

MEMORANDUM OF AGREEMENT

BETWEEN:

Health PEI

(the "Employer")

and the

Prince Edward Island Nurses' Union

(the "Union")

(collectively referred to as the "Parties")

WHEREAS the parties are aware that an Employee who has been called-back to work while the Employee is on standby may not have a break of at least eight (8) hours before their next scheduled shift;

AND WHEREAS the parties wish to ensure that such Employees are able to take a Rest Period of at least eight (8) hours without experiencing a loss of earnings;

NOW THEREFORE the Parties hereby agree as follows:


1. In circumstances where an Employee is on standby immediately prior to their next scheduled shift, receives a call back and is unable to obtain 8 hour rest period prior to the commencement of their next scheduled shift, the Employer shall grant the Employee a rest period of at least (8) hours.
2. Where an employee has less than eight (8) hours off between the hours worked as a result of callback during their scheduled standby period and the Employee's next regularly scheduled shift, the Employee will be granted paid leave (Payroll Code to be created) for that portion of the eight (8) hours that overlaps with their next regularly scheduled shift, and once the eight (8) hour rest period has concluded, they will report to work for the balance of their regularly scheduled shift.

By way of example, if the Employee is on standby and is required to work from 11 pm to 3 am and is then scheduled to work from 7 am to 3 pm, the time from 7 am to 11 am will be paid leave as it falls within the eight (8) hours after the Employee stopped working on standby at 3 am.

3. In the event the Employee chooses not take the paid leave as outlined above, and the Employer requires the Employee to work their regularly scheduled shift, the provisions of Article 20.12 (Double Shifts) shall apply.
4. The provisions of this Agreement will not apply in circumstances where the Employee volunteers to pick-up an extra shift after a scheduled Standby shift, unless the Employee has indicated to the Employer, prior to acceptance of the shift that it may affect their rest period and the Employer pre-approves the paid leave under this MOA.

Agreed to this 11th day of January 2024.

For the PEI Nurses' Union

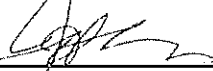


Barbara Brookins, President



Stephanie Gallant, Executive Director

For Health PEI



Jonathan Mosher, Director
Human Resources