

How Retro Payments are Represented on Your QHR Pay Statement

When a collective agreement is ratified, its provisions are configured into the QHR payroll system so new payments can be made according to these provisions and any required retroactive payments can be calculated by the system and paid out.

How retroactive payments appear on your pay statement depends upon your personal work history. The information below is a general overview. If you need a more detailed explanation of your personal statement, please talk to your Manager or HR. Information on updates rates and provisions is available through your collective agreement and your union.

Only earnings are adjusted to the new provisions of the agreement, not hours. The hours previously coded and paid are recalculated according to the new provisions of the agreement.

Earnings

When you look at the pay statement detailing retroactive payments, these payments will appear in the **EARNING** section. Screen shots represent earnings that may have been paid to you as part of the retro. The column on the left side of the pay statement identifies the type of earning – e.g. Current Year or Prior Year payments, if they are Pensionable or Non-Pensionable earnings. Top up payments for maternity or retirement payments, etc.

Example

<i>Earnings</i>			
<i>Code</i>	<i>Hours</i>	<i>Rate</i>	<i>Dollars</i>
Retro Curr	0.00	0.000	1,818.43
Retro Curr NP	0.00	0.000	142.78
Retro Prior Yrs	0.00	0.000	1,166.20
Retro Prior Yrs NP	0.00	0.000	3.90
	0.00		3,131.31

In this example it shows that the employee is receiving retro earnings for current years that were both pensionable and non-pensionable (NP) The example also shows retro payments for the prior years. The **total retroactive payment** provided to you is shown at the bottom of the EARNINGS.

0.00	3,131.31
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If you received a **signing bonus** as part of the new collective agreement provision, it may have been previously paid to you or paid on this payment.

DEDUCTIONS

Corresponding adjustments are made to applicable types of deductions, such as:

- Statutory Deductions
- Income tax/regular-Income Tax has no maximum amount. Income tax required to be deducted on taxable benefits and earnings on hours worked example: regular, overtime, stat hours etc.
- Canada Pension Plan (CPP) Employee Contribution – If an employee did not reach out the maximum of CPP contribution of the current year
- Employee Insurance (EI) Employee premiums – If an employee did not reach out the maximum of EI contribution of current year.
- Pension EE contributions HEPP / CSSB Pension /MB HC Pension
- Optional Life Insurance Premiums, if applicable – Unit value will be increased the following year based on the new earnings of current year.
- Union Dues

DEDUCTIONS	Amount	YTD
Canada Pension Plan	10.57	10.57
Employment Insurance	2.93	2.93
HEPP Pension RETRO	14.44	14.44
	27.94	27.94

<i>Deductions</i>		
<i>Code</i>	<i>Dollars</i>	<i>Dollars YTD</i>
TAX	723.61	3,936.92
CPP	178.65	1,690.84
EIC	49.51	521.29
EICB	-2.95	-31.05
DENT	0.00	681.84
GRHE	0.00	592.96
MGEU	39.14	412.02
PEN<YMPE	0.00	2,382.85
GRLF	0.00	33.00
FAM	0.00	121.00
MEALS	0.00	260.00
PEN RETRO	265.63	265.63
GLTAXEE	0.00	10.75

EMPLOYER CONTRIBUTIONS

Employer contribution: This section shows the statutory deduction, pension contributions, LTD and taxable benefit payments made by the **EMPLOYER ONLY**.

EMPLOYER CONTRIBUTIONS	Amount	YTD
*Canada Pension Plan	10.57	10.57
*Employment Insurance	4.10	4.10
*Payroll Tax	3.99	3.99
*Workers Compensation	2.08	2.08
*HEPP Pension RETRO	14.44	14.44
	35.18	35.18

NOTE: The general wage increase was applied to earnings previously paid and coded. If you feel there is an error, please go back and review your prior pay statements that are available to you and determine where the discrepancy is. At that point we can investigate your findings accordingly. Keep in mind, if you feel you were paid correctly each regular pay period prior to the retro payment, this payment represents the increase and paid you more not less.