

CONTRACT INTERPRETATION

NBA RESOURCES – PAID LEAVES



VACATION

EMPLOYMENT DEFINITIONS:

Regular Full-Time (FT): 37.5 hours a week for a total of 1,950 hours a year

Regular Part-Time (PT): Work a minimum of 15 hours per week up to 1,950 hours a year

Casual: No fixed schedule

- > Regular employees are entitled to 20 days (150 hours) of vacation entitlement per year. This is pro-rated for part-timers based upon their base full-time equivalency (FTE); additional accrual related to straight-time hours worked beyond a PT's FTE are paid out.
- > Vacation entitlement increases by an additional day (7.5 hours) every year after 5 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.

FT/PT

- > Casual employees shall receive 13% of their straight time pay, exclusive of all premiums, in lieu of scheduled vacations and statutory holidays.

Casual



STATUTORY HOLIDAYS

- > Regular employees shall receive 7.5 paid hours off for all paid holidays proclaimed by the federal or provincial government, on the day of the holiday or another designated day.
- > Part-time employees are prorated the 7.5 hours based upon their base full-time equivalence (FTE) and are paid out a percentage for additional straight-time hours worked beyond a part-timer's base FTE.
- > Casual employees shall receive 13% of their straight time pay, exclusive of all premiums, in lieu of scheduled vacations and statutory holidays.

FT

PT

Casual



SICK LEAVE

- > Full-time employees receive 11.25 working hours' sick leave credits for each month of service up to a maximum bank of 1,170 working hours.
- > Part-time employees receive sick leave credit on a pro-rated basis up to a maximum bank of 1,170 working hours.
- > Casual employees are entitled to five days of paid illness or injury leave pursuant to the BC Employment Standards Act

FT

PT

Casual



ADDITIONAL LEAVES

Not applicable for casual.

- > Special Leave, Personal Leave, and Compassionate Leave.

FT/PT

Please refer to the original NBA status comparison chart for reference.



MATERNITY LEAVES

Unpaid leave from the employer as per employment standards for casual.

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

FT/PT



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 (NBA) provincial collective agreement.