

MEMORANDUM OF AGREEMENT

RE: INCENTIVIZING NURSES TO WORK AND MAINTAIN

A 1.0 FULL-TIME EQUIVALENT (FTE) POSITION

BETWEEN

HEALTH PEI

AND

PRINCE EDWARD ISLAND NURSES' UNION

WHEREAS Health PEI and the Prince Edward Island Nurses' Union recognize the value in increasing the number of registered nurses (RN's) or NP's who hold 1.0 FTE positions within Health PEI, as compared to those who hold part-time positions totaling less than a 1.0 FTE, to assist with alleviating ongoing staffing issues within Health PEI;

AND WHEREAS the parties have agreed to implement a trial for the period beginning on the date the Collective Agreement expiring March 31, 2025 (the "Collective Agreement") is executed and expiring on March 31, 2025, where RN's or NP's who commit to working a 1.0 FTE for at least one (1) year will be paid a maximum premium for the year of \$5,000.00, on the terms set out in this Memorandum of Agreement ("Memorandum");

NOW THEREFORE the parties have agreed to the following terms which are to govern the trial:

1. The trial period shall be for the following period: beginning on the date the Collective Agreement is executed and automatically expiring on March 31, 2025 (the "Trial Period"). No premium payments will be made for work outside the Trial Period.
2. **Effective April 3, 2025, this MOA has been extended by Mutual Agreement with PEINU and Health PEI. The MOA will remain in place until a new Collective Agreement is signed.**
3. During the Trial Period RN's or NP's who commit to work for one year in a 1.0 FTE position ("eligible RN's or NP's") shall be paid an annual premium of \$5,000.00, to be paid to eligible RN's or NP's on a bi-weekly basis in accordance with the Health PEI's ordinary payroll processes, provided they continue to work their 1.0 FTE. An RN/NP must hold their 1.0 FTE for an entire pay period to be eligible for the premium.
4. The 1.0 FTE can be made up of a single 1.0 FTE position or a combination of


more than one part time position, which together total a 1.0 FTE.

5. Extra shifts picked up by an RN or NP are not considered as part of the RN's/NP's 1.0 FTE.
6. The premium shall not be stacked with Return in Service incentives offered to new RN's/NP's.

Signed, this 3rd day of April, 2025



HEALTH PEI



PRINCE EDWARD ISLAND NURSES'
UNION