

**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, NORTHERN  
HEALTH REGION, PRAIRIE MOUNTAIN HEALTH REGION, SOUTHERN HEALTH – SANTÉ  
SUD HEALTH REGION, INTERLAKE-EASTERN HEALTH REGION and SHARED HEALTH  
EMPLOYER ORGANIZATIONS**

(The “Employer”)

**Re: Shared Health Nurses Working within other Employer Organizations (and vice versa)  
– Full Time Hours Salary Enhancement Eligibility (FTSE)**

**WHEREAS** the parties are committed to providing wherever reasonably possible the greatest opportunity for nurses to access the Salary Enhancement.

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

1. MNU shall encourage nurses, who hold a Shared Health EO position, but wish to work additional shifts in a unit/site /program operated by an Employer in another EO, which is geographically proximal to their Shared Health position, (or vice versa – a nurse in another EO wishing to work additional shifts in a geographically proximal unit/site/program operated by Shared Health) to advise both Employer Organizations in which their positions are geographically located as to their interest in working additional shifts in order to qualify for the Full-Time Hours Salary Enhancement (the “Salary Enhancement”).
2. The Employer Organizations shall communicate within five (5) business days of the signing of this memorandum, to all potentially affected nurses, the Employer contacts to whom the nurses are to submit their expression of interest, and the process for submission.
3. The Employer agrees to hire the nurses who express such interest as a casual nurse within the receiving Employer Organization as expeditiously as possible to maximize available time to achieve worked hours towards eligibility, but such to occur no later than within fifteen (15) days of the date of submission of the expression of interest. For the purposes of this agreement there shall be no limitation on the number of casual positions

in the unit/program designated for any Employer until such time as agency nurse usage is eliminated for that same unit/program.

4. Where the application process is delayed by the Employer such that the nurse may fail to meet the qualifying hours, the Employer shall provide all reasonable consideration to permit additional flexibility with respect to the amount of qualifying hours, such that the nurse is able to qualify for the FTSE.
5. Shared Health, and the other affected EOs shall as part of the six (6) month reconciliation include those hours worked within another Employer Organization as qualifying hours and subject to qualification the Salary Enhancement will be paid by Shared Health, or the applicable EO for those hours so worked.
6. Any failure to adhere to, or comply with, the provisions of this Memorandum are subject to the grievance and arbitration procedures of the Collective Agreement.

**Dated this 28<sup>th</sup> day of April, 2025**

**Provincial Health Labour Relations Services  
On behalf of the Employers:**



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Wanda Reader  
Interim Executive Director  
Provincial Health Labour Relations Services

**Manitoba Nurses Union:**



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Mike Sutherland  
Executive Director  
Manitoba Nurses Union