winnipeg*) who is not in an overtime position and has indicated in writing a desire to work an available shift, in order to qualify for the full-time incentive, shall have preference over the Employer scheduling any nurse at overtime rates whether the nurse is at the site or not.
- Where the Employer reassigns or temporarily transfers a part-time nurse, beyond the nurses regular EFT, they shall have the option to choose whether or not the hours accrued for the reassignment/transfer shall be eligible either for the reassignment/transfer premium or count towards eligibility for the full-time Salary Enhancement. If nurses choose to have the hours count towards eligibility for the full-time Salary Enhancement, the nurse must make that declaration in writing, the reassignment premium shall not be payable.
- Hours paid at regular rates include: vacation, income protection of less than four (4) weeks, and all other paid leaves approved by the Employer.
- For a nurse who holds a 1.0 EFT they shall still qualify for The Salary Enhancement if the nurse is on an unpaid leave of absence of less than four (4) weeks.
- Part-time and/or casual nurses off on WCB who would otherwise qualify for The Salary Enhancement by virtue of established EFT or previous established pattern of working sufficient, hours in the previous eight (8) weeks, to qualify on a consistent basis are eligible for qualification to the full-time Salary Enhancement.
- For the duration this full-time Salary Enhancement is in effect, income protection may not be utilized for shifts paid at overtime rates. For clarity, income protection can be utilized when a nurse is unable to attend work for a shift (or portions thereof) paid at regular rates or scheduled at regular rates of pay.

**EMPLOYER WILL AGREE:**

- Employer will establish a mechanism that allows for nurses to readily view and apply for all available shifts at any site/Employer within their Employer Organization (exception HSC/Winnipeg). This principle also applies to nurses in the Provincial Travel Nurse Team.
- The Employer will provide to the Union:
  - Agency hours and agency costs for the fiscal year 2023/24
  - Overtime hours and overtime cost for the fiscal years 2023/24
  - Total vacant positions (broken down by EFT for the qualifying classifications) as of an agreed to date
  - Most current vacancy rates for the qualifying classifications available as of an agreed to date.
  - Total vacant positions (broken down by EFT) as of March 31, 2025, March 31, 2026, March 31, 2027.
- The Employer and Union agree the information as contained in Schedule “B” is accurate.
- The Employer commencing fiscal year April 1, 2025 will provide quarterly reports to the Joint Nursing Council sub-committee. The following information will be provided:
  - Agency hours and agency cost;
  - Overtime hours and overtime cost (including a break out total of mandatory overtime);
  - Nurse vacancy rates;
  - Count of all vacant positions;
  - Net increase or decrease of EFTs (upon request the Union shall be provided specifics for a particular Employer site or unit within the EO);
  - Frequency and volume of reassignment;
  - Cost of implementation of the incentive vs. cost saved from reduction of agency and overtime.
  - Any information reasonably necessary to determine the efficacy of The Incentive in reducing overtime, agency usage and/or vacancy rates.
- The Salary Enhancement shall be applied to all hours paid at regular rates of pay for qualifying nurses beginning on April 1, 2025.
- Wherever reasonably possible, the Employer will provide the greatest opportunity for nurses to access The Salary Enhancement. For clarity, the Union retains the ability to grieve the reasonability of disqualification of a nurse from The Salary Enhancement due to an Employer imposed change.

**C. MONITORING PARAMATERS FOR THE PILOT PROJECT:**

**THE PARTIES AGREE:**

- The pilot project will be monitored quarterly by the Joint Nursing Council or designated sub-committee which will also include a representative of the Manitoba Government.
- The designated subcommittee shall consist of equal representation from each of the parties, three (3) from the Union and three (3) from the Employer/Government.
- All administrative systems and associated scheduling guidelines, allowing nurses maximal access to available shifts within their EO (exception HSC/Winnipeg) related to the project along with required orientation shall be implemented no later than April 1, 2025. (Initial Scheduling Guidelines in Schedule “C”)
- The committee shall continue to monitor the efficacy of The Salary Enhancement with regards to mitigating the challenges associated with the nursing shortage, reducing overtime and/or agency use.
- Modifications of the previously stated eligibility parameters may occur as a result of the impact on the above noted set of baseline data provided that such modifications are mutually agreed upon between the parties. Should The Salary Enhancement not achieve a measurable improvement confirmed via the set of baseline data above, the parties shall meet to consider, modification or revision of The Salary Enhancement and implement any necessary changes to better ensure effective alignment with the purposes of The Salary Enhancement. Any changes prior to the expiry of the trial period require mutual agreement of the parties.
- The Salary Enhancement may only be discontinued after the trial period, if it proves to be ineffective in reducing overtime and/or agency use to a significant degree.
- If after the trial period, The Salary Enhancement is discontinued, the Employer agrees that it shall meet promptly with the Union to collaborate and develop alternative and meaningful enhancements that shall significantly and tangibly:
  - (i) improve the retention and recruitment of nurses; and/or
  - (ii) reduce or eliminate agency nurse use and/or excessive overtime; and/or address new challenge(s) that have arisen within the Healthcare Sector
- Where one party intends to assert The Salary Enhancement ought to be discontinued, they shall provide notice in writing to the other party no later than ninety (90) days prior to the expiry of the trial period. The parties shall meet no later than ten (10) days after such notice is provided, and thereafter as often as required in order to establish a new enhancement prior to the expiry of this incentive,

