



Bulletin

Collective Agreement

Department of Health and Wellness

Vacation / Stat Time / Time In Lieu

Please see the following information about vacation, time in lieu, and stat time as outlined in the new collective agreement between the Department of Health and Wellness and the Prince Edward Island Union of Public Sector Employees (April 1, 2009 – March 31, 2012).

In regard to Vacation, the collective agreement has new wording to support additional carryover:

- Prior to the new collective agreement, employees were able to carry over one year's vacation. The new collective agreement allows employees to carry over one year's vacation plus an additional seventy-five (75) hours of vacation.

Article 19.02: Vacation shall not accumulate from year to year; however, one year's entitlement plus an additional seventy-five (75) hours of vacation may be carried over to the following year. An employee who wishes to carry his/her entitlement forward shall request the Employer's permission to do so, in writing, prior to the expiry of the vacation year in which the vacation would ordinarily be taken.

This update is an internal publication of the Prince Edward Island Union of Public Sector Employees. Comments, questions, concerns and suggestions should be sent to: Mark Barrett, UPSE Communications and Campaigns Officer at mbarrett@peiupse.ca.

Prince Edward Island Union of Public Sector Employees
4 Enman Crescent, Charlottetown, P.E.I. C1E 1E6
902-892-5335 or toll free 1-800-897-8773 (1-800-897-UPSE)
Fax: 902-569-8186, Email: peiupse@peiupse.ca

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Using Stat Time

• An employee must use their stat time within sixty days of earning it. The employer has stated that it plans on following this directive as per the collective agreement.

Article 20.05c: When a day designated as a holiday coincides with an employee's day of rest, the Employer shall grant the holiday with pay on either:

a) the day immediately following the employee's day of rest, or

b) the day following the employee's annual vacation, or

c) another mutually acceptable day between the employer and the employee within sixty (60) days of the holiday.

Time in Lieu

• Employees have until the end of the current collective agreement (March 31, 2012) to get their time in lieu banks down to thirty-seven and one-half hours (37.5) - any time over and above 37.5 hours will be paid out.

Article 15.04c: Overtime shall be compensated by pay except when the employee requests time off in lieu, in which case it shall be at a time mutually agreed between the Employer and the employee.

(i) Subject to paragraph (iii), permanent employees may carry forward up to thirty-seven and one-half (37.5) hours of unused time in lieu into the next fiscal year. All unused time in lieu that is not carried forward shall be paid out prior to March 31st of each fiscal year at a time requested by the employee.

(ii) Permanent employees shall be given up to the end of the term of this agreement to reduce their time in lieu banks to thirty-seven and one-half (37.5) hours or less.

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