

Memorandum of Agreement

COVID-19 Pandemic Responsiveness

PHYSICIAN AND CLINICAL ASSISTANTS OF MANITOBA INC. (PCAM)

(The “Association”)

-and-

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

(each Employer individually identified in Appendix “A”)

(Collectively and individually referred to as the “Employer”)

WHEREAS the COVID-19 pandemic has placed unprecedented stressors on the health care system in the Province of Manitoba and around the world;

AND WHEREAS it may be necessary for Employers to modify work assignments, work locations, existing schedules, shift patterns and/or hours of work as well as the utilization of employee(s), in accordance with the provisions contained herein in order to support fluctuating service delivery requirements due to the impacts on our healthcare system due to COVID-19;

AND WHEREAS in order to achieve appropriate staffing levels in Personal Care Homes (PCH), Intensive Care Units (ICU) and designated COVID Inpatient Units, it is necessary to Reassign and/or Redeploy staff and to modify work assignments, work locations, existing schedules, shift patterns and/or hours of work as well as the utilization of employee(s), in accordance with the provisions contained herein in order to support fluctuating service delivery requirements due to the impacts on our healthcare system due to COVID-19;

AND WHEREAS a bargaining unit of employee(s) has been established for each health region as well as the province wide health Employer pursuant to *The Health Sector Bargaining Unit Review Act* (the “Act”) consisting of Employers as described in sections 3(1) and 3(1.1) of the Act and identified in Appendix “A”;

AND WHEREAS the employment of employee(s) within the health regions and the province wide health Employer is currently governed by existing Collective Agreements which came into effect prior to the Act coming into force;

AND WHEREAS it is the desire of the parties to establish terms and conditions to expand the Employer’s ability to Reassign and Redeploy employee(s) to meet the Employer’s service delivery requirements;

THEREFORE, the parties agree to the following:

1. The parties understand and agree that the following will be relied upon related to this agreement.

2. The following definitions shall apply in interpreting this Memorandum of Agreement:
- a. **“Collective Agreement(s)”** shall mean the existing collective agreement(s) currently in effect governing the terms and conditions of the employee(s) employment pursuant to section 9(1) of the Act.
 - b. **“Reassignment” “Reassign” and “Reassigns”** all shall mean the movement of an employee(s), within the scope of the Collective Agreement, to a different unit or worksite within the same employer.
 - c. **“Redeployment” “Redeploy” and “Redeployed”** all shall mean the movement of an employee(s) to a different Employer(s).
 - d. **“Rural Employer(s)”** shall mean those Employers in the Northern, Southern, Prairie Mountain and Interlake-Eastern Health Region Employer Organizations who are included in the list of Employers as set out in Appendix “A”.
 - e. **“Site”** shall mean the scope of the Collective Agreement pursuant to its scope and recognition clause.
 - f. **“Personal Care Home”** shall mean a Personal Care Home as defined in *The Health Services Insurance Act*.

Reassignment and Redeployment

3. It is understood and agreed by the parties that notwithstanding anything in the Collective Agreement, the Employer shall have the ability to Reassign and/or Redeploy and/or change work schedules of employee(s) in accordance with the terms and conditions applicable herein. Such conditions shall also apply to Redeployment of employee(s) to any other Employer described in Appendix “A”. One or more of the following scenarios may apply:

a. Reassignment to a different Site -Entitled to Travel Allowance pursuant to paragraph 6:

Where employee(s) are assigned to work at a different Site in order to support the needs of the patients/clients/residents and are required to travel to such Site in order to fulfill their duties, travel allowance as per paragraph 6 shall apply. In such a case, employee(s) will be entitled to the Shift Disruption Allowance provided for under paragraph 5, as per the circumstances described in paragraph 3(d).

b. Redeployment to Different Employer - With Applicable Travel Allowance Pursuant to paragraph 6:

Where employee(s) are Redeployed to a different Employer.

c. Rural Employers Redeployment Travel Allowance pursuant to paragraph 6.

For Rural Employers and for the purposes of this Memorandum of Agreement, an employee(s) shall be considered Redeployed when deployed to a site requiring travel greater than their normal commute to/from their regular worksite within scope of the Collective Agreement.

d. Change in Work Schedule Required

Where employee(s) are required to partially or fully change their normal shift pattern (day of work), rotation, length (i.e. a 12 hour shift instead of an 8 hours shift) and/or shift description (e.g. D/N, Days, Evenings, D/E) as per the normal master rotation.

