

JOINT COMMUNICATION Multi-Employer/UNA Collective Agreement

- Extension of “Named Holiday Banks Payout Upon Employee Transfer to Part-time or Casual Status” Trial Process
- Addition of “Vacation Banks Payout Upon Employee Transfer to Part-time or Casual Status” Trial Process

December 2009

1. Extension of “Named Holiday Banks Payout Upon Employee Transfer to Part-time or Casual Status” Trial Process

In February 2009, the parties agreed to a trial process related to the payout of Named Holiday Banks when a Full-time Employee transfers to Part-time or Casual Status, as follows:

- **Transfer from Full-time to Part-time Status** - There will be no automatic payout of a Named Holiday bank when an Employee transfers from Full-time to Part-time status. Employees may request payout at any time, but unless otherwise mutually agreed, an Employee who transfers from Full-time to Part-time status will retain his or her Named Holiday bank, with days off to be taken at a mutually agreed time.
- **Transfer from Regular or Temporary Status to Casual Status** - When an Employee transfers from Regular or Temporary status to Casual status, the Employee's Named Holiday bank will be automatically paid out unless otherwise requested by the Employee. Such Employee request must occur before the payout is processed.

The Trial Process's original end date was December 31, 2009. The current collective agreement expires on March 31, 2010 and the parties will be commencing collective bargaining in due course. In the circumstances, the parties have agreed to extend the Trial Process until the commencement of the new collective agreement.

In the interim, Employers and Locals are asked to continue to record any problems that may arise. The parties will be contacting their respective AHS and UNA representatives to conduct an assessment of the Trial Process.

2. Addition of “Vacation Banks Payout Upon Employee Transfer to Part-time or Casual Status” Trial Process

A similar issue has arisen regarding the payout of vacation banks when a Full-time Employee transfers to Part-time or Casual Status. Given the ongoing Named Holiday Bank Pay-out Trial Process, the parties have agreed to apply the same trial process to the payout of Vacation Banks.

Accordingly, when a Full-time Employee transfers to Part-time or Casual status, the following applies:

- **Transfer from Full-time to Part-time Status** - There will be no automatic payout of a Vacation Bank when an Employee transfers from Full-time to Part-time status. Employees may request payout at any time, but unless otherwise mutually agreed, an Employee who transfers from Full-time to Part-time status will retain his or her Vacation Bank, with days off to be taken at a mutually agreed time.
- **Transfer from Regular or Temporary Status to Casual Status** - When an Employee transfers from Regular or Temporary status to Casual status, the Employee's Vacation Bank will be automatically paid out unless otherwise requested by the Employee. Such Employee request must occur before the payout is processed.

This trial process should be implemented as soon as possible, and will continue until the commencement of the new collective agreement. Employers and Locals are asked to record any problems that may arise. The parties will be contacting their respective AHS and UNA representatives to conduct an assessment of the Trial Process.

If you have any questions regarding either of these issues, please contact your applicable representative, as follows:

For the Union:
David Harrigan
Director of Labour Relations
United Nurses of Alberta
1.800.252.9394

For Employers:
Cory Galway
Senior Negotiator
Alberta Health Services
403.281.8510