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From: **Urgent Care** [REDACTED]

Date: Wednesday, September 8, 2021

Subject: 6\$ hour premium

To: [REDACTED]

The Urgent Care Nurses from Concordia, Seven Oaks and Victoria Hospitals are requesting clarification to why we have been excluded from receiving the 6\$ an hour Covid premium that the ER nurses have been granted. We feel this is not only unfair but see this as a division amongst nurses. Nurses all pay the same amount in union dues to ensure we all receive fair and equal compensation. This pay inequity needs to be addressed, and fair for all nurses in the profession, equal pay for equal work.

It appears that the ER nurses at Health Sciences Centre, Grace Hospital and St.Boniface are receiving this 6\$ premium due to their critical staffing shortage and this is an attempt to retain nurses.

Since May 2021, Urgent Care Nurses have been asked to pick up extra shifts in the ER's due to extreme nursing shortages. These are unprecedented times as normally nurses undergo a structured orientation that spans over several weeks prior to working in any new facilities and or departments.

During the week of August 16 to August 25, 2021 the employer approved a temporary measure compensating the ER nurses (HSC, Grace and St.Boniface) to be paid time and half for all regular shifts worked and double time for overtime shifts.

Our Health Care system is in chaos and as nurses we are sounding the alarm to advocate for patient safety, we urge the government and the employer to address this critical nursing shortage. ER and UC wait times are at an all time high, admitted patients are waiting for days for a ward bed, and hallway medicine is a common occurrence. Nurses

are constantly working short staffed and being mandated with no end in site, resulting in burnout and forcing them to pursue other employment opportunities. Instead the WRHA/Shared Health creating another task force or committee, come to the frontlines and see our challenges first hand.

Attached are signed letters from the nurses working at the Urgent Cares, as well as correspondence regarding the staffing shortage.

Urgent Care Nurses