

Temporary Holding-Addendum B

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1. What is Temporary Holding – Addendum B?

Temporary Holding – Addendum B contains classifications identified by the AUPE and AHS during negotiations as requiring further review prior to placement into the main body of the receiving agreement.

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2. Why is my classification on Addendum B?

Your classification was identified as being unique and requiring further review to determine whether the work you are performing is represented in an existing classification in the receiving agreement.

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3. My Classification changed. Why?

Following a review of your role, it was determined that your classification was performing the same kind and level of work as an existing classification in the main salary schedule of the receiving agreement. Your classification and / or your classification title may have changed, however, your responsibilities are represented in that classification.

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4. How was my position evaluated?

Job evaluators conducted reviews of a representative sample of positions within the

classifications as identified by Human Resources and/or Managers. The reviews included job audits with managers and/or employees, review of job descriptions, and a comparative analysis of classification profiles and provincial representative jobs. Positions were reviewed to ensure consistency and equity across the province.

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5. When will these decisions be implemented?

The implementation of these decisions is based on a number of factors including when the review of your classification is completed and based on payroll schedules.

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6. When will these decisions be effective?

Changes will be effective as follows:

- April 1, 2010 if you are part of the former Calgary, David Thompson, Alberta Cancer Board, Aspen, East Central and Peace Country health regions.
- May 27, 2010 if you are part of the former AADAC, Northern Lights, Palliser and Chinook health regions.

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7. My position has been evaluated to a classification with a higher pay range. Where will I be placed on the salary scale?

Any changes to your rate of pay will be processed in accordance with LOU #14 of the collective agreement as follows:

- If your current rate of pay is reflected in the new classification, you will be moved to the step in the new classification with the same rate of pay.

OR

- If your current rate of pay is not reflected in any steps of the new classification, you will move to the next highest rate of pay and step in the new classification.

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8. With my new classification I received a pay increase, will I receive retroactive pay?

Employees who received a pay rate increase based on the evaluation of their position will receive retroactive pay as follows:

- April 1, 2010 if you are part of the former Calgary, David Thompson, Alberta Cancer Board, Aspen, East Central and Peace Country health regions.
- May 27, 2010 if you are part of the former AADAC, Northern Lights, Palliser and Chinook health regions.

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9. My position has been evaluated to a classification that has a lower pay range, what will happen to my salary?

Any changes to your rate of pay are processed in accordance with LOU #14 of the collective agreement as follows:

- If your pay is reflected in a step within the new classification, you will be moved to that step.

OR

- If your current rate of pay is not reflected in the new classification, you will move to the next highest rate of pay and step in the new classification.

OR

- If your current pay rate is above the pay range of the classification, your pay rate will be red circled (frozen) until the pay range of the classification reaches, or exceeds, your rate of pay.

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10. What is an anniversary date?

The term “anniversary date” refers to the date used to calculate hours for increments. Changes in anniversary dates do not affect your seniority date.

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11. Will my anniversary date change?

Your anniversary date will change in several situations in accordance with LOU 14.

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12. What will my new anniversary date be?

If your rate of pay increase is greater than or equal to 3%, your anniversary date will change as follows:

- April 1, 2010 if you are part of the former Calgary, David Thompson, Alberta Cancer Board, Aspen, East Central and Peace Country health regions.
- May 27, 2010 if you were part of the former AADAC, Northern Lights, Palliser and Chinook health regions.

If you are at the top step of your pay scale and are moving to a mid-point step in the new pay scale, your anniversary date will change as follows:

- Full-time employees with an increase of less than 3% will use their Union seniority date (Month & Day) for their Anniversary Date. You will receive your next step increase on that date.
- Part-time employees with an increase of less than 3% will receive a new anniversary

date of April 1, 2010/May 27, 2010. You will receive your next increase once equivalent hours have been worked.

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13. Can I appeal my classification decision?

There is no appeal process outlined in the collective agreement for Temporary Holding-Addendum B classifications reviews. If you have any concerns regarding your classification, please speak to your union representative.

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14. I have moved to a different position, am I still eligible for retroactive pay if my former position was mapped to a higher classification?

Yes, if your previous position was evaluated to a higher classification you are eligible for retroactive pay during the period you were in the position upon written request to your manager.

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15. What if my question still isn't answered?

If you have additional questions, please speak with your Human Resources Advisor, Manager, and/or Union Representative. Further information can also be found on Insite at:
<http://insite.albertahealthservices.ca/6684.asp>

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