# Group Overtime Agreement

This agreement is entered into between the Employer and the Employee(s) under the provisions of Alberta's Employment Standards Code (2024) to allow for overtime hours to be banked and taken as time off with pay rather than receiving overtime pay.

This agreement applies to all employees in the following group or classification:

Group or Classification: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Terms of Agreement:

1. Overtime hours will be calculated as per Alberta’s Employment Standards Code, where hours worked in excess of 8 hours per day or 44 hours per week (whichever is greater) will be considered overtime.

2. Banked overtime will be calculated at a rate of 1.5 hours of time off for each overtime hour worked.

3. Banked time must be used within 6 months of being banked, or it will be paid out as per the legislation.

4. This agreement can be terminated by either party with at least 30 days’ notice in writing.

5. Both parties agree to comply with all relevant provisions of the Employment Standards Code.

Signatures:

Representative Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employer Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_