

## CONTRACT INTERPRETATION

### NBA EMPLOYMENT STATUS COMPARISON CHART

**NOTE:** Effective 2019, casual employees bidding into and accepting temporary appointments are considered regular status for the duration of the temporary appointment as per Article 17.02 of the Nurses' Bargaining Association (NBA) provincial collective agreement.

	REGULAR		CASUAL
	Full-Time	Part-Time	
<b>Definition</b>	37.5 hours a week for a total of 1950 hours a year.  This includes paid time off for paid (statutory) holidays, vacation, and other paid leaves.	A minimum of 15 hours per week.  A part-timer's full-time equivalent (FTE) is calculated as a percentage of shifts in comparison to a full-time employee.	Casual employees may be employed to work full shifts or part shifts on a continuous or intermittent basis in a relief capacity to cover vacancies due to sick calls, vacation, paid (statutory) holidays, leaves of absence, workload, maternity leave, and employees that are off using their banked overtime.
<b>Seniority</b>	Seniority for a regular employee is defined as the length of the employee's continuous employment (whether full-time or part-time) from the date of commencement of regular employment, plus any seniority accrued, while working as a casual employee of the employer.		Seniority for a casual employee is defined as the total number of hours worked by the employee at the worksite up to a maximum of the annual full-time equivalent (1950) hours per year.
<b>Probationary Period</b>	All regular employees shall be probationary during their first three (3) months of employment. Upon the completion of this probationary period, the employee shall be granted seniority dating from the first day of employment with the employer.		A newly hired casual employee will be probationary during their first three (3) months of employment or 487.5 hours worked, whichever is greater.
<b>Increment Progression (wages)</b>	A regular employee shall be entitled to increments based on a year's length of service. Unpaid leaves of absence (LOAs) longer than 20 days (150 hours) will impact this date.		Casual employees shall move to the next increment step upon completion of a total annual full-time equivalent (FTE) hours (1950) worked for the employer at the increment step.  Wage matching is available for hours worked within the same bargaining unit (NBA) at another employer. Employees will receive credit effective from the date they provide written verification of hours to their employer.
<b>BENEFITS</b>			
<b>Extended Health &amp; Dental</b>	Coverage is effective on the first of the calendar month following thirty (30) days from the date of hire.  See Article 46		Employees who have completed 180 hours with the employer can self-pay the premiums and enroll in the extended health and dental and extended health plans. Premiums can be reimbursed by the employer once a year if:  > They work 975 hours between October 1 & September 30th. > Work 500 hours in the peak periods of March, December or between June 15 & September 15.  See Article 11.04(G)(4)

## CONTRACT INTERPRETATION

### NBA EMPLOYMENT STATUS COMPARISON CHART *continued*

BENEFITS (con't)			
Long Term Disability	Upon completion of the three (3) month probationary period.		<i>Not Applicable</i>
Life Insurance	Upon completion of the three (3) month probationary period.		<i>Not Applicable</i>
PENSION			
Enrollment	All regular full-time (FT) employees must be enrolled in the municipal pension plan (MPP) after completing their probation.	Effective April 1, 1989, all regular part-time (PT) employees must be offered enrollment when hired and will begin contributions after completing their probation. Those who opt out at time of hire can still request to be enrolled in the future.	Effective January 1, 1993, casual employees must be given the option to join the Plan after two consecutive years of employment with earnings of not less than 35% of the yearly maximum pensionable earnings in each year.
Accrual	Full-time (FT) employees who do not take any unpaid leaves of absence (LOAs) greater than 20 days (150 hours) should be credited for 12 months of pensionable service.	Part-time (PT) employees receive credit for all straight time hours including additional hours worked beyond their full-time equivalent (FTE) up to a maximum of 12 months.	Casual employees receive credit for all straight-time hours up to a maximum of 12 months (1950 hours per year).
CALL-IN FOR EXTRA SHIFTS			
Straight Time	<i>Not Applicable</i>	Additional straight-time shifts are offered to part-time (PT) employees on a seniority basis after the casual list has been exhausted. <b>Note:</b> Straight-time shifts that have been offered and accepted cannot be cancelled by either the part-time employee or the employer without a bona fide reason (i.e. circumstances beyond the employer or employee's control).	Straight time shifts that are pre-booked with greater than 48 hours' notice are filled by seniority. Straight time shifts that are called out with less than 48 hours' notice are filled by whichever way the employer deems most efficient. <b>Note:</b> Straight-time shifts that have been offered and accepted cannot be cancelled by either the casual employee or the employer without a bona fide reason (i.e. circumstances beyond the employer or employee's control).
Overtime	<ul style="list-style-type: none"> <li>&gt; Overtime that is pre-booked greater than 48 hours in advance of the shift will be offered by seniority for employers that have automated call-in systems. Overtime shifts that are called out with less than 48 hours' notice are filled by whichever way the employer deems most efficient.</li> <li>&gt; An employer may only cancel a shift that is both offered and accepted within 24 hours of the start of the shift.</li> </ul>		

