

Article 27.04 – Overtime - Application

Contract Language

(A) A record shall be kept of authorized overtime worked by each employee which, at the option of the employee, shall be taken as time off or pay. Should the option be time off, such time off for overtime shall be accumulated and taken at a time mutually agreed to by the employee and the Employer.

(B) The maximum amount in an employee's overtime bank shall be forty-five (45) straight-time hours.

Joint Interpretation

During negotiations for the 2019-2022 NBA Provincial Collective Agreement, the parties agreed to amend the language of Article 27 and limit the number of straight time hours an employee may have in their overtime bank at any time.

Subsequently, the parties agreed to increase the maximum amount of straight time hours that may be banked to 150 hours for the term of the 2019-2022 NBA Collective Agreement. The parties agree that either party can raise the issue in the next round of collective bargaining.

As of May 27, 2019, employees are not permitted to accumulate hours in excess of 150 hours. For clarity, any employee who currently has more than 150 hours in their OT bank cannot bank additional hours until their balance falls below 150 hours, at which point their bank may not then exceed the 150-hour maximum. All accumulated hours shall remain in the employee's OT bank and may be taken as time off, or pay, prior to September 30, 2019. Any hours taken as time off must be taken at a time that is mutually agreed to by the employer and employee.

On September 30, 2019, all banked hours exceeding the 150-hour maximum will be paid out. No employee will have more than 150 hours in their OT bank as of October 1, 2019. Going forward, employees will not be subject to the bi-annual payout; accumulated OT will remain in the bank until such time as the employee requests a payout or books time off in lieu.