

MEMORANDUM OF AGREEMENT

between

THE MANITOBA NURSES UNION

(The “Union”)

-and-

PROVINCIAL HEALTH LABOUR RELATIONS SERVICES

(“PHLRS”)

on behalf of

**THE EMPLOYERS IN THE WINNIPEG-CHURCHILL HEALTH REGION, SHARED
HEALTH REGION, NORTHERN HEALTH REGION, PRAIRIE MOUNTAIN HEALTH
REGION, SOUTHERN HEALTH REGION AND INTERLAKE-EASTERN HEALTH
REGION EMPLOYER ORGANIZATIONS**

Re: Patient Care Optimization Committee – Mentorship Project – Term Positions

WHEREAS the Employers Organizations are parties to a Collective Agreement,

AND WHEREAS the parties recognize that quality nursing practice is essential to the provision of safe patient care. Practical nursing skills are largely learned on the unit, whether through the consolidation of skills as new nurses, or through continuous learning as nurses progress through their careers.

AND WHEREAS the parties agree that nurses benefit from consistent, experienced mentorship and support at the unit level. Increasing clinical mentorship also aids with skill development, retention and recruitment and the promotion of safe patient care.

AND WHEREAS the Patient Care Optimization Committee (PCOC) has approved project funding over three (3) fiscal years (2025/2026; 2026/2027; and 2027/2028).

NOW THEREFORE the parties agree as follows:

1. The Employer will post three (3) year Mentorship term positions identifying the EFT and the site(s)/program(s) as listed in Appendix A – Mentorship Project Plan
2. The parties agree to waive Article 3006 for the purposes of this project.
3. The term positions will commence no sooner than April 1, 2025 and will expire on March 31, 2028.
4. This agreement is made without prejudice and without precedent.

Signed this 10th day of June, 2025

Provincial Health Labour Relations Services
On behalf of the Employers:



Wanda Reader
Interim Executive Director
Provincial Health Labour Relations Services

Manitoba Nurses Union:



Mike Sutherland
Executive Director
Manitoba Nurses Union

Appendix A - Mentorship Project Plan
March 31, 2025
Term Positions: Expiry March 31, 2028

EO	Plan – FTE	Comments
Interlake	1 X 0.6 FTE Selkirk 1 X 0.6 FTE Gimli 1 X 0.8 FTE Beausejour	Approved by PCOC March 25/25
PMH	1 X 0.5 FTE – Brandon Regional Health Centre Surgery (2/300) 1 X 0.5 EFT – Brandon Regional Health Centre ED 1 X 0.5 FTE – Brandon Regional Health Centre Medicine (4/500 and A2) 1 X 0.5 FTE – Dauphin Health Centre Med/Surg Unit	Brandon: Approved by PCOC March 31, 2025 Dauphin: Approved by PCOC March 24/25
SHSS	1 X 0.65 FTE BRHC – ER 1 X 0.65 FTE PDGH – Obstetrics 1 X 0.7 FTE BTHC – ER	Approved by PCOC March 24/25
HSC (SH)	2 X 1.0 FTE CHED	Approved by PCOC March 25/25
WRHA	1 X 0.7 FET – SBH – ED 1 X 0.7 FET – GH – ED 1 X 0.6 FTE – VGH - UC	Approved by PCOC March 24/25
NRHA	1 X 0.7 FTE – The Pas ED 1 X 0.7 FTE – Thompson ED 1 X 0.6 FTE – Thompson Obstetrics	Approved by PCOC March 24/25