



# Changes Specific to the **Health Professionals** **Tentative Agreement** **2022-26**

## **DISCLAIMER:**

If there are any discrepancies between this document and the official tentative agreement or interpretation thereof, the latter shall prevail.

This document is meant for information purposes only. Members should read the entirety of their tentative agreement and ask questions, if necessary, before casting their vote.

The following is an overview of the changes contained in the Health Professionals (HP) tentative agreement.

## Article 20 – Overtime

### 20.01(a) Flexible Work Schedule

Subject to clause 20.05 when a full-time or part-time employee works on his / her scheduled day off or in excess of twelve (12) hours in a day or in excess of one hundred and fifty (150) hours in a designated four (4) week period, he / she shall be granted, at his/her option; compensatory time off at the rate of one and one-half (1 1/2) for the overtime hours worked or pay at the rate of one and one-half for the overtime hours worked. The employee's decision to receive compensatory time off for the overtime must be conveyed to the director/manager within seventy-two (72) hours of the conclusion of working the overtime. The maximum amount of overtime that can be accumulated as compensatory time off is ~~thirty-seven point five (37.5)~~ **seventy-five (75)** hours. The scheduling of the time off is to be at a time mutually agreeable to the employee and his / her director / manager. If such time off is not granted within sixty (60) days of the overtime worked, the employee shall receive pay in lieu of time off at the rate of time and one-half (1 1/2) his / her regular rate of pay for the overtime hours worked.

### 20.01(b) Eight (8) and Twelve (12) Hour Shifts Work Schedule

When an employee is required to work in excess of their normal hours of work, he / she shall be granted, at his / her option, compensatory time off at the rate of one and one-half (1 1/2) for the overtime hours worked or pay at the rate of one and one-half for the overtime hours worked. The employee's decision to receive compensatory time off for the overtime must be conveyed to the director / manager within seventy-two (72) hours of the conclusion of working the overtime. The maximum amount of overtime that can be accumulated as compensatory time off is ~~thirty-seven point five (37.5)~~ **seventy-five (75)** hours. The scheduling of the time off is to be at a time mutually agreeable to the employee and his / her director /

manager. If such time off is not granted within sixty (60) days of the overtime worked, the employee shall receive pay in lieu of time off at the rate of time and one-half (1 ½) his / her regular rate of pay for the overtime hours worked.

**EXPLANATION:** The maximum time that can be banked in overtime hours has been increased from 37.5 hours to 75 hours. Any additional hours will be paid out once banked overtime reaches 75 hours.

## **Still have questions about your collective agreement?**

Call 1-833-414-1097 or 709-754-9062.

This hotline is staffed:

September 21-25 from 9 am to 8 pm NDT

September 26 from 9 am to noon NDT

**NAPE**