



**To: All HEU Members – Menno Home, Hospital & Apartments**

## **Temporary Postings**

Effective July 29, 2025, there will be a change in how notice is applied to temporary positions.

While it has been common practice to provide two weeks' notice to staff when a temporary position was ending, this is not required under the Collective Agreement. The agreement states that no notice is necessary when a temporary position ends due to the return of the incumbent employee.

To align with this, temporary positions will now end on the day the incumbent returns. The amount of notice provided to temporary staff will depend on how much notice the Employer receives from the employee who owns the position.

If you have any questions or concerns, please reach out to your shop steward.

Thank you.