

# CONTRACT INTERPRETATION

## NBA ROTATION CHANGE PROCESS

### Tools & Resources:

- > BCNU Steward
- > BCNU Rotation Representative: [rotationsupport@bcnu.org](mailto:rotationsupport@bcnu.org)
- > NBA Rotation Change Checklist (BCNU Website)
- > Shift Rotation Manual (BCNU Website)
- > Collective Agreement:
  - > Article 17.09
  - > Article 25
  - > Extended Work Day/Compressed Work Week - Memorandum of Agreement (p.93 - p.101)

### Steward Role:

- > Acts as a resource to members
- > Assists members to reach an agreement
- > Accompanies members to meet with the employer
- > Assists with voting and line selection processes
- > Represents members if there is a grievance

### EMPLOYER DRIVEN

(specific rationale for the change to be provided)

### MEMBER DRIVEN

(90% VOTE REQUIRED)

## ROTATION CHANGE PROCESS INITIATED

This process can be initiated by either the members or the employer.

Once initiated contact your labour relation officer (LRO) for support.

Work schedules, whenever possible, shall be determined by mutual agreement between the employer and employees.

### To facilitate reaching member agreement consider:

- > meeting to discuss the change and process gathering input
- > designating a lead contact generating options
- > selection process (consensus or vote)

**All Extended Hour rotations** require a **minimum of 90%** of the regular full-time and part-time staff to sign the *Release of Overtime for Extended Work Day/Compressed Work Week Schedule* waiver prior to the implementation of each rotation change.

### ROTATION OPTIONS DEVELOPED

BCNU has rotation representatives who can assist members with creating a rotation and going through the process; contact: [rotationsupport@bcnu.org](mailto:rotationsupport@bcnu.org)

A majority vote of 50%+1 is required when selecting a rotation.

**IMPORTANT!** Extended hour shifts require 90% of all regular staff to have signed the overtime waiver prior to this step.

### MEMBERS VOTE ON OPTIONS

### ROTATION SELECTED

### APPROVAL OF ROTATION

(All options need to be signed off by the employer and the BCNU)

Extended hour rotations need to be approved by the BCNU head office.

Eight-hour rotations (7.5 hrs paid) are checked for compliance with the collective agreement by a BCNU representative.

Changes to this process need to be agreed to by the members, employer, and the BCNU LRO!

### LINE SELECTION

Usually occurs by:

- > Seniority
- > FT to FT
- > PT to PT (within 0.08 FTE)

### IMPLEMENTATION

Article 25.05: Work Schedules shall be posted at least six (6) weeks in advance