



TO: MNU LOCAL 10 MEMBERS

FROM: BRENDA LESYK, PRESIDENT

RE: COMPARISON OF MOBILITY & PORTABILITY FOR PORTING BENEFITS & SENIORITY

	MOBILITY	PORTABILITY
MOVE TO A NEW JOB VIA APPLICATION	Health Sciences Centre, St. Boniface Hospital, Grace Hospital, Seven Oaks Hospital, Concordia Hospital, Victoria General Hospital, Misericordia Hospital, Riverview Health Centre, Deer Lodge Centre, Public Health Local 1, Home Care Local 97, Breast Health Centre, CNS and Pan Am Clinic	For all other Locals/Worksites represented at Central Table Negotiations. Please check your Collective Agreement to see if you are included
Bridging Timelines	6 Weeks from date of leaving sending facility to starting at receiving facility	6 Weeks from date of leaving sending facility to starting at receiving facility
	Nurse can get hired at receiving facility, quit at sending facility and start at receiving facility within 6 weeks of quitting date	Nurse can get hired at receiving facility, quit at sending facility and start at receiving facility within 6 weeks of quitting date
	Nurse can quit at sending facility, get hired at receiving facility and start at receiving facility within 6 weeks of quitting date	Nurse can quit at sending facility, get hired at receiving facility and start at receiving facility within 6 weeks of quitting date

NOTE: When a nurse resigns a permanent or term position at a sending facility it is very important that she/he not transfer to a casual position until after she/he has commenced her/his new position with the sending facility. If the nurse transfers to a casual position after resigning and prior to starting at the receiving facility she/he will have NO SENIORITY OR BENEFITS to transfer as she/he will be considered a Casual nurse and Casual nurses are not entitled to the provisions of Mobility or Portability.

	MOBILITY	PORTABILITY
Nurse occupies a Casual position at receiving facility and a Permanent or Term at sending facility and subsequently obtains a permanent or term position at a receiving facility	Nurse does not have to resign from receiving facility in order to transfer to a permanent or term position at receiving facility. Nurse can transfer seniority and benefits accrued in the permanent or term position at the sending facility to the newly acquired position at the receiving facility but the seniority accrued as a casual at a receiving facility cannot be added to the seniority being transferred with the permanent or term position.	Nurse does not have to resign from receiving facility in order to transfer to a permanent or term position at receiving facility. Nurse can transfer seniority and benefits accrued in the permanent or term position at the sending facility to the newly acquired position at the receiving facility but the seniority accrued as a casual at a receiving facility cannot be added to the seniority being transferred with the permanent or term position.
Probationary Period	As with any other voluntary transfer to a permanent position in a facility other than one in which a nurse is currently working, she/he is subject to a probationary period	As with any other voluntary transfer to a permanent position in a facility other than one in which a nurse is currently working, she/he is subject to a probationary period
Positions at More Than One Facility:	There can only be one sending and one receiving facility. Even if a nurse has more than two (2) permanent positions, (at more than one facility) she/he will only be able to port the seniority and benefits from one of the facilities when she/he voluntarily transfers to a receiving facility.	There can only be one sending and one receiving facility. Even if a nurse has more than two (2) permanent positions, (at more than one facility) she/he will only be able to port the seniority and benefits from one of the facilities when she/he voluntarily transfers to a receiving facility.
HEBP & HEPP	Transfer all	Transfer all

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MNU LOCAL 10

HEALTH SCIENCES CENTRE NURSES LOCAL 10 OF THE
MANITOBA NURSES' UNION

	MOBILITY	PORTABILITY
Window to change benefit plan	Yes – if only receiving basic can now change to Extended health care plan	Yes – if only receiving basic can now change to Extended health care plan.
Pre-retirement Leave Credits	Transfer all - calculated in days at the sending facility.	Transfer all - calculated in days at the sending facility
Vacation	Nurse may transfer vacation bank (both current and accrued for following vacation year) and then negotiate with receiving facility for a time period that she/he can book the current vacation transferred from the sending facility.	Vacation bank (both current and accrued for following vacation year) is paid out by sending facility and nurse can request an unpaid LOA if she/he wants to receive time off.
Vacation Accrual	Accrued vacation banks to be taken in next vacation year are transferred and nurse continues to accrue.	Nurse accrues vacation from date she/he starts at receiving facility. This will mean that nurse may not have her full entitlement to take in the next vacation year-treated as a new employee.
Current Salary Rate	<p>The current rate of pay is not ported. A nurse shall be placed at the greater of her/his salary level at the sending facility, or in accordance with the recognition of previous experience clause(s) in Article 38.</p> <p>Recognition of previous experience may result in a higher placement on the salary scale than the current salary</p>	<p>Treated as new employee as per Article 38- recognition of previous experience used to determine placement on the salary scale. This could result in a lower rate of pay however Article 38 contains the following provision: "Starting salaries, as specified above, are to be regarded as minimum and shall not prevent the Employer from granting a higher starting salary to any nurse, when, in the judgment of the Employer, additional experience or other qualifications so warrant it."</p> <p>This allows a nurse to negotiate a starting salary that is the same as her/his current salary</p>
Hours from last increment	Transfer all	Transfer all
Income Protection Banks	Transfer all	Transfer all
Seniority	Seniority is transferred but is dependent upon the receiving facility's Collective Agreement re full reciprocity or partial seniority. (Nurses transferring to St. Boniface or Misericordia will have seniority calculated and converted in keeping with the St. Boniface or Misericordia Collective Agreement. A nurse hired at the sending facility prior to 1991 will receive seniority, upon transfer to St. Boniface or Misericordia, according to their start date at the sending facility. Nurses hired at the sending facility after 1991 will receive seniority upon transfer to St. Boniface or Misericordia, according to the regular hours formula.	Yes – seniority transferred to new term or permanent position.

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