- The new Salary Enhancement program shall commence immediately upon expiry of the current Full Time Hours Incentive and the funds from the previous incentive (prior to The Salary Enhancement) equivalent to a maximum of the total amount of full-time incentives paid out during fiscal year 2024/2025 - approximately fifty (50) million dollars in relation to the Recruitment and Retention Memorandum of Agreement signed between the parties on December 7, 2022) shall be invested in, and reallocated to, the new incentive, which shall continue for the life of the current Collective Agreement.

**Signed this 9<sup>th</sup> day of July 2024**

FOR THE EMPLOYER:



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Wanda Reader  
Interim Executive Director  
Provincial Health Labour Relations Services

FOR THE UNION:



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Mike Sutherland  
Executive Director  
Manitoba Nurses Union

**For the duration of the Full-Time Hours Salary Enhancement incentive as prescribed in the MOU, the parties agree that no income protection may be utilized for overtime shifts for any nurse in any classification. Nurses shall be entitled to utilize accrued income protection credits for additional shifts scheduled at regular rates of pay. For clarity, this applies to all classifications irrespective of whether or not covered by this MOU**

**MOU#**  
**SCHEDULE "A" - STANDARD REGION SALARIES ADJUSTED FOR FULL TIME HOURS SALARY ENHANCEMENT**  
**FOR ILLUSTRATIVE PURPOSES ONLY**

