

# SPOTLIGHT

on your UNA contract

Article 8: Overtime  
(UNA Provincial Collective Agreement 2024-2028)

# 16 hours of work is the max

With a fluctuating number of Registered Nurses employed in the workforce, staff at some worksites are asked to work more than a double shift, which equals more than 15.5 consecutive hours. UNA's Provincial Collective Agreement prohibits this unsafe practice:

*8.03 No Employee shall be requested or permitted to work more than a total of 16 hours (inclusive of regular and overtime hours) in a 24 hour period beginning at the first hour the Employee reports to work.*

## Working extra hours can have professional conduct implications.

The Practice Standards for Regulated Members, published by the College and Association of Registered Nurses of Alberta, states:

*5.9 The registered nurse ensures their fitness to practice. Fitness to practice means that the registered nurse restricts or accommodates practice if he/she cannot safely perform essential functions of the nursing role due to mental or physical disabilities.*



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



[www.una.ca](http://www.una.ca)