



Members - Know your “Overpayment” rights

MAHCP has filed two grievances

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A rise in “Overpayment” letters has prompted the Manitoba Association of Health Care Professionals to remind members of their rights, should they receive such a letter from their employer.

As of the end of October, MAHCP had received close to 300 overpayment letters, many of which the MAHCP and its Labour Relations Officers (LROs) are contesting due to timelines.

Some of these requests for repayment by the employer go back as far as 2012 – more than four years ago. The majority of the overpayment letters have been sent to members who work for the Winnipeg Regional Health Authority.

Our LROs would like to take this opportunity to remind MAHCP members of the importance of knowing their collectively bargained rights. In fact, the Memorandum of Understanding (MOU) on “Overpayments” in each Central Table agreement addresses this issue:

Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period that does not extend further back than twelve (12) months from date of discovery, provided:

- a) *Once the error was discovered, notice and a detailed breakdown of the error is given by the Employer*



Some Employer requests for repayment go back as far as 2012. Photo by Bernice Pontanilla

to the affected employee and the Association as soon as practicable;

b) *The proposed recovery is made in as fair and reasonable a manner as possible; and,*

c) *The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and the employee.*

“We have filed two grievances on behalf of the MAHCP membership regarding these letters,” said Bob Moroz, President of MAHCP.

“If we are aware of your overpayment and it falls outside of the parameters negotiated in the collective agreement, you will be receiving notice from us that your alleged overpayment will be included in grievances filed with the Employer.”

Moroz added that members who have questions regarding an overpayment letter they have

received, or who believe their LRO may not be aware of an overpayment letter affecting them, should please contact the office at 204-772-0425 or send an email to their LRO.

Vacation requests reminder

With the end of the vacation year fast approaching, MAHCP reminds members under the Central Table collective agreements to be sure to submit requests to utilize your outstanding vacation as soon as possible. You may carry over three (3) vacation days to the following year provided you let your employer know, in writing, at least sixty (60) days prior to the end of the current vacation year (Article 18).

Also please note that the employer is obligated to ensure that each employee has either Christmas or New Year’s off (Article 21).