

COLLECTIVE AGREEMENT

BETWEEN

NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION

AND

MANITOBA NURSES UNION

April 1, 2024 to March 31, 2028

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THIS AGREEMENT MADE BETWEEN:

NORTHERN HEALTH REGION 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;

WHEREAS, the Employers Organization recognizes the responsibility to secure nurses from risks to their safety, 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-0029.

ARTICLE 2 -- DURATION

201 This Collective Agreement shall be in full force and effect from the 1st day of April, 2024, up to and including the 31st 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 3807 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.

Applicable for Home Care Nurses:

A casual nurse is called in by the Employer to replace a full-time or part-time nurse or to supplement regular staffing requirements.

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 sole right of the Employer, unless otherwise provided in this Agreement, to exercise its function of management under which it shall have, among others, the right to maintain efficiency and quality of patient/resident/client care; the right to direct the work of its nurses; the right to hire, classify, assign to nursing positions and promote; the right to determine job content and the number of nurses in a nursing unit; the right to demote, discipline, suspend, layoff and discharge for just cause; the right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of 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 remit 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 will be provided with specifications as indicated below.

Annually, by January 31st 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 of 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.

514 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.

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 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.

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/Community Health Program, 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.

Applicable for Home Care Nurses:

In the event that the Employer transfers the delivery of Home Care services to another employer, the Employer shall notify the Union in writing at least ninety (90) days in advance of any transfer of services. The notification to the Union shall identify which services are being transferred, the name of the employer to which the services are being transferred and the names of the nurses within the bargaining unit affected by the transfer of services. At the request of either party, the parties shall meet to discuss the impact of the transfer.

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 (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 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 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) In addition, at the request of either the Union or the Employer's senior nursing management, an Employers Organization Nursing Advisory Committee (EO NAC) shall be established to address issues as outlined in Article 1103 (a) above which have regional impact, as well as the following:
- (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:
 - i) improving scheduling practices to reduce the use of overtime and agency nurses;
 - ii) creating a balance of full-time and part-time positions;
 - iii) improving the quality of work-life balance through the implementation of the group self-scheduling guidelines;
 - iv) improving weekend staffing resources through broader implementation of the weekend worker;
 - v) focusing on safe practices and the reduction of WCB injuries; and
 - vi) 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 #40. 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 31st 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 dollar (\$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 31st 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 1st 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 31st 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. The nurse 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.

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.

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.

Applicable for Home Care Nurses:

Where a Home Care nurse is unable to complete their scheduled shift due to client circumstances, the nurse may be reassigned to other clients, or may be reassigned to other work for which the nurse is qualified within any of the sites comprising the Employer. It is understood that such reassignment will only occur within a sixty (60) km. radius of the originating site, unless a greater distance is mutually agreed between the Employer

and the nurse. Travel time and Transportation Allowance as outlined in Article 20 shall be paid to the nurse to travel to the reassigned site.

Should reassignment as contemplated above not be possible, the Home Care nurse 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, they 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.

Applicable for Public Health Program and Primary Care Program

1408

- (a) Upon mutual agreement between a nurse and their supervisor, a nurse may work alternate hours during the day or in a bi-weekly period in order to facilitate the provision of services and/or to accommodate the nurse's personal schedule. Such alteration of hours, although subject to Employer approval, is voluntary and at the discretion of the nurse. In instances where working alternate hours under these circumstances results in additional hours being worked in a day or bi-weekly pay period, the nurse shall take the equivalent time off at a time mutually agreeable to the nurse and their supervisor. To the extent practicable, this time off shall occur within four (4) weeks of the nurse having worked the additional hours. It is clearly understood that there is no requirement for the nurse to agree to flex their hours other than on a voluntary basis.
- (b) In instances where additional hours are being scheduled in a day or bi-weekly pay period as a result of direction from the supervisor, compensation for the additional hours worked will be in accordance with Article 16 - Overtime.
- (c) The provisions of Article 1404, Article 16 and Article 17 shall not apply to a nurse working alternate hours in (a) above.

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 hours (15) 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) alternate weekends off shall be granted as often as reasonably possible, with each nurse receiving a minimum of every third weekend off.
- (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 Article 2204 inclusive herein.
- (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.
- (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.

Applicable for Community Health Nurses:

It is understood that should the Employer implement a seven (7) day work schedule, the parties will meet to negotiate appropriate provisions to cover same.

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 Guidelines, the Master Rotation, and the 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/worksites/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/worksites/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/worksites/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/worksites/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/worksites/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 May 17, 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 (May 17, 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/worksites/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/worksites/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 both full-time and 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. All accumulated overtime must be taken as time off or paid out by March thirty-first (31st) 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.

Applicable for Home Care Nurses:

A full-time nurse reporting back to work upon request after completing the daily client assignment and following completion of a seven and three-quarter (7.75) hour 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 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, site and then Employer.

- (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.

Applicable for Home Care Nurses:

Overtime shall be distributed as equitably as possible amongst those nurses qualified for the work, and giving consideration to client needs and continuity of care.

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 When a nurse is required to work overtime without advance notice for a period in excess of two (2) hours immediately following their scheduled shift, the Employer shall provide a meal at no cost to the nurse.

Applicable for Home Care Nurses:

A nurse required to work overtime without advance notice for a period in excess of two (2) hours immediately following their regular hours of work shall be provided with a meal allowance of ten dollars (\$10.00) [twelve dollars (\$12.00) effective May 17, 2024].

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 May 17, 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 May 17, 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 (May 17, 2024) 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 June 17, 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.

1710 ED (with ICU) Premium

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1711 ED/Urgent Care Premium (without ICU)

Effective June 17, 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. (The Pas, Flin Flon, Thompson and any other facility in future where nurses are exclusively dedicated to staffing an ED/Urgent Care.)

1712 Triage Premium (for facilities where above premiums apply)

Effective June 17, 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.

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.

Applicable for Community Health Nurses and Home Care Nurses:

"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 program(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.

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 May 17, 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 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 July 17, 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/worksites/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 May 17, 2024] and a maximum payment of thirty (\$30.00) dollars.

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/worksites 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/worksites 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 site, subject to a minimum guarantee of seven and three-quarter (7.75) 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.

- (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 seven and three-quarter (7.75) 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 seven and three-quarter (7.75) 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 (\$10.00) dollars[twelve dollars (\$12.00) effective May 17,2024], once per shift. If the escort duty extends over another meal period, meal expenses shall be claimed in accordance with Employer policy. If required, a subsequent travel/expense claim will be submitted in accordance with the Employer travel policy.

Additional for Home Care:

2005 *Where a nurse is authorized to use their privately owned vehicle on the Employer's business, the nurse shall be reimbursed in accordance with Article 2003 above for all travel between work locations and any distances greater than eight (8) kilometres when traveling to the first work assignment of the day or traveling home from the last work assignment of the day.*

Additional for Home Care:

2006 *Travel time between work locations shall be considered time worked. Travel time from the nurse's home to the first work assignment of the day shall also be considered time worked but only where:*

- (a) *the first assignment is to report to a client's residence, rather than to the Community Health Services site to which the nurse normally reports, and*
- (b) *the client's residence is more than twenty-four (24) kilometres away from the office and from the nurse's home.*

Travel time from the last work assignment of the day to the nurse's home shall also be considered time worked but only where:

- (a) *the last assignment is at a client's residence, rather than at the Community Health Services site to which the nurse normally reports, and*
- (b) *the client's residence is more than twenty-four (24) kilometres away from the office and the nurse's home.*

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 1st to April 30th. The dates used to calculate vacation earned shall be from the end of the last full pay period of April in one vacation accrual year to the end of the last full pay period of the following April. Vacation earned in any vacation year is taken in the following vacation year.

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) days [five (5) days effective the 2025/2026 vacation year] 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 two-thirds (1.66) 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	Twenty (20) days/four (4) weeks (155 hours) per year
In the fourth (4 th) to ninth (9 th) year inclusive	Twenty-five (25) days/five (5) weeks (193.75 hours) per year
In the tenth (10 th) to nineteenth (19 th) year inclusive	Thirty (30) days/six (6) weeks (232.50 hours) per year
In the twentieth (20 th) and subsequent years	Thirty-five (35) days/seven (7) weeks (271.25 hours) per year

Two (2) additional paid days travel time will be granted each year.*

(b) **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).

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- (c) Vacation entitlement for the vacation year following completion of the 3rd, 9th and 19th 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 only

- (a) **For the remainder of the 2024/2025 vacation year:** A nurse occupying a Nurse Practitioner 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-five (25) days/five (5) weeks [193.75 hours (181.25 hours for Community Health)] per year
In the eleventh (11 th) to twentieth (20 th) year inclusive	Thirty (30) days/six (6) weeks [232.50 hours (217.5 for Community Health)] per year
In the twenty-first (21 st) and subsequent years	Thirty-five (35) days/seven (7) weeks [271.25 hours (253.75 hours for Community Health)] per year

Two (2) additional paid days travel time will be granted each 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).
- (c) Vacation entitlement for the vacation year following completion of the 10th, 20th and 21st 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	Thirty (30) days/five (6) weeks (232.50 hours) per year

In the tenth (10 th) to nineteenth (19 th) year inclusive	Thirty (35) days/six (7) weeks (271.25 hours) per year
In the twentieth (20 th) and subsequent years	Forty (40) days/ eight (8) weeks (310 hours) per year

Two (2) additional paid days travel time will be granted each year.*

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

Additional for Thompson, Gillam, Leaf Rapids, Lynn Lake, and Bay Line communities:

- (d) **NOTE:** *When a nurse takes their earned vacation between November 1st and March 1st, the nurse shall receive an additional one (1) day's paid 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 (5th) anniversary of employment (i.e. 25th, 30th, 35th, 40th, etcetera). Such days shall be taken during the vacation year in which the twentieth (20th) or subsequent fifth (5th) 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

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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 March 1st of each year. The vacation entitlement lists shall reflect each nurse's projected vacation entitlement as at April 30th of that year.

Beginning March 15th 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 2024/2025 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/site having the most seniority within the site.

The approved vacation schedule will be posted no later than May 1st. 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 15th, 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 1st), Louis Riel Day (la journée Louis Riel), Good Friday, Easter Monday, Victoria Day, Canada Day (July 1st), Terry Fox Day (la journée Terry Fox), Labour Day, National Day for Truth and Reconciliation (September 30th), Thanksgiving Day, Remembrance Day (November 11th), Christmas Day (December 25th), and Boxing Day (December 26th); 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 with a minimum of five (5) consecutive days off if at all possible.

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 of 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.

Applicable for Community Health Nurses:

2208 Where the Employer requires a nurse to work a regular work day on December 24th when that day falls on Monday through Friday inclusive, such nurse shall be entitled to one-half (½) day of compensatory leave with pay to a maximum of four (4) hours.

The above referenced clause ceases to apply to any nurses hired into a Rural Community Health Nurse position after April 30, 2014.

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 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.

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 days 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.

Applicable for Thompson General Hospital site only:

Weekly Income Benefit: *Employees will receive a weekly income of fifty dollars (\$50.00) per week for fifty-two (52) weeks if they become wholly and continuously disabled as a result of a non-occupational accident or sickness not covered by Workers Compensation and provided they are under regular treatment by a licensed physician. Such payment shall be made in accordance with the Thompson General Hospital's agreement with London Life (London Life Group Insurance Plan). The Thompson General Hospital agrees to further this program by applying the portion of the eligible nurse's earned sick time to bring this up to an amount equaling seventy-five percent (75%) of the nurse's gross income per week, for the paid fifty-two (52) weeks, or until such time as the nurse's earned sick time is completely used up.*

This Article will only be applicable to nurses within the bargaining unit as of April 30, 2014 for the duration of their employment. This Article will not apply to any nurses who are hired after April 30, 2014. Any nurses who are covered on April 30, 2014 who leave their employment and subsequently return, will not be eligible for the weekly income benefit when they return.

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 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 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 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 covered by this agreement within a fifty (50) kilometre radius of the originating site, unless a greater distance is mutually agreed between the Employer and the nurse, 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 within the sites comprising the Employer.

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 Education Leave:

(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 nurse's 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.

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 (5th) 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.
 - (d) 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.
 - (e) 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.
 - (f) 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 (a) and (b) above, the nurse shall repay a portion of the “top up” as follows:

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

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:
 - i. 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;
 - ii. the legal counsel must be qualified and competent to practice in the area of law at issue in the claim;
 - iii. 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 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 four (4) calendar days following the death, whichever is the greater.

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.
- (d) When a family member of a nurse's immediate family becomes ill, the Employer agrees to allow compassionate leave to such a nurse. The leave shall be of such duration to allow for care and comfort of the nurse's ill relative. It is understood that a request for such a leave be considered on an individual basis by the Employer and it is understood that this leave is without pay.

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.

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 "Rule of 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" "Rule of 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:

$$\frac{\text{Average Annual Hours Actually Worked From Last Date of Employment}}{\text{Annual Full-time Hours}} \times \text{Entitlement of a Full-time Nurse}$$

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:

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

- (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.

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" shall be 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 31st, 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 [It is agreed that transfer of a spouse of less than four (4) weeks notice shall constitute reasonable cause for lesser notice to be given.], 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 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.

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%) 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 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.

2708 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.

2709 Laid off nurses shall be entitled to apply for nursing job vacancies in any of the sites comprising the Employer, 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 Community Health Nurses:

All promotions and voluntary transfers into a Community Health Nurse position are subject to a six (6) month trial period. 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**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 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 (\$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:

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- 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.

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 A, B., C., and D., (D. 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 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.

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 in paper form at the site the vacancy occurs, and on the Employer website on the same date 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 emailed to the MNU Worksite President or designate. Such posting shall not preclude the Employer from advertising outside the Employer. All postings shall state minimum qualifications required, the equivalent to full-time (E.F.T.) site(s) of the position and date of closing of the competition. Job descriptions shall be available to applicants on request.

Where a site does not have reliable internet connectivity, the Employer will ensure a paper copy of all postings will be posted.

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 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 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 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 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.

Applicable for Community Health Nurses and Home Care Nurses:

The period from the date of employment to the completion of six (6) calendar months of employment 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.

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 performance 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.

3403 A part-time nurse called back to work hours in excess of a shift (as defined in 1404) in any one (1) 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 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.

Applicable for Home Care Nurses:

A part-time nurse called back to work hours in excess of a seven and three-quarter (7.75) hour shift in any one (1) day shall be paid at overtime rates of pay with a guaranteed minimum of one (1) hour at overtime rates. If the extra time worked under this subsection commences within less than one (1) hour 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.

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 (includes travel time as per 2103) and shall be paid their earned vacation 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 May 17, 2024 shall be retained. Seniority hours calculated after May 17, 2024 shall be in accordance with hours paid at the regular rate of pay.

3410 Subject to Article 3806, 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 3806, 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.

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
- the Employer Sponsored Educational Development allowance in Article 2407 (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.

Applicable for Home Care Nurses:

Where a Home Care nurse is unable to complete their scheduled shift due to client circumstances, the nurse may be reassigned to other clients, or may be reassigned to other work for which they are qualified within any of the sites comprising the Employer. It is understood that such reassignment will only occur within a sixty (60) km. radius of the

originating site, unless a greater distance is mutually agreed between the Employer and the nurse. Travel time and Transportation Allowance as outlined in Article 20 shall be paid to the nurse to travel to the reassigned site.

Should reassignment as contemplated above not be possible, the Home Care nurse shall receive pay for the scheduled hours not worked.

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 3804, 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 at the worksite, 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.

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

(a) The starting salary of a Registered Nurse or Registered Psychiatric Nurse newly employed as a Nurse II shall recognize previous experience applicable to the position applied for on the basis of equivalent full-time experience as specified hereinafter:

<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 a starting salary that is not less than one (1) increment step above what their starting salary would be if they 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 as 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.
- (e) Notwithstanding Article 3803(c), a nurse returning from a leave of absence who has completed the Registered Nurse program having had previous experience as a Registered Psychiatric Nurse, and who returns to work in the psychiatric area shall receive full recognition for previous experience when placed on the salary schedule. **Not applicable at the Snow Lake site.**

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

- (a) The starting salary of a newly employed Licensed Practical Nurse or Operating Room Technician 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. **Not applicable at the Thompson General Hospital site.**

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 1st to December 31st.

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 Applicable for Community Health Nurses:

All Manitoba Nurses' Union members transitioned to the Employer Organizations from the Civil Service will remain in the Government of Manitoba benefit plans consistent with those in place in the Civil Service at the time of the nurse's transition to the EO. These

Benefits programs include the Ambulance & Hospital Semi-Private (AHSP), Dental, Vision, Prescription Drugs, Extended Health, Travel Health, Long-Term Disability (LTD) plans and Health Spending Account and nurses will be "grandparented" to those plans for the duration of their employment.

All future changes to Benefit Plans negotiated in the Civil Service shall be applicable to the MNU members who are "grandparented" to these plans.

Current plan details and claim forms can be reviewed and downloaded at:

<http://www.gov.mb.ca/finance/labour/blue.html>

NOTE: *Those Community Health Nurses that were already MNU members and those who are newly organized into the MNU, will be covered by the Health Care Employees' Benefit Plans (HEBP) and the Health Care Employees' Pension Plan (HEPP).*

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 the 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)/program(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)/program(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 Regional 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.

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 Monthly Annual	35.231 5,915.872 70,990.465	36.382 6,109.144 73,309.730	37.518 6,299.898 75,598.770	38.901 6,532.126 78,385.515	40.172 6,745.548 80,946.580	41.586 6,982.983 83,795.790	43.066 7,231.499 86,777.990	44.359 7,448.615 89,383.385	45.246 7,597.558 91,170.690	46.151 7,749.522 92,994.265	47.536 7,982.087 95,785.040
2	UNE		UNE, UNE – IEN/NREP, UNE-NREP	2015	Hourly Monthly Annual	34.205 5,743.590 68,923.075										
3	SIEN		SIEN	2015	Hourly Monthly Annual	34.205 5,743.590 68,923.075										
4	N2		Nurse II	2015	Hourly Monthly Annual	44.679 7,502.349 90,028.185	46.239 7,764.299 93,171.585	47.803 8,026.920 96,323.045	49.433 8,300.625 99,607.495	51.025 8,567.948 102,815.375	52.675 8,845.010 106,140.125	53.729 9,021.995 108,263.935	54.804 9,202.505 110,430.060	55.900 9,386.542 112,638.500	57.018 9,574.273 114,891.270	58.729 9,861.578 118,338.935
5	N2	***	Nurse II (15-Year Scale)	2015	Hourly Monthly Annual	45.573 7,652.466 91,829.595	47.164 7,919.622 95,035.460	48.759 8,187.449 98,249.385	50.422 8,466.694 101,600.330	52.046 8,739.391 104,872.690	53.729 9,021.995 108,263.935	54.804 9,202.505 110,430.060	55.900 9,386.542 112,638.500			
6	N2	***	Nurse II (20-Year Scale)	2015	Hourly Monthly Annual	46.484 7,805.438 93,665.260	48.107 8,077.967 96,935.605	49.734 8,351.168 100,214.010	51.430 8,635.954 103,631.450	53.087 8,914.192 106,970.305	54.804 9,202.505 110,430.060	55.900 9,386.542 112,638.500	57.018 9,574.273 114,891.270			
7	N2	***	Nurse II (25-Year Scale)	2015	Hourly Monthly Annual	47.879 8,039.682 96,476.185	49.550 8,320.271 99,843.250	51.226 8,601.699 103,220.390	52.973 8,895.050 106,740.595	54.680 9,181.683 110,180.200	56.448 9,478.560 113,742.720	57.577 9,668.138 116,017.655	58.729 9,861.578 118,338.935			
8	CRN	1,6	CRN/Charge Nurse	2015	Hourly Monthly Annual	46.895 7,874.452 94,493.425	48.503 8,144.462 97,733.545	50.150 8,421.021 101,052.250	51.809 8,699.595 104,395.135	53.392 8,965.407 107,584.880	55.072 9,247.507 110,970.080	56.473 9,482.758 113,793.095	57.601 9,672.168 116,066.015	58.753 9,865.608 118,387.295	59.928 10,062.910 120,754.920	61.726 10,364.824 124,377.890
9	CRN	***	CRN/Charge Nurse (15-Year Scale)	2015	Hourly Monthly Annual	47.833 8,031.958 96,383.495	49.473 8,307.341 99,688.095	51.153 8,589.441 103,073.295	52.845 8,873.556 106,482.675	54.460 9,144.742 109,736.900	56.173 9,432.383 113,188.595	57.602 9,672.336 116,068.030	58.753 9,865.608 118,387.295			
10	CRN	***	CRN/Charge Nurse (20-Year Scale)	2015	Hourly Monthly Annual	48.790 8,192.654 98,311.850	50.462 8,473.411 101,680.930	52.176 8,761.220 105,134.640	53.902 9,051.044 108,612.530	55.549 9,327.603 111,931.235	57.296 9,620.953 115,451.440	58.754 9,865.776 118,389.310	59.928 10,062.910 120,754.920			
11	CRN	***	CRN/Charge Nurse (25-Year Scale)	2015	Hourly Monthly Annual	50.254 8,438.484 101,261.810	51.976 8,727.637 104,731.640	53.741 9,024.010 108,288.115	55.519 9,322.565 111,870.785	57.215 9,607.352 115,288.225	59.015 9,909.602 118,915.225	60.517 10,161.813 121,941.755	61.726 10,364.824 124,377.890			
12	N3		Nurse III	2015	Hourly Monthly Annual	46.379 7,787.807 93,453.685	47.941 8,050.093 96,601.115	49.574 8,324.301 99,891.610	51.168 8,591.960 103,103.520	52.647 8,840.309 106,083.705	54.260 9,111.158 109,333.900	55.925 9,390.740 112,688.875	57.043 9,578.470 114,941.645	58.184 9,770.063 117,240.760	59.348 9,965.518 119,586.220	61.128 10,264.410 123,172.920
13	N3	***	Nurse III (15-Year Scale)	2015	Hourly Monthly Annual	47.307 7,943.634 95,323.605	48.900 8,211.125 98,533.500	50.565 8,490.706 101,888.475	52.191 8,763.739 105,164.865	53.700 9,017.125 108,205.500	55.345 9,293.348 111,520.175	57.044 9,578.638 114,943.660	58.184 9,770.063 117,240.760			
14	N3	***	Nurse III (20-Year Scale)	2015	Hourly Monthly Annual	48.253 8,102.483 97,229.795	49.878 8,375.348 100,504.170	51.576 8,660.470 103,925.640	53.235 8,939.044 107,268.525	54.774 9,197.468 110,369.610	56.452 9,479.232 113,750.780	58.185 9,770.231 117,242.775	59.348 9,965.518 119,586.220			
15	N3	***	Nurse III (25-Year Scale)	2015	Hourly Monthly Annual	49.701 8,345.626 100,147.515	51.374 8,626.551 103,518.610	53.123 8,920.237 107,042.845	54.832 9,207.207 110,486.480	56.417 9,473.355 113,680.255	58.146 9,763.683 117,164.190	59.931 10,063.414 120,760.965	61.128 10,264.410 123,172.920			

