



BC FERRY & MARINE WORKERS' UNION

**Local 9 Notice
December 7, 2023**

Local 9 Notice Right to Refuse Overtime

Please be advised that under Article 18.07(a)

"All employees have the right to refuse overtime without being subject to disciplinary action for so refusing,.."

For those persons working from home or in office settings the only applicable exemption for refusal of overtime would be emergency situations.

An emergency situation in an office setting may include events that are identified in the Security Manual, immediate example being bomb threats and emergency preparedness musters for natural disasters.

All other requests for overtime would be voluntary, including the time required to finish taking calls in the queue. If no employees are able or willing to take overtime at the end of a shift, it is incumbent on management to ensure alternative provisions are in place.

If overtime is offered that is unwanted, please advise your Team Lead that you do not want to stay so that this can be noted, then follow up with one of your Shop Stewards or local Union executive at local9@bcfmwu.com if you are directed to stay.

Members refuse overtime daily across the fleet. This right is protected in our Collective Agreement, and you cannot be disciplined for refusing overtime. Please reach out if you have any questions.

In solidarity,
Local 9 Executive

"Shop Stewards: Please Post on Bulletin Boards"

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