

MEMORANDUM OF UNDERSTANDING

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BETWEEN

THE GOVERNMENT OF NUNAVUT (GN)

AND

THE NUNAVUT EMPLOYEES UNION (NEU)

The parties agree that from the date of signing of the Collective Agreement until the expiry of the Collective Agreement, the following terms will apply:

1. The Annual Special Allowance rates payable as set out in Group 5 Section A.2 paragraph 14 shall be increased as follows:
 - a. The Annual Special Allowance in paragraph 14(a) shall increase to \$19,500;
 - b. The Annual Special Allowance in paragraph 14(b) shall increase to \$16,350;
 - c. The Annual Special Allowance in paragraph 14(c) shall increase to \$14,250;
 - d. The Annual Special Allowance in paragraph 14(d) shall increase to \$11,625.
2. All Nurses¹ who provide primary, secondary, acute care and/or emergency services to patients; and who are employed under Group 5 Section A.1, or employed under Group 5 Section A.2 and who do not receive an Annual Special Allowance under Group 5 Section A.2 paragraph 14; shall receive an Annual Allowance of \$9,000.

For greater certainty, any Nurse entitled to an Annual Allowance under this paragraph shall be awarded a portion of the Annual Allowance prorated for each day worked. This prorated benefit shall be paid in each pay period.

3. All indeterminate Nurses who are employed under Group 5; who provide primary, secondary, acute care and/or emergency services to patients; who commence employment with the GN after the date of signing of the Collective Agreement; and who have not received from the GN any Signing Bonus or Temporary Labour Market Supplement, or any payments under paragraph 4 of this Memorandum of Understanding shall receive:
 - a. \$5,000 upon commencement of employment;

¹ "Nurse" means Nurse as defined in the Employer Group 5 proposal

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- b. an additional \$5,000 upon completion of eighteen (18) months of continuous service; and
 - c. an additional \$10,000 upon completion of thirty (30) months of continuous service.
4. All indeterminate Nurses who are employed under Group 5; who provide primary, secondary, acute care and/or emergency services to patients and who:
- a. are employed as of the date of signing of this Collective Agreement; and
 - b. have not received from the GN any Signing Bonus or Temporary Labour Market Supplement,
- shall receive:
- a. \$10,000 upon completion of thirty (30) months of continuous service; and
 - b. An additional \$10,000 upon completion of thirty six (36) months of continuous service.
5. All Nurses who are employed under Group 5 and who provide primary, secondary, acute care and/or emergency services to patients shall receive an Allowance as follows:
- a. For each month of continuous service until the month in which the anniversary of the fifth (5th) year of continuous service is completed - \$375 per month;
 - b. For each month of continuous service commencing in the month after completion of five (5) years of continuous service and ending in the month that ten (10) years of continuous service are completed - \$400 per month;
 - c. For each month of continuous service commencing in the month after completion of ten (10) years of continuous service and ending in the month that fifteen (15) years of continuous service are completed - \$450 per month;
 - d. For each month of continuous service commencing in the month after completion of fifteen (15) years of continuous service and ending in the month that twenty (20) years of continuous service are completed - \$500 per month; and
 - e. For each month of continuous service commencing in the month after completion of twenty (20) years of continuous service - \$550 per month.
6. In lieu of receiving benefits under Article 24.12 of the Collective Agreement, Nurses who are employed under Group 5; who provide primary, secondary, acute care and/or emergency services to patients; and who are designated by the GN to act as Nurse Mentors to new Nurses, to assist in the skills development of new Nurses and the integration of new Nurses into the GN nursing workforce; shall be paid a Mentorship

Allowance of \$500 per month. Before being designated, a Nurse Mentor must complete a written mentorship plan, which must be approved by the GN.

7. The Allowances payable under paragraphs 1, 2, 5 and 6 shall not be paid for periods when a Nurse is on leave of absence without pay, or on suspension.
8. This Memorandum of Understanding shall remain in effect for the duration of this Collective Agreement.