



Severance Payout for NAPE Members

The new NAPE Collective Agreements state that, effective March 31, 2018, there will be no further accumulation of service for severance. NAPE 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 **April 30, 2018**. Please consult your package information for instructions on returning the form(s). The package information also includes a comprehensive Frequently Asked Questions document. The FAQ is a guiding document only, and for matters of interpretation, please contact the Employee and Labour Relations Division of the Human Resource Secretariat at 729-2471.

If no option is chosen by the April 30, 2018 deadline, employees will receive a cash payment in the last quarter.

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.

At this point severance payouts are only being issued for NAPE employees. Negotiations with other bargaining units remain ongoing at this time. Details around severance payouts for management and non-bargaining employees will be communicated in the coming weeks.

Labrador Regional Office
Human Resources Division
severancelabrador@nlesd.ca

Western Regional Office
Human Resources Division
severancewestern@nlesd.ca

Central Regional Office
Human Resources Division
severancecentral@nlesd.ca

Avalon Regional Office
Human Resources Division
severanceavalon@nlesd.ca