

## **Recognition and Retention Incentive**

Applicable to all Community and Facility Support employees in the Employer Organizations (Interlake-Eastern Region, Prairie Mountain Health Region, Southern Health Region, Northern Health Region, Shared Health & Winnipeg-Churchill Health Region).

CUPE or MGEU Community Support and/or Facility Support Employees employed in a qualifying classification listed in Appendix "B" and "D" and in an eligible Emergency Department or Personal Care Home listed in Appendix "A" and "C" who were employed as of the date of ratification (MGEU – August 22, 2022, or CUPE – September 23, 2022) and maintained employment in an eligible EFT position (casuals are not eligible) as of May 31, 2023 have been paid out a Recognition and Retention incentive payment. If you were not considered for this incentive and feel that you were eligible, please provide all the information noted below.

Please email [lrs@sharedhealthmb.ca](mailto:lrs@sharedhealthmb.ca) and provide the following information in order to review eligibility:

**Employer Name**

**Site Name**

**Employee Name**

**Employee Number**

**Employment Status**

**EFT/FTE**

**Union Affiliation**

**Unit/Department**

**Classification**

**Contact Information**

**Email**

**Phone Number**

Employees will have until **December 28, 2023** to provide this information for processing. Any submissions received after that date will not be reviewed and/or processed. **All information must be provided for the request to be reviewed.**

## **Incentive for Recognition and Retention – Personal Care Home**

The Parties agree that a Recognition and Retention Incentive shall be payable in a one-time lump sum to an employee employed in an EFT position in a PCH as listed in Appendix “A”.

All qualifying classifications are listed in Appendix “B” which includes departments that provide direct support on a regular and reoccurring basis to the PCH.

1. The employee must have been employed on:
  - the date of ratification (MGEU: August 22, 2022 or CUPE: September 23, 2022) and;
  - May 31, 2023.
2. The incentive shall be paid as follows:
  - An employee in a 1.0 EFT position on both the above dates shall be paid \$1,000.
  - An employee in a 0.99 EFT or less position on both the above dates shall be paid \$610.
3. For the period between ratification (MGEU: August 22, 2022, or CUPE: September 23, 2022) and May 31, 2023, an employee who was on a leave of absence must have worked a minimum of three (3) months during this time period to receive the incentive amount as indicated in #2 based on their EFT.  
Any unpaid leaves or paid medical leaves are not counted towards the minimum three (3) months worked for qualification.
4. For the period between ratification (MGEU: August 22, 2022, or CUPE: September 23, 2022) and May 31, 2023, employees who went from a part-time to a full-time position or full-time to a part-time position shall receive the incentive payment (FT or PT) for the EFT (FT or PT) for which they worked the greater amount of time.
5. In the event that an employee has changed Employers during the time frame noted in the dates above, the incentive shall be paid by the Employer where the employee is employed on May 31, 2023. Continuous service provisions apply.
6. An employee who meets the criteria above with more than one Employer, shall only receive the payment from one Employer. Where an employee owns a part-time and full-time eligible position with different Employers, such employees shall be entitled to receive the full-time benefit.

This incentive payable as a lump sum with statutory deductions on a separate cheque, where possible.

## **Recognition and Retention – Emergency Department**

The Parties agree that a Recognition and Retention Incentive shall be payable in a one-time lump sum to an employee employed in an EFT position in an Emergency Department (ED) as listed in Appendix “C”.

All qualifying classifications are listed in Appendix “D” which includes departments that provide direct support on a regular and reoccurring basis to the Emergency Departments.

1. The employee must have been employed on:
  - the date of ratification (MGEU: August 22, 2022, or CUPE: September 23, 2022) and;
  - May 31, 2023.
2. The incentive shall be paid as follows:
  - An employee in a 1.0 EFT position on both the above dates shall be paid \$1,000.
  - An employee in a 0.99 EFT or less position on both the above dates shall be paid \$610.
3. For the period between ratification (MGEU: August 22, 2022, or CUPE: September 23, 2022) and May 31, 2023, an employee who was on a leave of absence must have worked a minimum of three (3) months during this time period to receive the incentive amount as indicated in #2 based on their EFT.  
Any unpaid leaves or paid medical leaves are not counted towards the minimum three (3) months worked for qualification.
4. For the period between ratification (MGEU: August 22, 2022 or CUPE: September 23, 2022) and May 31, 2023, employees who went from a part-time to a full-time position or full-time to a part-time position shall receive the incentive payment (FT or PT) for the EFT (FT or PT) for which they worked the greater amount of time.
5. In the event that an employee has changed Employers during the time frame noted in the dates above, the incentive shall be paid by the Employer where the employee is employed on May 31, 2023. Continuous service provisions apply.
6. An employee who meets the criteria above with more than one Employer, shall only receive the payment from one Employer. Where an employee owns a part-time and full-time eligible position with different Employers, such employees shall be entitled to receive the full-time benefit.

