

# MEMO



**Date:** 19 July 2023

**To:** All Nursing Staff

**Re:** Update on Previously Communicated Wage Increase

**From:** Melissa Francis, Director of People & Culture

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In an earlier communication, we announced our plan to implement the Nurses wage increase across the organization, aimed at recognizing the valuable contributions each team member makes to our success. Since that communication, we have worked at providing these increases as soon as possible and to further calculate the retroactive payments. The well-being of our employees and the sustainability of the company are our top priorities. Below is the schedule for the wage increase implementation:

- Rate Changes:
  - Apartments – Friday, July 21
  - Home/Hospital – Friday, July 28
- Retro Payments:
  - Apartments – Friday, August 4
  - Home/Hospital – Friday, August 11

*Please note, the dates above are the deposit date that employees will see wage increase on their pay stubs and not the start of the pay period.*

Please note that the implementation dates have been staggered based on various factors, and we understand that this may cause some variations in the timing. We assure you that all applicable wage increases, and retroactive payments will be processed as outlined above. We want to extend our sincere appreciation for your patience and understanding throughout this process. We are committed to open communication and transparency, and we will keep you updated on any further developments.

We appreciate your continued dedication and ongoing commitment to Menno Place. We know that our staff are the heart of Menno Place.

Melissa Francis  
Director of People & Culture