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16	N4	1	Nurse IV	2015	Hourly	49.408	51.237	53.068	55.065	57.353	59.572	61.995	64.519	65.809	67.125	69.139
					Monthly	8,296.427	8,603.546	8,911.002	9,246.331	9,630.525	10,003.132	10,409.994	10,833.815	11,050.428	11,271.406	11,609.590
					Annual	99,557.120	103,242.555	106,932.020	110,955.975	115,566.295	120,037.580	124,919.925	130,005.785	132,605.135	135,256.875	139,315.085
17	N4	***	Nurse IV (15-Year Scale)	2015	Hourly	50.396	52.262	54.129	56.166	58.500	60.763	63.235	65.809			
					Monthly	8,462.328	8,775.661	9,089.161	9,431.208	9,823.125	10,203.120	10,618.210	11,050.428			
					Annual	101,547.940	105,307.930	109,069.935	113,174.490	117,877.500	122,437.445	127,418.525	132,605.135			
18	N4	***	Nurse IV (20-Year Scale)	2015	Hourly	51.404	53.307	55.212	57.289	59.670	61.978	64.500	67.125			
					Monthly	8,631.588	8,951.134	9,271.015	9,619.778	10,019.588	10,407.139	10,830.625	11,271.406			
					Annual	103,579.060	107,413.605	111,252.180	115,437.335	120,235.050	124,885.670	129,967.500	135,256.875			
19	N4	***	Nurse IV (25-Year Scale)	2015	Hourly	52.946	54.906	56.868	59.008	61.460	63.837	66.435	69.139			
					Monthly	8,890.516	9,219.633	9,549.085	9,908.427	10,320.158	10,719.296	11,155.544	11,609.590			
					Annual	106,686.190	110,635.590	114,589.020	118,901.120	123,841.900	128,631.555	133,866.525	139,315.085			
20	N5	4	Nurse V	2015	Hourly	50.635	52.575	54.796	56.951	59.305	61.606	64.009	66.569	67.900	69.258	71.336
					Monthly	8,502.460	8,828.219	9,201.162	9,563.022	9,958.298	10,344.674	10,748.178	11,178.045	11,401.542	11,629.573	11,978.503
					Annual	102,029.525	105,938.625	110,413.940	114,756.265	119,499.575	124,136.090	128,978.135	134,136.535	136,818.500	139,554.870	143,742.040
21	N5	***	Nurse V (15-Year Scale)	2015	Hourly	51.648	53.627	55.892	58.090	60.491	62.838	65.289	67.900			
					Monthly	8,672.560	9,004.867	9,385.198	9,754.279	10,157.447	10,551.548	10,963.111	11,401.542			
					Annual	104,070.720	108,058.405	112,622.380	117,051.350	121,889.365	126,618.570	131,557.335	136,818.500			
22	N5	***	Nurse V (20-Year Scale)	2015	Hourly	52.681	54.700	57.010	59.252	61.701	64.095	66.595	69.258			
					Monthly	8,846.018	9,185.042	9,572.929	9,949.398	10,360.626	10,762.619	11,182.410	11,629.573			
					Annual	106,152.215	110,220.500	114,875.150	119,392.780	124,327.515	129,151.425	134,188.925	139,554.870			
23	N5	***	Nurse V (25-Year Scale)	2015	Hourly	54.261	56.341	58.720	61.030	63.552	66.018	68.593	71.336			
					Monthly	9,111.326	9,460.593	9,860.067	10,247.954	10,671.440	11,085.523	11,517.908	11,978.503			
					Annual	109,335.915	113,527.115	118,320.800	122,975.450	128,057.280	133,026.270	138,214.895	143,742.040			
24	NP	2,3	Nurse Practitioner	2015	Hourly	68.137	70.937	73.737	76.758	79.061	81.433			83.062	84.723	87.265
					Monthly	11,441.338	11,911.505	12,381.671	12,888.948	13,275.660	13,673.958			13,947.494	14,226.404	14,653.248
					Annual	137,296.055	142,938.055	148,580.055	154,667.370	159,307.915	164,087.495			167,369.930	170,716.845	175,838.975
25	NP	***	Nurse Practitioner (15-Year Scale)	2015	Hourly	69.500	72.356	75.212	78.293	80.642	83.062					
					Monthly	11,670.208	12,149.778	12,629.348	13,146.700	13,541.136	13,947.494					
					Annual	140,042.500	145,797.340	151,552.180	157,760.395	162,493.630	167,369.930					
26	NP	***	Nurse Practitioner (20-Year Scale)	2015	Hourly	70.890	73.803	76.716	79.859	82.255	84.723					
					Monthly	11,903.613	12,392.754	12,881.895	13,409.657	13,811.985	14,226.404					
					Annual	142,843.350	148,713.045	154,582.740	160,915.885	165,743.825	170,716.845					
27	NP	***	Nurse Practitioner (25-Year Scale)	2015	Hourly	73.017	76.017	79.017	82.255	84.723	87.265					
					Monthly	12,260.771	12,764.521	13,268.271	13,811.985	14,226.404	14,653.248					
					Annual	147,129.255	153,174.255	159,219.255	165,743.825	170,716.845	175,838.975					
28	LPN	1	Weekend Worker - Licensed Practical Nurse	2015	Hourly	40.511	41.840	43.147	44.736	46.195	47.823	49.525	51.012	52.032	53.073	54.665
					Monthly	6,802.472	7,025.633	7,245.100	7,511.920	7,756.910	8,030.279	8,316.073	8,565.765	8,737.040	8,911.841	9,179.165
					Annual	81,629.665	84,307.600	86,941.205	90,143.040	93,082.925	96,363.345	99,792.875	102,789.180	104,844.480	106,942.095	110,149.975
29	LPN	1,5	Weekend Worker - Licensed Practical Nurse (PIO)	1872	Hourly	43.606	45.037	46.443	48.154	49.724	51.477	53.308	54.908	56.006	57.126	58.840
					Monthly	6,802.536	7,025.772	7,245.108	7,512.024	7,756.944	8,030.412	8,316.048	8,565.648	8,736.936	8,911.656	9,179.040
					Annual	81,630.432	84,309.264	86,941.296	90,144.288	93,083.328	96,364.944	99,792.576	102,787.776	104,843.232	106,939.872	110,148.480
30	N2		Weekend Worker - Nurse II	2015	Hourly	51.383	53.175	54.974	56.847	58.680	60.575	61.789	63.024	64.284	65.570	67.537
					Monthly	8,628.062	8,928.969	9,231.051	9,545.559	9,853.350	10,171.552	10,375.403	10,582.780	10,794.355	11,010.296	11,340.588
					Annual	103,536.745	107,147.625	110,772.610	114,546.705	118,240.200	122,058.625	124,504.835	126,993.360	129,532.260	132,123.550	136,087.055

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31	N2	***	Weekend Worker - Nurse II (15-Year Scale)	2015	Hourly	52.411	54.239	56.073	57.984	59.854	61.787	63.025	64.284			
					Monthly	8,800.680	9,107.632	9,415.591	9,736.480	10,050.484	10,375.067	10,582.948	10,794.355			
					Annual	105,608.165	109,291.585	112,987.095	116,837.760	120,605.810	124,500.805	126,995.375	129,532.260			
32	N2	***	Weekend Worker - Nurse II (20-Year Scale)	2015	Hourly	53.459	55.324	57.194	59.144	61.051	63.023	64.286	65.570			
					Monthly	8,976.657	9,289.822	9,603.826	9,931.263	10,251.480	10,582.612	10,794.691	11,010.296			
					Annual	107,719.885	111,477.860	115,245.910	119,175.160	123,017.765	126,991.345	129,536.290	132,123.550			
33	N2	***	Weekend Worker - Nurse II (25-Year Scale)	2015	Hourly	55.063	56.984	58.910	60.918	62.883	64.914	66.215	67.537			
					Monthly	9,245.995	9,568.563	9,891.971	10,229.148	10,559.104	10,900.143	11,118.602	11,340.588			
					Annual	110,951.945	114,822.760	118,703.650	122,749.770	126,709.245	130,801.710	133,423.225	136,087.055			
34	N2	5	Weekend Worker - Nurse II (PIO)	1872	Hourly	55.308	57.238	59.174	61.190	63.163	65.202	66.509	67.838	69.195	70.579	72.696
					Monthly	8,628.048	8,929.128	9,231.144	9,545.640	9,853.428	10,171.512	10,375.404	10,582.728	10,794.420	11,010.324	11,340.576
					Annual	103,536.576	107,149.536	110,773.728	114,547.680	118,241.136	122,058.144	124,504.848	126,992.736	129,533.040	132,123.888	136,086.912
35	N2	***	Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Hourly	56.414	58.383	60.357	62.414	64.426	66.506	67.839	69.195			
					Monthly	8,800.584	9,107.748	9,415.692	9,736.584	10,050.456	10,374.936	10,582.884	10,794.420			
					Annual	105,607.008	109,292.976	112,988.304	116,839.008	120,605.472	124,499.232	126,994.608	129,533.040			
36	N2	***	Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Hourly	57.542	59.551	61.564	63.662	65.715	67.836	69.196	70.579			
					Monthly	8,976.552	9,289.956	9,603.984	9,931.272	10,251.540	10,582.416	10,794.576	11,010.324			
					Annual	107,718.624	111,479.472	115,247.808	119,175.264	123,018.480	126,988.992	129,534.912	132,123.888			
37	N2	***	Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Hourly	59.268	61.338	63.411	65.572	67.686	69.871	71.272	72.696			
					Monthly	9,245.808	9,568.728	9,892.116	10,229.232	10,559.016	10,899.876	11,118.432	11,340.576			
					Annual	110,949.696	114,824.736	118,705.392	122,750.784	126,708.192	130,798.512	133,421.184	136,086.912			
38	CRN	1,6	Weekend Worker - CRN/Charge Nurse	2015	Hourly	53.930	55.781	57.673	59.581	61.401	63.330	64.943	66.241	67.566	68.917	70.985
					Monthly	9,055.746	9,366.560	9,684.258	10,004.643	10,310.251	10,634.163	10,905.012	11,122.968	11,345.458	11,572.313	11,919.565
					Annual	108,668.950	112,398.715	116,211.095	120,055.715	123,723.015	127,609.950	130,860.145	133,475.615	136,145.490	138,867.755	143,034.775
39	CRN	***	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly	55.009	56.897	58.826	60.773	62.629	64.597	66.242	67.566			
					Monthly	9,236.928	9,553.955	9,877.866	10,204.800	10,516.453	10,846.913	11,123.136	11,345.458			
					Annual	110,843.135	114,647.455	118,534.390	122,457.595	126,197.435	130,162.955	133,477.630	136,145.490			
40	CRN	***	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly	56.109	58.035	60.003	61.988	63.882	65.889	67.567	68.917			
					Monthly	9,421.636	9,745.044	10,075.504	10,408.818	10,726.853	11,063.861	11,345.625	11,572.313			
					Annual	113,059.635	116,940.525	120,906.045	124,905.820	128,722.230	132,766.335	136,147.505	138,867.755			
41	CRN	***	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly	57.792	59.776	61.803	63.848	65.798	67.866	69.594	70.985			
					Monthly	9,704.240	10,037.387	10,377.754	10,721.143	11,048.581	11,395.833	11,685.993	11,919.565			
					Annual	116,450.880	120,448.640	124,533.045	128,653.720	132,582.970	136,749.990	140,231.910	143,034.775			
42	CRN	1,5,6	Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly	58.049	60.042	62.079	64.132	66.091	68.168	69.904	71.301	72.727	74.182	76.407
					Monthly	9,055.644	9,366.552	9,684.324	10,004.592	10,310.196	10,634.208	10,905.024	11,122.956	11,345.412	11,572.392	11,919.492
					Annual	108,667.728	112,398.624	116,211.888	120,055.104	123,722.352	127,610.496	130,860.288	133,475.472	136,144.944	138,868.704	143,033.904
43	CRN	***	Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly	59.210	61.243	63.321	65.415	67.413	69.531	71.302	72.727			
					Monthly	9,236.760	9,553.908	9,878.076	10,204.740	10,516.428	10,846.836	11,123.112	11,345.412			
					Annual	110,841.120	114,646.896	118,536.912	122,456.880	126,197.136	130,162.032	133,477.344	136,144.944			
44	CRN	***	Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Hourly	60.394	62.468	64.587	66.723	68.761	70.922	72.728	74.182			
					Monthly	9,421.464	9,745.008	10,075.572	10,408.788	10,726.716	11,063.832	11,345.568	11,572.392			
					Annual	113,057.568	116,940.096	120,906.864	124,905.456	128,720.592	132,765.984	136,146.816	138,868.704			
45	CRN	***	Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Hourly	62.206	64.342	66.525	68.725	70.824	73.050	74.910	76.407			
					Monthly	9,704.136	10,037.352	10,377.900	10,721.100	11,048.544	11,395.800	11,685.960	11,919.492			
					Annual	116,449.632	120,448.224	124,534.800	128,653.200	132,582.528	136,749.600	140,231.520	143,033.904			
46	N3		Weekend Worker - Nurse III	2015	Hourly	53.335	55.135	57.010	58.843	60.546	62.398	64.313	65.599	66.911	68.249	70.296
					Monthly	8,955.835	9,258.085	9,572.929	9,880.720	10,166.683	10,477.664	10,799.225	11,015.165	11,235.472	11,460.145	11,803.870
					Annual	107,470.025	111,097.025	114,875.150	118,568.645	122,000.190	125,731.970	129,590.695	132,181.985	134,825.665	137,521.735	141,646.440
47	N3	***	Weekend Worker - Nurse III (15-Year Scale)	2015	Hourly	54.402	56.238	58.150	60.020	61.757	63.646	65.599	66.911			
					Monthly	9,135.003	9,443.298	9,764.354	10,078.358	10,370.030	10,687.224	11,015.165	11,235.472			
					Annual	109,620.030	113,319.570	117,172.250	120,940.300	124,440.355	128,246.690	132,181.985	134,825.665			

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48	N3	***	Weekend Worker - Nurse III (20-Year Scale)	2015	Hourly Monthly Annual	55.490 9,317.696 111,812.350	57.363 9,632.204 115,586.445	59.313 9,959.641 119,515.695	61.220 10,279.858 123,358.300	62.992 10,577.407 126,928.880	64.919 10,900.982 130,811.785	66.911 11,235.472 134,825.665	68.249 11,460.145 137,521.735			
49	N3	***	Weekend Worker - Nurse III (25-Year Scale)	2015	Hourly Monthly Annual	57.155 9,597.277 115,167.325	59.084 9,921.188 119,054.260	61.092 10,258.365 123,100.380	63.057 10,588.321 127,059.855	64.882 10,894.769 130,737.230	66.867 11,228.084 134,737.005	68.918 11,572.481 138,869.770	70.296 11,803.870 141,646.440			
50	N3	5	Weekend Worker - Nurse III (PIO)	1872	Hourly Monthly Annual	57.409 8,955.804 107,469.648	59.348 9,258.288 111,099.456	61.365 9,572.940 114,875.280	63.338 9,880.728 118,568.736	65.171 10,166.676 122,000.112	67.164 10,477.584 125,731.008	69.225 10,799.100 129,589.200	70.610 11,015.160 132,181.920	72.022 11,235.432 134,825.184	73.462 11,460.072 137,520.864	75.666 11,803.896 141,646.752
51	N3	***	Weekend Worker - Nurse III (15-Year Scale) (PIO)	1872	Hourly Monthly Annual	58.557 9,134.892 109,618.704	60.535 9,443.460 113,321.520	62.592 9,764.352 117,172.224	64.605 10,078.380 120,940.560	66.474 10,369.944 124,439.328	68.507 10,687.092 128,245.104	70.610 11,015.160 132,181.920	72.022 11,235.432 134,825.184			
52	N3	***	Weekend Worker - Nurse III (20-Year Scale) (PIO)	1872	Hourly Monthly Annual	59.728 9,317.568 111,810.816	61.746 9,632.376 115,588.512	63.844 9,959.664 119,515.968	65.897 10,279.932 123,359.184	67.803 10,577.268 126,927.216	69.877 10,900.812 130,809.744	72.022 11,235.432 134,825.184	73.462 11,460.072 137,520.864			
53	N3	***	Weekend Worker - Nurse III (25-Year Scale) (PIO)	1872	Hourly Monthly Annual	61.520 9,597.120 115,165.440	63.598 9,921.288 119,055.456	65.759 10,258.404 123,100.848	67.874 10,588.344 127,060.128	69.837 10,894.572 130,734.864	71.973 11,227.788 134,733.456	74.183 11,572.548 138,870.576	75.666 11,803.896 141,646.752			
54	N4	1	Weekend Worker - Nurse IV	2015	Hourly Monthly Annual	56.820 9,541.025 114,492.300	58.925 9,894.490 118,733.875	61.030 10,247.954 122,975.450	63.327 10,633.659 127,603.905	65.956 11,075.112 132,901.340	68.509 11,503.803 138,045.635	71.297 11,971.955 143,663.455	74.195 12,458.577 149,502.925	75.679 12,707.765 152,493.185	77.193 12,961.991 155,543.895	79.509 13,350.886 160,210.635
55	N4	***	Weekend Worker - Nurse IV (15-Year Scale)	2015	Hourly Monthly Annual	57.956 9,731.778 116,781.340	60.104 10,092.463 121,109.560	62.251 10,452.980 125,435.765	64.594 10,846.409 130,156.910	67.275 11,296.594 135,559.125	69.879 11,733.849 140,806.185	72.723 12,211.404 146,536.845	75.679 12,707.765 152,493.185			
56	N4	***	Weekend Worker - Nurse IV (20-Year Scale)	2015	Hourly Monthly Annual	59.115 9,926.394 119,116.725	61.306 10,294.299 123,531.590	63.496 10,662.037 127,944.440	65.886 11,063.358 132,760.290	68.621 11,522.610 138,271.315	71.277 11,968.596 143,623.155	74.177 12,455.555 149,466.655	77.193 12,961.991 155,543.895			
57	N4	***	Weekend Worker - Nurse IV (25-Year Scale)	2015	Hourly Monthly Annual	60.888 10,224.110 122,689.320	63.145 10,603.098 127,237.175	65.401 10,981.918 131,783.015	67.863 11,395.329 136,743.945	70.680 11,868.350 142,420.200	73.415 12,327.602 147,931.225	76.402 12,829.169 153,950.030	79.509 13,350.886 160,210.635			
58	N4	1,5	Weekend Worker - Nurse IV (PIO)	1872	Hourly Monthly Annual	61.161 9,541.116 114,493.392	63.426 9,894.456 118,733.472	65.692 10,247.952 122,975.424	68.165 10,633.740 127,604.880	70.994 11,075.064 132,900.768	73.742 11,503.752 138,045.024	76.743 11,971.908 143,662.896	79.863 12,458.628 149,503.536	81.460 12,707.760 152,493.120	83.089 12,961.884 155,542.608	85.582 13,350.792 160,209.504
59	N4	***	Weekend Worker - Nurse IV (15-Year Scale) (PIO)	1872	Hourly Monthly Annual	62.384 9,731.904 116,782.848	64.695 10,092.420 121,109.040	67.006 10,452.936 125,435.232	69.528 10,846.368 130,156.416	72.414 11,296.584 135,559.008	75.217 11,733.852 140,806.224	78.278 12,211.368 146,536.416	81.460 12,707.760 152,493.120			
60	N4	***	Weekend Worker - Nurse IV (20-Year Scale) (PIO)	1872	Hourly Monthly Annual	63.632 9,926.592 119,119.104	65.989 10,294.284 123,531.408	68.346 10,661.976 127,943.712	70.919 11,063.364 132,760.368	73.862 11,522.472 138,269.664	76.721 11,968.476 143,621.712	79.844 12,455.664 149,467.968	83.089 12,961.884 155,542.608			
61	N4	***	Weekend Worker - Nurse IV (25-Year Scale) (PIO)	1872	Hourly Monthly Annual	65.541 10,224.396 122,692.752	67.969 10,603.164 127,237.968	70.396 10,981.776 131,781.312	73.047 11,395.332 136,743.984	76.078 11,868.168 142,418.016	79.023 12,327.588 147,931.056	82.239 12,829.284 153,951.408	85.582 13,350.792 160,209.504			
62	N5	4	Weekend Worker - Nurse V	2015	Hourly Monthly Annual	58.231 9,777.955 117,335.465	60.462 10,152.578 121,830.930	63.015 10,581.269 126,975.225	65.494 10,997.534 131,970.410	68.199 11,451.749 137,420.985	70.848 11,896.560 142,758.720	73.612 12,360.682 148,328.180	76.556 12,855.028 154,260.340	78.087 13,112.109 157,345.305	79.649 13,374.395 160,492.735	82.038 13,775.548 165,306.570
63	N5	***	Weekend Worker - Nurse V (15-Year Scale)	2015	Hourly Monthly Annual	59.396 9,973.578 119,682.940	61.671 10,355.589 124,267.065	64.275 10,792.844 129,514.125	66.804 11,217.505 134,610.060	69.563 11,680.787 140,169.445	72.265 12,134.498 145,613.975	75.084 12,607.855 151,294.260	78.087 13,112.109 157,345.305			
64	N5	***	Weekend Worker - Nurse V (20-Year Scale)	2015	Hourly Monthly Annual	60.584 10,173.063 122,076.760	62.904 10,562.630 126,751.560	65.561 11,008.785 132,105.415	68.140 11,441.842 137,302.100	70.954 11,914.359 142,972.310	73.710 12,377.138 148,525.650	76.586 12,860.066 154,320.790	79.649 13,374.395 160,492.735			

A1. Effective April 1, 2024

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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
65	N5	***	Weekend Worker - Nurse V (25-Year Scale)	2015	Hourly	62.402	64.791	67.528	70.184	73.083	75.921	78.884	82.038			
					Monthly	10,478.336	10,879.489	11,339.077	11,785.063	12,271.854	12,748.401	13,245.938	13,775.548			
					Annual	125,740.030	130,553.865	136,068.920	141,420.760	147,262.245	152,980.815	158,951.260	165,306.570			
66	N5	4,5	Weekend Worker - Nurse V (PIO)	1872	Hourly	62.679	65.081	67.829	70.496	73.409	76.261	79.235	82.404	84.052	85.733	88.305
					Monthly	9,777.924	10,152.636	10,581.324	10,997.376	11,451.804	11,896.716	12,360.660	12,855.024	13,112.112	13,374.348	13,775.580
					Annual	117,335.088	121,831.632	126,975.888	131,968.512	137,421.648	142,760.592	148,327.920	154,260.288	157,345.344	160,492.176	165,306.960
67	N5	***	Weekend Worker - Nurse V (15-Year Scale) (PIO)	1872	Hourly	63.933	66.383	69.186	71.906	74.877	77.786	80.820	84.052			
					Monthly	9,973.548	10,355.748	10,793.016	11,217.336	11,680.812	12,134.616	12,607.920	13,112.112			
					Annual	119,682.576	124,268.976	129,516.192	134,608.032	140,169.744	145,615.392	151,295.040	157,345.344			
68	N5	***	Weekend Worker - Nurse V (20-Year Scale) (PIO)	1872	Hourly	65.212	67.711	70.570	73.344	76.375	79.342	82.436	85.733			
					Monthly	10,173.072	10,562.916	11,008.920	11,441.664	11,914.500	12,377.352	12,860.016	13,374.348			
					Annual	122,076.864	126,754.992	132,107.040	137,299.968	142,974.000	148,528.224	154,320.192	160,492.176			
69	N5	***	Weekend Worker - Nurse V (25-Year Scale) (PIO)	1872	Hourly	67.168	69.742	72.687	75.544	78.666	81.722	84.909	88.305			
					Monthly	10,478.208	10,879.752	11,339.172	11,784.864	12,271.896	12,748.632	13,245.804	13,775.580			
					Annual	125,738.496	130,557.024	136,070.064	141,418.368	147,262.752	152,983.534	158,949.648	165,306.960			
70	LPN	1,5	Weekend Worker - Licensed Practical Nurse	1872	Hourly	41.714	43.077	44.422	46.060	47.565	49.239	50.991	52.522	53.573	54.644	56.284
					Monthly	6,507.384	6,720.012	6,929.832	7,185.360	7,420.140	7,681.284	7,954.596	8,193.432	8,357.388	8,524.464	8,780.304
					Annual	78,088.608	80,640.144	83,157.984	86,224.320	89,041.680	92,175.408	95,455.152	98,321.184	100,288.656	102,293.568	105,363.648
71	N2	5	Weekend Worker - Nurse II	1872	Hourly	52.901	54.748	56.600	58.530	60.415	62.369	63.617	64.889	66.187	67.511	69.537
					Monthly	8,252.556	8,540.688	8,829.600	9,130.680	9,424.740	9,729.564	9,924.252	10,122.684	10,325.172	10,531.716	10,847.772
					Annual	99,030.672	102,488.256	105,955.200	109,568.160	113,096.880	116,754.768	119,091.024	121,472.208	123,902.064	126,380.592	130,173.264
72	N2	***	Weekend Worker - Nurse II (15-Year Scale)	1872	Hourly	53.959	55.843	57.732	59.701	61.623	63.616	64.889	66.187			
					Monthly	8,417.604	8,711.508	9,006.192	9,313.356	9,613.188	9,924.096	10,122.684	10,325.172			
					Annual	101,011.248	104,538.096	108,074.304	111,760.272	115,358.256	119,089.152	121,472.208	123,902.064			
73	N2	***	Weekend Worker - Nurse II (20-Year Scale)	1872	Hourly	55.038	56.960	58.887	60.895	62.855	64.888	66.187	67.511			
					Monthly	8,585.928	8,885.760	9,186.372	9,499.620	9,805.380	10,122.528	10,325.172	10,531.716			
					Annual	103,031.136	106,629.120	110,236.464	113,995.440	117,664.560	121,470.336	123,902.064	126,380.592			
74	N2	***	Weekend Worker - Nurse II (25-Year Scale)	1872	Hourly	56.689	58.669	60.654	62.722	64.741	66.835	68.173	69.536			
					Monthly	8,843.484	9,152.364	9,462.024	9,784.632	10,099.596	10,426.260	10,634.988	10,847.616			
					Annual	106,121.808	109,828.368	113,544.288	117,415.584	121,195.152	125,115.120	127,619.856	130,171.392			
75	CRN	1,5,6	Weekend Worker - CRN/Charge Nurse	1872	Hourly	55.525	57.429	59.379	61.343	63.218	65.207	66.866	68.201	69.565	70.956	73.085
					Monthly	8,661.900	8,958.924	9,263.124	9,569.508	9,862.008	10,172.292	10,431.096	10,639.356	10,852.140	11,069.136	11,401.260
					Annual	103,942.800	107,507.088	111,157.488	114,834.096	118,344.096	122,067.504	125,173.152	127,672.272	130,225.680	132,829.632	136,815.120
76	CRN	***	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1872	Hourly	56.636	58.578	60.567	62.570	64.482	66.511	68.203	69.565			
					Monthly	8,835.216	9,138.168	9,448.452	9,760.920	10,059.192	10,375.716	10,639.668	10,852.140			
					Annual	106,022.592	109,658.016	113,381.424	117,131.040	120,710.304	124,508.592	127,676.016	130,225.680			
77	CRN	***	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Hourly	57.769	59.750	61.778	63.821	65.772	67.841	69.567	70.956			
					Monthly	9,011.964	9,321.000	9,637.368	9,956.076	10,260.432	10,583.196	10,852.452	11,069.136			
					Annual	108,143.568	111,852.000	115,648.416	119,472.912	123,125.184	126,998.352	130,229.424	132,829.632			
78	CRN	***	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Hourly	59.502	61.543	63.631	65.736	67.745	69.876	71.654	73.085			
					Monthly	9,282.312	9,600.708	9,926.436	10,254.816	10,568.220	10,900.656	11,178.024	11,401.260			
					Annual	111,387.744	115,208.496	119,117.232	123,057.792	126,818.640	130,807.872	134,136.288	136,815.120			
79	N3	5	Weekend Worker - Nurse III	1872	Hourly	54.914	56.763	58.697	60.584	62.336	64.245	66.217	67.540	68.891	70.270	72.377
					Monthly	8,566.584	8,855.028	9,156.732	9,451.104	9,724.416	10,022.220	10,329.852	10,536.240	10,746.996	10,962.120	11,290.812
					Annual	102,799.008	106,260.336	109,880.784	113,413.248	116,692.992	120,266.640	123,958.224	126,434.880	128,963.952	131,545.440	135,489.744
80	N3	***	Weekend Worker - Nurse III (15-Year Scale)	1872	Hourly	56.012	57.898	59.871	61.796	63.583	65.530	67.541	68.891			
					Monthly	8,737.872	9,032.088	9,339.876	9,640.176	9,918.948	10,222.680	10,536.396	10,746.996			
					Annual	104,854.464	108,385.056	112,078.512	115,682.112	119,027.376	122,672.160	126,436.752	128,963.952			

