

Frequently Asked Questions (FAQ)

Introduction of Mental Health Therapist (MHT) Classification in HSAA – Edmonton Zone

1. Why is the employer introducing this new classification for Mental Health Therapists?

The intent is to establish consistency across all Former Health Entities that form AHS. On the basis of the function of the role and because it can be filled by a variety of eligible professions, the Labour Relations Board has determined that the classification belongs in the professional and technical bargaining unit, represented by HSAA: *see Chinook Health Region and UNA and HSAA, [2005] ALRBD No. 52; East Central Health and UNA and HSAA, [2006] ALRBD No. 75.*

2. What impact does this have going forward?

All vacancies from this point forward will be posted as a Mental Health Therapist under the HSAA collective agreement. Current job description and existing qualifications will still apply.

3. What is the salary range for the MHT classification?

The MHT has been added to the main Salary Appendix.

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
36.69	38.05	39.40	40.97	42.35	43.92	45.50	47.09	48.74

Any disputes in this regard between HSAA and AHS will be addressed via the HSAA Joint Committee and Joint Classification Review Process.

4. What is happening with current incumbents that are classified by specific discipline?

There is no intention to affect any incumbent employees currently occupying positions that function as MHT's. Current incumbents will remain in their specific disciplines/classifications pending an opportunity for the parties to have meaningful discussion in this regard.

5. If I'm an HSAA member currently and apply and am successful on an MHT vacancy, what happens to my salary?

Article 29.07 and 29.09 (Promotions, Transfers and Vacancies) would apply. Salaries will NOT be red-circled.

6. If I'm currently a UNA member and apply on an MHT vacancy, will my seniority with UNA be recognized under HSAA?

No. HSAA has advised that they will NOT be recognizing UNA seniority dates.

7. If I'm currently a UNA member, how will my placement on the salary grid be determined under HSAA?

Article 15-Recognition of Previous Experience will apply to determine placement on the salary grid.

8. If I'm currently a UNA member, what is the benefits plan under HSAA and will waiting periods apply?

See attached link for details on UNA benefits. Waiting periods will be waived for internal to AHS transfers.

<http://insite.albertahealthservices.ca/3895.asp>

9. If I'm currently a UNA member and apply and am successful on a MHT vacancy, what happens to my vacation accruals?

Vacation is accrued as per the HSAA collective agreement and is recognized using your AHS anniversary date (continuous employment with the employer).

10. If I'm currently a UNA member and transfer to HSAA, what happens with my existing banks (ie, sick, vacation, stat, OT)?

Existing banks will be transferred with you.

11. What happens to my anniversary date with AHS?

Your anniversary date or date of hire remains unchanged.