



PLEASE POST

IMPORTANT INFORMATION RECOVERY OF OVERPAYMENTS BY TELUS

Last week, Staff Association attended an initial meeting with the CBE around the process for recovery of overpayments. This is an issue that we have been receiving dozens of phone calls about in the past month and half. The Alberta Employment Standards state that an employer can only "deduct from the earnings of an employee, a sum of money that is personally authorized by the employee to be deducted." In other words, without written authorization, there can be no deductions of overpayment. It also means that TELUS has to come to you and work out a plan that is agreeable to both parties, and until that plan is finalized and authorized in writing, no deductions can be made. Alberta Employment Standards also have in their operational procedures that the employer can not recover overpayments that were made more than six months prior to making the employee aware of the overpayment. However, this procedure is not in the Code itself and the CBE's legal advice is that as long as the time period is reasonable they can nevertheless go after overpayments. Staff Association will also be seeking our own legal advice before the next meeting. The CBE wants to deal with each situation individually and gauge whether or not the overpayment is worth a grievance on their part and possibly a very expensive Arbitration. So a one-time overpayment of \$400 that occurred two years ago may not be worth going after, while a large sum overpayment over two years may well be. Our advice is that if you are contacted by TELUS regarding an overpayment, before authorizing any payroll deductions, call the Staff Association office at 403.242.7555 to consult with us about how to proceed.

If you have co-workers that do not have computer access, please print off hard copies for them as this is extremely important information that **all** our membership needs to be aware of.

Our Thanks,

Jean Minifie, Chairperson; Albert Herscovitch, Manager; and Bill Flookes, Manager

CBE STAFF ASSOCIATION