

MEMORANDUM OF SETTLEMENT FOR A FIRST COLLECTIVE AGREEMENT

BETWEEN:

NORTHERN REGIONAL HEALTH AUTHORITY
(the "Employer" or "NRHA")

- 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.
5. The Employer further confirms that Employees will be placed onto the new wage scale effective April 1, 2015 at the same step that they had been on March 31, 2015. However, if the placement of an Employee would result in a decrease in wage, the Employee will be placed at the next step on the new wage scale that provides an increase to the Employee. Placement on the April 1, 2015 wage scale is not intended to have an Employee move to a lower wage rate.

II. Matters Outside of the Collective Agreement

6. **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 December 31, 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.

7. **Relocation and/or Settlement Allowances.** The Employer has confirmed that any existing arrangements regarding Relocation Allowances or Settlement Allowances made between the Employer and an Employee covered by the Collective Agreement will be honoured according to the agreed upon terms. Any such agreement must have been confirmed in writing.

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

PHYSICIAN AND CLINICAL ASSISTANTS OF MANITOBA INC.

NORTHERN REGIONAL HEALTH AUTHORITY

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