13 A1. Effective April 1, 2025

Hourly Rate calculated by adding \$5.95 to the appropriate classification rate  
 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
1	LPN		Licensed Practical Nurse	2015	Hourly	39.184	40.273	41.346	42.652	43.845	45.184	46.578	47.798	48.636	49.490	50.796
					Monthly	6,579.647	6,762.508	6,942.683	7,161.982	7,362.306	7,587.147	7,821.223	8,026.081	8,166.795	8,310.196	8,528.495
					Annual	78,955.760	81,150.095	83,312.190	85,943.780	88,347.675	91,045.760	93,854.670	96,312.970	98,001.540	99,722.350	102,353.940
2	LPN		Weekend Worker - Licensed Practical Nurse	2015	Hourly	44.170	45.421	46.655	48.155	49.531	51.066	52.675	54.075	55.037	56.018	57.520
					Monthly	7,416.879	7,626.943	7,834.152	8,086.027	8,317.080	8,574.833	8,845.010	9,080.094	9,241.630	9,406.356	9,658.567
					Annual	89,002.550	91,523.315	94,009.825	97,032.325	99,804.965	102,897.960	106,140.125	108,961.125	110,899.555	112,876.270	115,902.800
3	LPN		Weekend Worker - Licensed Practical Nurse (PIO)	1872	Hourly	47.089	48.437	49.764	51.379	52.862	54.513	56.244	57.751	58.786	59.843	61.460
					Monthly	7,345.884	7,556.172	7,763.184	8,015.124	8,246.472	8,504.028	8,774.064	9,009.156	9,170.616	9,336.508	9,587.760
					Annual	88,150.608	90,674.064	93,158.208	96,181.488	98,957.664	102,048.336	105,288.768	108,109.872	110,497.392	112,026.096	115,053.120
4	CRN		CRN/Charge Nurse	2015	Hourly	50.191	51.710	53.262	54.828	56.322	57.908	59.230	60.294	61.381	62.489	64.185
					Monthly	8,427.905	8,682.971	8,943.578	9,206.535	9,457.403	9,723.718	9,945.704	10,124.368	10,306.893	10,482.945	10,777.731
					Annual	101,134.865	104,195.650	107,322.930	110,478.420	113,488.830	116,684.620	119,348.450	121,492.410	123,682.715	125,915.335	129,332.775
5	CRN		CRN/Charge Nurse (15-Year Scale)	2015	Hourly	51.077	52.625	54.209	55.806	57.329	58.947	60.296	61.381			
					Monthly	8,576.680	8,836.615	9,102.595	9,370.758	9,626.495	9,888.184	10,124.703	10,306.893			
					Annual	102,920.155	106,039.375	109,231.135	112,449.080	115,517.935	118,778.205	121,496.440	123,682.715			
6	CRN		CRN/Charge Nurse (20-Year Scale)	2015	Hourly	51.979	53.599	55.174	56.803	58.357	60.007	61.383	62.489			
					Monthly	8,728.140	8,993.449	9,264.634	9,538.170	9,799.113	10,076.175	10,307.229	10,482.945			
					Annual	104,737.685	107,921.385	111,175.610	114,458.045	117,589.355	120,914.105	123,686.745	125,915.335			
7	CRN		CRN/Charge Nurse (25-Year Scale)	2015	Hourly	53.361	54.987	56.590	58.329	59.929	61.629	63.045	64.185			
					Monthly	8,960.201	9,233.234	9,512.479	9,794.411	10,063.078	10,348.536	10,586.306	10,777.731			
					Annual	107,522.415	110,798.805	114,149.750	117,532.935	120,756.935	124,182.435	127,035.675	129,332.775			
8	CRN		Weekend Worker - CRN/Charge Nurse	2015	Hourly	56.829	58.572	60.358	62.159	63.877	65.702	67.221	68.447	69.696	70.972	72.923
					Monthly	9,542.536	9,835.215	10,135.114	10,437.532	10,726.013	11,032.461	11,287.526	11,483.392	11,703.120	11,917.382	12,244.987
					Annual	114,510.435	118,022.580	121,621.370	125,250.385	128,712.155	132,389.530	135,450.315	137,920.705	140,437.440	143,008.580	146,939.845
9	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	57.847	59.625	61.447	63.283	65.035	66.897	68.447	69.696			
					Monthly	9,713.475	10,012.031	10,317.975	10,626.270	10,920.460	11,233.121	11,483.392	11,703.120			
					Annual	116,561.705	120,144.375	123,815.705	127,515.245	131,045.525	134,737.455	137,920.705	140,437.440			
10	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	58.885	60.698	62.538	64.430	66.217	68.117	69.696	70.972			
					Monthly	9,887.773	10,192.206	10,504.531	10,818.871	11,118.938	11,437.980	11,703.120	11,917.382			
					Annual	118,653.275	122,306.470	126,054.370	129,826.450	133,427.255	137,255.755	140,437.440	143,008.580			
11	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	60.473	62.341	64.255	66.185	68.025	69.982	71.609	72.923			
					Monthly	10,154.425	10,468.093	10,786.485	11,113.565	11,422.531	11,751.144	12,024.345	12,244.987			
					Annual	121,853.095	125,617.115	129,473.825	133,362.775	137,070.375	141,013.730	144,292.135	146,939.845			
12	CRN		Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	60.715	62.593	64.515	66.452	68.302	70.267	71.903	73.221	74.566	75.938	78.037
					Monthly	9,471.540	9,764.508	10,064.340	10,366.512	10,655.112	10,961.652	11,216.868	11,422.476	11,632.296	11,846.328	12,173.772
					Annual	113,658.480	117,174.096	120,772.080	124,398.144	127,861.344	131,539.824	134,602.416	137,069.712	139,587.552	142,156.936	146,085.264
13	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly	61.810	63.726	65.686	67.662	69.549	71.554	73.222	74.566			
					Monthly	9,642.360	9,941.258	10,247.016	10,555.272	10,849.644	11,162.424	11,422.632	11,632.296			
					Annual	115,708.320	119,295.072	122,964.192	126,663.264	130,155.728	133,949.088	137,071.584	139,587.552			
14	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Hourly	62.928	64.881	66.881	68.896	70.821	72.868	74.567	75.938			
					Monthly	9,816.768	10,121.436	10,433.436	10,747.776	11,048.076	11,367.096	11,632.452	11,846.328			
					Annual	117,801.216	121,457.232	125,201.232	128,973.312	132,578.912	136,405.152	139,589.424	142,155.936			
15	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Hourly	64.637	66.649	68.708	70.785	72.767	74.873	76.626	78.037			
					Monthly	10,683.372	10,997.244	11,318.448	11,642.460	11,955.652	12,267.188	12,483.656	12,773.772			
					Annual	128,200.464	131,966.928	135,821.376	139,708.320	143,623.824	147,526.264	150,443.872	152,895.264			
16	ORTII		ORT II	2015	Hourly	41.346	42.652	43.845	45.194	46.437	47.700	48.990	50.279	51.165	52.069	53.452
					Monthly	6,942.683	7,161.982	7,362.306	7,588.826	7,797.546	8,009.625	8,226.238	8,442.682	8,591.456	8,743.253	8,975.482
					Annual	83,312.190	85,943.780	88,347.675	91,065.910	93,570.555	96,115.500	98,714.850	101,312.185	103,087.475	104,919.035	107,705.780
17	ORTII		ORT II (Weekend Worker Rates)	2015	Hourly	46.655	48.155	49.531	51.080	52.511	53.962	55.445	56.930	57.949	58.989	60.580
					Monthly	7,834.152	8,086.027	8,317.080	8,577.183	8,817.472	9,061.119	9,310.140	9,559.496	9,730.603	9,905.236	10,172.392
					Annual	94,009.825	97,032.325	99,804.965	102,926.200	105,809.665	108,733.430	111,721.675	114,713.960	116,787.235	118,862.835	122,068.700
18	ORTII		ORT II (Weekend Worker Rates) (PIO)	1872	Hourly	49.764	51.379	52.862	54.527	56.067	57.629	59.225	60.823	61.921	63.041	64.733
					Monthly	7,763.184	8,015.124	8,246.472	8,506.212	8,746.452	8,980.124	9,239.100	9,488.388	9,659.676	9,834.396	10,101.488
					Annual	93,158.208	96,181.488	98,957.664	102,074.544	104,957.424	107,881.488	110,869.200	113,860.560	115,916.112	118,012.752	121,217.615
19	N2		Nurse II	2015	Hourly	47.683	49.141	50.602	52.123	53.615	55.158	56.141	57.146	58.171	59.215	60.816
					Monthly	8,006.770	8,251.593	8,496.919	8,752.320	9,002.852	9,251.948	9,427.010	9,595.766	9,767.880	9,943.185	10,211.348
					Annual	96,081.245	99,019.115	101,963.030	105,027.845	108,034.225	111,161.370	113,124.115	115,149.190	117,214.565	119,318.225	122,536.180
20	N2		Nurse II (15-Year Scale)	2015	Hourly	48.517	50.005	51.495	53.046	54.568	56.142	57.145	58.171			
					Monthly	8,146.813	8,396.673	8,646.889	8,907.308	9,167.308	9,427.178	9,595.598	9,767.880			
					Annual	97,761.755	100,760.075	103,762.425	106,887.680	109,954.520	113,126.130	115,147.175	117,214.565			

