



OCTOBER 3, 2024

TO: Out-of-scope staff

RE: Potential Job Action – CUPE

As you are likely aware, a work stoppage or strike may occur within the Winnipeg health region as a result of a strike vote of the CUPE 204 bargaining unit. Strike notice has been issued to commence on October 8, 2024 at 6:00 a.m. if no resolution is reached.

Planning is underway to support ongoing access and delivery of health services through the use of essential services employees and non-striking employees in the event of a strike.

For out of scope (non-union) staff, you will continue to be scheduled and work your regularly assigned shifts.

As our preparations continue, you may be assigned to assist in areas outside your normal duties or may be asked to consider altering your working hours, by mutual agreement of Employer and the individual staff member.

Guidelines Related to Overtime for Out of Scope Staff

In the event of strike action commencing October 8, 2024, the following guidelines related to overtime will be offered on an exception basis:

Out of Scope Support (individuals not eligible for discretionary leave): the overtime process continues as per existing policy. You will be paid overtime as per your Employer policy. Please note, all strike related costs need to be charged to Strike Contingency Cost Center.

Out of Scope Management (individuals eligible for discretionary leave, excluding Executive Team Members): you will be paid your regular rate of pay for the first 8 hours worked per day and/or first 40 hours worked each week regardless of where you are assigned. Please note, all strike related costs need to be charged to Strike Contingency Cost Center.

Hours worked in excess of 8 hours per day or 40 hours per week, where you have been assigned to direct care/direct support duties OR if you have worked additional hours directly related to work stoppage activity will be paid at **1.5 times your regular rate of pay**. Additional hours must be pre-approved according to the approval process established for your program/department.

Hours worked in excess of 8 hours per day or 40 hours per week in a strike administrative role will be paid at **1.5 times your regular rate of pay**. Additional hours must be pre-approved according to the approval process established for your program/department.



Planned Vacation During Labour Disruption

To ensure the continuity of operations during labour disruption, the following vacation guideline is now in effect for all out of scope staff:

1. **Approved Vacations Beginning Prior to October 8, 2024:**

Non-union employees who have an approved vacation that begins before October 8, 2024, may proceed with their vacation unless there is mutual agreement to postpone.

2. **New Vacation Requests:**

Effective immediately, no new vacation requests will be approved until further notice.

3. **Previous Vacation Requests for time away after October 8, 2024:**

Employees with previously approved vacation time scheduled for use after October 8, 2024, must consult with their manager to assess whether their time away can be accommodated without impacting operational needs.

- If no operational concerns arise, the vacation may be honoured with the approval of the HR/Executive lead for your area.
- If operational requirements prevent the time off from being granted, employees will be required to cancel their vacation.

4. **Reimbursement for Cancellation Costs:**

If an employee is required to cancel their vacation due to operational concerns, they may be eligible for reimbursement of non-refundable costs, such as airfare penalties, transportation, and deposits. Reimbursement can be requested through the standard process for claiming work-related expenses.

Please ensure you coordinate with your managers regarding any upcoming vacation plans.

We thank you for your dedication and support in the coming weeks.

If you have any questions or concerns, please contact your immediate supervisor or the Human Resources Department at

Sincerely,

Jane MacKay
Chief Human Resources Officer, WRHA