

# COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

Date: June 24, 2016

SUN #: 16-005

Re: Article 12 – STANDBY

## Issue: 12.07

(a) Normally, an Employee shall not be scheduled a combination of scheduled shifts and standby duty in excess of **twelve (12)** consecutive days; and

(b) Normally, an Employee shall not be scheduled standby duty in excess of **seven (7)** consecutive days.

## Interpretation Guidelines:

### Article 12.07

In order to ensure adequate work life and family balance for registered nurses who are assigned standby duty, an Employee will not be scheduled a combination of scheduled shifts and standby duty in excess of twelve (12) days. In addition, an Employee will not be assigned standby duty in excess of seven (7) consecutive days.

The new language reduces the maximum number of consecutive days that an Employee can normally be scheduled for shifts and assigned standby duty and will ensure that there is a cap on the number of days an Employee can be scheduled standby duty.

The application of this language requires the Employer to review all standby assignments to ensure compliance to this new language.

Both SUN and SAHO believe that this provides reasonable assignment of standby duty to ensure safe patient care and appropriate work and family balance.



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