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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
81	N3	***	Weekend Worker - Nurse III (20-Year Scale)	1872	Hourly	57.132	59.056	61.068	63.032	64.855	66.841	68.892	70.269			
					Monthly	8,912.592	9,212.736	9,526.608	9,832.992	10,117.380	10,427.196	10,747.152	10,961.964			
					Annual	106,951.104	110,552.832	114,319.296	117,995.904	121,408.560	125,126.352	128,965.824	131,543.568			
82	N3	***	Weekend Worker - Nurse III (25-Year Scale)	1872	Hourly	58.846	60.828	62.900	64.923	66.801	68.846	70.959	72.377			
					Monthly	9,179.976	9,489.168	9,812.400	10,127.988	10,420.956	10,739.976	11,069.604	11,290.812			
					Annual	110,159.712	113,870.016	117,748.800	121,535.856	125,051.472	128,879.712	132,835.248	135,489.744			
83	N4	1,5	Weekend Worker - Nurse IV	1872	Hourly	58.500	60.666	62.834	65.198	67.908	70.535	73.404	76.392	77.920	79.478	81.862
					Monthly	9,126.000	9,463.896	9,802.104	10,170.888	10,593.648	11,003.460	11,451.024	11,917.152	12,155.520	12,398.568	12,770.472
					Annual	109,512.000	113,566.752	117,625.248	122,050.656	127,123.776	132,041.520	137,412.288	143,005.824	145,866.240	148,782.816	153,245.664
84	N4	***	Weekend Worker - Nurse IV (15-Year Scale)	1872	Hourly	59.670	61.879	64.091	66.502	69.266	71.946	74.872	77.920			
					Monthly	9,308.520	9,653.124	9,998.196	10,374.312	10,805.496	11,223.576	11,680.032	12,155.520			
					Annual	111,702.240	115,837.488	119,978.352	124,491.744	129,665.952	134,682.912	140,160.384	145,866.240			
85	N4	***	Weekend Worker - Nurse IV (20-Year Scale)	1872	Hourly	60.863	63.117	65.373	67.832	70.651	73.385	76.369	79.478			
					Monthly	9,494.628	9,846.252	10,198.188	10,581.792	11,021.556	11,448.060	11,913.564	12,398.568			
					Annual	113,935.536	118,155.024	122,378.256	126,981.504	132,258.672	137,376.720	142,962.768	148,782.816			
86	N4	***	Weekend Worker - Nurse IV (25-Year Scale)	1872	Hourly	62.689	65.011	67.334	69.867	72.771	75.587	78.660	81.862			
					Monthly	9,779.484	10,141.716	10,504.104	10,899.252	11,352.276	11,791.572	12,270.960	12,770.472			
					Annual	117,353.808	121,700.592	126,049.248	130,791.024	136,227.312	141,498.864	147,251.520	153,245.664			
87	N5	4,5	Weekend Worker - Nurse V	1872	Hourly	59.953	62.250	64.880	67.432	70.219	72.943	75.788	78.820	80.395	82.003	84.464
					Monthly	9,352.668	9,711.000	10,121.280	10,519.392	10,954.164	11,379.108	11,822.928	12,295.920	12,541.620	12,792.468	13,176.384
					Annual	112,232.016	116,532.000	121,455.360	126,232.704	131,449.968	136,549.296	141,875.136	147,551.040	150,499.440	153,509.616	158,116.608
88	N5	***	Weekend Worker - Nurse V (15-Year Scale)	1872	Hourly	61.152	63.495	66.178	68.781	71.623	74.402	77.304	80.396			
					Monthly	9,539.712	9,905.220	10,323.768	10,729.836	11,173.188	11,606.712	12,059.424	12,541.776			
					Annual	114,476.544	118,862.640	123,885.216	128,758.032	134,078.256	139,280.544	144,713.088	150,501.312			
89	N5	***	Weekend Worker - Nurse V (20-Year Scale)	1872	Hourly	62.375	64.765	67.502	70.157	73.055	75.890	78.850	82.004			
					Monthly	9,730.500	10,103.340	10,530.312	10,944.492	11,396.580	11,838.840	12,300.600	12,792.624			
					Annual	116,766.000	121,240.080	126,363.744	131,333.904	136,758.960	142,066.080	147,607.200	153,511.488			
90	N5	***	Weekend Worker - Nurse V (25-Year Scale)	1872	Hourly	64.246	66.708	69.527	72.262	75.247	78.167	81.216	84.464			
					Monthly	10,022.376	10,406.448	10,846.212	11,272.872	11,738.532	12,194.052	12,669.696	13,176.384			
					Annual	120,268.512	124,877.376	130,154.544	135,274.464	140,862.384	146,328.624	152,036.352	158,116.608			

A1. Effective April 1, 2025

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 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	MOA	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	1	2015	Hourly Monthly Annual	38.224 6,418.447 77,021.360	39.473 6,628.175 79,538.095	40.705 6,835.048 82,020.575	42.206 7,087.091 85,045.090	43.584 7,318.480 87,821.760	45.119 7,576.232 90,914.785	46.724 7,845.738 94,148.860	48.127 8,081.325 96,975.905	49.089 8,242.861 98,914.335	50.071 8,407.755 100,893.065	51.574 8,660.134 103,921.610
2	UNE		UNE, UNE – IEN/NREP, UNE-NREP		2015	Hourly Monthly Annual	36.743 6,169.762 74,037.145										
3	SIEN		SIEN		2015	Hourly Monthly Annual	36.743 6,169.762 74,037.145										
4	N2		Nurse II		2015	Hourly Monthly Annual	47.994 8,058.993 96,707.910	49.670 8,340.421 100,085.050	51.350 8,622.521 103,470.250	53.101 8,916.543 106,998.515	54.811 9,203.680 110,444.165	56.584 9,501.397 114,016.760	57.716 9,691.478 116,297.740	58.871 9,885.422 118,625.065	60.048 10,083.060 120,996.720	61.249 10,284.728 123,416.735	63.087 10,593.359 127,120.305
5	N2		Nurse II (15-Year Scale)		2015	Hourly Monthly Annual	48.955 8,220.360 98,644.325	50.664 8,507.330 102,087.960	52.377 8,794.971 105,539.655	54.164 9,095.038 109,140.460	55.908 9,387.885 112,654.620	57.716 9,691.478 116,297.740	58.871 9,885.422 118,625.065	60.048 10,083.060 120,996.720			
6	N2		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	53.424 8,970.780 107,649.360	55.246 9,276.724 111,320.690	57.026 9,575.616 114,907.390	58.871 9,885.422 118,625.065	60.048 10,083.060 120,996.720	61.249 10,284.728 123,416.735			
7	N2		Nurse II (25-Year Scale)		2015	Hourly Monthly Annual	51.432 8,636.290 103,635.480	53.227 8,937.700 107,252.405	55.027 9,239.950 110,879.405	56.904 9,555.130 114,661.560	58.738 9,863.089 118,357.070	60.637 10,181.963 122,183.555	61.849 10,385.478 124,625.735	63.087 10,593.359 127,120.305			
8	CRN	1	CRN/Charge Nurse	1	2015	Hourly Monthly Annual	50.879 8,543.432 102,521.185	52.623 8,836.279 106,035.345	54.410 9,136.346 109,636.150	56.210 9,438.596 113,263.150	57.927 9,726.909 116,722.905	59.750 10,033.021 120,396.250	61.270 10,288.254 123,459.050	62.494 10,493.784 125,925.410	63.744 10,703.680 128,444.160	65.019 10,917.774 131,013.285	66.969 11,245.211 134,942.535
9	CRN	1	CRN/Charge Nurse (15-Year Scale)	1	2015	Hourly Monthly Annual	51.896 8,714.203 104,570.440	53.676 9,013.095 108,157.140	55.498 9,319.039 111,828.470	57.334 9,627.334 115,528.010	59.086 9,921.524 119,058.290	60.945 10,233.681 122,804.175	62.495 10,493.952 125,927.425	63.744 10,703.680 128,444.160			
10	CRN	1	CRN/Charge Nurse (20-Year Scale)	1	2015	Hourly Monthly Annual	52.935 8,888.669 106,664.025	54.749 9,193.270 110,319.235	56.608 9,505.427 114,065.120	58.481 9,819.935 117,839.215	60.268 10,120.002 121,440.020	62.163 10,438.204 125,258.445	63.745 10,703.848 128,446.175	65.019 10,917.774 131,013.285			
11	CRN	1	CRN/Charge Nurse (25-Year Scale)	1	2015	Hourly Monthly Annual	54.523 9,155.320 109,863.845	56.391 9,468.989 113,627.865	58.306 9,790.549 117,486.590	60.235 10,114.460 121,373.525	62.075 10,423.427 125,081.125	64.028 10,751.368 129,016.420	65.658 11,025.073 132,300.870	66.969 11,245.211 134,942.535			
12	N3		Nurse III		2015	Hourly Monthly Annual	49.821 8,365.776 100,389.315	51.498 8,647.373 103,768.470	53.253 8,942.066 107,304.795	54.965 9,229.540 110,754.475	56.554 9,496.359 113,956.310	58.286 9,787.191 117,446.290	60.075 10,087.594 121,051.125	61.276 10,289.262 123,471.140	62.502 10,495.128 125,941.530	63.752 10,705.023 128,460.280	65.664 11,026.080 132,312.960
13	N3		Nurse III (15-Year Scale)		2015	Hourly Monthly Annual	50.817 8,533.021 102,396.255	52.529 8,820.495 105,845.935	54.317 9,120.730 109,448.755	56.064 9,414.080 112,968.960	57.685 9,686.273 116,235.275	59.452 9,982.982 119,795.780	61.277 10,289.430 123,473.155	62.502 10,495.128 125,941.530			
14	N3		Nurse III (20-Year Scale)		2015	Hourly Monthly Annual	51.834 8,703.793 104,445.510	53.579 8,996.807 107,961.685	55.403 9,303.087 111,637.045	57.185 9,602.315 115,227.775	58.838 9,879.881 118,558.570	60.641 10,182.635 122,191.615	62.503 10,495.295 125,943.545	63.752 10,705.023 128,460.280			
15	N3		Nurse III (25-Year Scale)		2015	Hourly Monthly Annual	53.389 8,964.903 107,578.835	55.186 9,266.649 111,199.790	57.065 9,582.165 114,985.975	58.901 9,890.460 118,685.515	60.603 10,176.254 122,115.045	62.461 10,488.243 125,858.915	64.378 10,810.139 129,721.670	65.664 11,026.080 132,312.960			
16	N4		Nurse IV		2015	Hourly Monthly Annual	53.074 8,912.009 106,944.110	55.039 9,241.965 110,903.585	57.006 9,572.258 114,867.090	59.151 9,932.439 119,189.265	61.609 10,345.178 124,142.135	63.993 10,745.491 128,945.895	66.595 11,182.410 134,188.925	69.307 11,637.800 139,653.605	70.692 11,870.365 142,444.380	72.106 12,107.799 145,293.590	74.269 12,471.003 149,652.035
17	N4		Nurse IV (15-Year Scale)		2015	Hourly Monthly Annual	54.136 9,090.337 109,084.040	56.140 9,426.842 113,122.100	58.146 9,763.683 117,164.190	60.334 10,131.084 121,573.010	62.841 10,552.051 126,624.615	65.272 10,960.257 131,523.080	67.927 11,406.075 136,872.905	70.692 11,870.365 142,444.380			
18	N4		Nurse IV (20-Year Scale)		2015	Hourly Monthly Annual	55.218 9,272.023 111,264.270	57.263 9,615.412 115,384.945	59.309 9,958.970 119,507.635	61.540 10,333.592 124,003.100	64.098 10,763.123 129,157.470	66.577 11,179.388 134,152.655	69.286 11,634.274 139,611.290	72.106 12,107.799 145,293.590			

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Row	Standard Grp No.	Note	Employer Classification	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
19	N4		Nurse IV (25-Year Scale)		2015	Hourly 56.875 Monthly 9,550.260 Annual 114,603.125	58.980 9,903.725 118,844.700	61.088 10,257.693 123,092.320	63.387 10,643.734 127,724.805	66.021 11,086.026 133,032.315	68.574 11,514.718 138,176.610	71.365 11,983.373 143,800.475	74.269 12,471.003 149,652.035			
20	N5		Nurse V		2015	Hourly 54.392 Monthly 9,133.323 Annual 109,599.880	56.476 9,483.262 113,799.140	58.862 9,883.911 118,606.930	61.177 10,272.638 123,271.655	63.706 10,697.299 128,367.590	66.177 11,112.221 133,346.655	68.759 11,545.782 138,549.385	71.509 12,007.553 144,090.635	72.938 12,247.506 146,970.070	74.397 12,492.496 149,909.955	76.629 12,867.286 154,407.435
21	N5		Nurse V (15-Year Scale)		2015	Hourly 55.481 Monthly 9,316.185 Annual 111,794.215	57.606 9,673.008 116,076.090	60.039 10,081.549 120,978.585	62.401 10,478.168 125,738.015	64.980 10,911.225 130,934.700	67.501 11,334.543 136,014.515	70.134 11,776.668 141,320.010	72.938 12,247.506 146,970.070			
22	N5		Nurse V (20-Year Scale)		2015	Hourly 56.590 Monthly 9,502.404 Annual 114,028.850	58.759 9,866.615 118,399.385	61.240 10,283.217 123,398.600	63.649 10,687.728 128,252.735	66.279 11,129.349 133,552.185	68.851 11,561.230 138,734.765	71.537 12,012.255 144,147.055	74.397 12,492.496 149,909.955			
23	N5		Nurse V (25-Year Scale)		2015	Hourly 58.287 Monthly 9,787.359 Annual 117,448.305	60.522 10,162.653 121,951.830	63.077 10,591.680 127,100.155	65.559 11,008.449 132,101.385	68.268 11,463.335 137,560.020	70.917 11,908.146 142,897.755	73.683 12,372.604 148,471.245	76.629 12,867.286 154,407.435			
24	NP		Nurse Practitioner		2015	Hourly 73.193 Monthly 12,290.325 Annual 147,483.895	76.201 12,795.418 153,545.015	79.209 13,300.511 159,606.135	82.454 13,845.401 166,144.810	84.928 14,260.827 171,129.920	87.476 14,688.678 176,264.140			89.226 14,982.533 179,790.390	91.010 15,282.096 183,385.150	93.740 15,740.508 188,886.100
25	NP		Nurse Practitioner (15-Year Scale)		2015	Hourly 74.657 Monthly 12,536.155 Annual 150,433.855	77.725 13,051.323 156,615.875	80.793 13,566.491 162,797.895	84.103 14,122.295 169,467.545	86.626 14,545.949 174,551.390	89.226 14,982.533 179,790.390					
26	NP		Nurse Practitioner (20-Year Scale)		2015	Hourly 76.150 Monthly 12,786.854 Annual 153,442.250	79.280 13,312.433 159,749.200	82.409 13,837.845 166,054.135	85.785 14,404.731 172,856.775	88.359 14,836.949 178,043.385	91.010 15,282.096 183,385.150					
27	NP		Nurse Practitioner (25-Year Scale)		2015	Hourly 78.435 Monthly 13,170.544 Annual 158,046.525	81.658 13,711.739 164,540.870	84.880 14,252.767 171,033.200	88.359 14,836.949 178,043.385	91.010 15,282.096 183,385.150	93.740 15,740.508 188,886.100					
28	LPN	1	Weekend Worker - Licensed Practical Nurse	1	2015	Hourly 43.952 Monthly 7,380.273 Annual 88,563.280	45.394 7,622.409 91,468.910	46.812 7,860.515 94,326.180	48.536 8,150.003 97,800.040	50.119 8,415.815 100,989.785	51.885 8,712.356 104,548.275	53.732 9,022.498 108,269.980	55.345 9,293.348 111,520.175	56.452 9,479.232 113,750.780	57.581 9,668.810 116,025.715	59.309 9,958.970 119,507.635
29	LPN	1	Weekend Worker - Licensed Practical Nurse (PIO)	1	1872	Hourly 47.310 Monthly 7,380.360 Annual 88,564.320	48.863 7,622.628 91,471.536	50.388 7,860.528 94,326.336	52.245 8,150.220 97,802.640	53.948 8,415.888 100,990.656	55.850 8,712.600 104,551.200	57.836 9,022.416 108,268.992	59.572 9,293.232 111,518.784	60.764 9,479.184 113,750.208	61.979 9,668.724 116,024.688	63.838 9,958.728 119,504.736
30	N2		Weekend Worker - Nurse II		2015	Hourly 55.196 Monthly 9,268.328 Annual 111,219.940	57.121 9,591.568 115,098.815	59.053 9,915.983 118,991.795	61.065 10,253.831 123,045.975	63.034 10,584.459 127,013.510	65.070 10,926.338 131,116.050	66.374 11,145.301 133,743.610	67.701 11,368.126 136,417.515	69.054 11,595.318 139,143.810	70.436 11,827.378 141,928.540	72.549 12,182.186 146,186.235
31	N2		Weekend Worker - Nurse II (15-Year Scale)		2015	Hourly 56.300 Monthly 9,453.708 Annual 113,444.500	58.264 9,783.497 117,401.960	60.234 10,114.293 121,371.510	62.287 10,459.025 125,508.305	64.295 10,796.202 129,554.425	66.372 11,144.965 133,739.580	67.702 11,368.294 136,419.530	69.054 11,595.318 139,143.810			
32	N2		Weekend Worker - Nurse II (20-Year Scale)		2015	Hourly 57.426 Monthly 9,642.783 Annual 115,713.390	59.429 9,979.120 119,749.435	61.438 10,316.464 123,797.570	63.533 10,668.250 128,018.995	65.581 11,012.143 132,145.715	67.700 11,367.958 136,415.500	69.056 11,595.653 139,147.840	70.436 11,827.378 141,928.540			
33	N2		Weekend Worker - Nurse II (25-Year Scale)		2015	Hourly 59.149 Monthly 9,932.103 Annual 119,185.235	61.212 10,278.515 123,342.180	63.249 10,625.935 127,511.215	65.438 10,988.131 131,857.570	67.549 11,342.603 136,111.235	69.731 11,708.997 140,507.965	71.128 11,943.577 143,322.920	72.549 12,182.186 146,186.235			
34	N2		Weekend Worker - Nurse II (PIO)		1872	Hourly 59.412 Monthly 9,268.272 Annual 111,219.264	61.485 9,591.660 115,099.920	63.565 9,916.140 118,993.680	65.731 10,254.036 123,048.432	67.850 10,584.600 127,015.200	70.040 10,926.240 131,114.880	71.444 11,145.264 133,743.168	72.872 11,368.032 136,416.384	74.330 11,595.480 139,145.760	75.816 11,827.296 141,927.552	78.090 12,182.040 146,184.480
35	N2		Weekend Worker - Nurse II (15-Year Scale) (PIO)		1872	Hourly 60.600 Monthly 9,453.600 Annual 113,443.200	62.715 9,783.540 117,402.480	64.836 10,114.416 121,372.992	67.045 10,459.020 125,508.240	69.207 10,796.292 129,555.504	71.441 11,144.796 133,737.552	72.873 11,368.188 136,418.256	74.330 11,595.480 139,145.760			
36	N2		Weekend Worker - Nurse II (20-Year Scale) (PIO)		1872	Hourly 61.812 Monthly 9,642.672 Annual 115,712.064	63.970 9,979.320 119,751.840	66.132 10,316.592 123,799.104	68.386 10,668.216 128,018.592	70.591 11,012.196 132,146.352	72.870 11,367.720 136,412.640	74.331 11,595.636 139,147.632	75.816 11,827.296 141,927.552			

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Row	Standard Grp No.	Note	Employer Classification	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
37	N2		Weekend Worker - Nurse II (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	63.666 9,931.896 119,182.752	65.890 10,278.840 123,346.080	68.116 10,626.096 127,513.152	70.438 10,988.328 131,859.936	72.709 11,342.604 136,111.248	75.056 11,708.736 140,504.832	76.561 11,943.516 143,322.192	78.090 12,182.040 146,184.480			
38	CRN	1	Weekend Worker - CRN/Charge Nurse	1	2015	Hourly Monthly Annual	58.511 9,824.972 117,899.665	60.519 10,162.149 121,945.785	62.572 10,506.882 126,082.580	64.642 10,854.469 130,253.630	66.617 11,186.105 134,233.255	68.710 11,537.554 138,450.650	70.460 11,831.408 141,976.900	71.868 12,067.835 144,814.020	73.306 12,309.299 147,711.590	74.771 12,555.297 150,663.565	77.015 12,932.102 155,185.225
39	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1	2015	Hourly Monthly Annual	59.682 10,021.603 120,259.230	61.730 10,365.496 124,385.950	63.823 10,716.945 128,603.345	65.935 11,071.585 132,859.025	67.949 11,409.770 136,917.235	70.084 11,768.272 141,219.260	71.869 12,068.003 144,816.035	73.306 12,309.299 147,711.590			
40	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1	2015	Hourly Monthly Annual	60.875 10,221.927 122,663.125	62.965 10,572.873 126,874.475	65.100 10,931.375 131,176.500	67.254 11,293.068 135,516.810	69.309 11,638.136 139,657.635	71.486 12,003.691 144,044.290	73.037 12,309.467 147,713.605	74.771 12,555.297 150,663.565			
41	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1	2015	Hourly Monthly Annual	62.701 10,528.543 126,342.515	64.854 10,890.068 130,680.810	67.053 11,259.316 135,111.795	69.272 11,631.923 139,583.080	71.387 11,987.067 143,844.805	73.631 12,363.872 148,366.465	75.066 12,678.716 152,144.590	77.015 12,932.102 155,185.225			
42	CRN	1	Weekend Worker - CRN/Charge Nurse (PIO)	1	1872	Hourly Monthly Annual	62.980 9,824.880 117,898.560	65.142 10,162.152 121,945.824	67.352 10,506.912 126,082.944	69.580 10,854.480 130,253.760	71.705 11,185.980 134,231.760	73.959 11,537.604 138,451.248	75.842 11,831.352 141,976.224	77.358 12,067.848 144,814.176	78.905 12,309.180 147,710.160	80.484 12,555.504 150,666.048	82.898 12,932.088 155,185.056
43	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1	1872	Hourly Monthly Annual	64.240 10,021.440 120,257.280	66.445 10,365.420 124,385.040	68.700 10,717.200 128,606.400	70.972 11,071.632 132,859.584	73.140 11,409.840 136,918.080	75.437 11,768.172 141,218.064	77.359 12,068.004 144,816.048	78.905 12,309.180 147,710.160			
44	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1	1872	Hourly Monthly Annual	65.524 10,221.744 122,660.928	67.774 10,572.744 126,872.928	70.073 10,931.388 131,176.656	72.391 11,292.996 135,515.952	74.602 11,637.912 139,654.944	76.947 12,003.732 144,044.784	78.906 12,309.336 147,712.032	80.484 12,555.504 150,666.048			
45	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1	1872	Hourly Monthly Annual	67.490 10,528.440 126,341.280	69.808 10,890.048 130,680.576	72.176 11,259.456 135,113.472	74.563 11,631.828 139,581.936	76.840 11,987.040 143,844.480	79.255 12,363.780 148,365.360	81.273 12,678.588 152,143.056	82.898 12,932.088 155,185.056			
46	N3		Weekend Worker - Nurse III		2015	Hourly Monthly Annual	57.293 9,620.450 115,445.395	59.226 9,945.033 119,340.390	61.240 10,283.217 123,398.600	63.209 10,613.845 127,366.135	65.039 10,921.132 131,053.585	67.028 11,255.118 135,061.420	69.085 11,600.523 139,206.275	70.467 11,832.584 141,991.005	71.876 12,069.178 144,830.140	73.313 12,310.475 147,725.695	75.512 12,679.723 152,156.680
47	N3		Weekend Worker - Nurse III (15-Year Scale)		2015	Hourly Monthly Annual	58.439 9,812.882 117,754.585	60.411 10,144.014 121,728.165	62.465 10,488.915 125,866.975	64.474 10,826.259 129,915.110	66.340 11,139.592 133,675.100	68.369 11,480.295 137,763.535	70.467 11,832.584 141,991.005	71.876 12,069.178 144,830.140			
48	N3		Weekend Worker - Nurse III (20-Year Scale)		2015	Hourly Monthly Annual	59.608 10,009.177 120,110.120	61.620 10,347.025 124,164.300	63.714 10,698.643 128,383.710	65.763 11,042.704 132,512.445	67.666 11,362.249 136,346.990	69.736 11,709.837 140,518.040	71.876 12,069.178 144,830.140	73.313 12,310.475 147,725.695			
49	N3		Weekend Worker - Nurse III (25-Year Scale)		2015	Hourly Monthly Annual	61.396 10,309.412 123,712.940	63.468 10,657.335 127,888.020	65.625 11,019.531 132,234.375	67.736 11,374.003 136,488.040	69.697 11,703.288 140,439.455	71.829 12,061.286 144,735.435	74.032 12,431.207 149,174.480	75.512 12,679.723 152,156.680			
50	N3		Weekend Worker - Nurse III (PIO)		1872	Hourly Monthly Annual	61.669 9,620.364 115,444.368	63.752 9,945.312 119,343.744	65.919 10,283.364 123,400.368	68.038 10,613.928 127,367.136	70.077 10,921.092 131,053.104	72.148 11,255.088 135,061.056	74.362 11,600.472 139,205.664	75.850 11,832.600 141,991.200	77.366 12,069.096 144,829.152	78.913 12,310.428 147,725.136	81.281 12,679.836 152,158.032
51	N3		Weekend Worker - Nurse III (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	62.902 9,812.712 117,752.544	65.027 10,144.212 121,730.544	67.237 10,488.972 125,867.664	69.399 10,826.244 129,914.928	71.407 11,139.492 133,673.904	73.591 11,480.196 137,762.352	75.800 11,832.600 141,991.200	77.366 12,069.096 144,829.152			
52	N3		Weekend Worker - Nurse III (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	64.160 10,008.960 120,107.520	66.328 10,347.168 124,166.016	68.582 10,698.792 128,385.504	70.787 11,042.772 132,513.264	72.834 11,362.104 136,345.248	75.062 11,709.672 140,516.064	77.366 12,069.096 144,829.152	78.913 12,310.428 147,725.136			
53	N3		Weekend Worker - Nurse III (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	66.085 10,309.260 123,711.120	68.317 10,657.452 127,889.424	70.639 11,019.684 132,236.208	72.911 11,374.116 136,489.392	75.019 11,702.964 140,435.568	77.314 12,060.984 144,731.808	79.688 12,431.328 149,175.936	81.281 12,679.836 152,158.032			
54	N4		Weekend Worker - Nurse IV		2015	Hourly Monthly Annual	61.036 10,248.962 122,987.540	63.298 10,628.789 127,545.470	65.559 11,008.449 132,101.385	68.026 11,422.699 137,072.390	70.850 11,896.896 142,762.750	73.593 12,357.491 148,289.895	76.588 12,860.402 154,324.820	79.701 13,383.126 160,597.515	81.295 13,650.785 163,809.425	82.921 13,923.818 167,085.815	85.409 14,341.595 172,099.135

