

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: May 9, 2017

SUN #: 17-001

Re: Article 17 - Leaves of Absence



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Issue: 17.02 b) Named Replacement

(b) Where an Employee provides the name of a qualified replacement who agrees to cover off the period of such leave(s), not in excess of a total of twenty-two (22) working days per year, the requirement to provide valid reasons required in 17.02 (a) above will be disregarded and the requested leave shall be granted.

Named replacements shall not be subject to premium rates unless premium rates would have been paid irrespective of the replacement.

Interpretation Guidelines:

The named replacement will be the registered nurse who works the shift and these hours are not subject to casual call in criteria. A named replacement will be paid regular rates of pay unless premium rates would have applied to the regular shift.

A "working day" is a day an employee is scheduled to work (or works) (no matter what the length of the shift). Therefore there are 22 **instances** that could be used for the leaves contemplated under article 17.02.



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