



UNIVERSITY OF
ALBERTA

Frequently Asked Questions

Alberta Academic Medicine & Health Services Program (AMHSP) – employees identified under the AHS/AUPE LOU

Do I have to transition to Alberta Health Services (AHS)?

We would love to have you because you are key to our work supporting patient care. We are a dynamic organization with over 100,000 employees across the province. You'll be able to explore career opportunities in the city and across the province. AHS has been recognized as one of the Top 70 Employers in Alberta, Top 100 Employers in Canada, as well as a Top Employer for Young People. These awards are a strong endorsement of the care provided to Albertans by our staff, physicians and volunteers every day. Check out our [Career Page](#) for more information.

If you are currently an employee of Neurosurgical Associates (NAL) and you choose not to accept an offer of employment with AHS, you will continue in your current role until the time of transition and will, at that point, receive a Record of Employment.

If you are currently an employee of the University of Alberta (UofA) and you choose not to accept an offer of employment with AHS, you would have options under your current terms and conditions of employment (e.g. defined by the NASA agreement).

Will I have to apply on a job with AHS in order to keep my position?

No, you will not need to apply on the job to keep your position. Agreement has been reached with AUPE to permit individuals to move to AHS with the work that is transitioning.

Will my seniority be preserved on transition?

Yes, your current seniority date will be recognized by AHS and AUPE. In some circumstances, if you have employment with AHS and/or its predecessor organizations prior to your service with the UofA, it may also be recognized for the purpose of establishing your seniority date with AHS provided you commenced employment with the UofA within thirty days of your previous termination with AHS (or its predecessor organization).

Will there be changes to my pension?

Yes, there will be changes as AHS does not participate in the Public Service Pension Plan (PSPP). Instead, AHS employees participate in the Local Authorities Pension Plan (LAPP). Accordingly, provided you meet eligibility requirements you will be enrolled in the LAPP upon the commencement of your employment with AHS. You will need to be a member of LAPP for two years before your LAPP pension is vested.

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As each members' circumstances in the PSPP are unique, it is best that you consult the PSPP to determine your options under that pension plan. Your options are as follows:

- Withdraw your funds in the PSPP (provided they have not vested)
- Leave your funds in the PSPP to start your pension at a later date
- Start collecting your PSPP pension subject to your eligibility to do so
- Utilize your PSPP funds to purchase LAPP service via the reciprocal transfer agreement that exists between the two plans. Please note: You will have one year from the date that you are hired by AHS to make this transfer. Service transferred from PSPP to LAPP will count towards the employee's vesting and 85 factor under LAPP.

Will my hours of work change when I transfer to AHS?

Yes, the hours of work in the AHS/AUPE General Support Services (GSS) Collective Agreement are based on a 7.75 hour day and 2,022.75 annual hours of work. Full-time employees will transition to these hours.

Part-time employees will have their full-time equivalency preserved upon transition which will result in a proportional increase/decrease to their current hours of work depending upon whether they currently work a 7, 7.5 (increase) or 8 (decrease) hour work day.

How will my classification in the AHS/AUPE-GSS bargaining unit be determined?

Prior to your transition, your classification will be determined using AHS tools and methodology for the bargaining unit. Representatives from Human Resources In-Scope Classification and Compensation team will determine the classification of the position following a review of job documentation.

Will my title change?

Yes, through this process, your classification title will change to reflect the classification decision rendered by HR's In-Scope Classification and Compensation team. Working titles will remain unchanged through this process. Details of any changes to your classification title will be outlined in the individual letter you receive.

How will AHS determine my rate of pay?

Your rate of pay will be determined in accordance with the transitional Letter of Understanding (LOU). If your current rate of pay falls within the pay range of your new classification you will be placed on the step that is nearest to, but not less than your current rate of pay.



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What happens if my current rate of pay is above the pay range for my classification?

If your current rate of pay is above the pay range of the classification your position has been placed in, your rate of pay will be red-circled (frozen) as per the transitional LOU. Individual rates of pay will not be reduced.

How will my benefits be impacted?

AHS benefit plans include supplemental health and dental coverage, group life, accidental death and dismemberment, short-term disability and long term disability coverage. Premiums are cost shared between AHS (75%) and each individual employee (25%). Different benefits under both supplementary health and dental are reimbursed at different levels and some benefits are subject to limits. If you are a regular employee you are also eligible for a \$750 (pro-rated for part-time employees) Flexible Spending Account. You will be able to allocate these funds to one or more of 4 different types of accounts.

For more information about your AHS benefit package, please check the [AHS website](#).

(Alternatively those with AHS access can go to the Pay & Benefits page on AHS Insite)

Will I have to serve a probationary period with AHS?

If you have completed a probationary period with your current employer by the date of transition you will not have to serve another probationary period with AHS. Transferring employees who have not completed a probationary period with the current employer will serve a probationary period pursuant to the AHS\AUPE GSS Collective Agreement.

Will I be eligible for sick leave with AHS?

Yes, the AHS\AUPE GSS Collective Agreement provides for a full-time employee to earn 1.5 sick days per month of employment to a maximum of 120 days. Part-time employees earn an amount prorated by their full-time equivalency.

Upon your transition to AHS, a sick leave bank equivalent to one year's service will be created for you to access. You will start earning further sick leave as described above upon your employment.

What will happen to my accrued vacation time with my current employer? How will I earn vacation with AHS?



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AHS has agreed to accept your accrued vacation with your current employer provided the amount does not exceed your most recent full year accrual. Amounts exceeding this should be paid out prior to or upon your termination from your current employer.

Your service with your current employer will be utilized to determine your annual earning entitlement with AHS.

If I am eligible, can I take severance/pay in lieu of notice from my current employer and transition to employment with AHS?

If you are in receipt of severance from your current employer you will not be eligible to transition to employment with AHS under the terms of the LOU between AHS and AUPE covering this transition. Further, you will not be eligible for employment with AHS for the period of time covered by your severance payment. You must notify your current employer upon acceptance of an offer by AHS.