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June 13, 2022

Nurse Leaders,

Throughout the summer vacation schedule of 2022 Health PEI recognizes that we have a number of staffing shortages for Registered Nurses (RN) working within specific 24/7 bed-based care operations or other areas of the organization. To help alleviate some of these pressures, Health PEI has collaborated with the Prince Edward Island Nurses Union (PEINU) to create several key staffing incentives. These incentives are aimed at RN staff and will be in place for the period commencing June 1, 2022 and ending September 15, 2022.

These incentives will be offered out to RN staff in the 24/7 bed-based care operations or other areas identified within the FAQ attached to this memorandum. Incentives will be offered to RN staff in order of priority beginning with 1) vacation deferrals to full-time (FT) staff, 2) vacant shifts to FT staff, 3) vacant shifts to part-time (PT) staff, and 4) then replacement lines to casual staff.

FT Staff – Vacation Deferral

FT RN staff may defer up to one (1) week of their entitled summer vacation which was requested in the vacation schedule prior to June 1, 2022 where there is an operational need for additional staffing from June 1, 2022 to September 15, 2022 (whether or not the vacation request was approved or denied). FT RN staff who have deferred a portion of their summer vacation will be required to work those vacation hours and will be paid at double time (2x) of their regular hourly pay rate for the deferred vacation hours worked.

Deferred time must be taken within the Fiscal Year, or it shall be paid out March 31, 2023.

FT Staff – Vacant Shifts

FT RN's who agree to work vacant shifts in the summer schedule beyond their regularly scheduled FT hours, will be given first preference over PT RNs to select the vacant shifts they will work and shall be paid at time and one half (1.5) for all such shifts worked between June 1, 2022 to September 15, 2022.

PT Staff – Vacant Shifts

PT RN staff who agree to work available vacancies after the FT RN staff have been offered, above their regularly schedule hours, between June 1, 2022 to September 15, 2022 will be paid time and a half (1.5x) of their regular rate of pay on those shifts worked. This does not include new leave requests received after June 1, 2022.

Casual Staff

Casual RN staff will have the opportunity to accept a replacement line of at least fifty-percent (50% FTE) for the period of June 19, 2022 to September 15, 2022. Casual staff who agree to such assignments will be paid time and a half (1.5x) of their regular rate for additional shifts worked above the replacement line which they committed to. Casual staff who already committed to working at least fifty-percent (50% FTE) during this period are eligible for this incentive, but only for shifts above the replacement line they have committed to.

Deadline for RN staff to expression interest in any of these incentives is June 21, 2022.

This communication serves as notice to eligible RN staff to express their interest for any of the incentives noted above. The ability of the organization to fulfill any of the incentives noted will be based on operational requirements. If you are interested in participating, please contact your immediate manager/supervisor and outline your areas of interest prior to the deadline noted.

We appreciate your support as we move through our summer schedule period and hope that these incentives bring you value. As you consider these opportunities, we encourage you to be mindful and ensure that any commitment made enables you to maintain an appropriate work-life balance.

For clarity, should any disagreements occur between the language of this letter or FAQ and the Agreement with PEINU the Agreement shall prevail.

Respectfully,

Dylana Arsenault
Executive Director – Hospital Service & Patient Flow