

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: Rehire to Casual Status from Former EFT Position

WHEREAS the Employers Organizations are parties to a Collective Agreement, which established and introduced a fifteen (15) and twenty five (25) year step to the salary scale,

AND WHEREAS there are nurses who had previously retired or resigned from Full or Part-Time position and resumed casual employment, with an Employer listed in Appendix "D" of the Collective Agreement, in accordance with Article 3504,

AND WHEREAS those nurses were not placed at the fifteen (15) or twenty five (25) year step, as the steps did not exist at the time they transitioned to a casual position in accordance with Article 3503

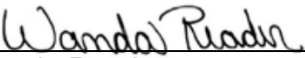
NOW THEREFORE the parties agree as follows:

1. The casual nurse, as described in the preamble above shall be placed at the applicable fifteen (15) or twenty five (25) year step, as the case may be, based on previous continuous service in accordance with 3504.
2. The nurse shall request such placement in writing from the Employer, within one hundred and twenty (120) days of the signing of this agreement.
3. Upon confirmation of years of service from a previous EFT position, approval shall be retroactive to the of ratification of the collective agreement. The Employer agrees to exhaust all reasonable efforts to confirm the years of service from the nurse's previous position and do so within a reasonable time frame.
 - a. Date of Ratification for WCHREO, SHREO, PMHREO, IEHREO, NHREO
 - i. May 17, 2024

- b. Date of Ratification for Shared Health EO
 - i. July 8, 2024
- 4. The Employer shall provide clear and unambiguous instruction and communication as to the contact information (including email) of the Employer designate to whom the written requests are to be submitted by eligible nurses. Such contact information to be provided to nurses and MNU central within five (5) business days of the signing of this Memorandum.
- 5. The Employer shall send confirmation of receipt to all requesting nurses within fourteen (14) days of submission of their request. The parties agree that written requests include requests submitted via email.
- 6. This agreement is entirely without prejudice and precedent with respect to any other circumstance related to entitlement to the fifteen (15), twenty (20) or twenty five (25) year step for nurses to which this MOU may or may not apply.

Dated this 30th day of January, 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