

**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 – Home Care Nurses**

**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 Home Care Program by recognizing the requirement to utilize a personal vehicle on an ongoing and regular basis to provides 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 1<sup>st</sup>, the Employer will confirm the CRA mileage reimbursement rate with the federal government and adjust accordingly.
3. The Employer will conduct a review of Home Care mileage claims from January 1, 2025 to current and provide retro-active pay within one-hundred and twenty (120) days of signing this Memorandum of Agreement.

4. Effective from January 1<sup>st</sup>, 2025, and for the duration of this agreement, where a nurse's position is designated as part of the Home Care Program, the nurse is entitled to the mileage rates as prescribed herein regardless of whether or not the Home Care Program position is subsequently reallocated to a program other than Home Care.
5. 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 17<sup>th</sup> day of March, 2025.**

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



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Wanda Reader  
Interim Executive Director  
Provincial Health Labour Relations Services

**Manitoba Nurses Union:**



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Mike Sutherland  
Executive Director  
Manitoba Nurses Union