

## **Article 32 of the Collective Agreement which expired in 1994.**

The following applies to GNWT employees hired before September 2, 1995. This is their severance pay entitlement.

### RESIGNATION

32.05 An employee who resigns after four (4) years of continuous employment is entitled to be paid Severance Pay on resignation in accordance with the following formula:

$$\frac{\text{number of year of service} \times \text{weekly rate of pay on resignation}}{2}$$

less any period of continuous employment in respect of which Severance Pay was previously granted, to a maximum of thirteen (13) weeks pay.

### RETIREMENT AND TERMINATION FOR HEALTH REASONS

32.06 (a) This clause shall apply to an employee:

- (i) who retires from the Public Service; or
- (ii) whose employment is terminated as a result of a recommendation made to the Employer that the employee was incapable of performing his/her duties because of chronically poor health, and

(b) when employment terminates for either of the reasons stated in (a) above, the employee shall be paid Severance Pay equal to the product obtained by multiplying his/her weekly rate of pay on termination of employment by the number of completed years of his/her continuous employment to a maximum of thirty (30), less any period of continuous employment in respect of which Severance Pay was previously granted.

(c) When employment terminates for either of the reasons stated in (a), the employee shall have the right to waive his/her entitlement to Severance Pay and, in lieu thereof, be granted an equivalent period of leave with pay.

### DEATH

32.07 If an employee dies, there shall be paid to his/her estate an amount equal to the product obtained by multiplying his/her weekly rate of pay immediately prior to death by the number of years of continuous service with a maximum of thirty (30) regardless of any other benefit payable.