21	N2	Nurse II (20-Year Scale)	2015	Hourly	49,369	50,887	52,406	53,989	55,540	57,146	58,170	59,215				
				Monthly	8,289,878	8,544,775	8,799,841	9,065,653	9,326,092	9,585,766	9,767,713	9,943,185				
				Annual	98,478,535	102,537,305	105,598,090	108,787,835	111,913,100	115,149,190	117,212,550	119,318,225				
22	N2	Nurse II (25-Year Scale)	2015	Hourly	50,672	52,235	53,800	55,430	57,028	58,682	59,737	60,812				
				Monthly	8,508,673	8,771,127	9,033,917	9,307,621	9,575,952	9,853,686	10,030,838	10,211,348				
				Annual	102,104,080	105,253,525	108,407,000	111,691,450	114,911,420	118,244,230	120,370,055	122,536,180				
23	N2	Weekend Worker - Nurse II	2015	Hourly	53,945	55,620	57,300	59,051	60,762	62,539	63,671	64,825	66,002	67,203	69,041	
				Monthly	9,059,255	9,339,525	9,621,625	9,915,647	10,202,853	10,501,360	10,691,422	10,885,168	11,082,598	11,284,504	11,589,136	
				Annual	108,669,175	112,074,300	115,459,500	118,987,765	122,435,530	126,016,085	128,287,065	130,622,375	132,994,030	135,414,045	139,117,615	
24	N2	Weekend Worker - Nurse II (15-Year Scale)	2015	Hourly	54,904	56,614	58,328	60,114	61,858	63,670	64,826	66,002				
				Monthly	9,219,297	9,506,434	9,794,243	10,094,143	10,386,989	10,681,254	10,885,366	11,082,836				
				Annual	110,631,560	114,077,210	117,530,920	121,129,710	124,643,870	128,295,600	130,624,390	132,994,030				
25	N2	Weekend Worker - Nurse II (20-Year Scale)	2015	Hourly	55,883	57,627	59,376	61,197	62,976	64,825	66,003	67,203				
				Monthly	9,383,687	9,676,534	9,970,220	10,275,996	10,574,720	10,885,198	11,083,004	11,284,504				
				Annual	112,604,245	116,118,405	119,642,640	123,311,955	126,896,640	130,622,375	132,996,045	135,414,045				
26	N2	Weekend Worker - Nurse II (25-Year Scale)	2015	Hourly	57,382	59,178	60,979	62,854	64,687	66,591	67,804	69,041				
				Monthly	9,635,394	9,936,973	10,239,390	10,554,234	10,862,025	11,181,739	11,385,422	11,593,135				
				Annual	115,624,730	119,243,670	122,872,685	126,650,810	130,344,305	134,180,865	136,625,060	138,117,615				
27	N2	Weekend Worker - Nurse II (PIO)	1872	Hourly	57,612	59,415	61,223	63,107	64,949	66,862	68,080	69,322	70,590	71,883	73,861	
				Monthly	8,987,472	9,268,740	9,550,788	9,844,692	10,132,044	10,430,472	10,620,480	10,814,232	11,012,040	11,213,748	11,522,316	
				Annual	107,849,664	111,224,880	114,609,456	118,136,304	121,584,528	125,165,964	127,445,760	129,770,784	132,144,480	134,594,976	138,267,792	
28	N2	Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Hourly	58,645	60,485	62,329	64,250	66,129	68,081	69,322	70,590				
				Monthly	9,148,620	9,435,660	9,723,324	10,023,000	10,316,124	10,620,636	10,814,232	11,012,040				
				Annual	109,783,440	113,227,920	116,679,888	120,276,000	123,793,488	127,447,632	129,770,784	132,144,480				
29	N2	Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Hourly	59,700	61,576	63,456	65,417	67,332	69,323	70,590	71,883				
				Monthly	9,313,200	9,605,856	9,899,136	10,205,052	10,503,792	10,814,388	11,012,040	11,213,748				
				Annual	111,758,400	115,270,272	118,789,632	122,460,624	126,045,504	129,772,656	132,144,480	134,564,976				
30	N2	Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Hourly	61,312	63,244	65,181	67,200	69,173	71,224	72,529	73,861				
				Monthly	9,564,672	9,866,064	10,168,236	10,483,200	10,790,988	11,110,944	11,314,524	11,522,316				
				Annual	114,776,064	118,392,768	122,018,832	125,798,400	129,491,856	133,331,328	135,774,288	138,267,792				
31	N3	Nurse III	2015	Hourly	49,271	50,731	52,258	53,745	55,126	56,632	58,188	59,233	60,299	61,386	63,049	
				Monthly	8,273,422	8,518,580	8,774,989	9,024,681	9,256,574	9,509,457	9,770,735	9,946,208	10,125,207	10,307,733	10,586,978	
