

# Nurses should not be doing Managers' work

Employers should provide annual evaluations. It is not the responsibility of Employees to evaluate their co-workers. It is a violation of the UNA Collective Agreement for an Employer to ask an Employee to complete an evaluation of a co-worker.

UNA collective agreements help to avoid conflict between co-workers and clarify both Employer and Employee responsibilities.

Article 13.02 (a) of the Provincial Collective Agreement states:

“All evaluations shall be in writing and shall be done by the most immediate supervisor in an excluded management position.”

The Employer must provide 24 hours notice of an evaluation. Employees have fourteen days to respond in writing to an evaluation. The written response will be attached to the evaluation.

If you have any concerns, contact your UNA local executive or your UNA Labour Relations Officer for assistance.

