

Seniority

New agreement changes seniority

The new provincial Collective Agreement makes important changes to seniority. Seniority is now by date of hire for all nurses and, most importantly, seniority is now portable. Nurses can add the time worked at other Employers to their seniority, if those Employers are also covered by the provincial agreement (PHAA) or if the Employers who have also agreed to this. (The Employers with reciprocal agreements are Alberta Cancer Board, Millwoods Shepherd's Care, and the Good Samaritan Society. UNA is still attempting to achieve reciprocal agreements with CCEBA and Bethany Cochrane.)

For example: A nurse was hired at the Royal Alexandra Hospital on June 3, 1975, she resigned in 1988 and was immediately hired at the Calgary General Hospital. On July 24, 1990, she resigned and was hired three months later at the Foothills Hospital. Her seniority date will be June 3, 1975

Time worked can only be counted for seniority if it was in an inscope position and there was no break in employment of six months or greater.

For example: A nurse was hired at the Royal Alexandra Hospital on June 3, 1975. On July 24, 1990, she resigned and was immediately hired at a physician's private clinic. On January 12, 2003, she was hired at the Sturgeon General Hospital. Her seniority date will be January 12, 2003.

Each Employee must gather proof of previous employment, which should then be submitted to the Local Executive. If the proof of employment is acceptable to the Local, the Employer will be asked to adjust the Employee's seniority date. A Statutory Declaration (taking an oath – see UNA Declaration form) can also be used to confirm earlier employment.

There is a DEADLINE for adjusting seniority. UNA must make adjustments to individual seniority within three months of the Employer providing a new seniority list.

Check with your Local or your Labour Relations Officer if you have questions about changes to seniority.

— Article 12.01 in the Collective Agreement with the Provincial Health Authorities of Alberta (PHAA).

SPOTLIGHT on your UNA contract



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Questions?

Contact your United Nurses of Alberta Representative: