

## Article 28.05 – Short Notice Premium

### Contract Language

Employees who are offered and accept a straight-time shift within twenty-four (24) hours of the start of the shift shall be paid a shift premium of \$2.00 per hour for each hour worked.

### Joint Interpretation

Any part-time or casual employee who is offered and accepts a straight-time shift within twenty-four (24) hours of the start of that shift, regardless of when the vacancy occurred, will be paid \$2.00 per hour for each hour worked.

Shifts previously offered outside of the twenty-four (24) hour period, but not accepted until within twenty-four (24) hours of the start of the shift, are not eligible for the premium.

The intent is to ensure that Employers are actively working to fill vacancies as they arise.

#### Example 1:

A nurse phones in sick for her night shift (7 pm that evening) at 5 am. The staffing office opens at 5:30 am, retrieves the call and begins the call-out process. If a nurse accepts the straight-time shift, the premium would be applicable.

#### Example 2:

The Employer is notified of a vacancy 36 hours before the start of the shift but is unable to begin the call-out process until within 24 hours of the start of the shift. If a nurse accepts the straight-time shift, the premium would be applicable.

#### Example 3:

Staffing office is made aware of a shift needed to be replaced three weeks in advance. Attempts to pre-book the shift were not successful so moved to the short call process. Staffing office is able to find a nurse to fill the shift 18 hours before the start of the shift. The nurse accepting the shift had been offered the shift during the original call out (i.e. greater than 24 hours before the shift start) and therefore is not eligible for the premium.

#### Example 4:

Staffing office is made aware of a shift needing to be replaced three weeks in advance. The staffing office does not attempt to pre-book the shift and it moves to the short call process. The first attempt to fill this shift is less than 24 hours from the start of the shift and a nurse accepts the straight-time shift. The premium is applicable as the employer did not offer the shift to any staff prior to 24 hours before the start of the shift.