

Casual Employees eligible for overtime when they work beyond their scheduled shift hours

When Casual Employees are offered a shift, they should confirm the length of the shift they are being asked to work. This is important information as Casual Employees are eligible for overtime if they work beyond their scheduled shifts hours. However, Casual Employees must work a minimum of 7.75 hours to be eligible for overtime.

If a Casual is replacing a regular Employee, any hours they work beyond what the regular Employee would have worked (7.75 hrs or an extended hour shift) is deemed to be overtime and paid at 2X the basic rate of pay.

When a Casual is offered a shift that does not replace a regular Employee, they should confirm the number of hours they are booked to work. Any hours worked beyond the scheduled shift length and in excess of 7.75 hours should be paid at 2X the basic rate of pay.

If a Casual Employee is scheduled to work a 4 hour shift and is asked to stay an additional 3.75 hours (total of 7.75 hours), they are not eligible for overtime.

Make sure you claim overtime when it is appropriate.



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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