

MEMORANDUM OF SETTLEMENT FOR A FIRST COLLECTIVE AGREEMENT

BETWEEN:

WINNIPEG REGIONAL HEALTH AUTHORITY
(the "Employer" or "WRHA")

- and -

PHYSICIAN AND CLINICAL ASSISTANTS OF MANITOBA INC.
(“PCAM”)

The Employer and PCAM have agreed to the terms of a first Collective Agreement (the "Collective Agreement") with respect to the bargaining unit of employees represented by PCAM. The terms of settlement in committee are as set forth herein.

I. The Collective Agreement and Ratification

1. The parties have agreed to a four (4) year collective agreement with the term from April 1, 2015 to March 31, 2019. The terms of the Collective Agreement are attached hereto as **Appendix "A"**.
2. The terms of settlement in committee are subject to ratification by PCAM. The PCAM Executive and Negotiating Committee will unanimously recommend acceptance of the proposed first Collective Agreement to the PCAM membership.
3. The effective date of the provisions of the new Collective Agreement shall be the date of ratification of the agreement by PCAM, unless otherwise stated in this Memorandum of Settlement.
4. The salary scales set forth in the Collective Agreement shall be effective April 1, 2015. Retroactive payments will be made to any employees that are employed within the PCAM bargaining unit as of the date of ratification, with such payment to be made within sixty (60) days of ratification. No retroactive payments will be made to employees that have had their employment terminated or have resigned from their employment prior to the date of ratification.

II. Matters Outside of the Collective Agreement

5. **First Agreement Lump Sum Payment** - As part of a ratified settlement, the Employer has agreed to provide a First Agreement Lump Sum Payment equivalent to 0.25% of the 2014/2015 Basic Annual Salary Rate at the step that the Employee was at as of March 31, 2015. CancerCare Manitoba and WRHA Employees to be paid on the WRHA scale (new model) and Interlake-Eastern,

Southern Health- Santé Sud and Northern Employees to be paid on the applicable rural scale (old model). The First Agreement Lump Sum Payment will be pro-rated for Part-Time Employees.

The First Agreement Lump Sum Payment will be made if the Collective Agreement is ratified by November 30, 2015. The payment will be made within sixty (60) days of such ratification, and will be made to any Employee that is employed within the PCAM bargaining unit as of the date of ratification. No First Agreement Lump Sum Payments will be made to Employees that have had their employment terminated or have resigned from their employment prior to the date of ratification.

6. **T2200 Forms** - In the 2015 collective bargaining negotiations, PCAM proposed that the following article be included in the First Collective Agreement between the parties:

“The Employer shall furnish relevant T2200 forms to requesting Employees annually with respect to relevant expenses incurred in the course of employment.”

During the course of those negotiations, the WRHA confirmed that, for the duration of the Collective Agreement, it would continue to issue T2200 forms in a manner consistent with its practice immediately prior to the ratification of the Collective Agreement. More specifically, the WRHA would continue to use its discretion to assess and to approve (or disapprove), in whole or in part, any particular expense claim set forth in an employee’s T2200 form. This practice has been and continues to be subject to any requirements or changes with respect to T2200 forms that are imposed by law or by the Canada Revenue Agency.

On the basis of the foregoing, PCAM withdrew its T2200 proposal.

7. **Letter Regarding On Call Assignments** - The Employer has agreed to issue the Memorandum Attached hereto as **Appendix “B”** within thirty (30) days of ratification of the Collective Agreement by PCAM.

IN WITNESS WHEREOF, the parties have executed this Agreement the date and year above written.


PHYSICIAN AND CLINICAL ASSISTANTS OF MANITOBA INC.

WINNIPEG REGIONAL HEALTH AUTHORITY

Per: _____

Per: _____

Per: _____

Per: _____