				Annual	98,281,065	102,222,965	105,299,870	108,296,175	111,078,890	114,113,460	117,249,820	119,354,495	121,502,465	123,692,730	127,043,736	
32	N3	Nurse III (15-Year Scale)	2015	Hourly	50,138	51,626	53,104	54,701	56,109	57,647	59,233	60,299				
				Monthly	8,419,006	8,668,866	8,930,480	9,185,210	9,421,636	9,679,862	9,946,208	10,125,207				
				Annual	101,028,070	104,026,390	107,165,760	110,222,515	113,059,635	116,158,705	119,354,495	121,502,485				
33	N3	Nurse III (20-Year Scale)	2015	Hourly	51,021	52,540	54,128	55,676	57,112	58,680	60,299	61,386				
				Monthly	8,567,276	8,822,342	9,088,993	9,348,928	9,590,057	9,853,360	10,125,207	10,307,733				
				Annual	102,807,315	105,868,100	108,067,920	112,187,140	115,080,680	118,240,200	121,502,485	123,692,790				
34	N3	Nurse III (25-Year Scale)	2015	Hourly	52,373	53,937	55,574	57,168	58,647	60,263	61,929	63,049				
				Monthly	8,794,300	9,056,921	9,331,801	9,599,460	9,847,809	10,119,162	10,398,911	10,586,978				
				Annual	105,531,595	108,683,055	111,981,610	115,193,520	118,173,705	121,429,945	124,786,935	127,043,735				
35	N3	Weekend Worker - Nurse III	2015	Hourly	55,768	57,450	59,203	60,913	62,503	64,235	66,025	67,226	68,452	69,702	71,614	
				Monthly	9,364,377	9,646,813	9,941,170	10,228,308	10,495,295	10,786,127	11,086,698	11,288,366	11,494,232	11,704,128	12,025,184	
				Annual	112,372,520	115,761,750	119,294,045	122,739,695	125,943,545	128,433,525	133,040,375	135,460,380	137,930,780	140,449,530	144,302,210	
36	N3	Weekend Worker - Nurse III (15-Year Scale)	2015	Hourly	56,765	58,480	60,209	62,012	63,834	65,401	67,226	68,452				
				Monthly	9,531,790	9,819,767	10,120,170	10,412,848	10,685,209	10,981,918	11,288,366	11,494,232				
				Annual	114,381,475	117,837,200	121,442,035	124,954,180	128,222,510	131,783,015	135,460,390	137,930,780				
37	N3	Weekend Worker - Nurse III (20-Year Scale)	2015	Hourly	57,781	59,530	61,335	63,133	64,788	66,590	68,452	69,702				
				Monthly	9,702,393	9,996,079	10,302,527	10,601,083	10,878,985	11,181,571	11,494,232	11,704,128				
				Annual	116,428,715	119,952,950	123,630,325	127,212,995	130,547,820	134,178,860	137,930,780	140,449,530				
38	N3	Weekend Worker - Nurse III (25-Year Scale)	2015	Hourly	59,336	61,137	62,917	64,849	66,533	68,410	70,327	71,614				
				Monthly	9,963,503	10,265,921	10,581,605	10,899,228	11,175,358	11,487,179	11,809,075	12,025,184				
				Annual	119,562,040	123,191,055	126,979,255	130,670,735	134,104,295	137,846,150	141,708,905	144,302,210				
39	N3	Weekend Worker - Nurse III (PIO)	1872	Hourly	59,574	61,384	63,271	65,112	66,822	68,688	70,614	71,906	73,226	74,572	76,631	
				Monthly	9,293,544	9,575,904	9,870,276	10,157,472	10,424,232	10,715,328	11,015,784	11,217,336	11,423,256	11,633,232	11,954,436	
				Annual	111,522,528	114,910,848	118,443,312	121,889,664	125,090,784	128,583,936	132,189,408	134,608,032	137,079,072	139,598,784	143,453,232	
40	N3	Weekend Worker - Nurse III (15-Year Scale) (PIO)	1872	Hourly	60,647	62,492	64,416	66,296	68,040	69,943	71,907	73,226				
				Monthly	9,460,932	9,748,752	10,049,208	10,342,176	10,614,240	10,911,108	11,217,492	11,423,256				
				Annual	113,531,184	116,985,024	120,590,496	124,106,112	127,370,880	130,933,296	134,609,804	137,079,072				
41	N3	Weekend Worker - Nurse III (20-Year Scale) (PIO)	1872	Hourly	61,741	63,624	65,587	67,503	69,282	71,223	73,227	74,572				
				Monthly	9,631,596	9,925,344	10,231,572	10,530,468	10,807,992	11,110,788	11,423,412	11,633,232				
				Annual	115,579,152	119,104,128	122,778,864	126,365,616	129,695,904	133,339,456	137,080,944	139,598,784				

