

MEMORANDUM OF AGREEMENT

Between

HEALTH PEI

(the "Employer")

and

THE PRINCE EDWARD ISLAND NURSE'S UNION

(the "Union")

Re: Vacation Carry-Over

WHEREAS the Employer and the Union are parties to a Collective Agreement that includes provisions governing the accumulation and carry-over of vacation entitlements, including those set out in Article 22.9;

AND WHEREAS the Parties acknowledge that operational requirements, staffing constraints, and other circumstances may prevent certain employees from utilizing vacation hours earned prior to April 1, 2025;

AND WHEREAS the Parties wish to establish a one-time exception to the vacation carry-over limits to support employee well-being and operational continuity;

NOW THEREFORE, in consideration of the mutual covenants and understandings set out herein, the Parties agree as follows:

Employees shall be permitted to carry over all unused vacation hours earned prior to April 1, 2025 into the 2026-2027 fiscal year, notwithstanding the limits or conditions specified in Article 22.9 of the Collective Agreement.

This Memorandum of Agreement is a one-time arrangement and shall not be renewed. It shall expire on March 31, 2027, and shall have no continuing or precedential effect thereafter.

It is the expectation of the Parties that employees will make ongoing, reasonable efforts to use accumulated excess vacation balances.

This Memorandum of Agreement is entered into without prejudice or precedent to the interpretation or application of the Collective Agreement in any other circumstance.

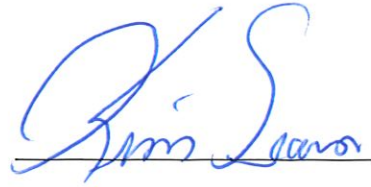
IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement on this 11th day of March, 2026.

For the Employer



Karen Milligan
Acting Director of Human Resources
And Labour Relations

For the Union



Kim Sears
President