

MEMORANDUM OF AGREEMENT

BETWEEN

CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE)
Locals 204, 4270, 8600

(the "Union")

- and -

MANITOBA GOVERNMENT AND GENERAL EMPLOYEES' UNION (MGEU)
Locals 413, 421 and 456
Locals 402, 403 and 405

(the "Union")

- and -

PROVINCIAL HEALTH LABOUR RELATIONS SERVICES

(the "PHLRS")

on behalf of

**THE EMPLOYERS IN THE SHARED HEALTH EMPLOYERS ORGANIZATION,
WINNIPEG-CHURCHILL HEALTH REGION EMPLOYERS ORGANIZATION,
PRAIRIE MOUNTAIN HEALTH REGION EMPLOYERS ORGANIZATION,
NORTHERN HEALTH REGION EMPLOYERS ORGANIZATION,
INTERLAKE-EASTERN HEALTH REGION EMPLOYERS ORGANIZATION, and
THE SOUTHERN HEALTH REGION EMPLOYERS ORGANIZATION**

(the "Employer")

In accordance with the CUPE LOU #68 re. Multi-Union Recognition/Retention Bonus a process has been determined as outlined in Appendix "A" (referred to as the Process Document).

As outlined in the LOU #68, a one-time "Recognition/Retention Bonus" will be provided in the amount of three million seven hundred and fifty thousand (\$3,750,000.00) dollars (disbursed proportionately between CUPE and MGEU based on their membership) as determined by the multi-union/Employer committee. After discussion within the Committee, the following has been agreed to by all Parties for the dispersion of the funds payable in a one-time lump sum to an employee employed in an EFT position in accordance with the process document (in Appendix "A").

The bonus shall be paid as follows:

- An employee in a 1.0 EFT who meets the criteria as outlined in the process document shall be paid \$1,000;
- An employee in a 0.99 EFT or less who meets the criteria as outlined in the process document shall be paid \$610.

A contingency fund in the amount of \$29,251.78 has been set aside and a process has been established whereby an employee who believes they are eligible and did not receive the Bonus may submit an appeal. Appeals will be reviewed by representatives of CUPE, MGEU and the PHLRS and successful appeals will be processed accordingly. Should there be residual funds left in the contingency after processing approved appeals, such residual funding will be held in trust by Shared Health Finance to be applied to costs associated with the HEB Pension and Benefit Transition Committee.

Payment of the one-time, non-recurring, lump sum retention bonus will be made within ninety (90) days of the signing of this agreement by separate cheque, where possible.

Signed this 16th day of November, 2023.

FOR THE UNION:



Debbie Boissonneault
President CUPE Local 204



Holly Chaperon
President CUPE Local 4270

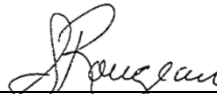


Christine Lussier
President CUPE Local 8600



Shannon McAteer
CUPE Health Care Coordinator

FOR THE UNION:



Shelley Rougeau
MGEU HCSS Component Director



Cora Meyer
MGEU CS Component Director




Angela Bouchard
MGEU Staff Representative

FOR THE EMPLOYERS:



Wanda Reader
PHLRS Interim Executive Director

FOR THE EMPLOYERS:



Kelsey Lafrenière
PHLRS Labour Relations Consultant

Appendix “A”

See attached Process Document