

Vacation

Employers cannot pay out vacation

Some health Employers tell nurses that if they do not take their vacation, they will pay it out. But under UNA Collective Agreements Employers are NOT permitted to pay out unused vacation hours.

Vacation is earned one year to be taken in the next year (or in the months after it is earned). The vacation year for most Employers runs from April 1 to March 31 and Employees who do not use up their full vacation entitlement can request in writing that the unused time be carried over to the next year and their request cannot be unreasonably denied.

Employers are not permitted to make arbitrary rules like: no more than five days can be carried over; all unused vacation must be paid out, etc. That would be unreasonable denial.

Employees who have attempted to schedule vacation but have had their request(s) denied, cannot be reasonably denied a request to carry over that vacation time to the next year. Employers could be justified in denying a carry over if an Employee has NOT attempted to schedule or use their vacation hours. Even then, however, the Employer is not allowed to simply pay out the hours.

– *Article 17.03 (c) Facility and Community Agreements*

Different Rules For Overtime

Employers normally **MUST** pay out banked overtime hours, unless it is mutually agreed to carry the hours over after March 31.

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Questions?

Contact your United Nurses of Alberta Representative: