

Professional Development

Compulsory In-services on a “blank” day or a designated day of rest must be paid 2X overtime

Employees who are asked to attend a Compulsory In-service session on any day they are not regularly scheduled to work must be paid at the overtime rate, 2X.

Under Article 35.02 (a) of the Provincial Agreement, Employees can be required to attend compulsory in-services on days they are not normally working. Because the sessions are compulsory, it is the equivalent of mandatory overtime, and must be paid at the overtime rate.

UNA has won two arbitrations on this topic.

Employees who are offered choices of attending a compulsory in-service on a day they are normally working cannot choose instead to attend on a non-working day, in order to get the overtime rate.

In the case of any dispute about the correct rate to be paid for attending a compulsory in-service, check immediately with your Local UNA representative.

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 •

