

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: June 24, 2016

SUN #: 16-001

Re: Article 7 - HOURS OF WORK



2330 2nd Avenue
Regina, SK
S4R 1A6

Phone:
306.525.1666
Toll Free:
800.667.7060
Fax:
306.522.4612

<http://sun-nurses.sk.ca/>



500 – 2002 Victoria
Avenue
Regina, SK
S4P 0R7

**Labour Relations
Division**

Phone:
306.347.1740
Fax:
306.347.1043

www.saho.ca

Issue: 7.03 Work Schedules

(a) Each Employer shall develop and maintain a master work schedule. The master work schedule shall be mutually satisfactory to the Employer and the Local. The master work schedule is subject to change with a minimum notice of fourteen (14) calendar days in advance of the actual week being worked to the affected Employee(s).

(b) Provisional work schedules shall be posted at least forty-two (42) calendar days in advance of the actual work week being worked.

(c) Notwithstanding 7.03 (b) above, work schedules shall be confirmed and posted fourteen (14) calendar days in advance of the actual week being worked. Deviation from the confirmed and posted schedule shall only be by mutual agreement of the Employee(s) affected. If there is mutual agreement the changes shall not be subject to premium rates.

(d) Access to accurate and up-to-date work schedules shall be available on every unit.

(e) When Employee(s) are required to change their shift from the confirmed and posted schedule as a result of an Employer directive, the Employee(s) shall be paid a premium of double time (2X) for all shift(s) so changed. It is agreed, however, that in emergency circumstances which could not have been foreseen by the Employer, the double time (2X) rate shall only be paid for the first five (5) shifts so changed.

(f) Scheduling of hours within the posted schedule for OTFT-JS shall be by mutual agreement between the Employer and the Employee(s) affected.

(g) Scheduling provisions are only applicable within the Geographic Regional Health Authority. In the event of a merger of Regional Health Authorities, the scheduling provisions shall become effective within the new Regional Health Authority one hundred and twenty (120) days following the merger.

Interpretation Guidelines: Article 7.03 (d)

This new language ensures that schedules are easily accessible on all units/in all facilities at all times.

It is reasonable for Employees to receive copies of their work schedules or be permitted to copy electronic work schedules.

Maintaining up-to-date work schedules is vital for both Employees and Employers. Both SUN and SAHO believe that it is important that Employees have access to accurate and up-to-date work schedules at all times.



2330 2nd Avenue
Regina, SK
S4R 1A6

Phone:
306.525.1666
Toll Free:
800.667.7060
Fax:
306.522.4612

<http://sun-nurses.sk.ca/>



500 – 2002 Victoria
Avenue
Regina, SK
S4P 0R7

Labour Relations Division

Phone:
306.347.1740
Fax:
306.347.1043

www.saho.ca