

Joint Communication

April 5, 2011

Retroactive Payment of Overtime and Call Back Worked on a Named Holiday

Effective December, 2010, the parties agreed to the following application of UNA Collective Agreement provisions to situations where Employees work overtime or are called back on a Named Holiday:

Situation	Payment and Calculation
Overtime worked on a regular Named Holiday	<ul style="list-style-type: none"> 2 ½ X Basic Rate of Pay for overtime hours worked (1X for working + 1X overtime + 1/2X Named Holiday)
Overtime worked on a "Super Stat" (i.e. Christmas Day or August Civic Holiday)	<ul style="list-style-type: none"> Effective April 1, 2009, 3X Basic Rate of Pay for overtime hours worked (1X for working + 1X overtime + 1X Named Holiday)
Call Back on a regular Named Holiday	<ul style="list-style-type: none"> 2 ½ X Basic Rate of Pay for hours actually worked on the call back (1X for working + 1X overtime + 1/2X Named Holiday)
Call Back on a "Super Stat"	<ul style="list-style-type: none"> Effective April 1, 2009, 3 X Basic Rate of Pay for hours actually worked on the call back (1X for working + 1X overtime + 1X Named Holiday)

In order to resolve the 50+ individual, group and policy grievances on this issue dating back to 2005, the parties have agreed to the following process for retroactive payment, where applicable:

1. Employees who worked overtime or were called back to work on a Named Holiday, and who were compensated at less than the applicable amounts outlined above, are asked to identify themselves to their UNA representative, indicate which Named Holiday(s) they worked overtime or call back, the amount of time worked and what they were paid. **Employees have until May 31, 2011 to contact UNA in order to be included on the list of Employees potentially eligible for retroactive payment.**

(Note: Employees who have filed individual grievance on this issue are considered to be already identified for purposes of retroactive payment. However, in order to ensure that no one is missed, it is recommended that Employees who previously filed individual grievances on this issue also contact UNA in order to confirm that they are on the list and to identify/confirm the applicable Named Holiday and rate of payment previously paid.)

2. UNA will compile the list of Employees requesting retroactive payment and provide the list to AHS Corporate Labour Relations by June 15, 2011.
3. AHS will double check with available payroll records to confirm eligibility for payment and will then issue payment to eligible Employees.

If you have any questions regarding this information, please contact:

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