

THE FULL-TIME SALARY ENHANCEMENT (FTSE) FACT SHEET



In order to ensure all members wanting to take advantage of the FTSE are properly compensated, MNU has put together this document. As you know, we're here to help. Should you still have questions, please reach out to your Labour Relations Officer!

WHEN?

This enhancement commences April 1st, 2025 (for a two-year pilot project)

WHAT DOES IT ENTAIL?

- Central Table Employers (list is in Appendix D of the various Central Table Collective Agreements)
- Some separate table Employers may also have – nurses should check the individual Collective Agreement for their Employer.
- Applies to all ORT 1, ORT II, LPN, Nurse 2, Nurse 3, CRN/Charge Nurse that have a 1.0 EFT or part time or casual nurses that work up to full time hours.
- \$5.95 per hour for qualifying nurses, is considered salary and therefore pensionable as well.
- Applies only to hours paid at regular rates, not overtime.
- Can combine hours from various positions if holding multiple positions with same or different Employer in an Employers' Organization (EO)
- An EO is a Central Table concept, there are six EOs that make up Central Table (Northern, Southern, Interlake, Prairie Mountain, Shared Health, Winnipeg Churchill).
- The list of Employers in each EO is found in Appendix D of the Collective Agreement
- Can also combine hours from a Provincial Travel Nurse Team (PTNT) position with any other position from any other of the six EOs.
- Can combine a Shared Health EO position with a Winnipeg EO

position (and vice versa) if both are geographically located in the Winnipeg metropolitan region.

WHO QUALIFIES?

Full-time nurses (1.0 EFT positions)

- \$5.95 paid on every cheque for all hours paid at regular rates, unless on a paid sick leave that exceeds four (4) weeks. In that case \$5.95 stops after four (4) weeks paid sick leave and resumes when nurse returns to the 1.0 EFT position.
- Paid on any periods of approved WCB claim.
- Not provided during unpaid leave.

Part-time and casual nurses

- Administered in six-month segments of 1007.5 hours - April 1 to Sept 30 (paid 1st off cycle pay in December)
- Oct 1 to March 31 (paid 1st off cycle pay in June)
- There are flexibility exceptions on the 1007.5 hours as follows
 - (a) vacation periods do not count against qualification amount of hours
 - (b) periods of stand by are taken into consideration, stand by hours are paid the \$5.95 for nurses who would qualify but for the periods of standby.
 - (c) can use 38.75 hours of banked time per six month period to address any shortfall hours
 - (d) Can used another 38.75 hours as grace period for extenuating circumstances when not able to pick up available shifts.

(e) 50 hours can be used to address stat time

(f) total consideration for (c), (d), (e) above to a max of 110 hours.

(g) an approved unpaid leave of absence of four weeks or less do not count against qualifying hours amount

(h) if prior to going on WCB the nurse had worked sufficient hours to qualify for FTSE in the preceding eight (8) weeks, the time spent on WCB approved claim qualifies.

ADDITIONAL NOTES:

- When reassigned voluntarily, nurse chooses between reassignment premium or having the hours count towards the FTSE.
- During trial period duration any scheduled overtime shifts are not eligible for paid sick leave.
- Employers' obligations include:
 - (a) wherever reasonably possible, the Employer will provide the greatest opportunity for nurses to access the FTSE and;
 - (b) establish a mechanism that allows for nurses to readily view and apply for all available shifts at any site/Employer within their Employer Organization. Also applies to nurses in the Provincial Travel Nurse Team and nurses working for both Shared Health and Winnipeg EO in the Winnipeg metropolitan region in order to qualify for the FTSE.

CONCLUSION:

Where a nurse is uncertain about their particular circumstance with respect to qualification, applicable hours, multiple positions, access to shifts, they ought to contact their LRO or the MNU provincial office.

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