

# SPOTLIGHT

on your UNA contract

Article 16.02, 16.03, 16.04  
(UNA Provincial Collective Agreement 2024-2028)

# Working In Charge? Get the Charge Pay

*Sections 16.02, 16.03, and 16.04 of the Provincial Collective Agreement state that Employees with In-Charge responsibilities are entitled to In Charge Pay.\**

When a Staff Nurse is designated as the Employee in charge of a unit, the Employee shall be paid an additional \$3.50 per hour. When an Employee who holds a position in a higher rated classification is designated in charge of a unit, such Employee shall be paid an hourly rate which is no less than what a Staff Nurse at the same pay step would be paid when designated in charge..

The Employer must provide a document specifying In Charge roles and responsibilities at each nursing unit. If an Employee has been assigned those duties then they are fulfilling the In Charge role whether there is a manager there or not.

If an Employee is unsure whether their work should qualify for being designated in charge of a unit and/or to receive In Charge Pay, they should directly ask their Manager and refer to the Employer's document specifying the roles and responsibilities of a person designated in charge and the duties that have been assigned. If the duties assigned to the Employee are those on the document specifying the roles and responsibilities of a person designated in charge, then the Employee should get Charge Pay.

*\*Some UNA Collective Agreements often have different provisions.  
Check your Agreement or with your Local for details.*



If you have any questions or concerns, please contact your UNA local executive or Labour Relations Officer at 1-800-252-9394.

Read your Collective Agreement online or on the App



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