

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, SHARED
HEALTH REGION, NORTHERN HEALTH REGION, PRAIRIE MOUNTAIN HEALTH
REGION, SOUTHERN HEALTH REGION AND INTERLAKE-EASTERN HEALTH
REGION EMPLOYER ORGANIZATIONS**

(The “Employer”)

Re: Canada Revenue Agency (CRA) Mileage Rate – Community Mental Health Program(s)

WHEREAS the Employers Organizations are parties to a Collective Agreement,

AND WHEREAS the parties, wish to best ensure recruitment and retention of nurses within the Community Mental Health Program(s) by recognizing the requirement to utilize a personal vehicle on an ongoing and regular basis to provide services to clients;

AND WHEREAS the parties agree to the implementation of the CRA mileage rate effective January 1, 2025.

NOW THEREFORE the parties agree as follows:

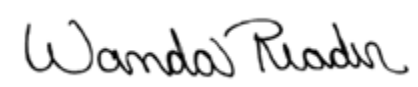
1. The CRA mileage reimbursement rate will be implemented effective January 1, 2025, and the CRA mileage reimbursement rate will be as follows:
 - a. 0.72/km for the first 5,000 km;
 - b. 0.66/km over 5,000 km
2. On an annual basis as of January 1st, the Employer will confirm the CRA mileage reimbursement rate with the federal government and adjust accordingly.
3. The Employer will conduct a review of Community Mental Health nurse mileage claims from January 1, 2025 to current and provide retro-active pay within one-hundred and twenty (120) days of the signing of this Memorandum of Agreement.
4. For the purposes of this Agreement, Community Mental Health nurse denotes a nurse employed in a mental health intervention capacity that includes the requirement for use

of a personal vehicle to provide care to individuals in their home or for the purposes of home visits, regardless of the frequency of such visits.

5. Where a nurse occupies a position qualifying for the CRA mileage reimbursement as of January 1st 2025, as per this Agreement, they are entitled to the mileage rates as prescribed herein regardless of whether or not the nurse's position is reallocated to a program other than the program for which the nurse qualified for the CRA rates as prescribed herein.
6. Failure to adhere or comply with the provisions of this Memorandum are subject to the grievance and arbitration procedures of the Collective Agreement.

Signed this 11th day of April, 2025.

**Provincial Health Labour Relations Services
On behalf of the Employers:**



Wanda Reader
Interim Executive Director
Provincial Health Labour Relations Services

Manitoba Nurses Union:



Mike Sutherland
Executive Director
Manitoba Nurses Union