

# Designated Day of Rest Payment for Additional Shifts

Alberta Health Services and United Nurses of Alberta recently resolved a grievance regarding payment for voluntary additional unscheduled shifts where a portion of the shift falls on a Part-time Employee's Designated Day of Rest. This settlement is binding on all of AHS.

Part-time Employees who voluntarily work an additional unscheduled shift straddling two calendar days where a portion of the shift worked falls on an Employee's Designated Day of Rest shall be paid for the entire shift at the rate of pay determined by where the majority of hours worked fall.

**Example:**

If a majority of hours worked fall on a "blank" day (ie: a day that is neither a scheduled work day nor a Designated Day of Rest) will be considered to have received their Designated Day of Rest for scheduling purposes. They will be paid at the basic rate of pay for the entire shift.

If a majority of hours worked fall on a Designated Day of Rest, Part-time Employees will be considered to have received their Designated Day of Rest for scheduling purposes. In this circumstance, the Employee will be paid at 2X the basic rate for the entire shift.

This settlement does not alter a Part-time Employee's ability to mutually agree with the Employer to exchange their Designated Day of Rest to other non-scheduled "blank" days, pursuant to Article 30.01(b)(i) of the UNA Provincial Collective Agreement.