

Paying out overtime hours

According to Article 8.01 (c) of the United Nurses of Alberta Provincial Collective Agreement, time off not taken by the last pay period end date in March in any given year shall be paid out unless otherwise mutually agreed.

Requests to take accumulated overtime as time off shall be approved or denied within 14 days of receiving the request. Where the request is denied, the Employer shall provide written reasons for the denial.

Example: If an Employee can demonstrate that they have attempted to take Time Off in Lieu (TOIL) using overtime hours, but had their request denied, the Employer cannot deny a request to carry over those hours into the next year.

Notwithstanding the Collective Agreement, the Employment Standards Code prohibits the Employer from unilateral payout of banked overtime earned within the previous six months. If you have such overtime paid out, please contact UNA.