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Row	Standard Grp No.	Note	Employer Classification	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
55	N4		Weekend Worker - Nurse IV (15-Year Scale)		2015	Hourly Monthly Annual	62.257 10,453.988 125,447.855	64.564 10,841.372 130,096.460	66.870 11,228.588 134,743.050	69.387 11,651.234 139,814.805	72.267 12,134.834 145,618.005	75.064 12,604.497 151,253.960	78.119 13,117.482 157,409.785	81.295 13,650.785 163,809.425			
56	N4		Weekend Worker - Nurse IV (20-Year Scale)		2015	Hourly Monthly Annual	63.502 10,663.044 127,956.530	65.855 11,058.152 132,697.825	68.208 11,453.260 137,439.120	70.775 11,884.302 142,611.625	73.713 12,377.641 148,531.695	76.566 12,856.708 154,280.490	79.681 13,379.768 160,557.215	82.921 13,923.818 167,085.815			
57	N4		Weekend Worker - Nurse IV (25-Year Scale)		2015	Hourly Monthly Annual	65.406 10,982.758 131,793.090	67.831 11,389.955 136,679.465	70.254 11,796.818 141,561.810	72.899 12,240.957 146,891.485	75.925 12,749.073 152,988.875	78.863 13,242.412 158,908.945	82.071 13,781.089 165,373.065	85.409 14,341.595 172,099.135			
58	N4		Weekend Worker - Nurse IV (PIO)		1872	Hourly Monthly Annual	65.699 10,249.044 122,988.528	68.132 10,628.592 127,543.104	70.567 11,008.452 132,101.424	73.223 11,422.788 137,073.456	76.262 11,896.872 142,762.464	79.214 12,357.384 148,288.608	82.438 12,860.328 154,323.936	85.789 13,383.084 160,597.008	87.505 13,650.780 163,809.360	89.255 13,923.780 167,085.360	91.933 14,341.548 172,098.576
59	N4		Weekend Worker - Nurse IV (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	67.013 10,454.028 125,448.336	69.496 10,841.376 130,096.512	71.978 11,228.568 134,742.816	74.687 11,651.172 139,814.064	77.787 12,134.772 145,617.264	80.798 12,604.488 151,253.856	84.087 13,117.572 157,410.864	87.505 13,650.780 163,809.360			
60	N4		Weekend Worker - Nurse IV (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	68.354 10,663.224 127,958.688	70.886 11,058.216 132,698.592	73.418 11,453.208 137,438.496	76.182 11,884.392 142,612.704	79.343 12,377.508 148,530.096	82.414 12,856.584 154,279.008	85.769 13,379.964 160,559.568	89.255 13,923.780 167,085.360			
61	N4		Weekend Worker - Nurse IV (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	70.404 10,983.024 131,796.288	73.013 11,390.028 136,680.336	75.620 11,796.720 141,560.640	78.467 12,240.852 146,890.224	81.723 12,748.788 152,985.456	84.887 13,242.372 158,908.464	88.342 13,781.352 165,376.224	91.933 14,341.548 172,098.576			
62	N5		Weekend Worker - Nurse V		2015	Hourly Monthly Annual	62.552 10,503.523 126,042.280	64.949 10,906.020 130,872.235	67.691 11,366.447 136,397.365	70.354 11,813.609 141,763.310	73.260 12,301.575 147,618.900	76.105 12,779.298 153,351.575	79.074 13,277.843 159,334.110	82.237 13,808.963 165,707.555	83.881 14,085.018 169,020.215	85.559 14,366.782 172,401.385	88.126 14,797.824 177,573.890
63	N5		Weekend Worker - Nurse V (15-Year Scale)		2015	Hourly Monthly Annual	63.803 10,713.587 128,563.045	66.247 11,123.975 133,487.705	69.044 11,593.638 139,123.660	71.761 12,049.868 144,598.415	74.725 12,547.573 150,570.875	77.627 13,034.867 156,418.405	80.656 13,543.487 162,521.840	83.881 14,085.018 169,020.215			
64	N5		Weekend Worker - Nurse V (20-Year Scale)		2015	Hourly Monthly Annual	65.080 10,928.017 131,136.200	67.572 11,346.465 136,157.580	70.426 11,825.699 141,908.390	73.196 12,290.828 147,489.940	76.219 12,798.440 153,581.285	79.180 13,295.642 159,547.700	82.269 13,814.336 165,772.035	85.559 14,366.782 172,401.385			
65	N5		Weekend Worker - Nurse V (25-Year Scale)		2015	Hourly Monthly Annual	67.033 11,255.958 135,071.495	69.599 11,686.832 140,241.985	72.539 12,180.507 146,166.085	75.392 12,659.573 151,914.880	78.506 13,182.466 158,189.590	81.555 13,694.444 164,333.325	84.738 14,228.923 170,747.070	88.126 14,797.824 177,573.890			
66	N5		Weekend Worker - Nurse V (PIO)		1872	Hourly Monthly Annual	67.330 10,503.480 126,041.760	69.910 10,905.960 130,871.520	72.862 11,366.472 136,397.664	75.727 11,813.412 141,760.944	78.856 12,301.536 147,618.432	81.920 12,779.520 153,354.240	85.115 13,277.940 159,335.280	88.519 13,808.964 165,707.568	90.289 14,085.084 169,021.008	92.095 14,366.820 172,401.840	94.858 14,797.848 177,574.176
67	N5		Weekend Worker - Nurse V (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	68.677 10,713.612 128,563.344	71.309 11,124.204 133,490.448	74.320 11,593.920 139,127.040	77.242 12,049.752 144,597.024	80.433 12,547.548 150,570.576	83.558 13,035.048 156,420.576	86.817 13,543.452 162,521.424	90.289 14,085.084 169,021.008			
68	N5		Weekend Worker - Nurse V (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	70.051 10,927.956 131,135.472	72.735 11,346.660 136,159.920	75.807 11,825.892 141,910.704	78.786 12,290.616 147,487.392	82.042 12,798.552 153,582.624	85.230 13,295.880 159,550.560	88.553 13,814.268 165,771.216	92.095 14,366.820 172,401.840			
69	N5		Weekend Worker - Nurse V (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	72.152 11,255.712 135,068.544	74.917 11,687.052 140,244.624	78.081 12,180.636 146,167.632	81.150 12,659.400 151,912.800	84.503 13,182.468 158,189.616	87.786 13,694.616 164,335.392	91.210 14,228.760 170,745.120	94.858 14,797.848 177,574.176			
70	LPN	1	Weekend Worker - Licensed Practical Nurse	1	1872	Hourly Monthly Annual	45.257 7,060.092 84,721.104	46.736 7,290.816 87,489.792	48.195 7,518.420 90,221.040	49.973 7,795.788 93,549.456	51.605 8,050.380 96,604.560	53.422 8,333.832 100,005.984	55.323 8,630.388 103,564.656	56.984 8,889.504 106,674.048	58.124 9,067.344 108,808.128	59.286 9,248.616 110,983.392	61.065 9,526.140 114,313.680
71	N2	1	Weekend Worker - Nurse II		1872	Hourly Monthly Annual	56.826 8,864.856 106,378.272	58.811 9,174.516 110,094.192	60.800 9,484.800 113,817.600	62.873 9,808.188 117,698.256	64.898 10,124.088 121,489.056	66.997 10,451.532 125,418.384	68.338 10,660.728 127,928.736	69.704 10,873.824 130,485.888	71.098 11,091.288 133,095.456	72.521 11,313.276 135,759.312	74.697 11,652.732 139,832.784
72	N2		Weekend Worker - Nurse II (15-Year Scale)		1872	Hourly Monthly Annual	57.963 9,042.228 108,506.736	59.987 9,357.972 112,295.664	62.016 9,674.496 116,093.952	64.131 10,004.436 120,053.232	66.196 10,326.576 123,918.912	68.337 10,660.572 127,926.864	69.704 10,873.824 130,485.888	71.098 11,091.288 133,095.456			

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	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
73	N2		Weekend Worker - Nurse II (20-Year Scale)		1872	Hourly 59.122 Monthly 9,223.032 Annual 110,676.384	61.187 9,545.172 114,542.064	63.257 9,868.092 118,417.104	65.414 10,204.584 122,455.008	67.519 10,532.964 126,395.568	69.703 10,873.668 130,484.016	71.098 11,091.288 133,095.456	72.521 11,313.276 135,759.312			
74	N2		Weekend Worker - Nurse II (25-Year Scale)		1872	Hourly 60.896 Monthly 9,499.776 Annual 113,997.312	63.023 9,831.588 117,979.056	65.155 10,164.180 121,970.160	67.376 10,510.656 126,127.872	69.545 10,849.020 130,188.240	71.794 11,199.864 134,398.368	73.232 11,424.192 137,090.304	74.696 11,652.576 139,830.912			
75	CRN	1	Weekend Worker - CRN/Charge Nurse	1	1872	Hourly 60.242 Monthly 9,397.752 Annual 112,773.024	62.307 9,719.892 116,638.704	64.423 10,049.988 120,599.856	66.554 10,382.424 124,589.088	68.588 10,699.728 128,396.736	70.746 11,036.376 132,436.512	72.546 11,317.176 135,806.112	73.994 11,543.064 138,516.768	75.474 11,773.944 141,287.328	76.983 12,009.348 144,112.176	79.293 12,369.708 148,436.496
76	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1	1872	Hourly 61.447 Monthly 9,585.732 Annual 115,028.784	63.554 9,914.424 118,973.088	65.712 10,251.072 123,012.864	67.885 10,590.060 127,080.720	69.960 10,913.760 130,965.120	72.161 11,257.116 135,085.392	73.997 11,543.532 138,522.384	75.474 11,773.944 141,287.328			
77	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1	1872	Hourly 62.676 Monthly 9,777.456 Annual 117,329.472	64.826 10,112.856 121,354.272	67.026 10,456.056 125,472.672	69.242 10,801.752 129,621.024	71.359 11,132.004 133,584.048	73.604 11,482.224 137,786.688	75.476 11,774.256 141,291.072	76.983 12,009.348 144,112.176			
78	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1	1872	Hourly 64.556 Monthly 10,070.736 Annual 120,848.832	66.771 10,416.276 124,995.312	69.036 10,769.616 129,235.392	71.320 11,125.920 133,511.040	73.500 11,466.000 137,592.000	75.812 11,826.672 141,920.064	77.741 12,127.596 145,531.152	79.293 12,369.708 148,436.496			
79	N3	1	Weekend Worker - Nurse III		1872	Hourly 58.989 Monthly 9,202.284 Annual 110,427.408	60.975 9,512.100 114,145.200	63.053 9,836.268 118,035.216	65.080 10,152.480 121,829.760	66.962 10,446.072 125,352.864	69.012 10,765.872 129,190.464	71.131 11,096.436 133,157.232	72.552 11,318.112 135,817.344	74.003 11,544.468 138,533.616	75.484 11,775.504 141,306.048	77.748 12,128.688 145,544.256
80	N3		Weekend Worker - Nurse III (15-Year Scale)		1872	Hourly 60.168 Monthly 9,386.208 Annual 112,634.496	62.194 9,702.264 116,427.168	64.314 10,032.984 120,395.808	66.382 10,355.592 124,267.104	68.301 10,654.956 127,859.472	70.393 10,981.308 131,775.696	72.553 11,318.268 135,819.216	74.003 11,544.468 138,533.616			
81	N3		Weekend Worker - Nurse III (20-Year Scale)		1872	Hourly 61.371 Monthly 9,573.876 Annual 114,886.512	63.438 9,896.328 118,755.936	65.600 10,233.600 122,803.200	67.709 10,562.604 126,751.248	69.668 10,868.208 130,418.496	71.801 11,200.956 134,411.472	74.004 11,544.624 138,535.488	75.483 11,775.348 141,304.176			
82	N3		Weekend Worker - Nurse III (25-Year Scale)		1872	Hourly 63.213 Monthly 9,861.228 Annual 118,334.736	65.342 10,193.352 122,320.224	67.567 10,540.452 126,485.424	69.741 10,879.596 130,555.152	71.758 11,194.248 134,330.976	73.955 11,536.980 138,443.760	76.224 11,890.944 142,691.328	77.748 12,128.688 145,544.256			
83	N4	1	Weekend Worker - Nurse IV		1872	Hourly 62.841 Monthly 9,803.196 Annual 117,638.352	65.168 10,166.208 121,994.496	67.497 10,529.532 126,354.384	70.036 10,925.616 131,107.392	72.947 11,379.732 136,556.784	75.769 11,819.964 141,839.568	78.851 12,300.756 147,609.072	82.061 12,801.516 153,618.192	83.702 13,057.512 156,690.144	85.376 13,318.656 159,823.872	87.937 13,718.172 164,618.064
84	N4		Weekend Worker - Nurse IV (15-Year Scale)		1872	Hourly 64.098 Monthly 9,999.288 Annual 119,991.456	66.471 10,369.476 124,433.712	68.847 10,740.132 128,881.584	71.437 11,144.172 133,730.064	74.406 11,607.336 139,288.032	77.285 12,056.460 144,677.520	80.428 12,546.768 150,561.216	83.702 13,057.512 156,690.144			
85	N4		Weekend Worker - Nurse IV (20-Year Scale)		1872	Hourly 65.379 Monthly 10,199.124 Annual 122,389.488	67.801 10,576.956 126,923.472	70.224 10,954.944 131,459.328	72.865 11,366.940 136,403.280	75.894 11,839.464 142,073.568	78.831 12,297.636 147,571.632	82.036 12,797.616 153,571.392	85.376 13,318.656 159,823.872			
86	N4		Weekend Worker - Nurse IV (25-Year Scale)		1872	Hourly 67.341 Monthly 10,505.196 Annual 126,062.352	69.835 10,894.260 130,731.120	72.330 11,283.480 135,401.760	75.051 11,707.956 140,495.472	78.171 12,194.676 146,336.112	81.196 12,666.576 151,998.912	84.497 13,181.532 158,178.384	87.937 13,718.172 164,618.064			
87	N5	1	Weekend Worker - Nurse V		1872	Hourly 64.402 Monthly 10,046.712 Annual 120,560.544	66.869 10,431.564 125,178.768	69.694 10,872.264 130,467.168	72.436 11,300.016 135,600.192	75.430 11,767.080 141,204.960	78.536 12,223.536 146,682.432	81.412 12,700.272 152,403.264	84.669 13,208.364 158,500.368	86.361 13,472.316 161,667.792	88.088 13,741.728 164,900.736	90.732 14,154.192 169,850.304
88	N5		Weekend Worker - Nurse V (15-Year Scale)		1872	Hourly 65.690 Monthly 10,247.640 Annual 122,971.680	68.207 10,640.292 127,683.504	71.089 11,089.884 133,078.608	73.885 11,526.060 138,312.720	76.938 12,002.328 144,027.936	79.923 12,467.988 149,615.856	83.040 12,954.240 155,450.880	86.362 13,472.672 161,669.664			
89	N5		Weekend Worker - Nurse V (20-Year Scale)		1872	Hourly 67.004 Monthly 10,452.624 Annual 125,431.488	69.571 10,853.076 130,236.912	72.511 11,311.716 135,740.592	75.363 11,756.628 141,079.536	78.476 12,242.256 146,907.072	81.521 12,717.276 152,607.312	84.701 13,213.356 158,560.272	88.089 13,741.884 164,902.608			
90	N5		Weekend Worker - Nurse V (25-Year Scale)		1872	Hourly 69.013 Monthly 10,766.028 Annual 129,192.336	71.658 11,178.648 134,143.776	74.686 11,651.016 139,812.192	77.624 12,109.344 145,312.128	80.831 12,609.636 151,315.632	83.967 13,098.852 157,186.224	87.243 13,609.908 163,318.896	90.732 14,154.192 169,850.304			

A1. Effective April 1, 2026

Hourly Rates include a 3.00% 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	MOA	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	1	2015	Hourly Monthly Annual	39.764 6,677.038 80,124.460	41.064 6,895.330 82,743.960	42.345 7,110.431 85,325.175	43.907 7,372.717 88,472.605	45.340 7,613.342 91,360.100	46.937 7,881.505 94,578.055	48.607 8,161.925 97,943.105	50.067 8,407.084 100,885.005	51.067 8,575.000 102,900.005	52.089 8,746.611 104,959.335	53.652 9,009.065 108,108.780
2	UNE		UNE, UNE – IEN/NREP, UNE-NREP		2015	Hourly Monthly Annual	37.845 6,354.806 76,257.675										
3	SIEN		SIEN		2015	Hourly Monthly Annual	37.845 6,354.806 76,257.675										
4	N2		Nurse II		2015	Hourly Monthly Annual	49.434 8,300.793 99,609.510	51.160 8,590.617 103,087.400	52.891 8,881.280 106,575.365	54.694 9,184.034 110,208.410	56.455 9,479.735 113,756.825	58.282 9,786.519 117,438.230	59.447 9,982.142 119,785.705	60.637 10,181.963 122,183.555	61.849 10,385.478 124,625.735	63.086 10,593.191 127,118.290	64.980 10,911.225 130,934.700
5	N2		Nurse II (15-Year Scale)		2015	Hourly Monthly Annual	50.424 8,467.030 101,604.360	52.184 8,762.563 105,150.760	53.948 9,058.768 108,705.220	55.789 9,367.903 112,414.835	57.585 9,669.481 116,033.775	59.447 9,982.142 119,785.705	60.637 10,181.963 122,183.555	61.849 10,385.478 124,625.735			
6	N2		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	55.027 9,239.950 110,879.405	56.903 9,554.962 114,659.545	58.737 9,862.921 118,355.055	60.637 10,181.963 122,183.555	61.849 10,385.478 124,625.735	63.086 10,593.191 127,118.290			
7	N2		Nurse II (25-Year Scale)		2015	Hourly Monthly Annual	52.975 8,895.385 106,744.625	54.824 9,205.863 110,470.360	56.678 9,517.181 114,206.170	58.475 9,841.764 118,101.165	60.500 10,158.958 121,907.500	62.456 10,487.403 125,848.840	63.704 10,696.963 128,363.560	64.980 10,911.225 130,934.700			
8	CRN	1	CRN/Charge Nurse	1	2015	Hourly Monthly Annual	52.929 8,887.661 106,651.935	54.744 9,192.430 110,309.160	56.603 9,504.587 114,055.045	58.475 9,818.927 117,827.125	60.261 10,118.826 121,425.915	62.158 10,437.364 125,248.370	63.739 10,702.840 128,434.085	65.013 10,916.766 131,001.195	66.313 11,135.058 133,620.695	67.639 11,357.715 136,292.585	69.668 11,698.418 140,381.020
9	CRN	1	CRN/Charge Nurse (15-Year Scale)	1	2015	Hourly Monthly Annual	53.987 9,065.317 108,783.805	55.839 9,376.299 112,515.585	57.735 9,694.669 116,336.025	59.645 10,015.390 120,184.675	61.467 10,321.334 123,856.005	63.401 10,646.085 127,753.015	65.014 10,916.934 131,003.210	66.313 11,135.058 133,620.695			
10	CRN	1	CRN/Charge Nurse (20-Year Scale)	1	2015	Hourly Monthly Annual	55.068 9,246.835 110,962.020	56.955 9,563.694 114,764.325	58.889 9,888.445 118,661.335	60.838 10,215.714 122,588.570	62.697 10,527.871 126,334.455	64.668 10,858.835 130,306.020	66.314 11,135.226 133,622.710	67.639 11,357.715 136,292.585			
11	CRN	1	CRN/Charge Nurse (25-Year Scale)	1	2015	Hourly Monthly Annual	56.720 9,524.233 114,290.800	58.664 9,850.663 118,207.960	60.656 10,185.153 122,221.840	62.662 10,521.994 126,263.930	64.577 10,843.555 130,122.655	66.608 11,184.593 134,215.120	68.304 11,469.380 137,632.560	69.668 11,698.418 140,381.020			
12	N3		Nurse III		2015	Hourly Monthly Annual	51.316 8,616.812 103,401.740	53.043 8,906.804 106,881.645	54.851 9,210.397 110,524.765	56.614 9,506.434 114,077.210	58.251 9,781.314 117,375.765	60.035 10,080.877 120,970.525	61.877 10,390.180 124,682.155	63.114 10,597.893 127,174.710	64.377 10,809.971 129,719.655	65.665 11,026.248 132,314.975	67.634 11,356.876 136,282.510
13	N3		Nurse III (15-Year Scale)		2015	Hourly Monthly Annual	52.342 8,789.094 105,469.130	54.105 9,085.131 109,021.575	55.947 9,394.434 112,733.205	57.746 9,696.516 116,358.190	59.416 9,976.937 119,723.240	61.236 10,282.545 123,390.540	63.115 10,598.060 127,176.725	64.377 10,809.971 129,719.655			
14	N3		Nurse III (20-Year Scale)		2015	Hourly Monthly Annual	53.389 8,964.903 107,578.835	55.186 9,266.649 111,199.790	57.065 9,582.165 114,985.975	58.901 9,890.460 118,685.515	60.603 10,176.254 122,115.045	62.460 10,488.075 125,856.900	64.378 10,810.139 129,721.670	65.665 11,026.248 132,314.975			
15	N3		Nurse III (25-Year Scale)		2015	Hourly Monthly Annual	54.991 9,233.905 110,806.865	56.842 9,544.719 114,536.630	58.777 9,869.638 118,435.655	60.668 10,187.168 122,246.020	62.421 10,481.526 125,778.315	64.335 10,802.919 129,635.025	66.309 11,134.386 133,612.635	67.634 11,356.876 136,282.510			
16	N4		Nurse IV		2015	Hourly Monthly Annual	54.666 9,179.333 110,151.990	56.690 9,519.196 114,230.350	58.716 9,859.395 118,312.740	60.926 10,230.491 122,765.890	63.457 10,655.488 127,865.855	65.913 11,067.891 132,814.695	68.593 11,517.908 138,214.895	71.386 11,986.899 143,842.790	72.813 12,226.516 146,718.195	74.269 12,471.003 149,652.035	76.497 12,845.121 154,141.455
17	N4		Nurse IV (15-Year Scale)		2015	Hourly Monthly Annual	55.760 9,363.033 112,356.400	57.824 9,709.613 116,515.360	59.890 10,056.529 120,678.350	62.144 10,435.013 125,220.160	64.726 10,868.574 130,422.890	67.230 11,289.038 135,468.450	69.965 11,748.290 140,979.475	72.813 12,226.516 146,718.195			
18	N4		Nurse IV (20-Year Scale)		2015	Hourly Monthly Annual	56.875 9,550.260 114,603.125	58.981 9,903.893 118,846.715	61.088 10,257.693 123,092.320	63.386 10,643.566 127,722.790	66.021 11,086.026 133,032.315	68.574 11,514.718 138,176.610	71.365 11,983.373 143,800.475	74.269 12,471.003 149,652.035			

