



FAQ

Frequently Asked Questions

Union Question: *Members wish to have any retroactive pay out to them on a separate 'off-cycle' cheque, can the City of Edmonton accommodate this request?*

City Reply: The Employee Service Centre will not produce off cycle cheques for retroactive payments. If employees believe they may pay less tax this way, it isn't so. There is no tax advantage to running two cheques. ALL EARNINGS in the pay period are subject to tax. The off cycle cheque would be deemed "additional earnings" and taxed along with regular earnings for that pay. We will run retro on the employees pay cheque - pay codes that employees will see on pay stubs are RE1 (regular pay) and RE2 (premium pay).

Union Question: *When will regular rates of pay be adjusted up 4.5%?*

City Reply: Depending on the ratification vote of May 11, 2009, this will appear on pay stubs on June 16th.

Union Question: *When can I expect to see the retro-pay on my pay stub?*

City Reply: The Employee Service Centre will do their absolute best to get Retro calculated, run and audited for the June 16th pay cheque. If they run short of time - retro will be paid no later than June 30th.

Union Question: *Will all overtime hours worked be included in retro-pay?*

City Reply: YES, all overtime hours worked will be included in retroactive pay calculations. Article 7.02.02 states that retroactive pay is calculated by applying the percent increase to the regular rate of pay for STRAIGHT time hours, OVERTIME hours worked, and to STATUTORY HOLIDAY premium pay.

Union Question: *What about those Employees who transferred to EPCOR on April 1, 2009?*

City Reply: They don't need to fill out a terminated employees form - as we still have their direct deposit info. If their account information hasn't changed - we will run retro for them through a direct deposit. They need to fill out the form if they have changed their account information, since transferring to EPCOR.