

**MEMORANDUM OF AGREEMENT
BETWEEN
TREASURY BOARD AS REPRESENTED BY THE HOSPITAL BOARDS OF THE HOSPITALS LISTED UNDER PART
III FIRST SCHEDULE OF THE PUBLIC SERVICE LABOUR RELATIONS ACT
AND
THE NEW BRUNSWICK NURSES' UNION
GROUPS: NURSES, PART III AND NURSE MANAGERS AND NURSE SUPERVISORS**

RE: MODIFIED VACATION SCHEDULING PROCESS DURING THE COVID-19 PANDEMIC

The parties recognize that vacations provide employees with well-deserved periods of rest from work. Ordinarily, employees are encouraged to use their vacation in the vacation year following that in which it was earned and would know by May 1 whether their choice of vacation dates for the upcoming vacation year have been approved.

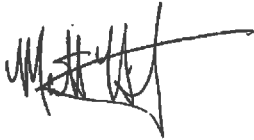
However, due to the COVID-19 pandemic, some employees cancelled vacations they had scheduled for the 2019-2020 vacation year. In addition, the parties agreed to suspend the timelines set out in Article 21.07(b) of the collective agreements for the 2020-2021 vacation year.

The parties agree as follows:

1. Notwithstanding Article 21.05, vacations cancelled, or denied, during the 2019-2020 vacation year due to the COVID-19 pandemic shall be automatically carried over to the 2020-2021 vacation year. For greater clarity, such employees will not be required to request permission to carry over such vacation entitlement and employees will not be paid out for such unused vacation.
2. For greater clarity:
 - (a) Articles 21.07(b) will not apply to any unused vacation carried over under this Agreement; and
 - (b) once the annual vacation entitlement has been approved and posted, unused vacation carried over shall be available on a first-come-first-serve basis, subject to operational requirements.
3. The Hospital shall post no later than May 1 a list on which employees will indicate their choice of vacation for the 2020-2021 vacation year. Employees will have until May 31 to indicate their choice of vacation.
4. Approved vacation lists for the 2020-2021 vacation year shall be posted no later than June 30.
5. Once posted, the Employer will make every reasonable effort to honour the vacation schedule. However, due to the unprecedented and ever-changing nature of the COVID-19 pandemic, reasonably unforeseeable operational requirements may require the Employer to make changes to the vacation schedule.

6. Notwithstanding Article 21.05, vacations scheduled for the 2020-2021 vacation year that are subsequently cancelled, or denied, due to the COVID-19 pandemic, which are not used during the 2020-2021 vacation year, shall be automatically carried over to the 2021-2022 vacation year.

Agreed to on April 5, 2020



For the Union: Matt Hiltz



For the Employer: Megan Kervin



For the Union: Paula Doucet