

New Letter ? : Relocation and Severance

In the event that an employee is displaced and cannot be placed in another position within the organization in accordance with the layoff provisions of Article 11, the following will occur:

1. The parties agree to explore alternatives to layoff and options for providing support to affected permanent employees. This may include; placement in a vacant position in other organizations consistent with the employee's knowledge, skills, ability and experience.
2. In the event the employee accepts a position within the Company in a different town or city that requires the employee to move their principal residence, the employee will be reimbursed for reasonable and substantiated relocation expenses to the maximum of \$5,000.
3. Employee who are displaced and who cannot be placed in another position in accordance with the requirements of the layoff and recall provisions of Article 11 or who declined the offer of a position in a different town or city will be entitled to the following:
 - a) Notice or pay in lieu of notice which is not less than two (2) weeks for each year of continuous service with the Company, up to a maximum of thirty (30) weeks. The period of notice is a maximum of six (6) weeks of the total weeks an employee is entitled to as determined by their continuous service. Continuous service will be determined based on the employee's date of service in the employee's personnel file.
 - b) Outplacement counseling services as determined by the Company in consultation with the Union.
4. For purposes of the Letter, regular salary will be defined as regular scheduled weekly hours multiplied by the regular rate of pay in effect on the date severance is provided to the employee. For part-time employees regular salary will be defined on the average weekly regular hours paid during the previous twelve (12) months multiplied by the regular rate of pay on the date severance is provided to the employee.
5. In circumstances of downsizing of a temporary nature, the provisions of Article 11, Employment Security will apply.
6. Employees who accept severance as outline in this Letter of Understanding will have their employment with the Company terminated and they will not be eligible for rehire for the period equal to their severance.
7. Severance pay provided under this Letter of Understanding shall be deemed to be inclusive of any and all legislative requirements for termination notice.

B. Items Agreed to by EPCOR and CSU 52 at the negotiations