

# THE Accent

Prince Edward Island Union of Public Sector Employees

## Att: UPSE Health PEI Members

UPSE filed a grievance on August 26, 2020 about how the Employer was compensating members who were working continuous overtime. UPSE asserted that members were not being paid double overtime once they surpassed the initial 7.5 hours of overtime at 1.5 times the employer's rate ... as per article 15.04(a) of the collective agreement.

This matter was resolved with the assistance of an arbitrator on **November 3, 2022** and the parties have agreed that:

- The Employer will review UPSE employee overtime time entries over the last **12 months** to determine retro pay amounts.
- The overtime will be calculated based on the agreed interpretation of entitlement to double overtime in article 15.04(a), which is that after 7.5 hours of overtime work paid at 1.5 times the employees' regular rate, employees will be paid **double time** for any additional overtime hours worked beyond 7.5 hours.
- The retro pay calculations will take up to **six months** to complete. The employer will provide UPSE **monthly updates** beginning in the new year about progress on the calculations.
- Payments to members will be rolled out by worksite. Members will **not be paid simultaneously**.
- There will be no pyramiding of premium pay, as per **article 49.01** (*no more than one premium paid for the same hours worked*).
- On a go-forward basis the employer will apply the above interpretation to all overtime under article **15.04(a)**.

*If at anytime you have questions or need clarification please contact the UPSE office at 902-892-5535 or email [peiupse@peiupse.ca](mailto:peiupse@peiupse.ca)*



The Accent 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, PEI UPSE Communications and Campaigns Officer, at [mbarrett@peiupse.ca](mailto:mbarrett@peiupse.ca).

Note to members distributing The Accent:

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*PEI UPSE is proud to represent over 5000 members in the public and private sectors.*