

# **NO MORE CUTS**

## **Rebuild our public services!**

**SECOND  
EDITION  
MAY 14, 2005**

Eliminating Separation and  
Termination payments...

# A shameful way to save

It's bad enough that, instead of rebuilding public services, the Liberals are slashing 6,000 more jobs.

But it is absolutely shameful that they plan to give an additional kick to those going out the door.

First, the employer wants to eliminate separation allowance, something that will directly affect younger OPS members if they lose their jobs.

Second, the employer wants to eliminate termination pay if you resign. They also want to prevent new employees from getting access to termination pay.

The Tories tried similar tactics in the last three rounds of bargaining. It didn't work for them. It shouldn't work now.

Anyone who loses their job deserves all the money they can get. OPSEU members bought and paid for these provisions over years of bargaining - and two lengthy strikes.

We will not give it away.

# What's on the table:

*Bargaining proposal as of May 12, 2005*

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**EMPLOYER  
PROPOSAL**

## Separation Allowance

Eliminate Article 20.3 (Separation Allowance)

## Termination Pay

**Article 53.10 (new):**

53.10.1 Notwithstanding Articles 53.1, 53.2, 53.3 and 53.4, the following shall apply to employees who resign their employment;

- a) any entitlement to a payment on termination of employment under Articles 53.1, 53.2, 53.3 and 53.4, for a person who resigns his or her employment from and after \_\_\_\_\_ shall be based on continuous service up to and including that date, and no further entitlement under these provisions shall be earned by a person who resigns his or her employment, for any period of continuous service from and after that date;
- b) an employee with less than five (5) years of continuous service as of \_\_\_\_\_, and who resigns his or her employment from and after \_\_\_\_\_ shall receive no payment under Article 53.4;
- c) a person hired from and after \_\_\_\_\_, and who resigns his or her employment shall receive no payment under Article 53.4.

53.10.2 For greater certainty, Article 53.10.1 does not affect the entitlement of employees who resign during the surplus notice period, as provided by Article 53.4 (a) (4).

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**No changes to existing language.**

**UNION  
PROPOSAL**