



SEASONS RETIREMENT COMMUNITIES – CAMROSE LOCAL 047/009

ARE YOU DOING WORK YOU AREN'T BEING PAID FOR?

**(e.g. charting, working
through breaks)**

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- 18.02 (a) Employees shall be granted one (1) fifteen (15) minute paid rest period in each half of a full shift as identified in clause 18.01(a).
- (b) (i) Employees shall receive a thirty (30) minute unpaid meal period for all shifts of five (5) hours or more.
- (ii) Notwithstanding that the meal period is excluded from an Employee's regular hours of work, if the Employer requires an Employee to be readily available for duty during her meal period, she shall be so advised in advance and shall be paid for that meal period at her basic hourly rate of pay.
- (c) An Employee shall be allowed to take her unpaid meal period uninterrupted by the Employer except in cases of emergency.*

Are you being told to do mandatory training and not being paid for it?

- 22.01 When an employee is required by the Employer to attend mandatory meetings, attend mandatory in-service and other work related functions outside her regularly scheduled working hours, and the employee does attend same, she shall be paid for all time spent on such attendance at her regular straight time hourly rate of pay and such time shall not be counted towards the calculation of overtime.*

* Collective Agreement Between Seasons Retirement Communities (Camrose) L.P and AUPE Local 047/009, October 10, 2017 - to December 31, 2019

**As we towards a new collective agreement, the old one
remains in full force and effect.**

**If the Employer is not following the terms, contact AUPE's
Members Resource Centre at 1-800-232-7284.**