

MEMORANDUM OF UNDERSTANDING SUPPLEMENTARY TO THE COLLECTIVE AGREEMENTS

BETWEEN

THE PHYSICIAN AND CLINICAL ASSISTANTS OF MANITOBA

(the “Union”)

-and-

PROVINCIAL HEALTH LABOUR RELATIONS SERVICES

on behalf of

(“PHLRS”)

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”)

WHEREAS retention, recruitment and training of physician and clinical assistants is a priority for the Manitoba government, health system Employers and the Physician and Clinical Assistants of Manitoba;

AND WHEREAS the parties recognize there are retention and recruitment challenges in the physician and clinical assistant sector, and the parties agree that ongoing, focused effort on retaining and attracting physician and clinical assistants to the provincial health system is required;

AND WHEREAS the parties wish to negotiate further terms and conditions of employment in the immediate term that are intended to address these issues;

AND WHEREAS the parties have agreed in principle to implement changes in terms and conditions of employment for physician and clinical assistants in the areas identified in this Memorandum of Understanding, and agree to implement the following incentives:

- 1) **Wellness Incentive:** The Employer will apply a one-time increase for each physician and clinical assistant’s Health Spending Account of \$500 FT, \$250 PT to be effective January 1, 2023. This will be in addition to the current Health Spending Account allowances allocated to each employee.
- 2) **Licensure Reimbursement:** The Employer will reimburse physician and clinical assistant’s for professional license fees applicable to the **2023/24** licensure year as follows:
 - a) The employee must be employed with an Employer as outlined in the list of Employers within the Employers Organization in the Collective Agreement as of the date of signing of this MOU;

- b) The employee must be or have been actively employed with one of the aforementioned employers as of the licensure renewal date for the 2023/24 licensure year;
- c) The employee must submit proof of payment of licensure to the Employer in order to receive the reimbursement.

The Employer will reimburse physician and clinical assistants for professional license fees applicable to the **2024/25** licensure year as follows:

- a) The employee must be employed with an Employer as outlined in the list of Employers within the Employers Organization in the Collective Agreement as of January 1, 2024;
- b) The employee must be actively employed with one of the aforementioned employers as of the licensure renewal date for the 2024/25 licensure year;
- c) The employee must submit proof of payment of licensure to the Employer in order to receive the reimbursement.

The Employer shall provide timely reimbursement upon submission of proof of the total amount paid for the applicable licensing year.

It is understood that the above applies to all classifications where the requirement of a professional licensure is identified in the approved job description.

This will apply to all employees (full time, part time or casual) and includes employees on leaves of absence.

For physician and clinical assistants who are required to obtain CPD Tracking through an appropriate body, the Employer will reimburse each employee up to a maximum of \$295 for such CPD Tracking. Where an employee has paid for a professional association which provides the CPD Tracking, the maximum reimbursement will be \$295. However, any supplemental insurance, or additional costs associated with Criminal Record Check (including Vulnerable Sector Search), Child Abuse Registry Check or Adult Abuse Registry Check etc. if required for licensure, shall not be included for reimbursement.

Reimbursement is applicable only once in each qualifying year and may not be claimed from multiple employers.

The parties agree that the Employer will provide the reimbursement on the basis of the annual total of the payments made to the licensing body, for the applicable licensing year. Employees must submit for reimbursement once payment has been made in full, and will be reimbursed the full amount for the year.

Any disputes/grievances arising under this Memorandum of Agreement shall be referred to grievance/arbitration as per the applicable collective agreement.

Unless otherwise specified, the above incentives are only applicable to employees employed as of the date of signing of this agreement.

Errors and Omissions excepted.

Signed this 11th day of August, 2023

For the Employer:




Reghan Scaletta
Executive Director
Provincial Health Labour Relations Services
Shared Health



Kerry Legal
Director
Provincial Health Labour Relations Services
Shared Health

For the Physician and Clinical Assistants
of Manitoba:



Sean Jardine
President