A change to the start and end times of a shift of 1 hour or less within an employee(s)'s normal shift and/or rotation pattern, as long as the modification of the start and end time does not result in the employee(s) working the majority of their hours in a shift description they would not normally work (e.g. Day/ Night instead of Day/Evening) and/or a different shift length (e.g. a 12 hour shift instead of an 8 hour shift) is not considered a change in work schedule; in such case, the terms of the Collective Agreement shall apply.

e. Other

All other scenarios not provided for herein shall be governed by the applicable provisions of the Collective Agreement.

4. The principles for implementation of the scenarios described in paragraphs 3a), b), c) and d) herein are as follows:
 - a. The Employer agrees to notify the Association as soon as practicable of the implementation of any one of the scenarios in 3a) b), c) and/or d) above and to implement the scenarios reasonably, fairly, in good faith and take into consideration personal circumstances such as child care or elder care. The Employer will endeavor to first seek volunteers to accept shift change(s), and then should further shift changes be required, will select employees based on operational requirements and where reasonably possible will move the most junior qualified employee(s).
 - b. The employee(s) will be provided with as much advance notice as is reasonably practicable.
 - c. Every reasonable effort will be made to maintain an employee(s) current work schedule, shift pattern and/or hours of work. Where such cannot be maintained, the Employer shall endeavor to reasonably establish a schedule by mutual agreement with the affected employee(s). If such agreement cannot be reached, the Employer may change the employee(s) schedule to meet the required needs.
 - d. Where the employee's posted schedule is modified outside the conditions and limitations as prescribed in the applicable Collective Agreement, the Association agrees that such modification is permissible, in accordance with the provisions and compensation rates as outlined in this agreement.
 - e. When a new Contract of Supervision or amendment to current Contract of Supervision is required, such changes will be made by Employer engagement with the CPSM. In such cases, the employee(s) will be provided with an orientation/ familiarization period to advise of relevant information such as policies and procedures, routines, location of supplies and equipment, etc.
 - f. Employee(s) will suffer no reduction or loss of pay or benefits regardless of the hour base applicable in the reassignment or redeployment. Increments and/or

monetary adjustments will be applied as per the terms of the Collective Agreement covering the terms of the employee(s) employment.

- h. In the event that employee(s) who are temporarily Reassigned or Redeployed have preapproved vacation or other time off and the dates fall, or are anticipated to fall, within the duration of the Reassignment or Redeployment, the employees may request that such vacation and/or other time off be cancelled. In such cases, the requested preapproved vacation or leave hours will either be placed back into the employee's applicable banks or be paid out at the employee's request. Where the cancelled vacation and/or banked time cannot be rescheduled during the current vacation year, the employee may request in writing to elect to carry over one week (5 days (e.g. 38.75 hours) for a FT employee, prorated for PT) of vacation to the next vacation year. Any additional vacation shall be paid out at the end of the current vacation year. Any carried over vacation time may be requested at the end of the vacation selection period after all other employees at the Site (where the employee is working during the vacation selection period) have selected. For the purposes of this agreement, medical leave of absence, maternity and parental leave shall not be cancelled. Education leaves will be assessed on a case by case basis and will not be unreasonably canceled.
- i. All Reassigned and Redeployed employee(s) shall be provided with appropriate personal protective equipment (PPE) before commencing work in accordance with the PPE guidelines.
- j. Where Redeployment occurs, the Employer will use their best efforts to limit the number of Redeployments for each employee(s). In the event of an employee(s) holding more than one EFT position at more than one Site, the employee(s) may be assigned comparable work equivalent to their total EFT hours from all positions combined, at the Site and/ or location they are Redeployed to.

5. Shift Disruption Allowance

Where a change in work schedule is required, as described in paragraph 3(d) herein, the employee(s) shall be compensated with a Shift Disruption Allowance as described below for each shift that has been changed and worked by the employee. For clarity, this allowance is only payable when the Employer has imposed a change in work schedule as described in paragraph 3(d) to meet the required needs. The following rules shall apply:

- a. Compensation of **one** of the following amounts as applicable per shift, whichever is greatest:
 - (i) \$25 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 1 hour and up to 4 hours; or
 - (ii) \$35 Impact Shift Changes: a change is made to the calendar day that an employee was scheduled to work (no change to shift length or shift description), or the employee is required to work on a scheduled day of rest; or
 - (iii) \$50 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 4 hours; a change is made to the shift length (eg: 8 to 12 hours); a change is made to the shift description (eg: from straight Days to Days/Nights, or from straight Days to Days/Evenings);

