



Severance Payout for CUPE Members

The new CUPE Collective Agreements state that, effective March 31, 2018, there will be no further accumulation of service for severance. CUPE Members with one (1) or more years to a maximum of twenty (20) years of continuous service are entitled to severance pay. The severance entitlement will be calculated based on your service and rate of pay as of March 31, 2018.

As per the collective agreement, you will be asked to choose a quarter in which you wish to receive your severance payout. You may wish to receive it in cash, transfer it to an RRSP or a combination of both. You may also elect to defer the severance to a later date.

Enclosed is your information package which details your options and includes an Election of Options form which must be returned to your regional Human Resources office no later than **January 31, 2019**. Please consult your package information for instructions on returning the form(s). The package information also includes a comprehensive Frequently Asked Questions document.

If no option is chosen by the January 31, 2019 deadline, employees will receive a cash payment on March 28, 2019.

If you have questions about your Severance Payout options, please email your regional Human Resources Office. Please include your employee identification number and a phone number in all correspondence.

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