

# Nurses protected from arbitrary moves

Article 44 of the UNA Provincial Collective Agreement regulates the movement of Employees in Alberta's province-wide bargaining unit.

The majority of Employees continue to have a regular position at a single site and the mobility provisions protect Employees from being arbitrarily moved from site to site.

Article 44 defines three types of position:

- 1) *"at" a site (regular) for the vast majority of Employees.*
- 2) *"at or out of" – the Employee works at more than one location on an unscheduled basis (such as home care nurses who work in many locations).*
- 3) *"Multi-site" – Employees are regularly scheduled to work "at or out of" more than one site.*

If the Employer converts a position into an "at or out of" or "multi-site" job, the Employee cannot be forced to move, but can take a layoff or in most cases displace into another position.

Employees can be asked to temporarily work at a different location in emergencies or for skill maintenance or other specific reasons, but the reasons for moving Employees are limited and defined.



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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