



August 23, 2021

To BTS members of Unifor Local 43

We have been receiving many questions on what the company can and can't do with respect to forced overtime. Hopefully this tip sheet will aid in clarifying things.

When there are not enough volunteers for overtime hours the company can assign additional hours to employees in reverse order of seniority. First exhausting all available RPT employees then going to RFT employees (Article 17.04).

Full Time Employees

Full time employees can be assigned 8 hours of overtime per pay period. Each classification of full time employees has a maximum amount of hours they can be forced per year (article 17.05 b):

- RFT-1: maximum of 16 hours per year
- RFT-2: maximum of 56 hours per year
- RFT-3: maximum of 96 hours per year

If a full time employee volunteers for 8 hours of overtime in a pay period the company can't force any additional hours within that pay period (Article 17.05 b iv). So if you volunteer for a total of 8 hours in the first week, they won't force you another 8 hours the second week of a pay period.

Full time employees can be forced up to 48 hours per week (but still a maximum of 8 hours per pay period). For example if an employee has volunteered for 7 hours in a pay period, the company can still assign an additional hour.

Besides the yearly hour cap, each classification of full time employee has further restrictions on when the company can assign them hours. These restrictions are outlined in article 17.06

- RFT-1: Can not be forced to work on any Sunday or on consecutive Saturdays
- RFT-2: Can not be forced into working consecutive weekends
- RFT-3: Can not be forced into working more than 6 out of 8 weekends on an 8 week schedule

Regular Part Time Employees

RPT employees can be assigned 8 hours per week, up to a maximum of 48 hours. There is some confusion over whether voluntary hours count towards this 48, it does. The company can only force a part time employee up to 48 hours, however a part time employee can voluntarily work beyond that 48 hours if they wish.

Article 17.06 explicitly states that an employee that has worked more than 2 hours of overtime in a week will not be assigned another shift, however they can extend existing shifts by 2 hours to a maximum of 48 for the week. That 2 hours can be voluntary or assigned, the minimum shift length is 6 hours, they can not assign an employee a shift less than 6 hours.

Part time employees can not be forced to work the once a quarter weekend that they are contractually entitled to in Article 16.04.