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Row	Standard Grp No.	Note	Employer Classification	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
19	N4		Nurse IV (25-Year Scale)		2015	Hourly 58.581 Monthly 9,836.726 Annual 118,040.715	60.749 10,200.770 122,409.235	62.921 10,565.485 126,785.815	65.289 10,963.111 131,557.335	68.002 11,418.669 137,024.030	70.631 11,860.122 142,321.465	73.506 12,342.883 148,114.590	76.497 12,845.121 154,141.455			
20	N5		Nurse V		2015	Hourly 56.024 Monthly 9,407.363 Annual 112,888.360	58.170 9,767.713 117,212.550	60.628 10,180.452 122,165.420	63.012 10,580.765 126,969.180	65.617 11,018.188 132,218.255	68.162 11,445.536 137,346.430	70.822 11,892.194 142,706.330	73.654 12,367.734 148,412.810	75.126 12,614.908 151,378.890	76.629 12,867.286 154,407.435	78.928 13,253.327 159,039.920
21	N5		Nurse V (15-Year Scale)		2015	Hourly 57.145 Monthly 9,595.598 Annual 115,147.175	59.334 9,963.168 119,558.010	61.840 10,383.967 124,607.600	64.273 10,792.508 129,510.095	66.929 11,238.495 134,861.935	69.526 11,674.574 140,094.890	72.238 12,129.964 145,559.570	75.126 12,614.908 151,378.890			
22	N5		Nurse V (20-Year Scale)		2015	Hourly 58.288 Monthly 9,787.527 Annual 117,450.320	60.522 10,162.653 121,951.830	63.077 10,591.680 127,100.155	65.558 11,008.281 132,099.370	68.267 11,463.167 137,558.005	70.917 11,908.146 142,897.755	73.683 12,372.604 148,471.245	76.629 12,867.286 154,407.435			
23	N5		Nurse V (25-Year Scale)		2015	Hourly 60.036 Monthly 10,081.045 Annual 120,972.540	62.338 10,467.589 125,611.070	64.969 10,909.378 130,912.535	67.526 11,338.741 136,064.890	70.316 11,807.228 141,686.740	73.045 12,265.473 147,185.675	75.893 12,743.700 152,924.395	78.928 13,253.327 159,039.920			
24	NP		Nurse Practitioner		2015	Hourly 75.389 Monthly 12,659.070 Annual 151,908.835	78.487 13,179.275 158,151.305	81.585 13,699.481 164,393.775	84.928 14,260.827 171,129.920	87.476 14,688.678 176,264.140	90.100 15,129.292 181,551.500			91.903 15,432.045 185,184.545	93.740 15,740.508 188,886.100	96.552 16,212.690 194,552.280
25	NP		Nurse Practitioner (15-Year Scale)		2015	Hourly 76.897 Monthly 12,912.288 Annual 154,947.455	80.057 13,442.905 161,314.855	83.217 13,973.521 167,682.255	86.266 14,545.949 174,551.390	89.225 14,982.365 179,788.375	91.903 15,432.045 185,184.545					
26	NP		Nurse Practitioner (20-Year Scale)		2015	Hourly 78.435 Monthly 13,170.544 Annual 158,046.525	81.658 13,711.739 164,540.870	84.881 14,252.935 171,035.215	88.359 14,836.949 178,043.385	91.010 15,282.096 183,385.150	93.740 15,740.508 188,886.100					
27	NP		Nurse Practitioner (25-Year Scale)		2015	Hourly 80.788 Monthly 13,565.652 Annual 162,787.820	84.108 14,123.135 169,477.620	87.426 14,680.283 176,163.390	91.010 15,282.096 183,385.150	93.740 15,740.508 188,886.100	96.552 16,212.690 194,552.280					
28	LPN	1 Weekend Worker - Licensed Practical Nurse		1	2015	Hourly 45.723 Monthly 7,677.654 Annual 92,131.845	47.223 7,929.529 95,154.345	48.699 8,177.374 98,128.485	50.492 8,478.448 101,741.380	52.139 8,755.007 105,060.085	53.976 9,063.078 108,761.640	55.897 9,386.038 112,632.455	57.575 9,667.802 116,013.625	58.727 9,861.242 118,334.905	59.902 10,058.544 120,702.530	61.699 10,360.290 124,323.485
29	LPN	1 Weekend Worker - Licensed Practical Nurse (PIO)		1	1872	Hourly 49.217 Monthly 7,677.852 Annual 92,134.224	50.832 7,929.792 95,157.504	52.419 8,177.364 98,128.368	54.350 8,478.600 101,743.200	56.122 8,755.032 105,060.384	58.101 9,063.756 108,765.072	60.167 9,386.052 112,632.624	61.973 9,667.788 116,013.456	63.213 9,861.228 118,334.736	64.477 10,058.412 120,700.944	66.411 10,360.116 124,321.392
30	N2		Weekend Worker - Nurse II		2015	Hourly 56.852 Monthly 9,546.398 Annual 114,556.780	58.835 9,879.377 118,552.525	60.825 10,213.531 122,562.375	62.897 10,561.455 126,737.455	64.925 10,901.990 130,823.875	67.022 11,254.111 135,049.330	68.365 11,479.623 137,755.475	69.732 11,709.165 140,509.980	71.126 11,943.241 143,318.890	72.549 12,182.186 146,186.235	74.725 12,547.573 150,570.875
31	N2		Weekend Worker - Nurse II (15-Year Scale)		2015	Hourly 57.989 Monthly 9,737.320 Annual 116,847.835	60.012 10,077.015 120,924.180	62.041 10,417.718 125,012.615	64.156 10,772.862 129,274.340	66.224 11,120.113 133,441.360	68.363 11,479.287 137,751.445	69.733 11,709.333 140,511.995	71.126 11,943.241 143,318.890			
32	N2		Weekend Worker - Nurse II (20-Year Scale)		2015	Hourly 59.149 Monthly 9,932.103 Annual 119,185.235	61.212 10,278.515 123,342.180	63.281 10,625.935 127,511.215	65.439 10,988.299 131,859.585	67.548 11,342.435 136,109.220	69.731 11,708.997 140,507.965	71.128 11,943.577 143,322.920	72.549 12,182.186 146,186.235			
33	N2		Weekend Worker - Nurse II (25-Year Scale)		2015	Hourly 60.923 Monthly 10,229.987 Annual 122,759.845	63.048 10,586.810 127,041.720	65.179 10,944.640 131,335.685	67.401 11,317.751 135,813.015	69.575 11,682.802 140,193.625	71.823 12,060.279 144,723.345	73.262 12,301.911 147,622.930	74.725 12,547.573 150,570.875			
34	N2		Weekend Worker - Nurse II (PIO)		1872	Hourly 61.194 Monthly 9,546.264 Annual 114,555.168	63.330 9,879.480 118,553.760	65.472 10,213.632 122,563.584	67.703 10,561.668 126,740.016	69.886 10,902.216 130,826.592	72.141 11,253.996 135,047.952	73.587 11,479.572 137,754.864	75.058 11,709.048 140,508.576	76.560 11,943.360 143,320.320	78.090 12,182.040 146,184.480	80.433 12,547.548 150,570.576
35	N2		Weekend Worker - Nurse II (15-Year Scale) (PIO)		1872	Hourly 62.418 Monthly 9,737.208 Annual 116,846.496	64.596 10,076.976 120,923.712	66.781 10,417.836 125,014.032	69.056 10,772.736 129,272.832	71.283 11,120.148 133,441.776	73.584 11,479.104 137,749.248	75.059 11,709.204 140,510.448	76.560 11,943.360 143,320.320			
36	N2		Weekend Worker - Nurse II (20-Year Scale) (PIO)		1872	Hourly 63.666 Monthly 9,931.896 Annual 119,182.752	65.889 10,278.684 123,344.208	68.116 10,626.096 127,513.152	70.438 10,988.328 131,859.936	72.709 11,342.604 136,111.248	75.056 11,708.736 140,504.832	76.561 11,943.516 143,322.192	78.090 12,182.040 146,184.480			

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37	N2		Weekend Worker - Nurse II (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	65.576 10,229.856 122,758.272	67.867 10,587.252 127,047.024	70.159 10,944.804 131,337.648	72.551 11,317.956 135,815.472	74.890 11,682.840 140,194.080	77.308 12,060.048 144,720.576	78.858 12,301.848 147,622.176	80.433 12,547.548 150,570.576			
38	CRN	1	Weekend Worker - CRN/Charge Nurse	1	2015	Hourly Monthly Annual	60.869 10,220.920 122,651.035	62.958 10,571.698 126,860.370	65.094 10,930.368 131,164.410	67.247 11,291.892 135,502.705	69.302 11,636.961 144,030.185	71.479 12,002.515 147,699.500	73.300 12,308.292 150,649.460	74.764 12,554.122 153,663.900	76.260 12,805.325 156,734.760	77.784 13,061.230 161,439.785	80.119 13,453.315 166,493.815
39	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1	2015	Hourly Monthly Annual	62.087 10,425.442 125,105.305	64.218 10,783.273 129,399.270	66.395 11,148.827 133,785.925	68.592 11,517.740 138,212.880	70.687 11,869.525 142,434.305	72.908 12,242.468 150,651.475	74.765 12,554.290 153,663.900	76.260 12,805.325 156,734.760			
40	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1	2015	Hourly Monthly Annual	63.328 10,633.827 127,605.920	65.502 10,998.878 131,986.530	67.724 11,371.988 136,463.860	69.964 11,748.122 140,977.460	72.102 12,107.128 145,285.530	74.367 12,487.459 149,849.505	76.261 12,805.493 153,665.915	77.784 13,061.230 156,734.760			
41	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1	2015	Hourly Monthly Annual	65.228 10,952.868 131,434.420	67.468 11,329.002 135,948.020	69.755 11,713.027 140,556.325	72.064 12,100.747 145,208.960	74.264 12,470.163 149,641.960	76.598 12,862.081 154,344.970	78.549 13,189.686 158,276.235	80.119 13,453.315 161,439.785			
42	CRN	1	Weekend Worker - CRN/Charge Nurse (PIO)	1	1872	Hourly Monthly Annual	65.518 10,220.808 122,649.696	67.767 10,571.652 126,859.824	70.066 10,930.296 131,163.552	72.384 11,291.904 135,502.848	74.595 11,636.820 139,641.840	76.940 12,002.640 144,031.680	78.898 12,308.088 147,697.056	80.476 12,554.256 150,651.072	82.085 12,805.260 153,663.120	83.728 13,061.568 156,738.816	86.239 13,453.284 161,439.408
43	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1	1872	Hourly Monthly Annual	66.829 10,425.324 125,103.888	69.123 10,783.188 129,398.256	71.469 11,149.164 133,789.968	73.832 11,517.792 138,213.504	76.088 11,869.728 142,436.736	78.477 12,242.412 146,908.944	80.477 12,554.412 150,652.944	82.085 12,805.260 153,663.120			
44	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1	1872	Hourly Monthly Annual	68.165 10,633.740 127,604.880	70.505 10,998.780 131,985.360	72.897 11,371.932 136,463.184	75.308 11,748.048 140,976.576	77.608 12,106.848 145,282.176	80.048 12,487.488 149,849.856	82.086 12,805.416 153,664.992	83.728 13,061.568 156,738.816			
45	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1	1872	Hourly Monthly Annual	70.210 10,952.760 131,433.120	72.621 11,328.876 135,946.512	75.085 11,713.260 140,559.120	77.568 12,100.608 145,207.296	79.937 12,470.172 149,642.064	82.449 12,862.044 154,344.528	84.548 13,189.488 158,273.856	86.239 13,453.284 161,439.408			
46	N3		Weekend Worker - Nurse III		2015	Hourly Monthly Annual	59.012 9,909.098 118,909.180	61.003 10,243.420 122,921.045	63.077 10,591.680 127,100.155	65.105 10,932.215 131,186.575	66.990 11,248.738 134,984.850	69.039 11,592.799 139,113.585	71.158 11,948.614 143,383.370	72.581 12,187.560 146,250.715	74.032 12,431.207 149,174.480	75.512 12,679.723 152,156.680	77.777 13,060.055 156,720.655
47	N3		Weekend Worker - Nurse III (15-Year Scale)		2015	Hourly Monthly Annual	60.192 10,107.240 121,286.880	62.223 10,448.279 125,379.345	64.339 10,803.590 129,643.085	66.408 11,151.010 133,812.120	68.330 11,473.746 137,684.950	70.420 11,824.692 141,896.300	72.581 12,187.560 146,250.715	74.032 12,431.207 149,174.480			
48	N3		Weekend Worker - Nurse III (20-Year Scale)		2015	Hourly Monthly Annual	61.396 10,309.412 123,712.940	63.469 10,657.503 127,890.035	65.625 11,019.531 132,234.375	67.736 11,374.003 136,488.040	69.696 11,703.120 140,437.440	71.828 12,061.118 144,733.420	74.032 12,431.207 149,174.480	75.512 12,679.723 152,156.680			
49	N3		Weekend Worker - Nurse III (25-Year Scale)		2015	Hourly Monthly Annual	63.238 10,618.714 127,424.570	65.372 10,977.048 131,724.580	67.594 11,350.159 136,201.910	69.768 11,715.210 140,582.520	71.788 12,054.402 144,652.820	73.984 12,423.147 149,077.760	76.253 12,804.150 153,649.795	77.777 13,060.055 156,720.655			
50	N3		Weekend Worker - Nurse III (PIO)		1872	Hourly Monthly Annual	63.519 9,908.964 118,907.568	65.665 10,243.740 122,924.880	67.897 10,591.932 127,103.184	70.079 10,932.324 131,187.888	72.107 11,248.692 134,984.304	74.312 11,592.672 139,112.064	76.593 11,948.508 143,382.096	78.126 12,187.656 146,251.872	79.687 12,431.172 149,174.064	81.280 12,679.680 152,156.160	83.719 13,060.164 156,721.968
51	N3		Weekend Worker - Nurse III (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	64.789 10,107.084 121,285.008	66.978 10,448.568 125,382.816	69.254 10,803.624 129,643.488	71.481 11,151.036 133,812.432	73.549 11,473.644 137,683.728	75.799 11,824.644 141,895.728	78.126 12,187.656 146,251.872	79.687 12,431.172 149,174.064			
52	N3		Weekend Worker - Nurse III (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	66.085 10,309.260 123,711.120	68.318 10,657.608 127,891.296	70.639 11,019.684 132,236.208	72.911 11,374.116 136,489.392	75.019 11,702.964 140,435.568	77.314 12,060.984 144,731.808	79.687 12,431.172 149,174.064	81.280 12,679.680 152,156.160			
53	N3		Weekend Worker - Nurse III (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	68.068 10,618.608 127,423.296	70.367 10,977.252 131,727.024	72.758 11,350.248 136,202.976	75.098 11,715.288 140,583.456	77.270 12,054.120 144,649.440	79.633 12,422.748 149,072.976	82.079 12,804.324 153,651.888	83.719 13,060.164 156,721.968			
54	N4		Weekend Worker - Nurse IV		2015	Hourly Monthly Annual	62.867 10,556.417 126,677.005	65.197 10,947.663 131,371.955	67.526 11,338.741 136,064.890	70.067 11,765.417 141,185.005	72.976 12,253.887 147,046.640	75.801 12,728.251 152,739.015	78.886 13,246.274 158,955.290	82.092 13,784.615 165,415.380	83.734 14,060.334 168,724.010	85.409 14,341.595 172,099.135	87.971 14,771.797 177,261.565

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55	N4		Weekend Worker - Nurse IV (15-Year Scale)		2015	Hourly Monthly Annual	64.125 10,767.656 129,211.875	66.501 11,166.626 133,999.515	68.876 11,565.428 138,785.140	71.469 12,000.836 144,010.035	74.435 12,498.877 149,986.525	77.316 12,982.645 155,791.740	80.463 13,511.079 162,132.945	83.734 14,060.334 168,724.010			
56	N4		Weekend Worker - Nurse IV (20-Year Scale)		2015	Hourly Monthly Annual	65.407 10,982.925 131,795.105	67.831 11,389.955 136,679.465	70.254 11,796.818 141,561.810	72.898 12,240.789 146,889.470	75.924 12,748.905 152,986.860	78.863 13,242.412 158,908.945	82.071 13,781.089 165,373.065	85.409 14,341.595 172,099.135			
57	N4		Weekend Worker - Nurse IV (25-Year Scale)		2015	Hourly Monthly Annual	67.368 11,312.210 135,746.520	69.866 11,731.666 140,779.990	72.362 12,150.786 145,809.430	75.086 12,608.191 151,298.290	78.203 13,131.587 157,579.045	81.229 13,639.703 163,676.435	84.533 14,194.500 170,333.995	87.971 14,771.797 177,261.565			
58	N4		Weekend Worker - Nurse IV (PIO)		1872	Hourly Monthly Annual	67.670 10,556.520 126,678.240	70.176 10,947.456 131,369.472	72.684 11,338.704 136,064.448	75.420 11,765.520 141,186.240	78.550 12,253.800 147,045.600	81.590 12,728.040 152,736.480	84.911 13,246.116 158,953.392	88.363 13,784.628 165,415.536	90.130 14,060.280 168,723.360	91.933 14,341.548 172,098.576	94.691 14,771.796 177,261.552
59	N4		Weekend Worker - Nurse IV (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	69.023 10,767.588 129,211.056	71.581 11,166.636 133,999.632	74.137 11,565.372 138,784.464	76.928 12,000.768 144,009.216	80.121 12,498.876 149,986.512	83.222 12,982.632 155,791.584	86.610 13,511.160 162,133.920	90.130 14,060.280 168,723.360			
60	N4		Weekend Worker - Nurse IV (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	70.405 10,983.180 131,798.160	73.013 11,390.028 136,680.336	75.621 11,796.876 141,562.512	78.467 12,240.852 146,890.224	81.723 12,748.788 152,985.456	84.886 13,242.216 158,906.592	88.342 13,781.352 165,376.224	91.933 14,341.548 172,098.576			
61	N4		Weekend Worker - Nurse IV (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	72.516 11,312.496 135,749.952	75.203 11,731.668 140,780.016	77.889 12,150.684 145,808.208	80.821 12,608.076 151,296.912	84.175 13,131.300 157,575.600	87.434 13,639.704 163,676.448	90.992 14,194.752 170,337.024	94.691 14,771.796 177,261.552			
62	N5		Weekend Worker - Nurse V		2015	Hourly Monthly Annual	64.429 10,818.703 129,824.435	66.897 11,233.121 134,797.455	69.722 11,707.486 140,489.830	72.465 12,168.081 146,016.975	75.458 12,670.656 152,047.870	78.388 13,162.652 157,951.820	81.446 13,676.141 164,113.690	84.704 14,223.213 170,678.560	86.397 14,507.496 174,089.955	88.126 14,797.824 177,573.890	90.770 15,241.796 182,901.550
63	N5		Weekend Worker - Nurse V (15-Year Scale)		2015	Hourly Monthly Annual	65.717 11,034.980 132,419.755	68.234 11,457.626 137,491.510	71.115 11,941.394 143,296.725	73.914 12,411.393 148,936.710	76.967 12,924.042 155,088.505	79.956 13,425.945 161,111.340	83.076 13,949.845 167,398.140	86.397 14,507.496 174,089.955			
64	N5		Weekend Worker - Nurse V (20-Year Scale)		2015	Hourly Monthly Annual	67.032 11,255.790 135,069.480	69.599 11,686.832 140,241.985	72.539 12,180.507 146,166.085	75.392 12,659.573 151,914.880	78.506 13,182.466 158,189.590	81.555 13,694.444 164,333.325	84.737 14,228.755 170,745.055	88.126 14,797.824 177,573.890			
65	N5		Weekend Worker - Nurse V (25-Year Scale)		2015	Hourly Monthly Annual	69.044 11,593.638 139,123.660	71.687 12,037.442 144,449.305	74.715 12,545.894 150,550.725	77.654 13,039.401 156,472.810	80.861 13,577.910 162,934.915	84.002 14,105.336 169,264.030	87.280 14,655.767 175,869.200	90.770 15,241.796 182,901.550			
66	N5		Weekend Worker - Nurse V (PIO)		1872	Hourly Monthly Annual	69.350 10,818.600 129,823.200	72.007 11,233.092 134,797.104	75.048 11,707.488 140,489.856	77.999 12,167.844 146,014.128	81.222 12,670.632 152,047.584	84.378 13,162.968 157,955.616	87.668 13,676.208 164,114.496	91.175 14,223.300 170,679.600	92.998 14,507.688 174,092.256	94.858 14,797.848 177,574.176	97.704 15,241.824 182,901.888
67	N5		Weekend Worker - Nurse V (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	70.737 11,034.972 132,419.664	73.448 11,457.888 137,494.656	76.550 11,941.800 143,301.600	79.559 12,411.204 148,934.448	82.846 12,923.976 155,087.712	86.065 13,426.140 161,113.680	89.422 13,949.832 167,397.984	92.998 14,507.688 174,092.256			
68	N5		Weekend Worker - Nurse V (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	72.153 11,255.868 135,070.416	74.917 11,687.052 140,244.624	78.081 12,180.636 146,167.632	81.150 12,659.400 151,912.800	84.503 13,182.468 158,189.616	87.787 13,694.772 164,337.264	91.210 14,228.760 170,745.120	94.858 14,797.848 177,574.176			
69	N5		Weekend Worker - Nurse V (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	74.317 11,593.452 139,121.424	77.165 12,037.740 144,452.880	80.423 12,545.988 150,551.856	83.585 13,039.260 156,471.120	87.038 13,577.928 162,935.136	90.420 14,105.520 169,266.240	93.946 14,655.576 175,866.912	97.704 15,241.824 182,901.888			
70	LPN	1	Weekend Worker - Licensed Practical Nurse	1	1872	Hourly Monthly Annual	47.081 7,344.636 88,135.632	48.619 7,584.564 91,014.768	50.137 7,821.372 93,856.464	51.987 8,109.972 97,319.664	53.685 8,374.860 100,498.320	55.575 8,669.700 104,036.400	57.553 8,978.268 107,739.216	59.280 9,247.680 110,972.160	60.466 9,432.696 113,192.352	61.675 9,621.300 115,455.600	63.526 9,910.056 118,920.672
71	N2	1	Weekend Worker - Nurse II		1872	Hourly Monthly Annual	58.531 9,130.836 109,570.032	60.575 9,449.700 113,396.400	62.624 9,769.344 117,232.128	64.759 10,102.404 121,228.848	66.845 10,427.820 125,133.840	69.007 10,765.092 129,181.104	70.388 10,980.528 131,766.336	71.795 11,200.020 134,400.240	73.231 11,424.036 137,088.432	74.697 11,652.732 139,832.784	76.938 12,002.328 144,027.936
72	N2		Weekend Worker - Nurse II (15-Year Scale)		1872	Hourly Monthly Annual	59.702 9,313.512 111,762.144	61.787 9,638.772 115,665.264	63.876 9,964.656 119,575.872	66.055 10,304.580 123,654.960	68.182 10,636.392 127,636.704	70.387 10,980.372 131,764.464	71.795 11,200.020 134,400.240	73.231 11,424.036 137,088.432			

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Row	Standard Grp No.	Note	Employer Classification	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
73	N2		Weekend Worker - Nurse II (20-Year Scale)		1872	Hourly 60.896 Monthly 9,499.776 Annual 113,997.312	63.023 9,831.588 117,979.056	65.155 10,164.180 121,970.160	67.376 10,510.656 126,127.872	69.545 10,849.020 130,188.240	71.794 11,199.864 134,398.368	73.231 11,424.036 137,088.432	74.697 11,652.732 139,832.784			
74	N2		Weekend Worker - Nurse II (25-Year Scale)		1872	Hourly 62.723 Monthly 9,784.788 Annual 117,417.456	64.914 10,126.584 121,519.008	67.110 10,469.160 125,629.920	69.397 10,825.932 129,911.184	71.631 11,174.436 134,093.232	73.948 11,535.888 138,430.656	75.429 11,766.924 141,203.088	76.937 12,002.172 144,026.064			
75	CRN	1	Weekend Worker - CRN/Charge Nurse	1	1872	Hourly 62.670 Monthly 9,776.520 Annual 117,318.240	64.818 10,111.608 121,339.296	67.019 10,454.964 125,459.568	69.236 10,800.816 129,609.792	71.352 11,130.912 133,570.944	73.597 11,481.132 137,773.584	75.470 11,773.320 141,279.840	76.976 12,008.256 144,099.072	78.516 12,248.496 146,981.952	80.085 12,493.260 149,919.120	82.489 12,868.284 154,419.408
76	CRN	1	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1	1872	Hourly 63.923 Monthly 9,971.988 Annual 119,663.856	66.115 10,313.940 123,767.280	68.360 10,664.160 127,969.920	70.621 11,016.876 132,202.512	72.779 11,353.524 136,242.288	75.069 11,710.764 140,529.168	76.979 12,008.724 144,104.688	78.516 12,248.496 146,981.952			
77	CRN	1	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1	1872	Hourly 65.202 Monthly 10,171.512 Annual 122,058.144	67.438 10,520.328 126,243.936	69.727 10,877.412 130,528.944	72.032 11,236.992 134,843.904	74.235 11,580.660 138,967.920	76.570 11,944.920 143,339.040	78.518 12,248.808 146,985.696	80.085 12,493.260 149,919.120			
78	CRN	1	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1	1872	Hourly 67.158 Monthly 10,476.648 Annual 125,719.776	69.462 10,836.072 130,032.864	71.818 11,203.608 134,443.296	74.194 11,574.264 138,891.168	76.462 11,928.072 143,136.864	78.867 12,303.252 147,639.024	80.874 12,616.344 151,396.128	82.489 12,868.284 154,419.408			
79	N3	1	Weekend Worker - Nurse III		1872	Hourly 60.759 Monthly 9,478.404 Annual 113,740.848	62.804 9,797.424 117,569.088	64.945 10,131.420 121,577.040	67.032 10,456.992 125,483.904	68.971 10,759.476 129,113.712	71.082 11,088.792 133,065.504	73.265 11,429.340 137,152.080	74.729 11,657.724 139,892.688	76.223 11,890.788 142,689.456	77.749 12,128.844 145,546.128	80.080 12,492.480 149,909.760
80	N3		Weekend Worker - Nurse III (15-Year Scale)		1872	Hourly 61.973 Monthly 9,667.788 Annual 116,013.456	64.060 9,993.360 119,920.320	66.243 10,333.908 124,006.896	68.373 10,666.188 127,994.256	70.350 10,974.600 131,695.200	72.505 11,310.780 135,729.360	74.730 11,657.880 139,894.560	76.223 11,890.788 142,689.456			
81	N3		Weekend Worker - Nurse III (20-Year Scale)		1872	Hourly 63.212 Monthly 9,861.072 Annual 118,332.864	65.341 10,193.196 122,318.352	67.568 10,540.608 126,487.296	69.740 10,879.440 130,553.280	71.758 11,194.248 134,330.976	73.955 11,536.980 138,443.760	76.224 11,890.944 142,691.328	77.747 12,128.532 145,542.384			
82	N3		Weekend Worker - Nurse III (25-Year Scale)		1872	Hourly 65.109 Monthly 10,157.004 Annual 121,884.048	67.302 10,499.112 125,989.344	69.594 10,856.664 130,279.968	71.833 11,205.948 134,471.376	73.911 11,530.116 138,361.392	76.174 11,883.144 142,597.728	78.511 12,247.716 146,972.592	80.080 12,492.480 149,909.760			
83	N4	1	Weekend Worker - Nurse IV		1872	Hourly 64.726 Monthly 10,097.256 Annual 121,167.072	67.123 10,471.188 125,654.256	69.522 10,845.432 130,145.184	72.137 11,253.372 135,040.464	75.135 11,721.060 140,652.720	78.042 12,174.552 146,094.624	81.217 12,669.852 152,038.224	84.523 13,185.588 158,227.056	86.213 13,449.228 161,390.736	87.937 13,718.172 164,618.064	90.575 14,129.700 169,556.400
84	N4		Weekend Worker - Nurse IV (15-Year Scale)		1872	Hourly 66.021 Monthly 10,299.276 Annual 123,591.312	68.465 10,680.540 128,166.480	70.912 11,062.272 132,747.264	73.580 11,478.480 137,741.760	76.638 11,955.528 143,466.336	79.604 12,418.224 149,018.688	82.841 12,923.196 155,078.352	85.213 13,449.228 161,390.736			
85	N4		Weekend Worker - Nurse IV (20-Year Scale)		1872	Hourly 67.340 Monthly 10,505.040 Annual 126,060.480	69.835 10,894.260 130,731.120	72.331 11,283.636 135,403.632	75.051 11,707.956 140,495.472	78.171 12,194.676 146,336.112	81.196 12,666.576 151,998.912	84.497 13,181.532 158,178.384	87.937 13,718.172 164,618.064			
86	N4		Weekend Worker - Nurse IV (25-Year Scale)		1872	Hourly 69.361 Monthly 10,820.316 Annual 129,843.792	71.930 11,221.080 134,652.960	74.500 11,622.000 139,464.000	77.303 12,059.268 144,711.216	80.516 12,560.496 150,725.952	83.632 13,046.592 156,559.104	87.032 13,576.992 162,923.904	90.575 14,129.700 169,556.400			
87	N5	1	Weekend Worker - Nurse V		1872	Hourly 66.334 Monthly 10,348.104 Annual 124,177.248	68.875 10,744.500 128,934.000	71.785 11,198.460 134,381.520	74.609 11,639.004 139,668.048	77.693 12,120.108 145,441.296	80.707 12,590.292 151,083.504	83.854 13,081.224 156,974.688	87.209 13,604.604 163,255.248	88.952 13,876.512 166,518.144	90.731 14,154.036 169,848.432	93.454 14,578.824 174,945.888
88	N5		Weekend Worker - Nurse V (15-Year Scale)		1872	Hourly 67.661 Monthly 10,555.116 Annual 126,661.392	70.253 10,959.468 131,513.616	73.222 11,422.632 137,071.584	76.102 11,871.912 142,462.944	79.246 12,362.376 148,348.512	82.321 12,842.076 154,104.912	85.531 13,342.836 160,114.032	88.953 13,876.668 166,520.016			
89	N5		Weekend Worker - Nurse V (20-Year Scale)		1872	Hourly 69.014 Monthly 10,766.184 Annual 129,194.208	71.658 11,178.648 134,143.776	74.686 11,651.016 139,812.192	77.624 12,109.344 145,312.128	80.830 12,609.480 151,313.760	83.967 13,098.852 157,186.224	87.242 13,609.752 163,317.024	90.732 14,154.192 169,850.304			
90	N5		Weekend Worker - Nurse V (25-Year Scale)		1872	Hourly 71.083 Monthly 11,088.948 Annual 133,067.376	73.808 11,514.048 138,168.576	76.927 12,000.612 144,007.344	79.953 12,472.668 149,672.016	83.256 12,987.936 155,855.232	86.486 13,491.816 161,901.792	89.860 14,018.160 168,217.920	93.454 14,578.824 174,945.888			

