

**JOINT INTERPRETATION
COLLECTIVE AGREEMENT**

BETWEEN

TREASURY BOARD

AND

NEW BRUNSWICK NURSES UNION

GROUP: Nurses Part III

ARTICLE 18 - HOURS OF WORK

JOINT INTERPRETATION OF ARTICLE 18.03(a)

18.03 (a) Full-Time and Part-Time employees shall receive a minimum of every second (2nd) Weekend off. Should circumstance prevent the Employee from having every second (2nd) Weekend off she shall be compensated for the hours worked during that Weekend at the overtime rate. This provision does not apply to Part-Time Employees who apply to work on an exclusively Weekend schedule.

The Parties agree that the above noted article is to be interpreted as follows:

1. For the purposes of Article 18.03(a) of the Collective Agreement, it is recognized that in a situation where an employee was scheduled to work a weekend shift and obtains that weekend off as a paid vacation in accordance with the provisions of the Collective Agreement, that weekend of paid vacation will not be considered a “weekend off”. Consequently, if the Employer changes the work schedule to require an employee to work a shift during the weekend following the weekend off with paid vacation, the employee will be compensated for the hours worked during that weekend at the overtime rate. It is recognized that 18.03(a) does not apply to part-time employees who apply to work on an exclusively weekend schedule.
2. For the purposes of Article 18.03(a) of the Collective Agreement, it is recognized that if an employee works the weekend following her vacation weekend on a voluntary basis, they will not be entitled to overtime pay on the basis of Article 18.03(a) or Article 20.03(a)(viii). It is recognized that Article 18.03(b) of the Collective Agreement remains applicable for subsequent regularly scheduled weekends.

AGREED TO this 9th day of June, 2026.

Sean Murphy

For the Employer

June 9th / 2026

Date

E. Thompson

For the Union

June 11, 2026

Date