

Ensure you are receiving your proper education allowances.

According to Article 26.01 of the United Nurses of Alberta Provincial Collective Agreement, Employers will acknowledge educational credentials from recognized post-secondary institutions and use those credentials to establish the Employee's basic rate of pay. Check Article 26 of the Collective Agreement for a list of courses, diplomas and degrees eligible for an education allowance.

An education allowance for a Baccalaureate Degree shall be payable after the Employee provides their Employer with satisfactory proof of their degree.

Allowances for education shall be paid from the date the Employee provides proof of qualifications to the Employer retroactive to the date the Employee completed the requirements for the qualification or from the date of hire, whichever is later, to a maximum of 12 months.

Unfortunately, however, experience shows that Employees are not always paid the allowances to which they are entitled even after they have informed the Employer.

As a result, at the time they inform the employer of their entitlement to an education allowance, UNA members are encouraged to retain a date-stamped document or a copy of the email they sent to establish when and how they informed the employer.

Education allowances are not cumulative. An Employee should expect to only receive the highest allowance for which they are eligible.

UNA members with any questions of concerns should contact their UNA local executive or Labour Relations Officer at 1-800-252-9394.