- b. Shift disruption allowance will not be paid on days during which the employee does not work or for shifts that have not been changed;
- c. Employees shall not be eligible to receive overtime as a result of changes to their shift length (i.e. changing from 8 to 12 hour shifts), unless they are in an overtime situation as identified in the employee(s) respective Collective Agreement and are now required to work additional hours;
- d. Changes to shift length must not cause a decrease to the employees' EFT; and
- e. Shift disruption allowance will cease to be paid, upon the effective date of the subsequent shift schedule which shall be posted in accordance with the Collective Agreement, and the Employee is scheduled as posted. If this posted schedule is disrupted the Employee shall be paid in accordance with 5a.

6. Travel Allowance

In the event of Reassignment or Redeployment to a different Site and/or Employer, the employee shall be compensated, in addition to the terms and conditions contained above, as follows:

- a. Hotel and meal accommodations will be provided as per the sending Employer's policy, for employees where specific conditions necessitate.
- b. Travel time by transferred employees to and from the receiving site/facility/program shall be paid time if the time spent in travel is greater than their normal commute to their base location.
- c. Mileage and parking costs shall also be payable upon receipt of the appropriate mileage/expense claims.
- d. Transferred employees will be provided with a daily "work disruption" allowance. The work disruption allowance is applicable for travel as follows:

less than 49 Kilometers above normal commute - \$10.00 per work day

50 - 99 Kilometers above normal commute - \$50.00 per workday

100 - 149 Kilometers above normal commute - \$100.00 per workday

150 Kilometers or more above normal commute - \$150.00 per workday

This allowance is intended to cover unanticipated costs associated with the reassignment, shall be paid as income and shall not attract any accruals or benefits. Reasonable consideration will be given to any other costs and expenditures directly related to the transfer and not covered through the application of this Agreement provided the employee submits to the Employer all applicable receipts. The daily work disruption allowance shall be increased by \$30 for each of the following factors: length of assignment greater than 7 days, assignment within federal jurisdiction. This daily work disruption allowance is not paid for days during which the employee has not worked.

7. Working in a Personal Care Home

Until January 18th, 2021,

Where an employee(s) currently works in, is Reassigned to, or has been Redeployed to work in a Personal Care Home (PCH), the employee(s) shall receive an allowance of \$6.00 per hour for each hour worked, including both regular and overtime hours.

Commencing January 19th, 2021, compensation as outlined above in this section (paragraph 7) shall be provided when the following conditions apply:

a. Working in a Personal Care Home during an Outbreak

Where an employee(s) currently works in, is Reassigned to, or has been Redeployed to work in a Personal Care Home (PCH) designated as in outbreak.

“Outbreak” shall be defined as an Outbreak as declared by Public Health and/or Infection Prevention and Control (IP&C) in accordance with the definition as per Appendix “C”.

“In Outbreak” shall mean, in those larger facilities (see Appendix “D”) where multiple units or wards are separate and distinct within the facility, the “in outbreak” shall only apply to the specific unit “in outbreak” and not the entire facility, unless there is an outbreak of all wards/unit within the facility.

For smaller facilities (see Appendix “D”) where there is no/minimal distinction of units or wards, “in outbreak” shall be considered to apply to the entire facility.

8. Working in an Intensive Care Unit (ICU)

Where an employee(s) currently works in, has been Reassigned, or has been Redeployed to work in an ICU, the employee(s) shall receive an allowance of \$6.00 per hour for all hours worked including regular and overtime hours.

9. Working in a Designated Inpatient COVID Unit, Facility

“Designated Inpatient COVID Unit” shall mean those units as designated by the Employer to be primarily dedicated to the care of inpatient COVID patients

Where an employee(s) currently works in, has been Reassigned, or has been Redeployed to work in an Designated Inpatient COVID unit, the employee(s) shall receive an allowance of \$6.00 per hour for all hours worked including regular and overtime hours.

The allowance under paragraph 9 is not applicable to employees working in a Personal Care Home or Intensive Care Unit.

10. General Rules for Payment of Allowances

- a. Where an employee(s) has been Reassigned or Redeployed, mileage and parking costs shall also be payable upon receipt of the appropriate mileage/expense claims

in accordance with the Collective Agreement and/or Employer policies governing the employee's employment or the provisions of paragraph 6 as applicable, herein shall apply.

- b. In the case of Reassignment or Redeployment, hotel accommodation and meal expenses, if required and incurred will be reimbursed in accordance with an Employee's Collective Agreement and Employer policies governing the employee's employment or the provisions of paragraph 6.
- c. Allowances paid under this memorandum shall be paid as income and shall not attract any accruals or benefits.
- d. Reasonable consideration will be given to any other costs and expenditures directly related to the Redeployment and not covered through the application of this Memorandum of Agreement provided the employee(s) submits to the Employer all applicable receipts.
- e. The Employer agrees not to abbreviate the amount of time worked in a unit, where paragraphs 7, 8, or 9 would otherwise apply, in order to avoid premium payment. Employees not assigned to the units where the premium would apply, will not receive the premium for provision of short relief periods for employee breaks on the applicable unit, unless the duration of relief cumulatively totals 2 hours or more during the relieving Employee's shift.
- f. This agreement shall be effective Nov 1st, 2020.

Changes to Service Delivery

11. Where Redeployment or Reassignment is not available, or the employee does not accept redeployment, the Employer will place the employee(s) on layoff. It is understood and agreed by the parties that in such circumstances, discussions between the parties will be held as soon as possible to discuss available options.

12. The Employer shall notify the Association with as much notice as is reasonably practicable of any of the circumstances described in paragraph 11 herein.

Miscellaneous

13. Employees who are employed in a casual capacity will only be entitled to the allowances as described in paragraphs 7, 8 or 9 above if they satisfy the conditions as outlined in paragraphs 7, 8 and 9 respectively.

14. This Memorandum of Agreement shall only apply to the circumstances related to COVID-19.

This Agreement will terminate when the first of the following occurs:

- a. the pandemic is declared over in Manitoba by the Minister of Health upon recommendation of the Chief Public Health Officer; or
- b. the mutual agreement of the parties to end the Agreement, or
- c. with 30 days' notice in writing, from either the Employer or the Association

15. It is understood and agreed that nothing in this Memorandum of Agreement limits or modifies any of the Employer's rights pursuant to the Collective Agreement or precludes the Employer from exercising their rights to Reassign or Redeploy in accordance with the Collective Agreement for a reason(s) outside the scope of the pandemic. In such a case, this Memorandum of Agreement shall not apply.

16. The parties understand and agree that the Shift Disruption Allowance and /or Redeployment Travel Allowance does not apply to employee(s) who move to a different Site and /or Employer and/or require changes to their schedule as a result of the implementation of an accommodation for any reason including an accommodation due to COVID-19.

17. This Memorandum of Agreement is enforceable in accordance with the grievance and arbitration provisions of the Collective Agreement. The Association acknowledges and agrees that each Employer is a separate legal entity with each Employer having rights and obligations under this Memorandum of Agreement which are several and not joint. An Employer's liabilities are limited solely to the extent of each Employer's individual obligations. The Association acknowledges and agrees that an individual Employer is not responsible for the obligations of any other one of the Employers who, for any reason, does not satisfy all or part of its obligation(s) hereunder.

18. For greater certainty, the parties understand and agree that the obligations on an Employer set out hereunder are the obligations of each individual Employer to this Memorandum of Agreement. It is expressly understood and agreed that any alleged breach of this Memorandum of Agreement by one Employer shall not affect the rights and obligations pertaining to any other one of the Employers who are a party to this Memorandum of Agreement and that any referral to arbitration in accordance with paragraph 15 shall only include the Employer who is alleged to be in breach of this Memorandum of Agreement.

19. This Memorandum of Agreement is made on a without prejudice and precedent basis and may only be referred to in relation to the enforcement hereof.

Dated this 18 day of March, 2021.

PHYSICIAN AND CLINICAL ASSISTANTS OF MANITOBA INC. (PCAM)

