

IMPORTANT FTSE REMINDER:

DON'T MISS THE UPCOMING DEADLINES FOR THE FULL-TIME SALARY ENHANCEMENT (FTSE)



***mn*u MEMBERS,**

The purpose of this communication is to remind nurses in the MNU bargaining unit about the Full-Time Salary Enhancement (FTSE) deadlines 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 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).

EXCEPTIONS PART-TIME NURSES MAY APPLY FOR

BANKED OVERTIME TOP-UP (OVERTIME BANK PAYOUT):

A nurse who has not achieved sufficient qualifying hours may choose to utilize accrued banked overtime to top up eligible hours to a maximum of 38.75 hours. Some Employers (Central Table) are automatically applying these hours to any accrued overtime that was paid out during the six (6) month block. In such case applications for the overtime exception hours are not required.

IMPORTANT NOTE:

If your Employer requires an application for utilization of these hours, submit as soon as possible as per Employer instruction. 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.

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EXTENUATING CIRCUMSTANCES

EXCEPTION: A nurse shall be granted an exception of up to 38.75 hours to supplement eligibility to achieve payment of the FTSE if unable to pick up additional shifts due to extenuating circumstances. Must submit a written application as per Employer instruction.

STAT TIME OFF EXCEPTION: A nurse shall be granted an exception of 50 hours to address stat time off equivalent to full-time nurses. Central Table Employers are applying this exception automatically and a form submission is not required. For non Central Table Employers, follow your Employer's instruction on submission of exceptions. This exception is available to any PT 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, as per Employer instruction.

VACATION BLOCK ADJUSTMENT: If a nurse earned additional vacation pay to the equivalent of full-time hours they will be deemed to have worked full time during their vacation period.

If a nurse accrued less than the equivalent of full-time hours for the vacation block, the vacation period is prorated so as to reduce the required qualifying hours amount for the nurse, by the corresponding amount. Excess vacation paid out at regular rates count towards the qualifying hours amount.

- Forms must be submitted as per Employer instruction.
- 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.