## CONTRACT INTERPRETATION

### NBA EMPLOYMENT STATUS COMPARISON CHART *continued*

CALL-IN FOR EXTRA SHIFTS (con't)			
Overtime Pay Calculation	Overtime is paid at 1.5x the rate of pay of the first 2 hours and then 2x thereafter for hours worked beyond the normal daily full shift hours as defined by Article 26.01 or the length of the extended shift offered and accepted.		
	Overtime is paid at 2x the rate of pay for all hours worked on a regular full-time employee's scheduled day off.	Overtime is paid at 2x the rate of pay for:	
		<ul style="list-style-type: none"> <li>&gt; Any shifts worked more than four (4) consecutive extended shifts where the shift length is greater than eight (8) hours.</li> <li>&gt; Any shifts worked more than six (6) consecutive shifts where the shift length is between 7.5 and 8 hours.</li> <li>&gt; Any shifts worked more than five (5) consecutive shifts where 3 or more of the 5 are greater than 8 hours in length.</li> <li>&gt; Any shifts worked more than six (6) consecutive shifts where four (4) or more of the six (6) are between 7.5 and 8 hours in length.</li> </ul>	
Overtime is also paid at 2x the rate of pay for additional shifts that result in more than 225 straight time hours over the course of three (3) consecutive bi-weekly pay periods.	<i>Not Applicable</i>		
Overtime Pay Calculation on Stats	Members receive overtime at 1.5x the appropriate holiday rate for all hours worked on a statutory holiday. For clarity: <ul style="list-style-type: none"> <li>&gt; 3x for regular stats (1.5x times 2x)</li> <li>&gt; 3.75x for super stats (1.5x times 2.5x)</li> </ul>		
PAID LEAVES			
Vacation Entitlement	Employees are entitled to 20 days (150 hours) of vacation entitlement per year for their first 4 years of service in a regular position. Vacation entitlement increases an additional day (7.5 hours) every year after 5 years of continuous service in a regular position up to a maximum of 45 days (337.5 hours) after 29 years of continuous service. See article 45		
Vacation Accrual	Vacation is accrued from July 1 of the preceding year to June 30 of the year the vacation will be taken.  Vacation accrual is pro-rated for part-timers (PT) based upon their base full-time equivalency (FTE). Additional accrual related to straight-time hours worked beyond a PT's FTE are paid out.		Casual employees shall receive a percentage of their straight time pay, exclusive of all premiums, in lieu of vacations and paid holidays. See article 11.04(G)(2)
Paid (Statutory) Holiday Entitlement	Each regular employee shall receive 7.5 paid hours off on or on another designated day for all paid holidays proclaimed by the federal or provincial government.	Part-timers receive a percentage of pay on all straight-time hours worked which is paid out on every pay cheque.	

