

# CONTRACT INTERPRETATION

## NBA EMPLOYMENT STATUS COMPARISON – PAID LEAVES

### 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

### VACATION

### CASUAL

- > Regular employees are entitled to 20 days (150 hours) of vacation entitlement per year. This is pro-rated for PT based upon their base full-time equivalent (FTE) position; additional accrual related to straight-time hours worked beyond a PT's FTE position are paid out.
- > Vacation entitlement increases by an additional day (7.5 hours) every year after five years of continuous service in a regular position.
- > Vacation is accrued from July 1 of the preceding year to June 30 of the year the vacation will be taken.

Casual employees shall receive 12.6% of their straight-time pay, exclusive of all premiums, in lieu of scheduled vacations and statutory holidays.

### STATUTORY

FT employees shall receive 7.5 paid hours off on or on another designated day for all paid holidays proclaimed by the federal or provincial government.

PT employees' 7.5 hours are prorated based upon their base FTE position and are paid out a percentage for additional straight-time hours worked beyond a PT employee's base FTE.

Casual employees shall receive 12.6% of their straight-time pay, exclusive of all premiums, in lieu of scheduled vacations and statutory holidays.

### SICK

FT employees receive 11.25 working hours' sick leave credits for each month of service up to a maximum bank of 1,170 working hours.

PT employees receive sick leave credit on a pro-rated basis up to a maximum bank of 1,170 working hours.

Not applicable

### MATERNITY

Seventeen (17) weeks of maternity leave top up to 87% of the employee's normal weekly earnings.

Unpaid leave from the employer as per the *Employment Standards Act*.

### ADDITIONAL

Special Leave, Personal Leave, & Compassionate Leave

Not applicable

**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 access the contract interpretation manual in BCNU Member Portal or talk to your steward.