

**MEMORANDUM OF AGREEMENT**

**BETWEEN:**

**Physician and Clinical Assistants of Manitoba Inc.**

**(“PCAM”),**

**- and -**

**Winnipeg Regional Health Authority**

**(the “Employer”),**

**WHEREAS** PCAM has raised a concern relating to the Employer’s position that PCAM employees are not entitled to a statutory day in lieu when they are on call but not required by the Employer to return to work;

**AND WHEREAS** the Employer has consistently denied that it is in breach of the Collective Agreement or of any alleged past practice;

**AND WHEREAS**, in the interests of good labour relations, the parties have reached an agreement on this issue, on an interim basis, and in accordance with the terms outlined below;

**NOW THEREFORE** it is the desire of the parties that such terms and conditions be reduced to writing;

The parties agree as follows:


1. WRHA agrees to load one (1) statutory day off in lieu to any PCAM employee working within the Anaesthesia Program who is required to be on call on a statutory holiday, even if they are not required to return to the work. This benefit shall cease on expiry of the current Collective Agreement, on March 31, 2019.

2. This Agreement is without prejudice, precedent and without publication and is entered into as an expedient and cost-effective alternative to a protracted labour dispute. The Employer makes no admission of responsibility, express or implied, by entering into this Agreement.
3. The above constitutes the full terms of settlement between the parties.

DATED the 18<sup>th</sup> day of September, 2017.

**Winnipeg Regional Health Authority**

Per: \_\_\_\_\_

  
Dr. Bruce Roe

DATED the \_\_\_\_\_ day of September, 2017.

**PCAM**

Per: \_\_\_\_\_

