

Hours of Work

**Has your schedule been changed
without your agreement?**

Employers may not unilaterally change 12-week schedule

An Employer desiring a schedule change must ask the Employee to amend their 12-week schedule prior to implementing any schedule change

You may agree to amend your schedule but you are not obligated to do so.

On the other hand, Article 7.04 (c) notes that requests by an Employee to alter their 12-week schedule “SHALL be granted where operationally possible without additional cost.”

If an Employee does not agree to alter their shift schedule, the expectation is the Employer will continue to explore options for staffing. If the Employer cannot find an appropriate staffing alternative, they can require an Employee to change their schedule with 14 days or less notice, but the Employer is required to pay overtime in accordance with Article 7.04 (a).

The language in 7.03 Schedule Posting is clear. Employees’ schedules are to be posted at least 12 weeks in advance. A 12-week schedule would be meaningless if an Employer had the right to change a shift without penalty.

If your schedule has been changed without your approval please contact your Local or UNA Provincial Office for assistance.

SPOTLIGHT on your UNA contract

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Questions?

Contact your United Nurses of Alberta Representative:

• Provincial Office: (780) 425-1025 or 1 800 252-9394 • Southern Alberta Regional Office: (403) 237-2377 or 1 800 661-1802 • www.una.ab.ca

