

# ***New Provincial Agreement on Multiple Positions***

## ***Each Employee will only have ONE position with a Health Region***

***No nurse will be forced to reduce FTE  
unless it is more than full-time,  
after multiple positions are combined***

Nurses formerly could hold more than one position with a Regional Health Authority (RHA). Those positions had different sites, schedules, seniority dates, sick leave banks, etc. Now that each RHA is a single Employer with just one bargaining unit, that is no longer possible. Under the new Agreement the positions must be combined into a single position that cannot be greater than a single full-time equivalent (FTE).

Nurses with more than one job will have those multiple positions combined. One seniority date will apply, and sick leave and vacation banks will be combined. If the combined FTE is greater than one, the nurse has to decide how to reduce to one FTE. If the combined FTE is 1.0 or less the positions must be combined to maintain the nurse's FTE.

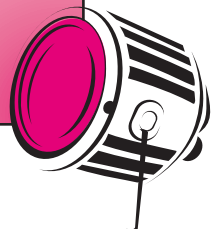
### **Casual positions**

Nurses who held a regular position and a casual position will move to a single position ("employment relationship") from September 4, 2004 onwards. After that date overtime or premiums on casual shifts will be calculated as additional shifts added to the nurse's regular position.

Any nurse can pick up extra shifts at any site.

— *Letter of Understanding in the Collective Agreement with the Provincial Health Authorities of Alberta (PHAA) 2003-2006.*

**SPOTLIGHT on your UNA contract**



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**Questions?**

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