

CONTRACT INTERPRETATION

NBA EMPLOYMENT STATUS COMPARISON – WAGES

Full time (FT)

Work 37.5 hours per week for a total of 1,950 hours per year.



Part time (PT)

Work a minimum of 15 hours per week up to 1,950 hours per year.



No fixed schedule

REGULAR

CASUAL

SENIORITY

Seniority is identified by the date an employee started their regular position and subsequently adjusted to reflect and any seniority accrued, while working as a casual employee.

Seniority for casual employees is calculated based upon the total number of hours worked by employees at the worksite up to a maximum of the annual full-time equivalent (1,950) hours per year.

WAGE INCREMENTS

Regular employees are entitled to move to the next increment step every year on their anniversary date. Unpaid leaves of absence (LOAs) longer than 20 days (150 hours) will impact this date.

Casual employees are entitled to move to the next increment step upon working 1,950 hours for the employer at their current increment step.

STRAIGHT TIME

Not Applicable

PT employees can pick up additional straight-time shifts, by seniority, after they have been offered to casual employees.

- > 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.

OVERTIME

- > Overtime that is pre-booked greater than 48 hours in advance of the shift will be offered by seniority. Overtime shifts that are called out with less than 48 hours' notice are filled by whichever way the employer deems most efficient.
- > An employer may only cancel a shift that is both offered and accepted within 24 hours of the start of the shift.

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 provincial collective agreement.



Scan the QR code to learn more about the NBA collective agreement and wages.