per



Victor Duarte

Shared Health Inc. as Agent for the Employers



APPENDIX “A” – Employers within the Employers Organizations

<p style="text-align: center;"><u>Employers Organization</u> Interlake Eastern Health Region Employers Organization</p> <p><u>Employers</u> Interlake-Eastern Regional Health Authority (direct operations) Betel Home Foundation *</p>
<p style="text-align: center;"><u>Employers Organization</u> Northern Health Region Employers Organization</p> <p><u>Employers</u> Northern Regional Health Authority (direct operations)</p>
<p style="text-align: center;"><u>Employers Organization</u> Prairie Mountain Health Region Employers Organization</p> <p><u>Employers</u> Prairie Mountain Regional Health Authority (direct operations) Ste. Rose Hospital * Winnipegosis Health Centre * Dinsdale Personal Care Home * Dr. Gendreau Personal Care Home *</p>
<p style="text-align: center;"><u>Employers Organization</u> Southern Health Region Employers Organization</p> <p><u>Employers</u> Southern Health-Santé Sud Regional Health Authority (direct operations) Villa Youville * Rock Lake Health District Personal Care Home * Tabor Home * Menno Home *</p>
<p style="text-align: center;"><u>Employers Organization</u> Winnipeg-Churchill Health Region Employers Organization</p> <p><u>Employers</u> Winnipeg Regional Health Authority (direct operations) Actionmarguerite (Saint-Boniface) * Actionmarguerite (St. Joseph) * Actionmarguerite (Saint-Vital) *</p>

APPENDIX "A" – Employers within the Employers Organizations

Bethania Mennonite Personal Care Home *

Centre de santé Saint-Boniface *

Concordia Hospital *

The Convalescent Home of Winnipeg *

Donwood Manor Personal Care Home *

Fred Douglas Lodge Society *

Golden Links Lodge *

Holy Family Home *

Klinic *

LHC Personal Care Home *

Luther Home *

Manitoba Baptist Home Society (Meadowood Manor)*

Misericordia Health Centre *

Mount Carmel Clinic *

Nine Circles Community Health Centre *

Nor'West Co-op Community Health Centre *

Pembina Place Mennonite Personal Care Home *

Riverview Health Centre *

St. Boniface General Hospital *

The Salvation Army Golden West Centennial Lodge *

The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)*

Seven Oaks General Hospital *

Sexuality Education Resource Centre Manitoba *

South East Personal Care Home *

Women's Health Clinic *Villa Youville *

Rock Lake Health District Personal Care Home *

Tabor Home *

Menno Home *

Employers Organization

Shared Health Employers Organization

Employers

Shared Health (direct operations)

CancerCare Manitoba *

Manitoba Adolescent Treatment Centre *

Rehabilitation Centre for Children *

Eden Mental Health Centre *

* Identifies non-transferred sites

APPENDIX “C” - Outbreak Definitions

Acute Care:

Declare an outbreak with two healthcare-associated infections (HAI) on a unit. A HAI COVID-19 case is defined as a person with laboratory-confirmed COVID-19, provided that, with the best clinical judgement

- the person developed COVID-19 associated symptoms > 14 days after admission to an acute care facility AND the person had no known exposure to COVID-19 outside the acute care facility within 14 days prior to symptom onset, or;
- the person developed COVID-19 associated symptom \leq 14 days after admission to an acute care facility AND there is an established epidemiological link between the person and a probable or confirmed COVID-19 case(s) or environmental source in the facility that the person was admitted to, or;
- the person was identified as a probable or confirmed COVID-19 case with symptom onset \leq 14 days after discharge from an acute care facility AND there is an established epidemiological link between the person and the acute care facility that the person was previously admitted to

Note:

- a. The purpose of the proposed definition is to identify when a COVID-19 case is associated with an acute care facility, including persons who were admitted to or discharged from an acute care facility
- b. The application of this case definition should be conducted on a case-by-case basis following a case investigation

Long Term Care:

For COVID-19, a single case in resident or staff is considered an outbreak. A single suspected case of COVID-19 is justification to apply outbreak measures to a unit or facility. Please refer to [Manitoba Coronavirus/Interim Guidance](#) for specific definitions.