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Row	Standard Grp No.	Note	Employer Classification	MOA	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 Monthly Annual	40.957 6,877.363 82,528.355	42.296 7,102.203 85,226.440	43.615 7,323.685 87,884.225	45.224 7,593.863 91,126.360	46.700 7,841.708 94,100.500	48.345 8,117.931 97,415.175	50.065 8,406.748 100,880.975	51.569 8,659.295 103,911.535	52.599 8,832.249 105,986.985	53.652 9,009.065 108,108.780	55.262 9,279.411 111,352.930
2	UNE		UNE, UNE – IEN/NREP, UNE-NREP		2015	Hourly Monthly Annual	38.980 6,545.392 78,544.700										
3	SIEN		SIEN		2015	Hourly Monthly Annual	38.980 6,545.392 78,544.700										
4	N2		Nurse II		2015	Hourly Monthly Annual	50.917 8,549.813 102,597.755	52.695 8,848.369 106,180.425	54.478 9,147.764 109,773.170	56.335 9,459.585 113,515.025	58.149 9,764.186 117,170.235	60.030 10,080.038 120,960.450	61.230 10,281.538 123,378.450	62.456 10,487.403 125,848.840	63.704 10,696.963 128,363.560	64.979 10,911.057 130,932.685	66.929 11,238.495 134,861.935
5	N2		Nurse II (15-Year Scale)		2015	Hourly Monthly Annual	51.937 8,721.088 104,653.055	53.750 9,025.521 108,306.250	55.566 9,330.458 111,965.490	57.463 9,648.995 115,787.945	59.313 9,959.641 119,515.695	61.230 10,281.538 123,378.450	62.456 10,487.403 125,848.840	63.704 10,696.963 128,363.560			
6	N2		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	56.678 9,517.181 114,206.170	58.610 9,841.596 118,099.150	60.499 10,158.790 121,905.485	62.456 10,487.403 125,848.840	63.704 10,696.963 128,363.560	64.979 10,911.057 130,932.685			
7	N2		Nurse II (25-Year Scale)		2015	Hourly Monthly Annual	54.564 9,162.205 109,946.460	56.469 9,482.086 113,785.035	58.378 9,802.639 117,631.670	60.369 10,136.961 121,643.535	62.315 10,463.727 125,564.725	64.330 10,802.079 129,624.950	65.615 11,017.852 132,214.225	66.929 11,238.495 134,861.935			
8	CRN		CRN/Charge Nurse		2015	Hourly Monthly Annual	54.517 9,154.313 109,851.755	56.386 9,468.149 113,617.790	58.301 9,789.710 117,476.515	60.229 10,113.453 121,361.435	62.069 10,422.420 125,069.035	64.023 10,750.529 129,006.345	65.651 11,023.897 132,286.765	66.963 11,244.204 134,930.445	68.302 11,469.044 137,628.530	69.668 11,698.418 140,381.020	71.758 12,049.364 144,592.370
9	CRN		CRN/Charge Nurse (15-Year Scale)		2015	Hourly Monthly Annual	55.607 9,337.342 112,048.105	57.514 9,657.559 115,890.710	59.467 9,985.500 119,826.005	61.434 10,315.793 123,789.510	63.311 10,630.972 127,571.665	65.303 10,965.462 131,585.545	66.964 11,244.372 134,932.460	68.302 11,469.044 137,628.530			
10	CRN		CRN/Charge Nurse (20-Year Scale)		2015	Hourly Monthly Annual	56.720 9,524.233 114,290.800	58.664 9,850.663 118,207.960	60.656 10,185.153 122,221.840	62.663 10,522.162 126,265.945	64.578 10,843.723 130,124.670	66.608 11,184.593 134,215.120	68.303 11,469.212 137,630.545	69.668 11,698.418 140,381.020			
11	CRN		CRN/Charge Nurse (25-Year Scale)		2015	Hourly Monthly Annual	58.422 9,810.028 117,720.330	60.424 10,146.197 121,754.360	62.476 10,490.762 125,889.140	64.542 10,837.678 130,052.130	66.514 11,168.809 134,025.710	68.606 11,520.091 138,241.090	70.353 11,813.441 141,761.295	71.758 12,049.364 144,592.370			
12	N3		Nurse III		2015	Hourly Monthly Annual	52.855 8,875.235 106,502.825	54.634 9,173.959 110,087.510	56.497 9,486.788 113,841.455	58.312 9,791.557 117,498.680	59.999 10,074.832 120,897.985	61.836 10,383.295 124,599.540	63.733 10,701.833 128,421.995	65.007 10,915.759 130,989.105	66.308 11,134.218 133,610.620	67.635 11,357.044 136,284.525	69.663 11,697.579 140,370.945
13	N3		Nurse III (15-Year Scale)		2015	Hourly Monthly Annual	53.912 9,052.723 108,632.680	55.728 9,357.660 112,291.920	57.625 9,676.198 116,114.375	59.478 9,987.348 119,848.170	61.198 10,276.164 123,313.970	63.073 10,591.008 127,092.095	65.008 10,915.927 130,991.120	66.308 11,134.218 133,610.620			
14	N3		Nurse III (20-Year Scale)		2015	Hourly Monthly Annual	54.991 9,233.905 110,806.865	56.842 9,544.719 114,536.630	58.777 9,869.638 118,435.655	60.668 10,187.168 122,246.020	62.421 10,481.526 125,778.315	64.334 10,802.751 129,633.010	66.309 11,134.386 133,612.635	67.635 11,357.044 136,284.525			
15	N3		Nurse III (25-Year Scale)		2015	Hourly Monthly Annual	56.641 9,510.968 114,131.615	58.547 9,831.017 117,972.205	60.540 10,165.675 121,988.100	62.488 10,492.777 125,913.320	64.294 10,796.034 129,552.410	66.265 11,126.998 133,523.975	68.298 11,468.373 137,620.470	69.663 11,697.579 140,370.945			
16	N4		Nurse IV		2015	Hourly Monthly Annual	56.306 9,454.716 113,456.590	58.391 9,804.822 117,657.865	60.477 10,155.096 121,861.155	62.754 10,537.443 126,449.310	65.361 10,975.201 131,702.415	67.890 11,399.863 136,798.350	70.651 11,863.480 142,361.765	73.528 12,346.577 148,158.920	74.997 12,593.246 151,118.955	76.497 12,845.121 154,141.455	78.792 13,230.490 158,765.880
17	N4		Nurse IV (15-Year Scale)		2015	Hourly Monthly Annual	57.433 9,643.958 115,727.495	59.559 10,000.949 120,011.385	61.687 10,358.275 124,299.305	64.008 10,748.010 128,976.120	66.668 11,194.668 134,336.020	69.247 11,627.725 139,532.705	72.064 12,100.747 145,208.960	74.997 12,593.246 151,118.955			
18	N4		Nurse IV (20-Year Scale)		2015	Hourly Monthly Annual	58.581 9,836.726 118,040.715	60.750 10,200.938 122,411.250	62.921 10,565.485 126,785.815	65.288 10,962.943 131,555.320	68.002 11,418.669 137,024.030	70.631 11,860.122 142,321.465	73.506 12,342.883 148,114.590	76.497 12,845.121 154,141.455			

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19	N4		Nurse IV (25-Year Scale)		2015	Hourly 60.338 Monthly 10,131.756 Annual 121,581.070	62.571 10,506.714 126,080.565	64.809 10,882.511 130,590.135	67.248 11,292.060 135,504.720	70.042 11,761.219 141,134.630	72.750 12,215.938 146,591.250	75.711 12,713.139 152,557.665	78.792 13,230.490 158,765.880			
20	N5		Nurse V		2015	Hourly 57.705 Monthly 9,689.631 Annual 116,275.575	59.915 10,060.727 120,728.725	62.447 10,485.892 125,830.705	64.902 10,898.128 130,777.530	67.586 11,348.816 136,185.790	70.207 11,788.925 141,467.105	72.947 12,249.017 146,988.205	75.864 12,738.830 152,865.960	77.380 12,993.392 155,920.700	78.928 13,253.327 159,039.920	81.296 13,650.953 163,811.440
21	N5		Nurse V (15-Year Scale)		2015	Hourly 58.859 Monthly 9,883.407 Annual 118,600.885	61.114 10,262.059 123,144.710	63.695 10,695.452 128,345.425	66.201 11,116.251 133,395.015	68.937 11,575.671 138,908.055	71.612 12,024.848 144,298.180	74.405 12,493.840 149,926.075	77.380 12,993.392 155,920.700			
22	N5		Nurse V (20-Year Scale)		2015	Hourly 60.037 Monthly 10,081.213 Annual 120,974.555	62.338 10,467.589 125,611.070	64.969 10,909.378 130,912.535	67.525 11,338.573 136,062.875	70.315 11,807.060 141,684.725	73.045 12,265.473 147,185.675	75.893 12,743.700 152,924.395	78.928 13,253.327 159,039.920			
23	N5		Nurse V (25-Year Scale)		2015	Hourly 61.837 Monthly 10,383.463 Annual 124,601.555	64.208 10,781.593 129,379.120	66.918 11,236.648 134,839.770	69.552 11,678.940 140,147.280	72.425 12,161.365 145,936.375	75.236 12,633.378 151,600.540	78.170 13,126.046 157,512.550	81.296 13,650.953 163,811.440			
24	NP		Nurse Practitioner		2015	Hourly 77.651 Monthly 13,038.897 Annual 156,466.765	80.842 13,574.719 162,896.630	84.033 14,110.541 169,326.495	87.476 14,688.678 176,264.140	90.100 15,129.292 181,551.500	92.803 15,583.170 186,998.045			94.660 15,894.992 190,739.900	96.552 16,212.690 194,552.280	99.449 16,699.145 200,389.735
25	NP		Nurse Practitioner (15-Year Scale)		2015	Hourly 79.204 Monthly 13,299.672 Annual 159,596.060	82.459 13,846.240 166,154.885	85.714 14,392.809 172,713.710	89.225 14,982.365 179,788.375	91.902 15,431.878 185,182.530	94.660 15,894.992 190,739.900					
26	NP		Nurse Practitioner (20-Year Scale)		2015	Hourly 80.788 Monthly 13,565.652 Annual 162,787.820	84.108 14,123.135 169,477.620	87.427 14,680.450 176,165.405	91.010 15,282.096 183,385.150	93.740 15,740.508 188,886.100	96.552 16,212.690 194,552.280					
27	NP		Nurse Practitioner (25-Year Scale)		2015	Hourly 83.212 Monthly 13,972.682 Annual 167,672.180	86.631 14,546.789 174,561.465	90.049 15,120.728 181,448.735	93.740 15,740.508 188,886.100	96.552 16,212.690 194,552.280	99.449 16,699.145 200,389.735					
28	LPN		Weekend Worker - Licensed Practical Nurse		2015	Hourly 47.095 Monthly 7,908.035 Annual 94,896.425	48.640 8,167.467 98,009.600	50.160 8,422.700 101,072.400	52.007 8,732.842 104,794.105	53.703 9,017.629 108,211.545	55.595 9,335.327 112,023.925	57.574 9,667.634 116,011.610	59.302 9,957.794 119,493.530	60.489 10,157.111 121,885.335	61.699 10,360.290 124,323.485	63.550 10,671.104 128,053.250
29	LPN		Weekend Worker - Licensed Practical Nurse (PIO)		1872	Hourly 50.694 Monthly 7,908.264 Annual 94,899.168	52.357 8,167.692 98,012.304	53.992 8,422.752 101,073.024	55.981 8,733.036 104,796.432	57.806 9,017.736 108,212.832	59.844 9,335.664 112,027.968	61.972 9,667.632 116,011.584	63.832 9,957.792 119,493.504	65.109 10,157.004 121,884.048	66.411 10,360.116 124,321.392	68.403 10,670.868 128,050.416
30	N2		Weekend Worker - Nurse II		2015	Hourly 58.558 Monthly 9,832.864 Annual 117,994.370	60.600 10,175.750 122,109.000	62.650 10,519.979 126,239.750	64.784 10,878.313 130,539.760	66.873 11,229.091 134,749.095	69.033 11,591.791 139,101.495	70.416 11,824.020 141,888.240	71.824 12,060.447 144,725.360	73.260 12,301.575 147,618.900	74.725 12,547.573 150,570.875	76.967 12,924.042 155,088.505
31	N2		Weekend Worker - Nurse II (15-Year Scale)		2015	Hourly 59.729 Monthly 10,029.495 Annual 120,353.935	61.812 10,379.265 124,551.180	63.902 10,730.211 128,762.530	66.081 11,096.101 133,153.215	68.211 11,453.764 137,445.165	70.414 11,823.684 141,884.210	71.825 12,060.615 144,727.375	73.260 12,301.575 147,618.900			
32	N2		Weekend Worker - Nurse II (20-Year Scale)		2015	Hourly 60.923 Monthly 10,229.987 Annual 122,759.845	63.048 10,586.810 127,041.720	65.179 10,944.640 131,335.685	67.402 11,317.919 135,815.030	69.574 11,682.634 140,191.610	71.823 12,060.279 144,723.345	73.262 12,301.911 147,622.930	74.725 12,547.573 150,570.875			
33	N2		Weekend Worker - Nurse II (25-Year Scale)		2015	Hourly 62.751 Monthly 10,536.939 Annual 126,443.265	64.939 10,904.340 130,852.085	67.134 11,272.918 135,275.010	69.423 11,657.279 139,887.345	71.662 12,033.244 144,398.930	73.978 12,422.139 149,065.670	75.460 12,670.992 152,051.900	76.967 12,924.042 155,088.505			
34	N2		Weekend Worker - Nurse II (PIO)		1872	Hourly 63.030 Monthly 9,832.680 Annual 117,992.160	65.230 10,175.880 122,110.560	67.436 10,520.016 126,240.192	69.734 10,878.504 130,542.048	71.983 11,229.348 134,752.176	74.305 11,591.580 139,098.960	75.795 11,824.020 141,888.240	77.310 12,060.360 144,724.320	78.857 12,301.692 147,620.304	80.433 12,547.548 150,570.576	82.846 12,923.976 155,087.712
35	N2		Weekend Worker - Nurse II (15-Year Scale) (PIO)		1872	Hourly 64.291 Monthly 10,029.396 Annual 120,352.752	66.534 10,379.304 124,551.648	68.784 10,730.304 128,763.648	71.128 11,095.968 133,151.616	73.421 11,453.676 137,444.112	75.792 11,823.552 141,882.624	77.311 12,060.516 144,726.192	78.857 12,301.692 147,620.304			
36	N2		Weekend Worker - Nurse II (20-Year Scale) (PIO)		1872	Hourly 65.576 Monthly 10,229.856 Annual 122,758.272	67.866 10,587.096 127,045.152	70.159 10,944.804 131,337.648	72.551 11,317.956 135,815.472	74.890 11,682.840 140,194.080	77.308 12,060.048 144,720.576	78.858 12,301.848 147,622.176	80.433 12,547.548 150,570.576			

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 Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
37	N2		Weekend Worker - Nurse II (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	67.543 10,536.708 126,440.496	69.903 10,904.868 130,858.416	72.264 11,273.184 135,278.208	74.728 11,657.568 139,890.816	77.137 12,033.372 144,400.464	79.627 12,421.812 149,061.744	81.224 12,670.944 152,051.328	82.846 12,923.976 155,087.712			
38	CRN		Weekend Worker - CRN/Charge Nurse		2015	Hourly Monthly Annual	62.695 10,527.535 126,330.425	64.847 10,888.892 130,666.705	67.047 11,258.309 135,099.705	69.264 11,630.580 139,566.960	71.381 11,986.060 143,832.715	73.623 12,362.529 148,350.345	75.499 12,677.540 152,130.485	77.007 12,930.759 155,169.105	78.548 13,189.518 158,274.220	80.118 13,453.148 161,437.770	82.523 13,856.987 166,283.845
39	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale)		2015	Hourly Monthly Annual	63.950 10,738.271 128,859.250	66.145 11,106.848 133,282.175	68.387 11,483.317 137,799.805	70.650 11,863.313 142,359.750	72.808 12,225.677 146,708.120	75.095 12,609.702 151,316.425	77.008 12,930.927 155,171.120	78.548 13,189.518 158,274.220			
40	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale)		2015	Hourly Monthly Annual	65.228 10,952.868 131,434.420	67.467 11,328.834 135,946.005	69.756 11,713.195 140,558.340	72.063 12,100.579 145,206.945	74.265 12,470.331 149,643.975	76.598 12,862.081 154,344.970	78.549 13,189.686 158,276.235	80.118 13,453.148 161,437.770			
41	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale)		2015	Hourly Monthly Annual	67.185 11,281.481 135,377.775	69.492 11,668.865 140,026.380	71.848 12,064.477 144,773.720	74.226 12,463.783 149,565.390	76.492 12,844.282 154,131.380	78.896 13,247.953 158,975.440	80.905 13,585.298 163,023.575	82.523 13,856.987 166,283.845			
42	CRN		Weekend Worker - CRN/Charge Nurse (PIO)		1872	Hourly Monthly Annual	67.484 10,527.504 126,330.048	69.800 10,888.800 130,665.600	72.168 11,258.208 135,098.496	74.556 11,630.736 139,568.832	76.833 11,985.948 143,831.376	79.248 12,362.688 148,352.256	81.265 12,677.340 152,128.080	82.890 12,930.840 155,170.080	84.548 13,189.488 158,273.856	86.240 13,453.440 161,441.280	88.826 13,856.856 166,282.272
43	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	68.834 10,738.104 128,857.248	71.197 11,106.732 133,280.784	73.613 11,483.628 137,803.536	76.047 11,863.332 142,359.984	78.371 12,225.876 146,710.512	80.831 12,609.636 151,315.632	82.891 12,930.996 155,171.952	84.548 13,189.488 158,273.856			
44	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	70.210 10,952.760 131,433.120	72.620 11,328.720 135,944.640	75.084 11,713.104 140,557.248	77.567 12,100.452 145,205.424	79.936 12,470.016 149,640.192	82.449 12,862.044 154,344.528	84.549 13,189.644 158,275.728	86.240 13,453.440 161,441.280			
45	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	72.316 11,281.296 135,375.552	74.800 11,668.800 140,025.600	77.338 12,064.728 144,776.736	79.895 12,463.620 149,563.440	82.335 12,844.260 154,131.120	84.922 13,247.832 158,973.984	87.084 13,585.104 163,021.248	88.826 13,856.856 166,282.272			
46	N3		Weekend Worker - Nurse III		2015	Hourly Monthly Annual	60.782 10,206.311 122,475.730	62.833 10,550.708 126,608.495	64.969 10,909.378 130,912.535	67.058 11,260.156 135,121.870	69.000 11,586.250 139,035.000	71.110 11,940.554 143,286.650	73.293 12,307.116 147,685.395	74.758 12,553.114 150,637.370	76.253 12,804.150 153,649.795	77.777 13,060.055 156,720.655	80.110 13,451.804 161,421.650
47	N3		Weekend Worker - Nurse III (15-Year Scale)		2015	Hourly Monthly Annual	61.998 10,410.498 124,925.970	64.090 10,761.779 129,141.350	66.269 11,127.670 133,532.035	68.400 11,485.500 137,826.000	70.380 11,817.975 141,815.700	72.533 12,179.500 146,153.995	74.758 12,553.114 150,637.370	76.253 12,804.150 153,649.795			
48	N3		Weekend Worker - Nurse III (20-Year Scale)		2015	Hourly Monthly Annual	63.238 10,618.714 127,424.570	65.373 10,977.216 131,726.595	67.594 11,350.159 136,201.910	69.768 11,715.210 140,582.520	71.787 12,054.234 144,650.805	73.983 12,422.979 149,075.745	76.253 12,804.150 153,649.795	77.777 13,060.055 156,720.655			
49	N3		Weekend Worker - Nurse III (25-Year Scale)		2015	Hourly Monthly Annual	65.135 10,937.252 131,247.025	67.333 11,306.333 135,675.995	69.622 11,690.694 140,288.330	71.861 12,066.660 144,799.915	73.942 12,416.094 148,993.130	76.204 12,795.922 153,551.060	78.541 13,188.343 158,260.115	80.110 13,451.804 161,421.650			
50	N3		Weekend Worker - Nurse III (PIO)		1872	Hourly Monthly Annual	65.425 10,206.300 122,475.600	67.635 10,551.060 126,612.720	69.934 10,909.704 130,916.448	72.181 11,260.236 135,122.832	74.270 11,586.120 139,033.440	76.541 11,940.396 143,284.752	78.891 12,306.996 147,683.952	80.470 12,553.320 150,639.840	82.078 12,804.168 153,650.016	83.718 13,060.008 156,720.096	86.231 13,452.036 161,424.432
51	N3		Weekend Worker - Nurse III (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	66.733 10,410.348 124,924.176	68.987 10,761.972 129,143.664	71.332 11,127.792 133,533.504	73.625 11,485.500 137,826.000	75.755 11,817.780 141,813.360	78.073 12,179.388 146,152.656	80.470 12,553.320 150,639.840	82.078 12,804.168 153,650.016			
52	N3		Weekend Worker - Nurse III (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	68.068 10,618.608 127,423.296	70.368 10,977.408 131,728.896	72.758 11,350.248 136,202.976	75.098 11,715.288 140,583.456	77.270 12,054.120 144,649.440	79.633 12,422.748 149,072.976	82.078 12,804.168 153,650.016	83.718 13,060.008 156,720.096			
53	N3		Weekend Worker - Nurse III (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	70.110 10,937.160 131,245.920	72.478 11,306.568 135,678.816	74.941 11,690.796 140,289.552	77.351 12,066.756 144,801.072	79.588 12,415.728 148,988.736	82.022 12,795.432 153,545.184	84.541 13,188.396 158,260.752	86.231 13,452.036 161,424.432			
54	N4		Weekend Worker - Nurse IV		2015	Hourly Monthly Annual	64.753 10,873.108 130,477.295	67.153 11,276.108 135,313.295	69.552 11,678.940 140,147.280	72.169 12,118.378 145,420.535	75.165 12,621.456 151,457.475	78.075 13,110.094 157,321.125	81.253 13,643.733 163,724.795	84.555 14,198.194 170,378.325	86.246 14,482.141 173,785.690	87.971 14,771.797 177,261.565	90.610 15,214.929 182,579.150

