

## Article 18.08 – Relieving in Higher- or Lower-rated Position

### Contract Language

(D) An employee who voluntarily accepts a shift will be paid the appropriate rate of pay for that position.

### Joint Interpretation

#### (D) Voluntary Acceptance

Employees are under no obligation to accept lower-rated shifts offered by the Employer.

Where an employee voluntarily accepts a shift, whether at overtime or straight-time, in a lower-rated position, they will be paid the rate of pay attracted by the position.

Where the Employer reassigns a regular employee to work in a lower-rated position, the employee will be paid at their regular rate of pay. Article 18.08 (C) applies to casuals.

This language does not apply to RNs/RPNs who fill a vacant LPN shift, unless they are dual registered. As per Appendix EE employees who are dual registered as an LPN and RN/RPN are paid the rate of the pay for the position except where the RN/RPN does not actively work as an LPN (i.e., doesn't have a regular LPN position and/or is not on an LPN casual list).

#### **Example 1:**

A regular-status Level 2 nurse is offered and accepts a shift as a Level 1 nurse three days before it is scheduled to start. The nurse is paid the Level 1 rate of pay.

#### **Example 2:**

A regular-status Level 4 nurse is reassigned at the start of or during their shift to fill a Level 3 vacancy. The nurse will be paid their Level 4 rate of pay.

#### **Example 3:**

A regular-status Level 3 nurse is offered and accepts a vacant Level 1 shift as no Level 1 nurses were available. The nurse will be paid their current Level 3 rate of pay.

#### **Example 4:**

A dual-registered employee who actively works as both an LPN and an RN/RPN but owns a regular position as a Level 3 RN/RPN is offered and accepts a Level 1 LPN shift. This employee will be paid the Level 1 rate of pay.