

Casual Employees eligible for overtime when they work in excess 147.25 hours in a four week period

The UNA Provincial Collective Agreement makes provision for payment at overtime rates for Employees working casual who work more than full-time hours.

Article 30.03 of the UNA Provincial Collective Agreement states:

30.03 (a) (v) A Casual Employee shall be entitled to overtime worked in excess of 147.25 hours averaged over a four (4) week period. The Employer shall have available for each Casual Employee, a calendar indicating the applicable four (4) week periods for calculating overtime. Once annually, following completion of the payroll calendar for the forthcoming year, the Employer shall confirm for the Union the applicable 4-week periods for calculating overtime for Casual Employees.

If an Employee works more than full-time hours over a four-week period (147.25 hours), then those extra hours must be paid at the overtime rate of 2X the basic rate of pay.

The beginning of the four-week period will vary depending on when the Employer's pay period starts.

For casual Employees whose home site is Alberta Hospital Edmonton, the University of Alberta Hospital or who are covered by the Mental Health Clinics Addendum, overtime over the four-week period commences after 155 hours.



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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