

MEMORANDUM OF AGREEMENT

between

THE MANITOBA NURSES UNION

(the “Union”)

-and-

PROVINCIAL HEALTH LABOUR RELATIONS SERVICES

(“PHLRS”)

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**

(the “Employer”)

Re: Personal Wellness Days and Nurse Practitioners

WHEREAS the parties entered into a Collective Agreement which had as one of the provisions the inclusion of Personal Wellness Leave (PWL);

AND WHEREAS the parties recognize Nurse Practitioners routinely conduct and arrange their own patient appointments;

AND WHEREAS the parties have determined that the limitations of the time period restrictions around the request for PWL could reasonably lead to a negative impact on patient care and scheduling of appointments;

AND WHEREAS the parties entered into a Memorandum of Understanding dated December 3, 2024 and expired December 3, 2025, and now wish to extend the term thereof;

AND WHEREAS the parties wish to consider modification and/or amendment to the terms and conditions of the PWL provision of the Collective Agreement in order to mitigate a deleterious effect upon patients;

NOW THEREFORE the parties agree as follows:

1. The following excerpt of the Personal Wellness Leave provision as contained in the Collective Agreement which states: *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.*

For Nurse Practitioners shall be amended to read as follows:

*The **Nurse Practitioner** shall request PWL at minimum forty-eight (48) hours in advance*

and no more than three (3) weeks or twenty-one (21) days in advance. Subject to operational requirements the request for PWL shall not be unreasonably denied.

2. The above change shall be extended and continue until December 3, 2026.
3. The parties may, by mutual agreement, extend the duration of the trial period or adopt the change for the duration of the Collective Agreement.
4. The parties may mutually agree to incorporate certain or all terms and conditions of this MOU into the next collective agreement.
5. Any dispute over the application/operation of this MOU may be referred to the grievance and arbitration procedure in the Collective Agreement.

Dated this 28th day of May, 2026.

**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