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Row	Standard Grp No.	Note	Employer Classification	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
55	N4		Weekend Worker - Nurse IV (15-Year Scale)		2015	Hourly Monthly Annual	66.049 11,090.728 133,088.735	68.496 11,501.620 138,019.440	70.942 11,912.344 142,948.130	73.613 12,360.850 148,330.195	76.668 12,873.835 154,486.020	79.635 13,372.044 160,464.525	82.877 13,916.430 166,997.155	86.246 14,482.141 173,785.690			
56	N4		Weekend Worker - Nurse IV (20-Year Scale)		2015	Hourly Monthly Annual	67.369 11,312.378 135,748.535	69.866 11,731.666 140,779.990	72.362 12,150.786 145,809.430	75.085 12,608.023 151,296.275	78.202 13,131.419 157,577.030	81.229 13,639.703 163,676.435	84.533 14,194.500 170,333.995	87.971 14,771.797 177,261.565			
57	N4		Weekend Worker - Nurse IV (25-Year Scale)		2015	Hourly Monthly Annual	69.389 11,651.570 139,818.835	71.962 12,083.619 145,003.430	74.533 12,515.333 150,183.995	77.339 12,986.507 155,838.085	80.549 13,525.520 162,306.235	83.666 14,048.916 168,586.990	87.069 14,620.336 175,444.035	90.610 15,214.929 182,579.150			
58	N4		Weekend Worker - Nurse IV (PIO)		1872	Hourly Monthly Annual	69.700 10,873.200 130,478.400	72.281 11,275.836 135,310.032	74.865 11,678.940 140,147.280	77.683 12,118.548 145,422.576	80.907 12,621.492 151,457.904	84.038 13,109.928 157,319.136	87.458 13,643.448 163,721.376	91.014 14,198.184 170,378.208	92.834 14,482.104 173,785.248	94.691 14,771.796 177,261.552	97.532 15,214.992 182,579.904
59	N4		Weekend Worker - Nurse IV (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	71.094 11,090.664 133,087.968	73.728 11,501.568 138,018.816	76.361 11,912.316 142,947.792	79.236 12,360.816 148,329.792	82.525 12,873.900 154,486.800	85.719 13,372.164 160,465.968	89.208 13,916.448 166,997.376	92.834 14,482.104 173,785.248			
60	N4		Weekend Worker - Nurse IV (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	72.517 11,312.652 135,751.824	75.203 11,731.668 140,780.016	77.890 12,150.840 145,810.080	80.821 12,608.076 151,296.912	84.175 13,131.300 157,575.600	87.433 13,639.548 163,674.576	90.992 14,194.752 170,337.024	94.691 14,771.796 177,261.552			
61	N4		Weekend Worker - Nurse IV (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	74.691 11,651.796 139,821.552	77.459 12,083.604 145,003.248	80.226 12,515.256 150,183.072	83.246 12,986.376 155,836.512	86.700 13,525.200 162,302.400	90.057 14,048.892 168,586.704	93.722 14,620.632 175,447.584	97.532 15,214.992 182,579.904			
62	N5		Weekend Worker - Nurse V		2015	Hourly Monthly Annual	66.362 11,143.286 133,719.430	68.904 11,570.130 138,841.560	71.814 12,058.768 144,705.210	74.639 12,533.132 150,397.585	77.722 13,050.819 156,609.830	80.740 13,557.592 162,691.100	83.889 14,086.361 169,036.335	87.245 14,649.890 175,798.675	88.989 14,942.736 179,312.835	90.770 15,241.796 182,901.550	93.493 15,699.033 188,388.395
63	N5		Weekend Worker - Nurse V (15-Year Scale)		2015	Hourly Monthly Annual	67.689 11,366.111 136,393.335	70.281 11,801.351 141,616.215	73.248 12,299.560 147,594.720	76.131 12,783.664 153,403.965	79.276 13,311.762 159,741.140	82.355 13,828.777 165,945.325	85.568 14,368.293 172,419.520	88.989 14,942.736 179,312.835			
64	N5		Weekend Worker - Nurse V (20-Year Scale)		2015	Hourly Monthly Annual	69.043 11,593.470 139,121.645	71.687 12,037.442 144,449.305	74.715 12,545.894 150,550.725	77.654 13,039.401 156,472.810	80.861 13,577.910 162,934.915	84.002 14,105.336 169,264.030	87.279 14,655.599 175,867.185	90.770 15,241.796 182,901.550			
65	N5		Weekend Worker - Nurse V (25-Year Scale)		2015	Hourly Monthly Annual	71.115 11,941.394 143,296.725	73.838 12,398.631 148,783.570	76.956 12,922.195 155,066.340	79.984 13,430.647 161,167.760	83.287 13,985.275 167,823.305	86.522 14,528.486 174,341.830	89.898 15,095.373 181,144.470	93.493 15,699.033 188,388.395			
66	N5		Weekend Worker - Nurse V (PIO)		1872	Hourly Monthly Annual	71.431 11,143.236 133,718.832	74.167 11,570.052 138,840.624	77.299 12,058.644 144,703.728	80.339 12,532.884 150,394.608	83.659 13,050.804 156,609.648	86.909 13,557.804 162,693.648	90.298 14,086.488 169,037.856	93.910 14,649.960 175,799.520	95.788 14,942.928 179,315.136	97.704 15,241.824 182,901.888	100.635 15,699.060 188,388.720
67	N5		Weekend Worker - Nurse V (15-Year Scale) (PIO)		1872	Hourly Monthly Annual	72.859 11,366.004 136,392.048	75.651 11,801.556 141,618.672	78.847 12,300.132 147,601.584	81.946 12,783.576 153,402.912	85.331 13,311.636 159,739.632	88.647 13,828.932 165,947.184	92.105 14,368.380 172,420.560	95.788 14,942.928 179,315.136			
68	N5		Weekend Worker - Nurse V (20-Year Scale) (PIO)		1872	Hourly Monthly Annual	74.318 11,593.608 139,123.296	77.165 12,037.740 144,452.880	80.423 12,545.988 150,551.856	83.585 13,039.260 156,471.120	87.038 13,577.928 162,935.136	90.421 14,105.676 169,268.112	93.946 14,655.576 175,866.912	97.704 15,241.824 182,901.888			
69	N5		Weekend Worker - Nurse V (25-Year Scale) (PIO)		1872	Hourly Monthly Annual	76.547 11,941.332 143,295.984	79.480 12,398.880 148,786.560	82.836 12,922.416 155,068.992	86.093 13,430.508 161,166.096	89.649 13,985.244 167,822.928	93.133 14,528.748 174,344.976	96.764 15,095.184 181,142.208	100.635 15,699.060 188,388.720			
70	LPN		Weekend Worker - Licensed Practical Nurse		1872	Hourly Monthly Annual	48.493 7,564.908 90,778.896	50.078 7,812.168 93,746.016	51.641 8,055.996 96,671.952	53.547 8,353.332 100,239.984	55.296 8,626.176 103,514.112	57.242 8,929.752 107,157.024	59.280 9,247.680 110,972.160	61.058 9,525.048 114,300.576	62.280 9,715.680 116,588.160	63.525 9,909.900 118,918.800	65.432 10,207.392 122,488.704
71	N2		Weekend Worker - Nurse II		1872	Hourly Monthly Annual	60.287 9,404.772 112,857.264	62.392 9,733.152 116,797.824	64.503 10,062.468 120,749.616	66.702 10,405.512 124,866.144	68.850 10,740.600 128,887.200	71.077 11,088.012 133,056.144	72.500 11,310.000 135,720.000	73.949 11,536.044 138,432.528	75.428 11,766.768 141,201.216	76.938 12,002.328 144,027.936	79.246 12,362.376 148,348.512
72	N2		Weekend Worker - Nurse II (15-Year Scale)		1872	Hourly Monthly Annual	61.493 9,592.908 115,114.896	63.641 9,927.996 119,135.952	65.792 10,263.552 123,162.624	68.037 10,613.772 127,365.264	70.227 10,955.412 131,464.944	72.499 11,309.844 135,718.128	73.949 11,536.044 138,432.528	75.428 11,766.768 141,201.216			

A1. Effective April 1, 2027

Hourly Rates include a 3.00% 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	MOA	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25	
73	N2		Weekend Worker - Nurse II (20-Year Scale)		1872	Hourly Monthly Annual	62.723 9,784.788 117,417.456	64.914 10,126.584 121,519.008	67.110 10,469.160 125,629.920	69.397 10,825.932 129,911.184	71.631 11,174.436 134,093.232	73.948 11,535.888 138,430.656	75.428 11,766.768 141,201.216	76.938 12,002.328 144,027.936			
74	N2		Weekend Worker - Nurse II (25-Year Scale)		1872	Hourly Monthly Annual	64.605 10,078.380 120,940.560	66.861 10,430.316 125,163.792	69.123 10,783.188 129,398.256	71.479 11,150.724 133,808.688	73.780 11,509.680 138,116.160	76.166 11,881.896 142,582.752	77.692 12,119.952 145,439.424	79.245 12,362.220 148,346.640			
75	CRN		Weekend Worker - CRN/Charge Nurse		1872	Hourly Monthly Annual	64.550 10,069.800 120,837.600	66.763 10,415.028 124,980.336	69.030 10,768.680 129,224.160	71.313 11,124.828 133,497.936	73.493 11,464.908 137,578.896	75.805 11,825.580 141,906.960	77.734 12,126.504 145,518.048	79.285 12,368.460 148,421.520	80.871 12,615.876 151,390.512	82.488 12,868.128 154,417.536	84.964 13,254.384 159,052.608
76	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale)		1872	Hourly Monthly Annual	65.841 10,271.196 123,254.352	68.098 10,623.288 127,479.456	70.411 10,984.116 131,809.392	72.740 11,347.440 136,169.280	74.962 11,694.072 140,328.864	77.321 12,062.076 144,744.912	79.288 12,368.928 148,427.136	80.871 12,615.876 151,390.512			
77	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale)		1872	Hourly Monthly Annual	67.158 10,476.648 125,719.776	69.461 10,835.916 130,030.992	71.819 11,203.764 134,445.168	74.193 11,574.108 138,889.296	76.462 11,928.072 143,136.864	78.867 12,303.252 147,639.024	80.874 12,616.344 151,396.128	82.488 12,868.128 154,417.536			
78	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale)		1872	Hourly Monthly Annual	69.173 10,790.988 129,491.856	71.546 11,161.176 133,934.112	73.973 11,539.788 138,477.456	76.420 11,921.520 143,058.240	78.756 12,285.936 147,431.232	81.233 12,672.348 152,068.176	83.300 12,994.800 155,937.600	84.964 13,254.384 159,052.608			
79	N3		Weekend Worker - Nurse III		1872	Hourly Monthly Annual	62.582 9,762.792 117,153.504	64.688 10,091.328 121,095.936	66.893 10,435.308 125,223.696	69.043 10,770.708 129,248.496	71.040 11,082.240 132,986.880	73.214 11,421.384 137,056.608	75.463 11,772.228 141,266.736	76.971 12,007.476 144,089.712	78.510 12,247.560 146,970.720	80.081 12,492.636 149,911.632	82.482 12,867.192 154,406.304
80	N3		Weekend Worker - Nurse III (15-Year Scale)		1872	Hourly Monthly Annual	63.832 9,957.792 119,493.504	65.982 10,293.192 123,518.304	68.230 10,643.880 127,726.560	70.424 10,986.144 131,833.728	72.461 11,303.916 135,646.992	74.680 11,650.080 139,800.960	76.972 12,007.632 144,091.584	78.510 12,247.560 146,970.720			
81	N3		Weekend Worker - Nurse III (20-Year Scale)		1872	Hourly Monthly Annual	65.108 10,156.848 121,882.176	67.301 10,498.956 125,987.472	69.595 10,856.820 130,281.840	71.832 11,205.792 134,469.504	73.911 11,530.116 138,361.392	76.174 11,883.144 142,597.728	78.511 12,247.716 146,972.592	80.079 12,492.324 149,907.888			
82	N3		Weekend Worker - Nurse III (25-Year Scale)		1872	Hourly Monthly Annual	67.062 10,461.672 125,540.064	69.321 10,814.076 129,768.912	71.682 11,182.392 134,188.704	73.988 11,542.128 138,505.536	76.128 11,875.968 142,511.616	78.459 12,239.604 146,875.248	80.866 12,615.096 151,381.152	82.482 12,867.192 154,406.304			
83	N4		Weekend Worker - Nurse IV		1872	Hourly Monthly Annual	66.668 10,400.208 124,802.496	69.137 10,785.372 129,424.464	71.608 11,170.848 134,050.176	74.301 11,590.956 139,091.472	77.389 12,072.684 144,872.208	80.383 12,539.748 150,476.976	83.654 13,050.024 156,600.288	87.059 13,581.204 162,974.448	88.799 13,852.644 166,231.728	90.575 14,129.700 169,556.400	93.292 14,553.552 174,642.624
84	N4		Weekend Worker - Nurse IV (15-Year Scale)		1872	Hourly Monthly Annual	68.002 10,608.312 127,299.744	70.519 11,000.964 132,011.568	73.039 11,394.084 136,729.008	75.787 11,822.772 141,873.264	78.937 12,314.172 147,770.064	81.992 12,790.752 153,489.024	85.326 13,310.856 159,730.272	88.799 13,852.644 166,231.728			
85	N4		Weekend Worker - Nurse IV (20-Year Scale)		1872	Hourly Monthly Annual	69.360 10,820.160 129,841.920	71.930 11,221.080 134,652.960	74.501 11,622.156 139,465.872	77.303 12,059.268 144,711.216	80.516 12,560.496 150,725.952	83.632 13,046.592 156,559.104	87.032 13,576.992 162,923.904	90.575 14,129.700 169,556.400			
86	N4		Weekend Worker - Nurse IV (25-Year Scale)		1872	Hourly Monthly Annual	71.442 11,144.952 133,739.424	74.088 11,557.728 138,692.736	76.735 11,970.660 143,647.920	79.622 12,421.032 149,052.384	82.931 12,937.236 155,246.832	86.141 13,437.996 161,255.952	89.643 13,984.308 167,811.696	93.292 14,553.552 174,642.624			
87	N5		Weekend Worker - Nurse V		1872	Hourly Monthly Annual	68.324 10,658.544 127,902.528	70.941 11,066.796 132,801.552	73.939 11,534.484 138,413.808	76.847 11,988.132 143,857.584	80.024 12,483.744 149,804.928	83.128 12,967.968 155,615.616	86.370 13,473.720 161,684.640	89.825 14,012.700 168,152.400	91.621 14,292.876 171,514.512	93.453 14,578.668 174,944.016	96.258 15,016.248 180,194.976
88	N5		Weekend Worker - Nurse V (15-Year Scale)		1872	Hourly Monthly Annual	69.691 10,871.796 130,461.552	72.361 11,288.316 135,459.792	75.419 11,765.364 141,184.368	78.385 12,228.060 146,736.720	81.623 12,733.188 152,798.256	84.791 13,227.396 158,728.752	88.097 13,743.132 164,917.584	91.622 14,293.032 171,516.384			
89	N5		Weekend Worker - Nurse V (20-Year Scale)		1872	Hourly Monthly Annual	71.084 11,089.104 133,069.248	73.808 11,514.048 138,168.576	76.927 12,000.612 144,007.344	79.953 12,472.668 149,672.016	83.255 12,987.780 155,853.360	86.486 13,491.816 161,901.792	89.859 14,018.004 168,216.048	93.454 14,578.824 174,945.888			
90	N5		Weekend Worker - Nurse V (25-Year Scale)		1872	Hourly Monthly Annual	73.215 11,421.540 137,058.480	76.022 11,859.432 142,313.184	79.235 12,360.660 148,327.920	82.352 12,846.912 154,162.944	85.754 13,377.624 160,531.488	89.081 13,896.636 166,759.632	92.556 14,438.736 173,264.832	96.258 15,016.248 180,194.976			

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. 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:

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.

C.1 Occupational classifications are as follows:

Applicable @ Thompson, Gillam, Leaf Rapids, Lynn Lake, and Bay Line communities

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care 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 and who may replace a Nurse IV in their absence or Infection Control/Staff Health, Team Leader, Nurse Clinicians.
- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a 24 hour basis; a nurse responsible for supervision of the clinical experience of student nurses; or a nurse responsible for inservice education instruction (Clinical Instructor, Inservice Education Instructor, Public Health Nurse); Regional Infection Control/Staff Health Nurse.

Applicable for Community Health Nurses:

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 responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable).

- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis (Nursing Supervisors, Program Managers).

- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Foot Care Nurse:** A Licensed Practical Nurse who participates in assessing, implementing and evaluating the foot care related program/services, resources and continued education while practicing in the framework of the College of Licensed Practical Nurses of Manitoba Standards of Practice.
- (g) **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 @ former The Pas, Flin Flon, Snow Lake, Sherridon, and Cormorant

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care 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 and who may replace a Nurse IV in their absence or Infection Control/Staff Health, Team Leader, Nurse Clinicians.
- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a 24 hour basis; a nurse responsible for supervision of the clinical experience of student nurses; a nurse responsible for inservice education instruction (Clinical Instructor, Inservice Education Instructor, Public Health Nurse); or a Case Co-ordinator.

Applicable for Community Health Nurses:

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 responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable).

- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis (Nursing Supervisors, Program Managers).
- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

- (f) **Foot Care Nurse:** A Licensed Practical Nurse who participates in assessing, implementing and evaluating the foot care related program/services, resources and continued education while practicing in the framework of the College of Licensed Practical Nurses of Manitoba Standards of Practice.
- (g) **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 for the Thompson General Hospital site:

Not Applicable for Home Care Nurses

ADDITIONAL APPENDIX -- HEALTH AND WELFARE

The Employer agrees to provide the following Health and Welfare Benefits at no cost to the nurses:

1. Healthguard Dental Benefits: Healthguard Dental Benefits shall be paid in accordance with the Thompson General Hospital's agreement with Great West Life.
2. Weekly Income Benefits: As per Article 2304, Weekly Income Benefits shall be paid in accordance with Thompson General Hospital's Agreement with Great West Life.
3. Effective date of ratification, the Thompson Hospital will no longer sell to Nurses prescription drugs. The Hospital will reimburse all Nurses for prescription drugs with the exception of narcotics as outlined below:
 - a. Only receipts submitted from date of ratification on will be eligible for reimbursement;
 - b. Receipts must be submitted to the Pharmacy Department by March 31, June 30, September 30 and December 31 each year;
 - c. Receipts must be for prescriptions for which no other program has paid in full or any portion thereof;
 - d. Receipts must be the official pharmacy receipt, no copies will be accepted; the Employer will make a copy and return the original to the employee;
 - e. Receipts must include the name of the employee, the type of drug, the retail cost and the date filled;
 - f. Only drugs that are on the Hospital formulary will be eligible for reimbursement; determination of drug eligibility will be made by the Employer's Regional Pharmacy Manager.
4. In the event of reinstatement of Manitoba Health Services Premiums, the Employer agrees to pay the cost of the premiums.
5. Retirement Plan: For Employees of Participating Health Care Institutions in Manitoba. [Health Care Employees Pension Plan (HEPP)]

6. Group Life Insurance Plan: For Employees of Manitoba Health Care Institutions. [Health Care Employees Benefit Plan (HEBP)]

APPENDIX "D" -- SITE LIST

<u>Bargaining Unit</u>	
Interlake Eastern Health Region Employers Organization	
<u>Employer List</u>	<u>Site List</u>
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 Centre
	Lac du Bonnet Personal Care Home
	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

Bargaining Unit Southern Health Region Employers Organization	
Employer List	Site List
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 Program & Addictions
	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

<u>Bargaining Unit</u> Winnipeg-Churchill Health Region Employers Organization	
<u>Employer List</u>	<u>Site List</u>
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 & Control</i> <i>Occupational Environmental Safety 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 Society *Inc	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

<u>Bargaining Unit</u> Shared Health Employers Organization	
<u>Employer List</u>	<u>Site List</u>
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

<u>Bargaining Unit</u>	
Prairie Mountain Health Region Employers Organization	
<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>)
	Virden Health Centre
	Wawanesa Health Centre
	West-Man Nursing Home (<i>Virden</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

<u>Bargaining Unit</u> Northern Health Region Employers Organization	
<u>Employer List</u>	<u>Site List</u>
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, Eaglewood, Hope 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/worksites 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		
		<u>Breakfast</u>	<u>Lunch</u>	<u>Dinner</u>
(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 allowance.

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 1/10th 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 (53rd) 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.

	Year 1 Effective 3/25/2023	Year 2 Effective 3/23/2024	Year 3 Effective 3/22/2025	Year 4 Effective 3/21/2026
Berens River				
Dependent	317.99	326.73	336.53	346.63
Single	182.31	187.32	192.94	198.73
Bissett				
Dependent	210.98	216.78	223.28	229.98
Single	124.72	128.15	131.99	135.95
Bloodvein River				
Dependent	322.73	331.61	341.56	351.81
Single	185.39	190.49	196.20	202.09
Brochet				
Dependent	379.84	390.29	402.00	414.06
Single	218.72	224.73	231.47	238.41
Churchill				
Dependent	307.08	315.52	324.99	334.74
Single	186.30	191.42	197.16	203.07
Cormorant				
Dependent	179.28	184.21	189.74	195.43
Single	114.34	117.48	121.00	124.63
Cranberry Portage				
Dependent	153.63	157.85	162.59	167.47
Single	96.78	99.44	102.42	105.49
Crane River				
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
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Single	197.66	203.10	209.19	215.47
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Dauphin River (Anama Bay)

Dependent	212.09	217.92	224.46	231.19
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Single	150.51	154.65	159.29	164.07
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Easterville

Dependent	156.83	161.14	165.97	170.95
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Single	99.02	101.74	104.79	107.93
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Flin Flon

Dependent	132.92	136.58	140.68	144.90
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Single	82.70	84.97	87.52	90.15
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Gillam

Dependent	273.16	280.67	289.09	297.76
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Single	165.27	169.81	174.90	180.15
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God's Lake Narrows

Dependent	376.76	387.12	398.73	410.69
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Single	216.58	222.54	229.22	236.10
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God's River

Dependent	381.66	392.16	403.92	416.04
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Single	219.92	225.97	232.75	239.73
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Grand Rapids

Dependent	152.48	156.67	161.37	166.21
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Single	94.26	96.85	99.76	102.75
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Ilford

Dependent	408.11	419.33	431.91	444.87
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Single	233.60	240.02	247.22	254.64
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Island Lake/Garden Hill

Dependent	351.00	360.65	371.47	382.61
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Single	200.50	206.01	212.19	218.56
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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
NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
AND
THE MANITOBA NURSES' UNION**

1. Re: Ratification of Collective Agreement

The ratification date of the current Collective Agreement occurred on May 17, 2024.

2. Re: Manitoba Health Premiums

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 -- Not Applicable for Home Care Nurses

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 Article 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/site

nurses in accordance with the provisions of the Collective Agreement. Only when nurses at the facility, other sites and/or the Provincial Travel Nurse Team 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

- (a) Part-time nurses shall be eligible to apply for and occupy more than one (1) part-time position within the sites comprising the Employer. Where it is determined that it is not feasible for the nurse to work in more than one (1) position, the nurse will have the option of assuming the position applied for and relinquishing their former position.
- (b) The terms and conditions of employment shall be as provided in the MNU Collective Agreement, except that Article 1504 (d) and 3404 shall have separate application for each position held.
- (c) At no time shall the sum of the positions occupied exceed the equivalent of one (1.0) EFT. However, it is agreed that daily hours within the two positions may be scheduled, to a maximum of twelve (12) hours in any one day, at the nurse's regular rate of pay, with mutual agreement between the Employer, the nurse and the Union. Notwithstanding the above, it is understood that a nurse who works more than the equivalent of full-time hours in the rotation pattern shall be compensated for the excess hours in accordance with Article 16.
- (d) Where the sum of the positions occupied equal one (1.0) EFT, the status of the nurse will continue to be part-time, but is considered to be full-time for the purposes of qualification for any full-time incentive, (i.e. status will not be converted to full-time), and the provisions of Article 34 will apply based on the total of all active positions occupied, unless specified in this article.

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.

- (e) All salary based benefits, i.e. Group Life, Pension, D & R, as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
- (f) All accrued benefits, i.e. vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- (g) Requests for scheduling of vacation shall be submitted to each unit/program/site designate. Said requests will be considered independently, and shall be granted in accordance with the provisions of Article 2109, based on the nurse's seniority within the Employer.
- (h) Requests for unpaid or paid leaves of absence shall be submitted to each unit/program/site designate, and shall be considered independently and granted in accordance with the appropriate provisions of the Collective Agreement.

- (i) Nurses taking on an additional position, which represents a promotion, will be subject to a trial period in accordance with Article 2803. If unsuccessful in the trial period, the nurse shall retain their previously held position(s).
- (j) Where an approved arrangement is later found to be unworkable, the affected nurse may be required to relinquish one of the positions occupied.

12. Re: Nurse Practitioner Positions

The following shall only apply to Nurse Practitioners working in Community Health/Public Health:

1. Seventy-seven and one half (77.50) hours shall constitute a bi-weekly pay period of work (2015 hours per annum). The Nurse Practitioner may vary hours worked in order to effectively carry out the accountabilities and responsibilities of the position provided the Nurse Practitioner first obtains the pre-approval, in writing, from their immediate supervisor or designate. Articles 16, 17 and 18 shall apply.
2. Community nursing position(s) are subject to the provisions in the Collective Agreement applicable to community nurses. The position shall have a base of operations as identified by the Employer. A Nurse Practitioner may be required to provide services in other regional locations on a temporary or assigned basis. The nurse shall be entitled to reimbursement for travel expenses as set out in the Collective Agreement.

The following shall only apply to Nurse Practitioners working in Acute Care/Long Term Care:

3. Seventy-seven and one half (77.50) hours shall constitute a bi-weekly pay period of work (2015 hours per annum). The Nurse Practitioner may vary hours worked in order to effectively carry out the accountabilities and responsibilities of the position Articles 16, 17 and 18 shall apply.

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 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.
 - 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/worksites/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/worksites/program prior to the commencement of the trial period will not be entitled to vote. A letter will be forwarded to the Regional and Worksite President informing them that the unit/worksites/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/worksites/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/worksites/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/worksites/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.
- (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.

- (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.
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 and 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 the rotation pattern in effect on each nursing unit/worksites/program.
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) seven and three-quarter (7.75) hour 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 (11.63 hours effective April 1, 2027) 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 shift = 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.

11. 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) seven and three-quarter (7.75) hour 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.

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 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.

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 and 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 the rotation pattern in effect on each nursing unit/worksites/program.

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) seven and three-quarter (7.75) hour 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 (11.63 hours effective April 1, 2027) 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/worksite/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.

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 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 hour 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 hour 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 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.

(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.

(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.

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 and 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 the rotation pattern in effect on each nursing unit/worksites/program.

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 (11.63 hours effective April 1, 2027) 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 shift = 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) seven and three-quarter (7.75) hour shifts (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. The shift length of vacant positions will not be altered without mutual agreement between the Union and the Employer.
17. 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 Expenses 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 \$7500.00.

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 broadloom, 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 October 14, 2021 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”) (Applicable to Full-Time, Part-Time and Casual Nurses unless expressly stated otherwise)

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 #25 (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 29th 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 #17 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 53rd parallel, or \$65 north of the 53rd 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 years thereafter at 2015 hours per annum, retiring on March 31, 2027 at age 57. Nurse A would have 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 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 31st, 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 31st, 2022.