42	NB	Weekend Worker - Nurse III(25-Year Scale) (PIO)	1872	Hourly	63,415	65,354	67,376	69,350	71,182	73,181	75,245	76,631				
					Monthly	9,892,740	10,195,224	10,510,656	10,818,600	11,104,392	11,416,236	11,738,220	11,954,436			
					Annual	118,712,880	122,342,688	126,127,872	129,823,200	133,252,704	136,994,832	140,858,640	143,453,232			
43	NB	Nurse III - WRHA Community (PIO)	2015	Hourly	48,437	49,861	51,382	52,834	54,182	55,633	57,181	58,206	59,251	60,316	61,947	
					Monthly	8,133,380	8,372,493	8,627,894	8,771,709	9,098,061	9,341,708	9,601,643	9,773,758	9,949,230	10,128,062	10,401,934
					Annual	97,600,555	100,469,915	103,534,730	106,460,510	109,176,730	112,100,495	115,219,715	117,285,090	119,390,765	121,536,740	124,823,205
44	LPN	Weekend Worker - Licensed Practical Nurse	1872	Hourly	45,299	46,590	47,861	49,406	50,819	52,404	54,055	55,500	56,481	57,583	59,050	
					Monthly	7,066,644	7,268,040	7,466,316	7,707,336	7,927,784	8,175,024	8,432,580	8,658,000	8,812,596	8,970,468	9,211,800
					Annual	84,799,728	87,216,480	89,596,732	92,488,032	95,133,168	98,100,288	101,190,960	103,886,000	105,751,152	107,645,616	110,541,600
45	CRN	Weekend Worker - CRN/Charge Nurse	1872	Hourly	58,333	60,131	61,989	63,824	65,591	67,470	69,035	70,295	71,581	72,884	74,902	
					Monthly	9,089,948	9,380,436	9,667,164	9,956,544	10,232,196	10,525,320	10,769,460	10,966,020	11,166,636	11,371,464	11,684,712
					Annual	109,199,376	112,565,232	116,005,968	119,478,528	122,786,352	126,303,840	129,233,520	131,592,240	133,999,632	136,457,588	140,216,544
46	CRN	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1872	Hourly	59,381	61,215	63,090	64,981	66,783	68,701	70,297	71,582				
					Monthly	9,263,436	9,549,540	9,842,040	10,137,036	10,418,148	10,717,366	10,966,332	11,166,792			
					Annual	111,161,232	114,594,480	118,104,480	121,644,432	125,017,776	128,608,772	131,595,984	134,001,504			
47	CRN	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Hourly	60,450	62,320	64,232	66,162	68,000	69,956	71,584	72,895				
					Monthly	9,430,200	9,721,920	10,020,192	10,321,272	10,608,000	10,913,136	11,167,104	11,371,620			
					Annual	113,162,400	116,663,040	120,242,304	123,855,264	127,296,000	130,957,632	134,005,248	136,459,440			
48	CRN	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Hourly	62,084	64,911	65,981	67,968	69,861	71,876	73,553	74,903				
					Monthly	9,685,104	9,985,716	10,293,036	10,603,008	10,898,316	11,212,666	11,474,268	11,684,868			
					Annual	116,221,248	119,828,592	123,516,432	127,236,096	130,779,792	134,551,672	137,691,216	140,218,416			
49	ORTII	ORT II (Weekend Worker Rates)	1872	Hourly	47,861	49,406	50,819	52,416	53,887	55,382	56,910	58,437	59,486	60,556	62,194	
					Monthly	7,466,316	7,707,336	7,927,784	8,176,896	8,406,372	8,639,592	8,877,960	9,116,172	9,279,816	9,446,736	9,702,264
					Annual	89,596,732	92,488,032	95,133,168	98,122,752	100,876,464	103,675,104	106,535,520	109,384,064	111,357,792	113,360,832	116,427,168
50	N2	Weekend Worker - Nurse II	1872	Hourly	55,362	57,090	58,819	60,620	62,386	64,213	65,378	66,567	67,781	69,017	70,909	
					Monthly	8,636,472	8,906,040	9,175,764	9,456,720	9,732,216	10,017,228	10,198,968	10,384,452	10,573,836	10,766,652	11,061,804
					Annual	103,637,664	106,872,480	110,109,168	113,480,640	116,786,592	120,206,736	122,387,616	124,613,424	126,886,032	129,198,824	132,741,648
51	N2	Weekend Worker - Nurse II (15-Year Scale)	1872	Hourly	56,351	58,112	59,876	61,713	63,516	65,279	66,566	67,780				
					Monthly	8,790,756	9,065,472	9,340,656	9,627,228	9,908,496	10,199,124	10,384,296	10,573,880			
					Annual	105,489,072	108,785,664	112,087,872	115,526,736	118,901,952	122,389,488	124,611,552	126,884,160			
52	N2	Weekend Worker - Nurse II (20-Year Scale)	1872	Hourly	57,359	59,155	60,955	62,828	64,668	66,567	67,779	69,017				
					Monthly	8,948,004	9,228,180	9,508,980	9,801,168	10,088,208	10,384,452	10,573,524	10,766,652			
					Annual	107,376,048	110,738,160	114,107,760	117,614,016	121,058,496	124,613,424	126,882,288	129,199,824			
53	N2	Weekend Worker - Nurse II (25-Year Scale)	1872	Hourly	58,901	60,751	62,605	64,535	66,429	68,386	69,633	70,909				
					Monthly	9,188,556	9,477,156	9,766,380	10,067,460	10,362,924	10,668,216	10,862,748	11,061,804			
					Annual	110,262,672	113,725,872	117,196,560	120,809,520	124,355,088	128,018,592	130,352,976	132,741,648			
54	NB	Weekend Worker - Nurse III	1872	Hourly	57,244	58,971	60,780	62,541	64,176	65,959	67,801	69,039	70,300	71,588	73,557	
					Monthly	8,930,064	9,199,476	9,481,680	9,756,396	10,011,456	10,289,604	10,576,956	10,770,084	10,966,800	11,167,728	11,474,892
					Annual	107,160,768	110,393,712	113,780,160	117,076,752	120,137,472	123,475,248	126,923,472	129,241,008	131,601,600	134,012,736	137,698,704
55	NB	Weekend Worker - Nurse III(15-Year Scale)	1872	Hourly	58,269	60,031	61,877	63,733	65,341	67,159	69,039	70,300				
					Monthly	9,089,964	9,364,836	9,652,812	9,932,988	10,193,196	10,476,804	10,770,084	10,966,800			
					Annual	109,079,568	112,378,032	115,833,744	119,195,856	122,318,352	125,721,648	129,241,008	131,601,600			
56	NB	Weekend Worker - Nurse III(20-Year Scale)	1872	Hourly	59,315	61,113	62,996	64,828	66,528	68,383	70,300	71,588				
					Monthly	9,253,140	9,533,628	9,827,376	10,113,168	10,378,368	10,667,748	10,966,800	11,167,728			
					Annual	111,037,680	114,403,536	117,928,512	121,358,016	124,540,416	128,012,976	131,601,600	134,012,736			
57	NB	Weekend Worker - Nurse III(25-Year Scale)	1872	Hourly	60,916	62,769	64,708	66,594	68,346	70,256	72,231	73,536				
					Monthly	9,502,896	9,791,964	10,094,448	10,388,664	10,661,976	10,959,936	11,268,036	11,474,736			
					Annual	114,034,752	117,503,568	121,133,376	124,663,968	127,943,712	131,519,232	135,216,432	137,686,832			