This incentive payable as a lump sum with statutory deductions on a separate cheque, where possible.

## Appendix “A” – List of qualifying CUPE and MGEU Personal Care Homes

### CUPE PERSONAL CARE HOME – SITE LIST

#### **Bargaining Unit**

Northern Health Region Employers Organization

<b><u>Employer List</u></b>	<b><u>Site List</u></b>
Northern Regional Health Authority (Direct Operations)	Flin Flon Personal Care Home, Northern Lights Manor ( <i>Flin Flon</i> )
	St. Paul’s Residence ( <i>The Pas</i> )
	Northern Spirit Manor ( <i>Thompson</i> )

#### **Bargaining Unit**

Southern Health Region Employers Organization

<b><u>Employer List</u></b>	<b><u>Site List</u></b>
Southern Health-Santé Sud Regional Health Authority (Direct Operations)	Bethesda Place ( <i>Steinbach</i> )
	Boyne Lodge Personal Care Home ( <i>Carman</i> )
	Centre de Sante St. Claude Health Centre (PCH)
	Foyer Notre-Dame
	Repos Jolys ( <i>St. Pierre-Jolys</i> )
	Douglas Campbell Lodge ( <i>Portage la Prairie</i> )
	Eastview Place ( <i>Altona</i> )
	Emerson Health Centre (PCH)
	Lions Prairie Manor ( <i>Portage la Prairie</i> )
	MacGregor Health Centre (PCH)
	Pembina-Manitou Health Centre (PCH)
	Red River Valley Lodge ( <i>Morris</i> )
	Third Crossing Manor ( <i>Gladstone</i> )
	Vita & District Personal Care Home
Menno Home for the Aged*	Menno Home for the Aged ( <i>Grunthal</i> )
Rock Lake Health District*	Prairie View Lodge ( <i>Pilot Mound</i> ), Rock Lake District Personal Care Home ( <i>Pilot Mound</i> )
Tabor Home Inc.*	Tabor Home Inc. ( <i>Morden</i> )
Villa Youville*	Villa Youville ( <i>Ste-Anne-des-Chênes</i> )

\*Identifies non-transferred sites

#### **Bargaining Unit**

Winnipeg-Churchill Health Region Employers Organization

<b><u>Employer List</u></b>	<b><u>Site List</u></b>
Winnipeg-Churchill Regional Health Authority (Direct Operations)	Deer Lodge Centre
	Middlechurch Home of Winnipeg
	River Park Gardens
Actionmarguerite (Saint-Boniface)*	Actionmarguerite (Saint-Boniface)
Actionmarguerite (Saint-Vital)*	Actionmarguerite (Saint-Vital)
Actionmarguerite (St. Joseph)*	Actionmarguerite (St. Joseph)
Bethania Mennonite Personal Care Home*	Bethania Mennonite Personal Care Home
Concordia Hospital*	Concordia Hospital
Donwood Manor*	Donwood Manor
Fred Douglas Lodge Society Inc.*	Fred Douglas Lodge Society Inc.
Golden Links Lodge*	Golden Links Lodge
Holy Family Home*	Holy Family Home

LHC Personal Care Centre*	LHC Personal Care Centre
Luther Home*	Luther Home
Manitoba Baptist Home Society (Meadowood Manor)*	Manitoba Baptist Home Society (Meadowood Manor)
Misericordia Health Centre*	Misericordia Health Centre
Pembina Place Mennonite Personal Care Home*	Pembina Place Mennonite Personal Care Home
Riverview Health Centre*	Riverview Health Centre
Southeast Personal Care Home*	Southeast Personal Care Home
The Convalescent Home of Winnipeg*	The Convalescent Home of Winnipeg
The Salvation Army Golden West Centennial Lodge*	The Salvation Army Golden West Centennial Lodge
The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)*	The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)