## CONTRACT INTERPRETATION

### NBA EMPLOYMENT STATUS COMPARISON CHART *continued*

PAID LEAVES (con't)			
<b>Working on a Paid Holiday</b>	A regular employee required to work on one of the paid holidays shall be paid at the rate of: <ol style="list-style-type: none"> <li>2x their rate of pay for all stats and all hours of work within 0001 and 2400 hours on the holiday.</li> <li>2.5x their rate of pay for all super stats and all hours of work within 0001 and 2400 hours on the holiday. Super stats are defined as Christmas Day, Labour Day and Good Friday.</li> </ol>		A casual employee who works on a paid holiday shall be paid: <ol style="list-style-type: none"> <li>Double their rate of pay for all stats for all hours of worked between 0001 and 2400 hours on the holiday.</li> <li>Double and one-half their rate of pay for all super stats for all hours of worked between 0001 and 2400 hours on the holiday.</li> </ol>
<b>Sick Leave</b>	Regular full-time (FT) employees receive 11.25 working hours' sick leave credits for each month of service up to a maximum bank of 1170 working hours.	Regular part-time (PT) employees receive sick leave credit on a pro-rated basis up to a maximum bank of 1170 working hours.	Casual employees are entitled to five days of paid illness or injury leave pursuant to the BC Employment Standards Act
<b>Types of Special Leave</b>	<ol style="list-style-type: none"> <li>Marriage leave up to 5 days (37.5 hours).</li> <li>Parental leave up to 5 days (37.5 hours).</li> <li>To provide care to an immediate family member who has a serious illness up to 2 days (15 hours) at one time.</li> <li>To assist an immediate family member who has a serious or potentially life-threatening illness with obtaining health education related to the serious or potentially life-threatening illness up to 1 day (7.5 hours) per calendar year.</li> <li>Leave of 1 day (7.5 hours) may be added to the 5 days of compassionate leave.</li> <li>Leave of 1 day (7.5 hours) may be taken for travel associated with compassionate leave.</li> <li>Leave of up to 3 days (22.5 hours) for absences resulting from the employee or employee's dependent child having experienced domestic or sexual violence.</li> </ol>		<i>Not Applicable</i>
<b>Special Leave Accrual</b>	Regular full-time (FT) employees earn special leave credits up to a maximum of 150 hours at the rate of 3.75 hours every 4 weeks.	Part-time employees accrue special leave credits on a pro-rated basis equal to their full-time equivalency (FTE).	
<b>Personal Leave</b>	Regular employees receive 2 days (15 hours) of personal leave per calendar year.		

## CONTRACT INTERPRETATION

### NBA EMPLOYMENT STATUS COMPARISON CHART *continued*

PAID LEAVES (con't)		
<b>Compassionate Leave</b>	<p>Regular employees receive up to 5 days (37.5 hours) of compassionate leave of absence with pay. Employees using this leave can apply for an additional 2 days (15 hours) of leave under Special Leave (see above).</p> <p>Compassionate leave for part-timers is pro-rated based upon their full-time equivalency (FTE).</p>	<i>Not Applicable</i>
<b>Maternity Leave</b>	Seventeen (17) weeks of maternity leave top up to 87% of the employee's normal weekly earnings.	Unpaid leave as per employment standards.
<b>Domestic and Sexual Violence Leave</b>	<p>Eligible employees as defined in the BC Employment Standards Act are eligible for this leave as follows:</p> <ol style="list-style-type: none"> <li>1) Up to 5 days of paid leave</li> <li>2) Up to 5 days of unpaid leave</li> <li>3) Up to 15 weeks of additional Unpaid leave</li> </ol>	
<b>Ceremonial, Cultural, Spiritual, and Compassionate leave for Indigenous Employees</b>	<p>An Indigenous employee may request up to 5 days of paid leave per calendar year to participate in ceremonial, cultural, or spiritual event(s). Leave under this provision is in addition to an Indigenous employee's entitlement to Compassionate Leave.</p> <p>Where an Indigenous employee requires more leave for a ceremonial, cultural, or spiritual event, the leave shall be unpaid and not be unreasonably denied. However, an employee may draw from their available vacation and overtime banks, as applicable.</p> <p>Employees requesting this leave, particularly for annual or recurring ceremonial, cultural, or spiritual events, the employee will provide as much advanced notice to the Employer as possible. However, for unexpected ceremonies or events, the employees will make every effort to provide at least 7 calendar days notice</p>	