

## *Mobility provisions*

# *New Agreement protects nurses from being shuffled around*

The new Provincial Agreement has added a new Article 44 on Mobility that regulates the movement of nurses in the new Region-wide bargaining units. The great majority of nurses will continue to have a regular position at a single site. The mobility provisions protect nurses from being arbitrarily moved from site to site. Article 44 defines three types of position:

- 1) “**at**” a site (regular) for the vast majority of nurses,
- 2) “**at or out of**” – the nurse works at more than one location on an unscheduled basis (such as home care nurses who work in many locations) and
- 3) “**Multi-site**” – nurses are regularly scheduled to work “at or out of” more than one site.

### **No nurse can be forced to move to a new site**

If the Employer converts a position into an “at or out of” or “multi-site” job, the nurse cannot be forced to move, but can take a layoff or in most cases displace into another position.

Nurses can be asked to temporarily work at a different location in emergencies or for skill maintenance or other specific reasons, but the reasons for moving nurses are limited and defined.

– *Article 44 in the provincial Collective Agreement.*

**SPOTLIGHT on your UNA contract**



**Questions?**

**Contact your United Nurses of Alberta Representative:**