

**Date:** November 20, 2009

**To: Senior Zone Leads: HR Services**

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**From:** Susan McGillivray, Vice President, Employee and Labour Relations

**RE:** Voluntary Exit Program - Clarifications

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This Memorandum provides clarification related to issues and questions that have been raised regarding the application of the Voluntary Exit Program (VEP).

1. **Application to Registered Nurses (RNs)** – There has been concerns expressed regarding comments made that seemed to indicate that applications from RNs for the VEP would not be accepted. This will confirm that VEP applications from RNs will be reviewed in accordance with the agreed upon terms and conditions.

In the short term, it is possible that the current situation with the Pandemic H1N1 (2009) will have an impact on both the timing of any VEP approvals and the identified termination dates for individuals whose VEP applications are accepted.

2. **Regular Employees in Temporary Positions** – As Regular employees currently occupying regular positions revert back to their regular positions at the conclusion of a temporary job,, the review and potential acceptance of VEP applications will be based upon whether the acceptance of the application will result in a net reduction of regular FTE. Further, the calculation of the VEP amount will be based upon the employee's regular position, even if they currently occupy a temporary position.
3. **VEP Payment Amount** - The initial version of the VEP Expression of Interest Form, Part C, contained a statement that indicated the VEP payment amount would be "inclusive of any and all termination entitlements". This does not include the payout of any accrued vacation or other earned entitlements that get paid out on termination. It does mean that employees who receive the VEP payout are not entitled to other severance/termination benefits such as Employment Standards Code severance payments.

4. **LAPP Question** – A question has been raised as to whether the VEP payment qualifies for the Enhanced Early Retirement Benefit under the Local Authorities Pension Plan. AHS is currently investigating this issue and hopes to be able to provide an answer shortly.

The VEP description, expression of interest form and Q & A document have been updated to reflect these corrections/clarifications. Please ensure that this information is circulated to the HR Services Advisors that will be working with the VEP and any other HR staff who may be supporting or providing advice related to the VEP. Thank you.



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Susan McGillivray  
Vice President, Employee and Labour Relations

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