

MEMORANDUM OF AGREEMENT

between

THE MANITOBA NURSES UNION

(The “Union”)

-and-

PROVINCIAL HEALTH LABOUR RELATIONS SERVICES

(“PHLRS”)

on behalf of

SHARED HEALTH EMPLOYER ORGANIZATIONS

(The “Employer”)

Re: Provincial Travel Nurse Team (PTNT) – Full Time Nurse Calculation of Overtime

WHEREAS the Employer and MNU are parties to a collective agreement for the term April 1, 2024 to March 31, 2028.

AND WHEREAS the parties, through provisions of the Collective Agreement, have established and committed to maintain a Provincial Travel Nurse Team (PTNT), which one of the main purposes is to reduce reliance upon agency nurses.

AND WHEREAS Memorandum 24, #20 (ii) states that due to the nature of the compressed work schedule associated with a PTNT position an annual paid hours reconciliation will be conducted for the period of April 1 to March 31 each year. Hours paid over 2015 annual hours will be paid the applicable overtime rate as outlined in the Collective Agreement.

AND WHEREAS the intention of this Memorandum of Agreement is to recognize full time PTNT Nurses that work a regular 1.0 EFT schedule in real time when overtime is worked.

NOW THEREFORE the parties agree as follows:

1. PTNT nurses who hold a 1.0 EFT consisting of 232.5 hours every six (6) weeks will receive overtime eligibility in accordance with Article 16, MOU 17 12 Hour Shift Pattern, MOU 18 10 Hour Shift Pattern or MOU 19 7.75/11.62 Hour Shift Pattern, whichever is applicable to the shift pattern worked by the nurse. For clarity, the Employer shall pay the nurse for overtime worked in each pay period as per the

requirements of the Collective Agreement and applicable statute, and shall not withhold payment by way of an annual reconciliation.

2. Should this overtime payment structure result in an overpayment due to the nurse not having achieved the paid hours to qualify for overtime as identified during the annual reconciliation process, the Employer will initiate recovery of the overpayment in accordance with the Collective Agreement.
3. This agreement will be a trial period from date of signing of this Memorandum of Agreement to November 30, 2026.
4. The parties will meet prior to the expiry of the trail period to evaluate and discuss any challenges.
5. This Memorandum of Agreement is made on a without prejudice and without precedent basis and may only be referred to in relation to the enforcement hereof.
6. Where the terms and conditions of this Memorandum of Agreement and the provisions are not adhered to the Union may exercise its recourse as per the grievance and arbitration procedures as prescribed in the Collective Agreement.

Dated this 14th day of May, 2026

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

Manitoba Nurses Union:



Wanda Reader
Interim Executive Director
Provincial Health Labour Relations Services
Union

Mike Sutherland
Executive Director
Manitoba Nurses