*\*Identifies non-transferred sites*

## MGEU PERSONAL CARE HOME – SITE LIST

### **Bargaining Unit**

Interlake Eastern Health Region Employers Organization

<b><u>Employer List</u></b>	<b><u>Site List</u></b>
Interlake Eastern Regional Health Authority (Direct Operations)	Arborg Personal Care Home
	E.M. Crowe includes Personal Care Home( <i>Eriksdale</i> )
	East Gate Lodge ( <i>Beauséjour</i> )
	Fisher Branch Personal Care Home
	Kin Place Personal Care Home ( <i>Oakbank</i> )
	Lac du Bonnet Personal Care Home – Winnipeg River Health District
	Lakeshore District Personal Care Home ( <i>Ashern</i> )
	Lundar Personal Care Home
	Pine Falls Sunnywood Manor Personal Care Home
	Stonewall Rosewood Lodge
	Teulon Goodwin Lodge Personal Care Home
Betel Home Foundation*	Whitemouth Health District Personal Care Home
	Gimli Site
	Selkirk Site

*\*Identifies non-transferred sites*

### **Bargaining Unit**

Prairie Mountain Health Region Employers Organization

<b><u>Employer List</u></b>	<b><u>Site List</u></b>
Prairie Mountain Health Regional Health Authority (Direct Operations)	Birch Lodge Personal Care Home ( <i>Hamiota</i> )
	Birtle Personal Care Home
	Boissevain Evergreen Personal Care Home
	Bren-del-win Lodge ( <i>Deloraine</i> )
	Country Meadows Personal Care Home ( <i>Neepawa</i> )
	Crocus Court Personal Care Home ( <i>Roblin</i> )
	Dauphin Personal Care Home
	Delwynda Personal Care Home ( <i>Deloraine</i> )
	Dr. Gendreau Personal Care Home ( <i>Ste. Rose</i> )

	Elkwood Manor ( <i>Elkhorn</i> )
	Erickson Personal Care Home
	Fairview Home ( <i>Brandon</i> )
	Gilbert Plains Heath Centre
	Glenboro Personal Care Home
	Grandview Personal Care Home
	Hartney Personal Care Home
	McCreary/Alonsa Personal Care Home
	Melita Personal Care Home
	Minnedosa Personal Care Home
	Morley House Personal Care Home ( <i>Shoal Lake</i> )
	Reston Personal Care Home
	Rideau Park Personal Care Home ( <i>Brandon</i> )
	Rivers Personal Care Home
	Rosburn Personal Care Home
	Russell Personal Care Home
	Sandy Lake Personal Care Home
	Souris Personal Care Home
	Sherwood Personal Care Home ( <i>Virden</i> )
	St. Paul's Home ( <i>Dauphin</i> )
	Swan Valley Lodge
	Swan River Valley Personal Care Home
	Benito Health Centre
	Tiger Hills Manor ( <i>Treherne</i> )
	Tri-Lake Bayside Personal Care Home ( <i>Killarney</i> )
	Wawanesa Health Centre
	West-Man Nursing Home ( <i>Virden</i> )
	Westview Lodge ( <i>Boissevain</i> )
Dinsdale Personal Care Home *	Dinsdale Personal Care Home ( <i>Brandon</i> )
Winnipegosis & District Health Centre *	Winnipegosis Personal Care Home

*\*Identifies non-transferred sites*

**Appendix “B” – List of qualifying classifications from PCH (hired directly in a PCH or provides direct support on a regular and reoccurring basis to the PCH)**

- Activity/Recreation Worker
- Dietary
- Health Care Aide
- Housekeeping
- Laundry
- Rehab Aide
- Resident Aide (Boyne Lodge – Carman)
- Secretary/Clerical/Staffing
- Trades and Maintenance
- Unit Clerk

#### **Appendix “C” – Lists of qualifying Emergency Departments**

- Grace Hospital – Winnipeg-Churchill Health Region Employers Organization
- St. Boniface Hospital – Winnipeg-Churchill Health Region Employers Organization
- Health Sciences Centre (Adult and Children's Emergency) – Shared Health Employers Organization
- Brandon Regional Health Centre – Prairie Mountain Health Region Employers Organization

#### **Appendix “D” – List of qualifying classifications from Emergency Departments (hired directly to the ED or who provides direct support on a regular and reoccurring basis to the ED)**

- Health Care Aide
- Housekeeping
- Registration/Admitting
- Security
- Unit Clerk (excluding Staffing Clerks)