

# Overtime for compulsory in-services

Employees who are required to attend a compulsory in-service session on any day they are not regularly scheduled to work must be paid at the overtime rate of 2X their regular salary.

Under Article 35.02 (a) of the UNA Provincial Collective Agreement, Employees can be required to attend compulsory in-services on days they are not normally working. Because the sessions are compulsory, it is the equivalent of mandatory overtime, and must be paid at the overtime rate.

UNA has won two arbitrations on this topic. Employees who are offered choices of attending a compulsory in-service on a day they are normally working cannot choose instead to attend on a non-working day, in order to get the overtime rate.

In the case of any dispute about the correct rate to be paid for attending a compulsory in-service, check immediately with your UNA Local Executive or Labour Relations Officer.



**United Nurses of Alberta**