APPENDIX “D” - Provincial Licensed PCH Listing by Facility Size

RHA	Employer	Facility Size
IERHA	Betel - Selkirk	Large
IERHA	Beausejour - East-Gate Lodge	Large
IERHA	Betel - Gimli	Large
IERHA	Stonewall - Rosewood Lodge	Large
IERHA	Arborg - Pioneer Health Services	Large
IERHA	Oakbank - Kin Place PCH	Large
IERHA	Fisher PCH	Small
IERHA	Lac du Bonnet PCH	Small
IERHA	Whitemouth District Health Centre	Small
IERHA	Ashern Personal Care Home	Small
IERHA	Eriksdale PCH	Small
IERHA	Lundar PCH	Small
IERHA	Pine Falls - Sunnywood Manor / Sunnywood Manor	Small
IERHA	Teulon - Goodwin Lodge	Small
NRHA	The Pas - St. Paul's Residence	Large
NRHA	Flin Flon - Northern Lights Manor	Large
NRHA	Thompson - Northern Spirit Manor	Large
NRHA	Flin Flon PCH	Large
PMH	Fairview Home	Large
PMH	Neepawa - Country Meadows PCH	Large
PMH	Rideau Park PCH	Large
PMH	Dauphin PCH	Large
PMH	Dauphin - St. Paul's Home	Large
PMH	Swan River - Swan Valley Lodge (1991) Inc.	Large
PMH	Ste. Rose du Lac - Dr. Gendreau PCH	Large
PMH	Dinsdale PCH	Large
PMH	Killarney - Tri-Lake PCH	Large
PMH	Roblin - Crocus Court PCH	Large
PMH	Minnedosa PCH	Large
PMH	Virden - West-man Nursing Home	Large
PMH	Swan River Valley PCH Inc.	Large
PMH	Virden - Sherwood Lodge PCH	Large
PMH	Souris PCH	Large
PMH	Russell PCH	Large

RHA	Employer	Facility Size
PMH	Boissevain - Westview Lodge PCH	Large
PMH	The Grandview PCH	Large
PMH	Carberry PCH	Large
PMH	Sandy Lake PCH	Large
PMH	Shoal Lake Strathclair PCH	Large
PMH	Deloraine - Bren-Del-Win Lodge	Small
PMH	Gilbert Plains Health Centre	Small
PMH	Hamiota PCH	Small
PMH	Elkhorn PCH (Elkwood Manor)	Small
PMH	Treherne - Tiger Hills PCH	Small
PMH	Baldur Health Centre	Small
PMH	Benito Health Centre	Small
PMH	Birtle - Sunnyside Manor	Small
PMH	Boissevain PCH	Small
PMH	Glenboro PCH	Small
PMH	Hartney PCH	Small
PMH	McCreary/Alonsa Health Centre PCH	Small
PMH	Melita PCH	Small
PMH	Reston PCH	Small
PMH	Rivers PCH	Small
PMH	Rosburn PCH	Small
PMH	Wawanesa PCH	Small
PMH	Winnipegosis Mossey River PCH Inc.	Small
PMH	Deloraine PCH	Small
PMH	Erickson PCH	Small
SH-SS	Portage la Prairie - Lions Prairie Manor	Large
SH-SS	Morden - Tabor Home Inc.	Large
SH-SS	Carman - Boyne Valley Lodge	Large
SH-SS	Ste. Anne - Villa Youville	Large
SH-SS	Altona - Eastview Place	Large
SH-SS	Notre Dame de Lourdes - Foyer Notre Dame	Large
SH-SS	Portage la Prairie - Douglas Campbell Lodge	Large
SH-SS	Bethesda Place	Large
SH-SS	Gladstone - Third Crossing Manor	Large
SH-SS	Vita & District Health Centre	Large
SH-SS	Grunthal - Menno Home for the Aged	Large
SH-SS	Morris - Red River Valley Lodge	Large

RHA	Employer	Facility Size
SH-SS	Pilot Mound - Rock Lake PCH	Small
SH-SS	Emerson PCH	Small
SH-SS	MacGregor PCH	Small
SH-SS	Manitou - Pembina/Manitou Health Centre	Small
SH-SS	St. Claude Pavilion	Small
WRHA	Action Marguerite Saint Boniface	Large
WRHA	Holy Family Nursing Home	Large
WRHA	Riverview Health Centre	Large
WRHA	Deer Lodge Centre	Large
WRHA	The Saul & Claribel Simkin Centre	Large
WRHA	Middlechurch Home of Winnipeg	Large
WRHA	Action Marguerite Saint Vital	Large
WRHA	Bethania Mennonite PCH Inc.	Large
WRHA	Concordia Place	Large
WRHA	Fred Douglas Lodge	Large
WRHA	Donwood Manor PCH Inc.	Large
WRHA	Golden West Centennial Lodge	Large
WRHA	Lions Personal Care Centre	Large
WRHA	Misericordia Place	Large
WRHA	Action Marguerite St. Joseph	Large
WRHA	Golden Links Lodge	Large
WRHA	Meadowood Manor	Large
WRHA	The Convalescent Home of Winnipeg	Large
WRHA	Luther Home	Large
WRHA	River Park Gardens	Large
WRHA	Southeast Personal Care Home	Large