



**TERMINATION OF EMPLOYMENT
NTA Bargaining Unit Members**

**Human Resource Manual
Section 1808 (c)**

SEVERANCE PAY NTA BARGAINING UNIT EMPLOYEES

PURPOSE

1. Employees of the Government of Nunavut represented by the Nunavut Teachers Association (NTA), have the right to defined severance pay entitlements on termination of employment.

APPLICATION

2. This applies to all employees of the Government of Nunavut represented by the NTA.

DEFINITION

3. **Continuous Service** and **Continuous Employment** includes:
 - (1) Uninterrupted employment with the Government of Nunavut.
 - (2) Prior service, if the employee was re-appointed within 12 months or up to two years at the discretion of the Employer after being laid off.
 - (3) Prior service, if the employee ceased to be employed for any reason other than dismissal, abandonment of position or rejection on probation, provided:
 - the prior service was uninterrupted for a minimum of two years, and
 - the period between the prior service and the return to service is less than 25 months.
 - (4) Prior service of a person appointed to a position within three months of terminating employment in the public service of the Government of Nunavut for any reason other than dismissal, abandonment of position or rejection on probation.



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PROVISIONS

Severance on Lay-Off

4. An eligible teacher who has completed at least one year of continuous employment and who is laid-off is entitled to severance pay as follows:
 - (1) Lay-off for the first time: ten days pay for the first complete year of continuous employment and four days pay for each succeeding complete year of continuous employment, less any period for which the teacher was previously granted severance pay, retiring leave or a cash gratuity. The total amount of severance pay which may be paid will not exceed 140 days pay.
 - (2) Lay-off for a second or following time: four days pay for each completed year of continuous employment, less any period for which the teacher was previously granted severance pay, retiring leave or a cash gratuity. The total amount of severance pay which may be paid will not exceed 135 days pay.

Severance on Resignation

5. A teacher who has ten or more years of continuous employment and gives no less than 60 days notice of an intention to resign, or any shorter period as the Employer may agree, is entitled to be paid severance pay. Severance pay is calculated by the formula below:
 - An amount obtained by multiplying twice their daily rate of pay on termination by the number of completed years of their continuous employment to a maximum of 26.
6. If an employee dies while employed, the estate will be paid severance pay equal to the amount identified in 5 above.
7. Upon notification of termination, the Compensation and Benefits Division of the Department of Finance assesses that teacher's entitlement for severance pay in consultation with the employing department and begins appropriate pay action.

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AUTHORITIES AND REFERENCES

8. Collective Agreement with the NTA
Article 2.01(7), Continuous Employment
Article 17, Severance Pay
9. Public Service Act

CONTACTS

10. For further information or clarification, please contact:

**Director Compensation and Benefits
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