

## PEMBROKE REGIONAL HOSPITAL

# MEMO

---

**TO:** All Employees

**FROM:** Ralph Hatem,  
Manager, Human Resources

**DATE:** June 29, 2023

**SUBJECT:** CUPE Reopener Award

---

Hello CUPE Employees,

As many of you are aware, on June 13, 2023, the Kaplan Board of Arbitration released a decision addressing the reopener on the additional monetary outcomes for the September 29, 2021 – September 28, 2023 collective agreement between the Participating Hospitals (including Pembroke Regional Hospital) and the Canadian Union of Public Employees (CUPE).

The award included CUPE-wide retroactive wage adjustments, as well as adjustments to RPN wages, shift premium, call back, and benefits.

The wage adjustments, both the retroactive adjustments and the move-forward wages, will be processed and implemented by September 11, 2023.

As it relates to the shift premium, call back, and benefit adjustments, those have already been implemented and have taken effect on June 13, 2023.

The Hospital will also be reaching out to appropriate employees who have exited the organization to ensure up-to-date banking information, to provide them with their retroactive payment.

Should you have any questions, please reach out to the Manager of Human Resources, Ralph Hatem, at [ralph.hatem@prh.email](mailto:ralph.hatem@prh.email) (T: 613-732-2811 ext. 6265)

Thank you,