

What to know when attending compulsory in-services

Employees required to attend a compulsory in-service should be aware of articles 10 and 35 of the UNA Provincial Collective Agreement.

Article 35.02 (a) states that Employees attending a compulsory in-service on a day they are not regularly scheduled to work must be paid at the overtime rate of 2X their regular salary. Because the sessions are compulsory, it is the equivalent of mandatory overtime.

Employees offered choices of attending a compulsory in-service on a day they are normally working cannot choose instead to attend on a non-working day in order to collect the overtime rate.

Articles 10.07 (a) and 10.07 (c) state that Employees required to travel to compulsory in-services shall be reimbursed transportation costs if the in-service is located more than 20 kilometres further than their usual travel route to their normal worksite.

For example, an Employee working at the Leduc General Hospital who is required to take the Connect Care Training at the University of Alberta Hospital shall be paid time to travel and mileage to the U of A Hospital, providing that the trip is more than 20 km than their usual travel to the Leduc Hospital.

If you have any questions or concerns, please contact your UNA local executive or Labour Relations Officer at 1.800.252.9394.

