

## UNIFOR LMC MEETING

Thursday, February 26, 2015

10:00 a.m. to 12:00 p.m.

MUMC 3A14

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### A G E N D A

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#### NEW BUSINESS

1. Mosaic

a) **Pay issues for JD arbitration implementation**

There was a JD arbitration in November and the Union advises the member received their settlement on the February 20<sup>th</sup> deposit.

M. Leroux explains this was the first settlement payable through PeopleSoft and it was retroactive to before the implementation of PeopleSoft. Now that a process has been defined, there will not be similar delays in the future.

b) **Pay issues for Members with two positions**

B. Couchman refers to email that was distributed directing employees to fill out new TD1 forms (and consult with a financial advisor, where necessary) to note how much tax is to be deducted. The Union would like to understand why this is the case, when it has been done for employees in the past.

M. Leroux explains this only applies to members with two positions *and* two different EI classifications. The EI rates employers pay vary at McMaster. Where issues arise, for example, is if a member has a Unifor position and an Interim position; two Unifor positions should not be an issue. PeopleSoft views this as two separate positions and taxes them separately. The project team has confirmed this practice is CPA compliant. For those individuals (less than 100), they have to take that into consideration and adjust the additional tax coming off their pay. The Employer cannot provide tax advice, but members can go on the CRA website and the HRSC can advise them what tax was coming off their pay in VIP as a guide.

The Union questions whether members would receive a revised T4 if they paid the tax back for 2014 and if a note can be sent to those identified as being affected by this change.

M. Leroux will have a communication posted on the HR website and G. McGarry-Ainslie (Faculty of Health Sciences) can link their website to that.

T. Steinke will add to Multiple Appointment Guidelines and Interim Hiring Guidelines.

c) **Pay issues (general) - have these been corrected and are the Members being notified if not being paid?**

M. Leroux advises the number of errors each pay are lessening. When the HR Service Centre knows that someone is not going to be paid, the employee is notified on the Wednesday or Thursday. The problem is

that a lot of times it is not known until the employee notifies the HRSC.

**I. How long is it taking for cheques to be cut?**

M. Leroux explains it takes multiple people to cut one cheque but looking into alternate options with Financial Services. The HRSC has reimbursed people for overdraft charges to their bank, prepared letters to creditors, etc.

**II. Taxes do not appear to be calculated appropriately on the YTD for some members**

All these issues should be resolved (some members were looking at the wrong numbers).

**d) Having to download VPN to view vacation entitlement; is there another way to do this?**

B. Couchman confirms details/response received from N. Bovair via email is sufficient. Will follow up if further questions.

**e) Job postings - issue with external versus internal; concerned internal candidates may not be seeing all of the postings**

M. Wilson prints off postings every day and Union compares to Article 17 feedback when it comes in. The Internal and External posting boards are not matching.

Advisors are checking the postings where hiring managers are selecting the board jobs are being posted to and M. Leroux will send out a reminder to team to review that. Have inquiry to the project team to see if there's a default that they all be posted as internal.

**2. Benefits - Why are Members not able to utilize the same practitioner while they are practicing two different disciplines?**

M. Leroux will follow up with Sun Life; a lot of times, it is a billing issue. J. McAndrew to send M. Leroux details of employee to investigate.