

ARTICLE 8:06

Employees who work more than 4 hours after a shift are entitled to a meal voucher or reimbursement

Under Article 8.06 of the Provincial Collective Agreement, Employees who work more than four hours following a shift are entitled to a meal voucher or reimbursement for their meal if they have dietary restrictions that prevent them from obtaining their meal in their facility's cafeteria.

Article 8.06 states:

Following working a Shift, an Employee who then works in excess of four (4) hours overtime shall be provided with access to a meal and snacks at no cost.

United Nurses of Alberta is aware that Employees have been told at some worksites that access to a meal and snacks is not to be applied to pre-booked shifts, regular or overtime, "where preparation for meals or snacks can be made."

The language of the Collective Agreement is clear, however, that it makes no difference if the Employee's shift was booked in advance or at the last minute, an Employee who has worked more than four hours in excess of the shift is entitled to a meal voucher or reimbursement.

The Employer cannot unilaterally add conditions to this or any other Article in the Collective Agreement.

Members who encounter this situation should buy their food and keep the receipt, then contact their UNA Local Executive or Labour Relations Officer at 1-800-252-9394 as soon as possible.