MANITOBA NURSES UNION

UPDATE ON FULL-TIME SALARY ENHANCEMENT (FTSE)

DEAR MNU MEMBERS,

The purpose of this communication is to update nurses in the MNU bargaining unit regarding the Full-Time Salary Enhancement (FTSE) and provide clarity regarding overtime bank payouts, exceptions, and combining hours at multiple employers.

The below applies to nurses in the following classifications: LPN, ORT I, ORT II, Nurse II, Nurse III, and CRN/ Charge Nurse.

QUALIFYING HOURS

For part time and casual nurses, the normal amount of Qualifying Hours (QH) is 1007.5 (hours paid at regular rates, overtime hours do not count towards the FTSE) in each six month qualifying period (QP). **However, for this first QP ending September 30th, the QH amount is 839.58 as the QP has been shortened to a 5 month period (May 1st to September 30th).**

Despite the shortened QP and QH amount, the full amount of the FTSE will be paid ($5995.00).

EXCEPTIONS NURSES MAY APPLY FOR

BANKED OVERTIME TOP-UP:

Up to 38.75 hours

IMPORTANT NOTE:
The application deadline for this extension has been extended to October 14th, 2025 – see below.

EXTENUATING CIRCUMSTANCES EXCEPTION:

Up to 38.75 hours (must apply by October 14th 2025).

STAT TIME OFF EXCEPTION:

50 hours (must apply by October 14th 2025). Not prorated and available to any PT or casual nurse who requires it to reach qualifying hours.

NOTE: The total of the above three exceptions (Banked OT, Extenuating Circumstances, Stat Time Off) cannot exceed 110 hours.

STANDBY PREMIUM ADJUSTMENT:

Nurses on standby during non-scheduled days may apply for additional hours (must apply by October 14th 2025).

VACATION BLOCK ADJUSTMENT:
If a nurse did not earn additional vacation pay and works full time hours except for the period of vacation, they will be deemed to have worked full time during their vacation period (must apply by October 14th 2025).

OVERTIME BANK PAYOUT REQUESTS

The application deadline has been extended to **October 14th, 2025 (end of day). Overtime hours used are paid at regular rates.**

EXAMPLE:
A nurse works 10 hours of overtime and designates them to their overtime bank. The nurse would bank 20 hours (10 hours at double time) at regular rates. The nurse then has 20 hours available for application for the exception (if needed) to reach qualifying hours for the FTSE. The hours used from the bank are paid at regular rates.

- Requests must be submitted using the official application form.
- Forms must be submitted to your Employer, not to PHRSS. Employers will compile approved lists and send them to PHRSS.
- You do not need to complete the form if you are not applying for any FTSE exceptions.

COMBINING HOURS AT MULTIPLE EMPLOYERS

- A separate form for combining hours at multiple employers can be found attached to this email.

You do NOT need to complete this form if:

- All your positions are paid through SAP (e.g., WRHA Direct Operations and Shared Health Direct Operations), OR
- All your positions are within one Employer Organization: Northern Health, Prairie Mountain Health, or Southern Health.

In these cases, your regional PHRSS office will automatically track your hours across positions.

NEXT STEPS

If you are uncertain about your eligibility, qualifying hours, or have multiple positions, please contact your Employer for assistance and clarification. Under the provisions of the agreement nurses have the following right:

"The Employer will provide reasonable opportunity for the nurse to be aware of any shortfall in qualifying for The Salary Enhancement….."

IF YOUR CONCERN REMAINS UNRESOLVED, CONTACT YOUR WORKSITE/LOCAL PRESIDENT OR LRO.

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