Effective 0001 hours, April 1st, 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). Where 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. Article 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 2407.
 - b. Article 3505 – however UNE's will be paid 5% Recognized Holiday pay
4. The UNE will be compensated in accordance with Appendix "A" of the Collective Agreement.
 5. 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
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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 fifteen (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) (Not Applicable @ Community Health and Home Care Nurses)

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 Education 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 Full-Time 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.

Jessie Stener

Esa Fernandes

Tomasito Aliado Navas

Khushboo Puri

Esther Acquah-Baidoo

Robin Lagimodiere

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 1st, 2024, the Employer shall provide to the Union the sum of sixty-two thousand, five hundred dollars (\$62,500) on December 1st 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 9th, 2022), the Memorandum of Understanding Supplementary to the Collective Agreement & Addendum to Memorandum of Understanding Supplementary to the Collective

Agreement (dated December 7th, 2022), and Addendum #2 to Memoranda Of Understanding With Respect To Recruitment And Retention Incentives for Nurses (dated March 30th, 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 1st, 2025, subject to the following conditions:

1. Where a nurse has signed a Return of Service Agreement (ROSA) for the Full-Time Incentive, which extends the eligibility and qualification period beyond April 1st, 2025 and;
 - a. The nurse is eligible for the new Full-Time Hours Salary Enhancement as of April 1st, 2025, the amount of the previous incentive shall be prorated for payment as of March 31st, 2025, and the nurse shall then, as of April 1st, 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 31st, 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-LPN

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.

**MEMORANDA OF UNDERSTANDING
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT
BETWEEN
NORTHERN HEALTH REGION 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. Re: Nurse Practitioner Positions
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 Education 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-LPN
49. Reconnection of Seniority
50. Re: HEB Re-Opener

FOR THE EMPLOYER:

Proses

B. Y. Rawan

Wanda Reader

FOR THE UNION:

Shac

Refuto

Leona Barrett

Signed the 8th day of November, 2024.

**MEMORANDUM OF UNDERSTANDING
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT
BETWEEN
NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
AND
THE MANITOBA NURSES' UNION**

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:



B. Y. Rawan

Wanda Reader

FOR THE UNION:





Leona Barrett

Signed the 8th day of November, 2024.

**MEMORANDUM OF UNDERSTANDING
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT
BETWEEN
NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
AND
THE MANITOBA NURSES' UNION**

Re: Relief Work

Full time, part-time and casual nurses who are employed by the Employer and work additional available shifts outside their home community shall be entitled to the following:

- Accommodation will be provided (if requested by the nurse)
- Mileage expenses in accordance with RHA policy for travel within the RHA
- Mileage expenses including return airfare to the RHA when residing outside the RHA
- Meal expenses in accordance with RHA policy
- Paid travel time between the home site and another site within the RHA where they are working the additional shift

It is understood that part-time nurses are given preference for the additional available shifts in accordance with Article 3402. Once the provisions of 3402 are exhausted, casual nurses in the site shall be given preference. It is understood that site nurses are given preference for overtime shifts before these overtime shifts are offered to nurses from other sites.

FOR THE EMPLOYER:



B. Y. Rawan

Wanda Reader

FOR THE UNION:





Diana Barrett

Signed the 8th day of November, 2024.

**MEMORANDUM OF UNDERSTANDING
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT
BETWEEN
NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
AND
THE MANITOBA NURSES' UNION**


Re: Northern Residents Deductions: Travel In Designated Areas (As Defined By Revenue Canada) - Also applicable for Home Care Nurses

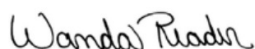
The Employer is aware of the Northern Residents Deductions: Travel in Designated Areas allowance provided by Revenue Canada and agrees to the following:

1. All parties acknowledge the Northern Residents Deductions: Travel in Designated Areas allowance is administered by Revenue Canada and is subject to any changes implemented by Revenue Canada or any ruling which Revenue Canada may imply in respect to the benefits eligible.
2. Should Revenue Canada reduce the Northern Residents Deductions: Travel in Designated Areas allowance or eliminate the Northern Residents Deductions: Travel in Designated Areas allowance, the Employer shall not be responsible for any costs to make up for the lost benefits.
3. The Employer will not incur any additional costs in implementing the Northern Residents Deductions: Travel in Designated Areas allowance.
4. Any changes to the Northern Residents Deductions: Travel in Designated Areas allowance shall be subject to review by Legal Counsel to ensure Revenue Canada tax regulations are adhered to.

FOR THE EMPLOYER:



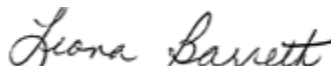




FOR THE UNION:







Signed the 8th day of November, 2024.

**MEMORANDUM OF UNDERSTANDING
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT
BETWEEN
NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
AND
THE MANITOBA NURSES' UNION**

Re: Isolation/Remoteness Retention Allowance

Applicable @ The Pas, Flin Flon, Snow Lake, Sherridon, and Cormorant

The parties agree that an Isolation /Remoteness Retention Allowance shall be payable in a lump sum annually to all nurses (including full-time, part-time and casual) within the former Nor-Man Regional Health Authority, as follows:


Effective October 1, 2021 \$8,800.00 for each full-time nurse

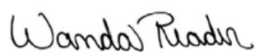
The above amounts shall be prorated on the basis of all regular hours worked in the previous twelve (12) month period (October 1st of the previous year to September 30th of the current year).

The parties further agree that such lump sum payment shall be provided to applicable nurses within one (1) pay period of the last date of the bi-weekly period following September 30th of each year. This lump sum payment shall be paid on a separate cheque without a surcharge.

FOR THE EMPLOYER:



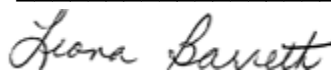




FOR THE UNION:







Signed the 8th day of November, 2024.

**MEMORANDUM OF UNDERSTANDING
SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT
BETWEEN
NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION
AND
THE MANITOBA NURSES' UNION**

Re: Isolation/Remoteness Retention Allowance

Applicable @ Thompson, Gillam, Leaf Rapids, Lynn Lake, and Bay Line communities

The parties agree that an Isolation/Remoteness Retention Allowance shall be payable in a lump sum annually to all nurses (including full-time, part-time and casual) within the former Burntwood Regional Health Authority, as follows:

Effective October 1, 2021 \$11,000.00 for each full-time nurse

The above amounts shall be prorated on the basis of all regular hours worked in the previous twelve (12) month period (October 1st of the previous year to September 30th of the current year).

The parties further agree that such lump sum payment shall be provided to applicable nurses within one (1) pay period of the last date of the bi-weekly period following September 30th of each year. This lump sum payment shall be paid on a separate cheque without a surcharge.

FOR THE EMPLOYER:



B. Y. Rawan

Wanda Reader

FOR THE UNION:





Leona Barrett

Signed the 8th 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 1st to September 30th, or October 1st to March 31st 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 1st to September 30th – 1007.5 hours with payment being made first off cycle pay in December.
 - October 1st to March 31st – 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 PARAMETERS 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 9th day of July 2024

FOR THE EMPLOYER:



Wanda Reader
Interim Executive Director
Provincial Health Labour Relations Services

FOR THE UNION:



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.

<div>MOU#</div> <div>SCHEDULE "A" - <u>STANDARD</u> REGION SALARIES ADJUSTED FOR FULL TIME HOURS SALARY ENHANCEMENT</div> <div>FOR ILLUSTRATIVE PURPOSES ONLY</div>																
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 Monthly 6,579.647 Annual 78,955.760	40.273 6,762.508 81,150.095	41.346 6,942.683 83,312.190	42.652 7,161.982 85,943.780	43.845 7,362.306 88,347.675	45.184 7,587.147 91,045.760	46.578 7,821.223 93,854.670	47.798 8,026.081 96,312.970	48.636 8,166.795 98,001.540	49.490 8,310.196 99,722.350	50.796 8,529.495 102,353.940	
2	LPN		Weekend Worker - Licensed Practical Nurse	2015	Hourly 44.170 Monthly 7,416.879 Annual 89,002.550	45.421 7,626.943 91,523.315	46.655 7,834.152 94,009.825	48.155 8,086.027 97,032.325	49.531 8,317.080 99,804.965	51.066 8,574.833 102,897.990	52.675 8,845.010 106,140.125	54.075 9,080.094 108,961.125	55.037 9,241.630 110,899.555	56.018 9,406.356 112,876.270	57.520 9,658.567 115,902.800	
3	LPN		Weekend Worker - Licensed Practical Nurse (PIO)	1872	Hourly 47.089 Monthly 7,345.884 Annual 88,150.608	48.437 7,556.172 90,674.064	49.764 7,763.184 93,158.208	51.379 8,015.124 96,181.488	52.862 8,246.472 98,957.664	54.513 8,504.028 102,048.336	56.244 8,774.064 105,288.768	57.751 9,009.156 108,109.872	58.786 9,170.616 110,047.392	59.843 9,335.508 112,026.096	61.460 9,587.760 115,053.120	
4	CRN		CRN/Charge Nurse	2015	Hourly 50.191 Monthly 8,427.905 Annual 101,134.865	51.710 8,682.971 104,195.650	53.262 8,943.578 107,322.930	54.828 9,206.535 110,478.420	56.322 9,457.403 113,488.830	57.908 9,723.718 116,684.620	59.230 9,945.704 119,348.450	60.294 10,124.368 121,492.410	61.381 10,306.893 123,682.715	62.489 10,492.945 125,915.335	64.185 10,777.731 129,332.775	
5	CRN		CRN/Charge Nurse (15-Year Scale)	2015	Hourly 51.077 Monthly 8,576.680 Annual 102,920.155	52.625 8,836.615 106,039.375	54.209 9,102.595 109,231.135	55.806 9,370.758 112,449.090	57.329 9,626.495 115,517.935	58.947 9,888.184 118,778.205	60.296 10,124.703 121,496.440	61.381 10,306.893 123,682.715				
6	CRN		CRN/Charge Nurse (20-Year Scale)	2015	Hourly 51.979 Monthly 8,728.140 Annual 104,737.685	53.559 8,993.449 107,921.385	55.174 9,264.634 111,175.610	56.803 9,538.170 114,458.045	58.357 9,799.113 117,589.355	60.007 10,076.175 120,914.105	61.383 10,307.229 123,686.745	62.489 10,492.945 125,915.335				
7	CRN		CRN/Charge Nurse (25-Year Scale)	2015	Hourly 53.361 Monthly 8,960.201 Annual 107,522.415	54.987 9,233.234 110,798.805	56.650 9,512.479 114,149.750	58.329 9,794.411 117,532.935	59.929 10,063.078 120,756.935	61.629 10,348.536 124,182.435	63.045 10,586.306 127,035.675	64.185 10,777.731 129,332.775				
8	CRN		Weekend Worker - CRN/Charge Nurse	2015	Hourly 56.829 Monthly 9,542.536 Annual 114,510.435	58.572 9,835.215 118,022.580	60.358 10,135.114 121,621.370	62.159 10,437.532 125,250.385	63.877 10,726.013 128,712.155	65.702 11,032.461 132,389.530	67.221 11,287.526 135,450.315	68.447 11,493.392 137,920.705	69.696 11,703.120 140,437.440	70.972 11,917.382 143,008.580	72.923 12,244.987 146,939.845	
9	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly 57.847 Monthly 9,713.475 Annual 116,561.705	59.625 10,012.031 120,144.375	61.447 10,317.975 123,815.705	63.283 10,626.270 127,515.245	65.035 10,920.460 131,045.525	66.897 11,233.121 134,797.455	68.447 11,493.392 137,920.705	69.696 11,703.120 140,437.440				
10	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly 58.885 Monthly 9,887.773 Annual 118,653.275	60.698 10,192.206 122,306.470	62.558 10,504.531 126,054.370	64.430 10,818.871 129,826.450	66.217 11,118.938 133,427.255	68.117 11,437.980 137,255.755	69.696 11,703.120 140,437.440	70.972 11,917.382 143,008.580				
11	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly 60.473 Monthly 10,154.425 Annual 121,853.095	62.341 10,468.093 125,617.115	64.255 10,789.485 129,473.825	66.185 11,113.565 133,362.775	68.025 11,422.531 137,070.375	69.982 11,751.144 141,013.730	71.609 12,024.345 144,292.135	72.923 12,244.987 146,939.845				
12	CRN		Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly 60.715 Monthly 9,471.540 Annual 113,658.480	62.593 9,764.508 117,174.096	64.515 10,064.340 120,772.080	66.452 10,366.512 124,398.144	68.302 10,655.112 127,861.344	70.267 10,961.652 131,539.824	71.903 11,162.424 134,602.416	73.221 11,422.476 137,069.712	74.566 11,632.296 139,587.552	75.938 11,846.328 142,155.936	78.037 12,173.772 146,085.264	
13	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly 61.810 Monthly 9,642.360 Annual 115,708.320	63.726 9,941.256 119,295.072	65.686 10,247.016 122,964.192	67.662 10,555.272 126,663.264	69.549 10,849.644 130,195.728	71.554 11,162.424 133,949.088	73.222 11,422.632 137,071.584	74.566 11,632.296 139,587.552				
14	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Hourly 62.928 Monthly 9,816.768 Annual 117,801.216	64.881 10,121.436 121,457.232	66.881 10,433.436 125,201.232	68.896 10,747.776 128,973.312	70.821 11,048.076 132,576.912	72.866 11,367.096 136,405.152	74.567 11,632.452 139,589.424	75.938 11,846.328 142,155.936				
15	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Hourly 64.637 Monthly 10,083.372 Annual 121,000.464	66.649 10,397.244 124,766.928	68.708 10,718.448 128,621.376	70.785 11,042.460 132,509.520	72.767 11,351.652 136,219.824	74.783 11,680.188 140,162.256	76.626 11,953.656 143,443.872	78.037 12,173.772 146,085.264				
16	ORTII		ORT II	2015	Hourly 41.346 Monthly 6,942.683 Annual 83,312.190	42.652 7,161.982 85,943.780	43.845 7,362.306 88,347.675	45.194 7,589.826 91,065.910	46.437 7,797.546 93,570.555	47.700 8,009.625 96,115.500	48.990 8,226.238 98,714.850	50.279 8,442.682 101,312.185	51.165 8,591.456 103,097.475	52.069 8,743.253 104,919.035	53.452 8,975.482 107,705.780	
17	ORTII		ORT II (Weekend Worker Rates)	2015	Hourly 46.655 Monthly 7,834.152 Annual 94,009.825	48.155 8,086.027 97,032.325	49.531 8,317.080 99,804.965	51.080 8,577.183 102,926.200	52.511 8,817.472 105,809.665	53.962 9,061.119 108,733.430	55.445 9,310.140 111,721.675	56.930 9,559.496 114,713.950	57.949 9,730.603 116,767.235	59.989 9,905.236 118,862.835	60.580 10,172.392 122,068.700	
18	ORTII		ORT II (Weekend Worker Rates) (PIO)	1872	Hourly 49.764 Monthly 7,763.184 Annual 93,158.208	51.379 8,015.124 96,181.488	52.862 8,246.472 98,957.664	54.527 8,506.212 102,074.544	56.067 8,746.452 104,957.424	57.629 8,990.124 107,881.488	59.225 9,239.100 110,869.200	60.823 9,488.388 115,916.112	61.921 9,659.676 118,012.752	63.041 9,834.396 119,318.225	64.753 10,101.468 122,536.180	
19	N2		Nurse II	2015	Hourly 47.683 Monthly 8,006.770 Annual 96,081.245	49.141 8,251.593 99,019.115	50.602 8,496.919 101,963.030	52.123 8,752.320 105,027.845	53.615 9,002.852 108,034.225	55.158 9,261.948 111,143.370	56.141 9,427.010 113,124.115	57.146 9,595.766 115,149.190	58.171 9,767.880 117,214.565	59.215 9,943.185 119,318.225	60.812 10,211.348 122,536.180	
20	N2		Nurse II (15-Year Scale)	2015	Hourly 48.517 Monthly 8,146.813 Annual 97,761.755	50.005 8,396.673 100,760.075	51.495 8,646.869 103,762.425	53.046 8,907.308 106,887.690	54.568 9,162.877 109,954.520	56.142 9,427.178 113,126.130	57.145 9,595.598 115,147.175	58.171 9,767.880 117,214.565				

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	9,595.766	9,767.713	9,943.185			
				Annual	99,478.535	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	9,058.265	9,339.525	9,621.625	9,915.647	10,202.953	10,501.340	10,691.422	10,885.198	11,082.836	11,284.504	11,593.135
				Annual	108,699.175	112,074.300	115,459.500	118,987.765	122,435.430	126,016.085	128,297.065	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	10,691.254	10,885.366	11,082.836			
				Annual	110,631.560	114,077.210	117,530.920	121,129.710	124,643.870	128,295.050	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	139,117.615			
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	9,288.740	9,550.788	9,844.692	10,132.044	10,430.472	10,620.480	10,814.232	11,012.040	11,213.748	11,523.316
				Annual	107,849.664	111,224.880	114,609.456	118,136.304	121,584.528	125,165.664	127,445.760	129,770.784	132,144.480	134,564.976	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	9,266.574	9,509.457	9,770.735	9,946.208	10,125.207	10,307.733	10,586.978
				Annual	99,281.065	102,222.965	105,299.870	108,296.175	111,078.890	114,113.480	117,248.820	119,354.495	121,502.485	123,692.790	127,043.735
32	N3	Nurse III (15-Year Scale)	2015	Hourly	50.138	51.626	53.184	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	9,679.892	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	9,853.350	10,125.207	10,307.733			
				Annual	102,807.315	105,868.100	109,067.920	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	129,433.525	133,040.375	135,460.390	137,930.780	140,449.530	144,302.210
36	N3	Weekend Worker - Nurse III (15-Year Scale)	2015	Hourly	56.765	58.480	60.269	62.012	63.634	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	139,300.780			
37	N3	Weekend Worker - Nurse III (20-Year Scale)	2015	Hourly	57.781	59.530	61.355	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	134,178.850	137,930.780	140,449.530			
38	N3	Weekend Worker - Nurse III (25-Year Scale)	2015	Hourly	59.336	61.137	63.017	64.849	66.553	68.410	70.327	71.614			
				Monthly	9,963.503	10,265.921	10,581.605	10,889.228	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	64.418	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	134,609.904	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	133,329.456	137,080.944	139,598.784			

42	N3	Weekend Worker - Nurse III (25-Year Scale) (PIO)	1872	Hourly Monthly Annual	63.415 9,892.740 118,712.880	65.354 10,195.224 122,342.688	67.376 10,510.656 126,127.872	69.350 10,818.600 129,823.200	71.182 11,104.392 133,252.704	73.181 11,416.236 136,994.832	75.245 11,738.220 140,858.640	76.631 11,954.436 143,453.232			
43	N3	Nurse III - WRHA Community (PIO)	2015	Hourly Monthly Annual	48.437 8,133.380 97,600.555	49.861 8,372.493 100,469.915	51.382 8,627.894 103,534.730	52.834 8,871.709 106,460.510	54.182 9,098.061 109,176.730	55.633 9,341.708 112,100.495	57.181 9,601.643 115,219.715	58.206 9,773.758 117,285.090	59.251 9,949.230 119,390.765	60.316 10,128.062 121,536.740	61.947 10,401.934 124,823.205
44	LPN	Weekend Worker - Licensed Practical Nurse	1872	Hourly Monthly Annual	45.299 7,066.644 84,799.728	46.590 7,268.040 87,216.480	47.861 7,466.316 89,595.792	49.406 7,707.336 92,488.032	50.819 7,927.764 95,133.168	52.404 8,175.024 98,100.288	54.055 8,432.580 101,190.960	55.500 8,658.000 103,896.000	56.491 8,812.596 105,751.152	57.503 8,970.468 107,645.616	59.050 9,211.800 110,541.600
45	CRN	Weekend Worker - CRN/Charge Nurse	1872	Hourly Monthly Annual	58.333 9,099.948 109,199.376	60.131 9,380.436 112,565.232	61.969 9,667.164 116,005.968	63.824 9,956.544 119,478.528	65.591 10,232.196 122,786.352	67.470 10,525.320 126,303.840	69.035 10,769.460 129,233.520	70.295 10,966.020 131,592.240	71.581 11,166.636 133,999.632	72.894 11,371.464 136,457.568	74.902 11,684.712 140,216.544
46	CRN	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1872	Hourly Monthly Annual	59.381 9,263.436 111,161.232	61.215 9,549.540 114,594.480	63.090 9,842.040 118,104.480	64.981 10,137.036 121,644.432	66.783 10,418.148 125,017.776	68.701 10,717.356 128,608.272	70.297 10,966.332 131,595.984	71.582 11,166.792 134,001.504			
47	CRN	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Hourly Monthly Annual	60.450 9,430.200 113,162.400	62.320 9,721.920 116,663.040	64.232 10,020.192 120,242.304	66.162 10,321.272 123,855.264	68.000 10,608.000 127,296.000	69.956 10,913.136 130,957.632	71.584 11,167.104 134,005.248	72.895 11,371.620 136,459.440			
48	CRN	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Hourly Monthly Annual	62.084 9,685.104 116,221.248	64.011 9,985.716 119,828.592	65.981 10,293.036 123,516.432	67.968 10,603.008 127,236.096	69.861 10,898.316 130,779.792	71.876 11,212.656 134,551.872	73.553 11,474.268 137,691.216	74.903 11,684.868 140,218.416			
49	ORTII	ORT II (Weekend Worker Rates)	1872	Hourly Monthly Annual	47.861 7,466.316 89,595.792	49.406 7,707.336 92,488.032	50.819 7,927.764 95,133.168	52.416 8,176.896 98,122.752	53.887 8,406.372 100,876.464	55.382 8,639.592 103,675.104	56.910 8,877.960 106,535.520	58.437 9,116.172 109,394.064	59.486 9,279.816 111,357.792	60.556 9,446.736 113,360.832	62.194 9,702.264 116,427.168
50	N2	Weekend Worker - Nurse II	1872	Hourly Monthly Annual	55.362 8,636.472 103,637.664	57.090 8,906.040 106,872.480	58.819 9,175.764 110,109.168	60.620 9,456.720 113,480.640	62.386 9,732.216 116,786.592	64.213 10,017.228 120,206.736	65.378 10,198.968 122,387.616	66.567 10,384.452 124,613.424	67.781 10,573.836 126,886.032	69.017 10,766.652 129,199.824	70.909 11,061.804 132,741.648
51	N2	Weekend Worker - Nurse II (15-Year Scale)	1872	Hourly Monthly Annual	56.351 8,790.756 105,489.072	58.112 9,065.472 108,785.664	59.876 9,340.656 112,087.872	61.713 9,627.228 115,526.736	63.516 9,908.496 118,901.952	65.379 10,199.124 122,389.488	66.566 10,384.296 124,611.552	67.780 10,573.680 126,884.160			
52	N2	Weekend Worker - Nurse II (20-Year Scale)	1872	Hourly Monthly Annual	57.359 8,948.004 107,376.048	59.155 9,228.180 110,738.160	60.955 9,508.980 114,107.760	62.828 9,801.168 117,614.016	64.668 10,088.208 121,058.496	66.567 10,384.452 124,613.424	67.779 10,573.524 126,882.288	69.017 10,766.652 129,199.824			
53	N2	Weekend Worker - Nurse II (25-Year Scale)	1872	Hourly Monthly Annual	58.901 9,188.556 110,262.672	60.751 9,477.156 113,725.872	62.605 9,766.380 117,196.560	64.535 10,067.460 120,809.520	66.429 10,362.924 124,355.088	68.386 10,668.216 128,018.592	69.633 10,862.748 130,352.976	70.909 11,061.804 132,741.648			
54	N3	Weekend Worker - Nurse III	1872	Hourly Monthly Annual	57.244 8,930.064 107,160.768	58.971 9,199.476 110,393.712	60.780 9,481.680 113,780.160	62.541 9,756.396 117,076.752	64.176 10,011.456 120,137.472	65.959 10,289.604 123,475.248	67.801 10,576.956 126,923.472	69.039 10,770.084 129,241.008	70.300 10,966.800 131,601.600	71.588 11,167.728 134,012.736	73.557 11,474.892 137,698.704
55	N3	Weekend Worker - Nurse III (15-Year Scale)	1872	Hourly Monthly Annual	58.269 9,089.964 109,079.568	60.031 9,364.836 112,378.032	61.877 9,652.812 115,833.744	63.673 9,932.988 119,195.856	65.341 10,193.196 122,318.352	67.159 10,476.804 125,721.648	69.039 10,770.084 129,241.008	70.300 10,966.800 131,601.600			
56	N3	Weekend Worker - Nurse III (20-Year Scale)	1872	Hourly Monthly Annual	59.315 9,253.140 111,037.680	61.113 9,533.628 114,403.536	62.996 9,827.376 117,928.512	64.828 10,113.168 121,358.016	66.528 10,378.368 124,540.416	68.383 10,667.748 128,012.976	70.300 10,966.800 131,601.600	71.588 11,167.728 134,012.736			
57	N3	Weekend Worker - Nurse III (25-Year Scale)	1872	Hourly Monthly Annual	60.916 9,502.896 114,034.752	62.769 9,791.964 117,503.568	64.708 10,094.448 121,133.376	66.594 10,388.664 124,663.968	68.346 10,661.976 127,943.712	70.256 10,959.936 131,519.232	72.231 11,268.036 135,216.432	73.556 11,474.736 137,696.832			

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 1st, 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 1st, 2026, unless otherwise mutually agreed to extend the date to no later than March 1st, 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 1st, 2026, unless otherwise mutually agreed to extend the date to no later than March 1st, 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 9th day of July 2024

FOR THE EMPLOYER:



Wanda Reader
Interim Executive Director
Provincial Health Labour Relations Services

FOR THE UNION:



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 9th day of July 2024

FOR THE EMPLOYER:



Wanda Reader
Interim Executive Director
Provincial Health Labour Relations Services

FOR THE UNION:



Mike Sutherland
Executive Director
Manitoba Nurses Union