

## **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: Part-time Provincial Travel Nurse Team Nurses and the Full-Time Salary Enhancement (FTSE)**

**WHEREAS** the Employers Organizations are parties to a Collective Agreement, as well as a Memorandum of Understanding for the FTSE, which formed part of the ratification process in reaching said Collective Agreement.

**AND WHEREAS** the Employers Organizations are parties to a Memorandum of Understanding for the Standardizing of Offering of Additional Available Shifts and Overtime which standardizes the process across all Employer Organizations for the offering of additional available shifts applicable to Article 34 – Special Understandings Re: Part-Time Nurses, Article 35 – Special Understandings Re: Casual Nurses, and MOU 24 – Re: Provincial Travel Nurse Team (the "Team")

**AND WHEREAS** the Memorandum of Understanding for the Standardizing of Offering of Additional Available Shifts and Overtime recognizes the unique structure of the Provincial Travel Nurse Team (PTNT) and although it is attributed to the SHEO for administrative purposes, it is operationalized across all EO's, and includes language committing to the review of the hierarchy of shift awarding consistent with the principal that Part-time and Full-time nurses receive preference over casual nurses.

**AND WHEREAS** the intention of this Memorandum is to reduce potential disqualification of Part-Time PTNT nurses that would qualify for the FTSE, but for not receiving preference for shifts awarded to casual nurses at the site until such time of an implementation of hierarchy of shift selection that offers shift preference to Part-Time PTNT nurses shifts above site casual nurses.

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

1. Where a nurse holds a Part-Time PTNT position, the nurse will be determined as having qualified for the FTSE for the October 1<sup>st</sup>, 2025-March 31<sup>st</sup> 2026 qualifying period, regardless of whether or not the nurse has achieved the 1007.5 qualifying hours, subject to any considerations for extended leaves of absence or other disqualifying criteria as outlined in the Memorandum of Understanding (Full-Time Hours Salary Enhancement – 2015 Annual Hours)

2. The nurse will qualify for the FTSE but receives payment of the \$5.95/hour enhancement only on qualifying hours paid. The FTSE amount accrued for qualifying hours paid will be paid at the end of the six (6) month period as prescribed in the Memorandum of Understanding (Full-Time Hours Salary Enhancement – 2015 Annual Hours)
3. This MOA will end as of March 31<sup>st</sup>, 2026, and either be replaced with another agreement, or the hierarchy of awarding shifts will be revised so that a Part-Time PTNT nurse has preference to additional available shifts above a casual nurse in the MOU Standardizing of Offering of Available Shifts and Overtime.
4. 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.

**Signed this 26<sup>th</sup> day of January, 2026.**

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

*Wanda Reader*

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Wanda Reader  
Interim Executive Director  
Provincial Health Labour Relations Services

**Manitoba Nurses Union:**

*Mike Sutherland*

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Mike Sutherland  
Executive Director  
Manitoba Nurses Union