

BRITISH COLUMBIA REGIONAL OFFICE

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DATE: May 24, 2018

TO: CUPE Health Science Professionals' Members:

RE: Extended Hours (Earned Day Off) Process

Dear Members:

We write to you expressing our support for a continued effort to restore your extended hours/earned day off schedules, which were eliminated by Health Authorities in 2013. CUPE knows how important the extended hours schedules are to work life balance and we want to assist you in seeing their return, recognizing they are often of mutual benefit to the Employer and Employees.

These schedules are generally referred to as “extended hours” schedules because of the need to work additional hours beyond the standard 7.5-hour workday without triggering overtime, in order to earn a day off later in that schedule rotation.

Despite the broad removal of extended hours schedules in 2013, a process to negotiate extended hours remains in your Collective Agreement. Article 24.07 of the Health Science Professionals' Bargaining Association Collective Agreement requires that the Employer and Union “co-operate in developing and implementing experimental Shift Scheduling Programs, which vary from the traditional”, while Appendix 7 specifically provides for the introduction of an extended work day or extended work week. Employers regularly use this process when proposing schedules to suit their operational needs and make use of the attached form, entitled “HSPBA Memorandum of Understanding RE: Extended Hours of Work”, to reach agreement on such schedules.

CUPE supports you fully in seeking reinstatement of the 4-day workweek or 9-day fortnight and other extended hours schedules. If your worksite or team want to work an extended hours schedule, we encourage you to complete and submit the Extended Hours of Work Form to your Manager, with a copy sent to your HR Advisor and CUPE National Representative, Chris Losito at cloesito@cupe.ca. If you do not have the name of your HR Advisor, we can assist with this as well.

MARK HANCOCK

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CHARLES FLEURY

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By submitting the correct form and involving your Union and Human Resources, we can ensure that the processes within the Collective Agreement are followed and that the Parties cooperate in developing and implementing such schedules.

In solidarity,

Chris Losito
National Servicing Representative
Health Coordinator – BC Region

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