

Nurses have flexibility, don't be pressured

Employers cannot unilaterally change Designated Days of Rest

The new Agreement continues to guarantee nurses two consecutive days off, the Designated Days of Rest. A new clause 7.04 (c) was added to give nurses flexibility and allow them, if they choose, to come to a mutual agreement with the Employer to change the schedule to move their Days of Rest. Designated Days cannot be cancelled, they can only be moved to a later date.

This does NOT mean the Employer can change the Days of Rest.

Managers are now allowed to ask people if they want to switch their designated days off. But nurses can always say no. It's no different from being asked to change vacation. Employers CANNOT coerce, and they CANNOT eliminate designated days of rest for nurses. If a nurse feels unduly pressured to change the scheduled days of rest she should contact the Local executive or a Labour Relations Officer.

7.04 (c) An Employee or the Employer may, during the course of a posted schedule ask to amend scheduled shifts. Such Employee requests shall be granted where operationally possible without additional cost. Where mutually agreed, the requirements for fourteen (14) days notice of change shall not apply. Employees or the Employer should make such requests as far in advance as possible in order to maximize the ability to accommodate the request. Any shift changes made by mutual agreement shall not violate the scheduling provisions of this article.

2003-2006 PHAA Provincial Collective Agreement.

SPOTLIGHT on your UNA contract



Questions?

Contact your United Nurses of Alberta Representative: