



**MENNO PLACE**

COMPASSIONATE CHRISTIAN CARE FOR ALL

## To: All BCNU Members – Menno Apartments and Menno Home

This memo provides nursing staff with key information regarding the upcoming transition to the British Columbia Nurses' Union (BCNU).

### Implementation Dates

- Menno Apartments: November 16, 2025
- Menno Home: November 23, 2025

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### Key Changes

#### 1. Enhanced Disability Management Program (EDMP)

- All regular full-time and part-time nurses must participate in the EDMP.
- EDMP provides structured reviews and monitoring for employees off work due to illness or injury, supporting a smoother and earlier return to work.
- TeksMed is the EDMP provider for Menno Place.
- Refer to MOA – Enhanced Disability Management Program in the Collective Agreement.

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#### 2. Resignations

- Regular employees must provide 28 calendar days' written notice of resignation; otherwise, a penalty may apply.
  - Refer to Article 15.

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#### 3. Internal Job Postings

- Vacancies nine (9) months or longer will be posted as temporary postings.
- Internal postings will be posted on Tuesdays and remain open for 72 hours (reduced from 7 days).
- Refer to Article 17.

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#### 4. Increments

- Casual employees: Advance one increment every 1,950 hours worked.
- Regular employees: Advance on their anniversary date.
- Refer to Article 12.

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#### 5. Supplemental Employment Benefit (SEB) – Maternity Leave

- Staff are entitled to SEB when taking maternity leave.
- Refer to Article 38.

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#### 6. WorkSafeBC (WCB) Claims

- Employees with an accepted WorkSafeBC claim will remain on the employer's payroll.
- The employer continues to pay the employee, and WorkSafeBC reimburses the employer.
- Refer to Article 42.

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#### **7. Personal Leave Bank**

- Regular employees are entitled to two personal leave days per year.
- For 2025 only, the allocation is as follows:
  - Nurses hired into a regular position before June 30, 2025: 2 days
  - Nurses hired into a regular position after June 30, 2025: 1 day
- You must currently be in a regular position to receive this benefit.
- Personal leave banks from 2025 may be carried into 2026, up to March 31st.
- Refer to Article 43.

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#### **8. Casual – Minimum Hours to Work**

Casual Employees are required to work a minimum of 400 hours over a twelve (12) month period.  
Refer to Article 11

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#### **9. Status of Casual Employees in Temporary Positions**

- Casual employees in temporary positions will be considered regular employees for the duration of the assignment.
- This includes eligibility for all benefits available to regular full-time or part-time staff.
- Refer to Article 17

### **Important Note**

This memo does not cite the full Collective Agreement and is intended as a summary of key points only. It is the employee's responsibility to familiarize themselves with the full Collective Agreement. The complete document can be accessed here:

[BCNU Collective Agreement – Nurses Bargaining Association](#)

If you have any questions, you can reach out to your shop steward:

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BC Nurses' Union

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