

Vacation

Vacation approval delayed, pending or 'up in the air'?

At most UNA sites, the Employer must inform you of approval or denial of your requests on the vacation planner by April 30th. You have a right to be able to plan your life with your family.

If there is a delay in approval beyond the deadline, or if the Employer says it is pending, you should consider your vacation denied and initiate a grievance immediately.

If you believe vacation time has been inappropriately assigned, you may also seek to file a grievance. For example, if you apply for a week block vacation and the Employer approves Monday and Tuesday, but not Wednesday, and approves Thursday and Saturday, but not Friday, that is effectively a denial of your vacation. You should grieve this type of denial.

The grievances **must be filed within ten days (excluding weekends or named holidays) of April 30 or from the day you were informed of vacation decisions**, whichever is earlier.

The Collective Agreement does not provide for a standing, or pending vacation request. If circumstances change such that a previously denied vacation period becomes available, you will need to submit a new vacation request for consideration.

Contact your Local executive or Labour Relations Officer if you have a grievance.

For more details on how vacations should be handled see the Joint Statement on Vacations on the una.ab.ca website linked from the Collective Agreements page.

– Article 17.03 UNA Provincial Collective Agreement

May 2007

SPOTLIGHT on your UNA contract



Questions?

Contact your United Nurses of Alberta Representative: