

Paying out overtime hours

According to Article 8.01 (c) of the United Nurses of Alberta Provincial Collective Agreement, time off not taken by March 31 in any given year shall be paid out unless otherwise mutually agreed.

If an Employee formally requests to carry over accumulated overtime hours, the Employer cannot unreasonably deny that request.

Example: If an Employee can demonstrate that they have attempted to take Time Off in Lieu (TOIL) using overtime hours, but had their request denied, the Employer cannot deny a request to carry over those hours into the next year.

Notwithstanding the Collective Agreement, the Employment Standards Code prohibits the Employer from unilateral payout of banked overtime earned within the previous six months. If you have such overtime paid out, please contact UNA.

If you have any questions or concerns, please contact your UNA Local Executive or Labour Relations Officer at 1-800-252-9394.

