

Casual Employees eligible for overtime

The UNA Provincial Collective Agreement makes provision for payment at overtime rates for Employees working casual who work more than full-time hours. If an Employee works more than full-time hours over a four-week period (147.25 hours), then those extra hours must be paid at the overtime rate of 2X the basic rate of pay.

The beginning of the four-week period will vary depending on when the Employer's pay period starts.

For casual Employees whose home site is Alberta Hospital Edmonton, the University of Alberta Hospital or who are covered by the Mental Health Clinics Addendum, overtime over the four-week period commences after 155 hours.

Article 30.03 of the UNA Provincial Collective Agreement states:

- (a) (v) A Casual Employee shall be entitled to overtime worked in excess of 147.25 hours averaged over a four-week period (with a starting point established as the first day of the first pay period following 90 days from the date of ratification of this Collective Agreement).



United Nurses of Alberta