

# Asked to work for free?

It is not uncommon for an Employer to ask an Employee to work overtime at straight rates by asking her to “volunteer” or “help out.”

An Employee working beyond regular hours will be less safe in her workplace. Facing fatigue by working unexpected hours can pose safety risk to both the Employee, her co-workers, and their patients.

Employers must be encouraged to schedule adequate staffing and be prepared for reasonably predicable absences.

UNA collective agreements prohibit special arrangements between Employer and Employees. Article 3.03 ensures that terms of employment must be negotiated through the union. This protects individual Employees from being pressured to work beyond regular hours, a situation that can create a less safe work environment.

If you have any concerns, contact your Local Executive or your UNA Labour Relations Officer for assistance.



**United Nurses of Alberta**