**LETTER OF AGREEMENT**

**Between the**

**Government of Manitoba**

**And**

**Provincial Health Labour Relations Service (“the Employer”)  
(ON BEHALF OF THE EMPLOYERS IN SHARED HEALTH, WINNIPEG-CHURCHILL  
HEALTH REGION, NORTHERN HEALTH REGION, PRAIRIE MOUNTAIN HEALTH  
REGION, SOUTHERN HEALTH-SANTÉ SUD HEALTH REGION AND INTERLAKE-  
EASTERN HEALTH REGION EMPLOYERS ORGANIZATIONS)**

**And**

**Manitoba Nurses’ Union (“the Union”)**

**RE: SUB-COMMITTEE ON NURSE PATIENT RATIOS**

WHEREAS the Government, the Manitoba Nurses’ Union and the Provincial Health Labour Relations Services (PHLRS) on behalf of Employer Organizations party to central bargaining, hereinafter referred to collectively as “the Parties”, acknowledge their respective commitments to quality health care and patient safety, and agree that Nurses play a pivotal role in the quality of the health care system;

AND WHEREAS the Parties are committed to establishing minimum Nurse Patient Ratios (“NPRs”) as part of team-based care, hospital-based care, long term and residential care, and community and non-hospital care (collectively, “the identified areas of patient care”);

NOW THEREFORE THE PARTIES AGREE THAT:

The Parties shall work collaboratively to develop NPRs. The development of such NPRs shall be assigned to a Sub-Committee as follows:

1. Within three (3) months sixty (60) days of the Union and the Employer ratifying a Collective Agreement, a Sub-Committee, falling under the umbrella of the Joint Nursing Council (JNC), will be formed consisting of Government of Manitoba representatives and an equal number of both Union and Employer representatives.
2. The Sub-Committee will be charged with the responsibility of defining a “Made in Manitoba” approach for the establishment of NPRs that factor in the uniqueness of Manitoba and the population served. However, the Sub-Committee should exercise due and reasonable diligence in considering related actions and nurse patient ratio

recommendations that are acted upon in other jurisdictions which provide health care to a similar standard of that which exists in Manitoba.

