

Article 28

Article 28 - Shift Premium, Weekend Premium and Super Shift Premium

Related Articles: 1.02, 25.07 (H), 27.05, 42.07(C), Memorandum Extended Work Day, Appendix W

Interpretation Guidelines:

Article 28.01 - Application

1. Remember **shift premiums are applied differently for employees working extended work days**. For extended work days, employees receive the evening shift premium for all hours worked between 1530 and 2330 and the night shift premium for all hours worked between 2330-0730.
2. For shifts of 8 hours or less, the relevant shift premium is determined by whether ½ or more of the hours fall within the evening shift or night shift as defined by Article 1.02.
3. **Community** based employees working flexible work schedules are usually not eligible for payment of shift and weekend premiums. If in doubt about eligibility, check with your LRO.
4. Employees usually do not receive shift or weekend premiums when on a leave of absence, except if they are on Workers' Compensation Leave. In the arbitration award: *Surrey Memorial Hospital and BCNU, April 1, 1996 (Munroe)* - it was determined that employees on WCB leave were entitled to shift and weekend premiums, where it is clear the employee normally earns such premiums as part of his/her regularly scheduled work cycle (Also see Article 42.07 and Appendix W).
5. **New in 2006**
Employees who work overtime during an evening or night shift will receive the appropriate shift premium. Shift premiums will no longer be paid where the overtime hours are worked during a day shift in conjunction with an evening or night shift.
6. Employees working overtime during the hours that fall within the definition of a weekend receive the weekend premium.
7. Employees working overtime during the night shift hours that fall within the definition of a super shift premium are entitled to receive the super shift premium in addition to the weekend premium.

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Additional References:

Arbitration Awards:

Cassiar Resources Ltd. and BCNU, March 8, 1983 (Larson) - If an employee works evening and night shifts between the hours defined as a weekend in Article 28.03, then they get paid both the applicable shift premium and the weekend premium.

Effective May 4, 2006: The following arbitration award is no longer applicable as the language was changed: ~~*Dawson Creek and District Hospital and BCNU, August 11, 1986 (Larson)*~~ - Overtime work only attracts a shift premium when it is attached to an evening or night shift.

Surrey Memorial Hospital and BCNU, April 1, 1996 (Munroe) - it was determined that employees on WCB leave were entitled to shift and weekend premiums, where it is clear the employee normally earns such premiums as part of his/her regularly scheduled work cycle.