

# **MEMORANDUM OF UNDERSTANDING**

## *CorCare Launch – Premium Overtime Compensation*

**THIS MEMORANDUM OF UNDERSTANDING** is made at the City of St. John's, in the Province of Newfoundland and Labrador, this 12 day of May, 2026.

### **BETWEEN:**

**Newfoundland and Labrador Health Services**  
(the "Employer")

### **AND:**

**Newfoundland and Labrador Association of Public and Private Employees (NAPE)**  
(the "Union")

### **WHEREAS:**

1. There are three separate Collective Agreements existing between the Parties, namely the Health Services Staff (HS) agreement, the Laboratory and X-Ray (LX) agreement, and the Health Professionals (HP) agreement.
2. The Employer launched the CorCare clinical information system on April 25, 2026, and required certain employees in classifications represented by NAPE in all three of these groups to participate in training and perform work in direct support of the CorCare launch.
3. Due to operational requirements associated with the CorCare launch, some employees were required to complete training or perform CorCare-related work outside of their regularly scheduled full-time hours.
4. The parties wish to establish a temporary and limited agreement respecting compensation for hours worked in excess of regular full-time hours that are directly related to CorCare training and CorCare launch support activities.
5. This Memorandum of Understanding is made pursuant to Article 24.11 of the NAPE HS agreement, Article 45.02 of the NAPE LX agreement and Article 36.04 of the NAPE HP agreement.

**NOW THEREFORE, the parties agree as follows:**

### **1. Scope of Application**

- a. This Memorandum of Understanding applies to employees in classifications represented by NAPE who are required to complete training or perform work directly related to the April 25, 2026, launch of CorCare.

b. This Memorandum of Understanding is temporary and limited in nature and does not establish a precedent or apply to any other project, system implementation, or circumstance.

c. Except as expressly modified by this Memorandum of Understanding, all provisions of the applicable Collective Agreement and relevant legislation remain unchanged.

**2. Premium Compensation for CorCare-Related Work**

a. Employees who are required to complete CorCare-related training or perform CorCare launch support work beyond their regular full-time hours shall be compensated at a rate of **double (2x) their regular rate of pay** for all such hours worked.

b. For clarity, this premium rate applies **only** to hours worked that are directly attributable to CorCare-related training or CorCare launch support activities.

**3. Non-CorCare Overtime**

Hours worked in excess of regular full-time hours that are **not** related to CorCare training or CorCare launch support shall be compensated in accordance with the applicable overtime provisions of the Collective Agreement.

**4. Effective Period**

a. This Memorandum of Understanding applies to eligible hours worked **between April 6, 2026 and May 11, 2026, inclusive**.

b. No entitlement exists under this Memorandum of Understanding for hours worked outside of this defined period.

**5. Term**

This Memorandum of Understanding shall expire automatically at the end of May 11, 2026, unless extended by mutual written agreement of the parties.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding on the dates indicated below.

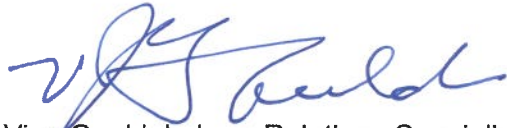
**For Newfoundland and Labrador Health Services**

Name / Title: Rebekah Coffin Rebekah Coffin, Provincial Director Labour Relations

Date: May 13, 2026

Witness: Kathleen Oshea

For NAPE



Name / Title: Vina Gould, Labour Relations Specialist Health Care

Date: May 12, 2026

Witness: Christine Denney