

Overtime should be paid for time spent correcting Employer payroll errors

When Employers make payroll errors, Employees are entitled to expect the Employer will correct them in a timely manner.

Unfortunately, it is not unusual for Employees to be required to devote significant time and effort to fixing payroll errors.

Since a fundamental obligation of any Employer is to provide accurate and timely pay to their Employees, UNA does not believe any Employee should have to spend their free time trying to correct an Employer's error.

So if you experience a payroll error, UNA encourages you to immediately advise your manager if you require time during a scheduled shift to address it. If management is unwilling unable to provide appropriate scheduled time, UNA encourages you to request overtime for the time you must spend to correct the error.

UNA may be able to take the position the Employer has unreasonably denied a request for overtime, allowing us to pursue appropriate payment through the grievance process. For a grievance to succeed, you will need to record details of dates, times and the efforts you spent trying dealing with the problem and provide them to UNA.

Whether you wish to seek overtime or not, if you are finding it difficult to have your Employer correct a payroll error, contact UNA for assistance. Your UNA local executive or Labour Relations Officer can be reached at 1-800-252-9394.



United Nurses of Alberta