3. The Government of Manitoba will provide funding to ensure adequate administrative support is provided to the Sub-Committee, and to engage a Research Project Coordinator to facilitate and support the Sub-Committee.
4. The Sub-Committee will make recommendations for appropriate NPRs by considering the overall skills mix of staff providing patient care on a unit, the complexity of care, acuity of care, nurse expertise, multi-disciplinary team supports, safety and physical layout.
5. The Sub-Committee will use continuous improvement methodology in the development of recommendations for a “Made in Manitoba” approach to NPRs.
6. The Sub-Committee will determine evaluation metrics and indicators to be utilized to measure outcomes.
7. The Sub-Committee will develop a plan of priority areas of focus no later than January 1<sup>st</sup>, 2025.
8. The Sub-Committee will be charged to develop a process that promotes selection of positions rather than the deletion of positions, should rotation changes be required to meet the objectives of the Sub-Committee.
9. The Sub-Committee will provide their agreed upon recommendations with respect to NPRs to the Minister of Health, Seniors and Long Term Care (“the Minister”) no later than January 1<sup>st</sup>, 2026, unless otherwise mutually agreed to extend the date to no later than March 1<sup>st</sup>, 2026.

The Minister will review and consider the recommendations from the Sub-Committee and the Minister will make a determination on the implementation of such recommendations.

In the event the Sub-Committee is not able to agree on appropriate NPR recommendations, or if any other issues arising out of this Letter of Agreement remain in dispute, the parties shall initiate the dispute resolution process no later than one hundred and twenty (120) days prior to January 1<sup>st</sup>, 2026, unless otherwise mutually agreed to extend the date to no later than March 1<sup>st</sup>, 2026.

The dispute resolution process is as follows:

Step 1: the Executive Director of Provincial Health Labour Relations Service (PHLRS) and the Executive Director of the Union shall meet in good faith to resolve any dispute arising under this Letter of Agreement.

Step 2: Should a dispute remain after Step 1, either the Union or the Employer may refer the matter(s) for final resolution by an arbitration panel. The panel will be constituted as per the provisions of Article 13 of the Collective Agreement between the Union and the Employer. The panel shall have the authority to make a final determination with respect to NPR recommendations to be presented to the Minister.

**Signed this 9<sup>th</sup> day of July 2024**

FOR THE EMPLOYER:



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Wanda Reader  
Interim Executive Director  
Provincial Health Labour Relations Services

FOR THE UNION:



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Mike Sutherland  
Executive Director  
Manitoba Nurses Union

**MEMORANDUM OF AGREEMENT**

Between

**THE MANITOBA NURSES UNION**

(The “Union”)

-and-

**PROVINCIAL HEALTH LABOUR RELATIONS SERVICES**

(“PHLRS”)

on behalf of

**THE EMPLOYERS IN THE WINNIPEG-CHURCHILL HEALTH REGION, NORTHERN HEALTH REGION, PRAIRIE MOUNTAIN HEALTH REGION, SOUTHERN HEALTH – SANTÉ SUD HEALTH REGION, INTERLAKE-EASTERN HEALTH REGION and SHARED HEALTH EMPLOYER ORGANIZATIONS**

(The “Employer”)

**RE: COVID REACTIVATION**

That the parties agree that although the COVID Memoranda dated March 16, 2020 and December 1, 2020 and the Binding Order by a Mediator dated August 26, 2021 will end for all Employer Organizations that have ratified the tentative contract offer, effective May 17, 2024, it will be reactivated under the following conditions:

1 – Should the Chief Provincial Medical Officer of Health declare a public health emergency related to COVID under the Public Health Act during the life of this agreement, the terms and provisions of the previous COVID Memoranda (see attached) will immediately take force and effect.

2 – At time of declaration, or anytime thereafter the parties may also, by mutual agreement only, expand or increase any provision to the previous COVID Memoranda or add any new provision as mutually agreed upon.

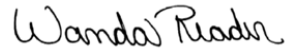
3 – The parties agree that should the COVID Memoranda return to be in force and effect by virtue of an Emergency declaration, any and all provisions, incentives, premiums etc. shall be over and above any compensation provided therein the Collective Agreement or any other active Memoranda, unless otherwise agreed by the parties. It is understood that at no time will a nurse receive duplicate premiums or payments for the same purpose.

4 – For the Shared Health Employer Organization bargaining unit, unless the Pandemic is declared over by the Minister of Health upon recommendation of the Chief Public Health Officer as prescribed in the COVID Memoranda, the COVID Memoranda shall continue to be in effect for the Shared Health Bargaining Unit, until such time as a new Collective Agreement is ratified or otherwise imposed.

5 – This agreement will end upon expiry of the Collective Agreement (March 31st, 2028).

**Signed this 9<sup>th</sup> day of July 2024**

**FOR THE EMPLOYER:**



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*Wanda Reader*  
*Interim Executive Director*  
*Provincial Health Labour Relations Services*

**FOR THE UNION:**



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*Mike Sutherland*  
*Executive Director*  
*Manitoba Nurses Union*