

FREQUENTLY ASKED QUESTIONS

Termination of Temporary Market Adjustments (TMA) for Information System (IS) Levels 18 and 21

Background

On December 10, 2000, temporary market adjustments (TMAs) were introduced for Information Systems (IS) positions to address recruitment and retention challenges being experienced by this job family. On April 2, 2006, all BCGEU temporary market adjustments were consolidated under MOU #22 of the 14th Master Agreement. MOU #22 establishes that TMAs are not considered as 'base pay', with the proviso that IS employees who were receiving a market adjustment prior to April 2, 2006 will continue to have their TMA considered as 'base pay'. A TMA that is considered part of base pay is referred to on the pay system as an "AMA". A TMA that is not part of base pay is referred to on the pay system as a "TAJ".

1. Why are the TMAs being terminated for IS Levels 18 and 21?

Temporary Market Adjustments are used as a means of addressing salary issues associated with recruitment and retention challenges. Under current market conditions, the Employer no longer faces the same recruitment and retention challenges for IS 18 and 21 level positions that were experienced when the TMAs were first introduced.

2. Is the Employer planning on terminating any other TMAs?

No other TMAs will be impacted for the remaining term of the BCGEU collective agreement (March 31, 2012). The employer will, however, continue to assess the need for TMAs on a periodic basis to ensure that they serve their intended purpose.

3. How is the Employer able to terminate the TMAs?

As outlined in MOU #22, the Employer may terminate the payment of any TMA with 60 days notice to the Union.

4. When does this change become effective?

The termination becomes effective August 9, 2011, the end of the 60 day notice period.

5. What happens to employees on August 9, 2011?

Employees who are hired, reclassified, promoted, demoted, or temporarily appointed / substituted to IS 18 or 21 positions on or after August 9, 2011 will not be eligible to receive a TMA.

Regular and auxiliary employees who occupy IS 18 or 21 positions prior to August 9, 2011 will continue to receive their TMA so long as they remain in their position and the principle duties of that position remain unchanged.

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- 6. MOU #22 states that employees will continue to receive their TMA so long as the principle duties of their position remain unchanged.**

How will managers or employees know if changes to job duties are significant enough to impact the employee's TMA?

The principle duties are considered to have changed, and the TMA will be discontinued, if the changes are significant enough to result in the job being reclassified to a different classification level or to a different classification series. If job duties are changed but the classification level and series remain the same, the employee will continue to receive their TMA (e.g., if the position is currently an IS 18, it must remain an IS 18 after job duty changes in order for the employee to continue to receive their TMA).

- 7. Will IS 18 and 21 employees, who are still receiving a TMA, have the TMA adjusted upwards as a result of negotiated general wage increases that occur on or after August 9, 2011?**

Yes, as is currently the practice, the TMA will be recalculated after general wage increases to ensure it remains at 3.3% (IS 18) or 6.6% (IS 21) of the employee's basic pay.

- 8. What happens if an employee is hired, promoted, reclassified, demoted or temporarily appointed to an IS 18 or 21 position during the 60 day notice period?**

An employee whose start date in an IS 18 or 21 position falls within the 60 day notice period (June 10, 2011 to August 8, 2011) will be entitled to receive a TMA, and will continue to receive the TMA so long as they remain in the position and the principle duties of the position remain unchanged.

- 9. What happens if an employee starts an IS 18 or 21 job on or after August 9, 2011 but their offer of appointment was made prior to this date?**

If the applicant was made a job offer before August 9, 2011, the applicant will be entitled to receive a TMA, regardless of when they start work. They will continue to receive the TMA as long as they remain in that position and the principle duties of the position remain unchanged.

Applicants for employment opportunities who receive job offers on or after August 9, 2011 will not be entitled to receive a TMA.

- 10. Does the termination of the TMA also apply to employees in excluded IS 18 or 21 positions (i.e. Schedule A or Category B)?**

Yes. The same guidelines that apply to bargaining unit employees regarding the termination of the TMAs will also apply to Schedule A and Category B employees.

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11. Will an employee who is temporarily appointed to, or substitutes into, an IS 18 or 21 position receive a TMA?

An employee who starts a temporary appointment or period of substitution into an IS 18 or 21 position prior to August 9, 2011 will be entitled to receive a TMA. The TMA will be paid during the initial term of the temporary appointment/substitution and will continue to be paid if the temporary appointment or substitution is extended beyond the initial term.

An employee starting a new temporary appointment or period of substitution into an IS 18 or 21 position on or after August 9, 2011 will not receive a TMA.

12. What if the employee is backfilling for an employee who is continuing to receive an IS 18 or 21 TMA?

If the backfill period begins on or after August 9, 2011, the employee will not be eligible to receive a TMA, even if the employee they are backfilling for continues to receive one.

13. Can an employee classified as an IS 18 or 21 retain their TMA if they initiate a lateral transfer into another IS 18 or 21 position on or after August 9, 2011?

No, the employee will lose their TMA when they transfer to another position through an employee initiated lateral transfer.

14. What if the employee is being laterally transferred by their ministry (employer initiated) to another IS position (e.g., is being laterally transferred by the ministry from one IS 18 position to another IS 18 position)?

If the employee is being laterally transferred by the ministry to another IS position at the same classification level, they will retain their TMA.

15. What happens to an IS 18 or 21 employee, who is still receiving a TMA on or after August 9, 2011, if they are impacted by workforce adjustment?

An employee impacted by workforce adjustment will lose their TMA unless they are placed in another IS position at the same classification level.

16. Will an employee in an IS 18 or 21 position, who is still receiving a TMA, lose their TMA if they go on a temporary appointment or they substitute into another position on or after August 9, 2011?

The employee will not receive a TMA in the temporary appointment or substitution position unless those positions are eligible to receive a TMA (e.g., IS 24 or IS 27). When the employee returns to their base position they will continue to receive the TMA associated with their base position.