

a) General Election

MEMBER'S STAFF

Termination (Members' Staff): Members' Defeat And Or Resignation

In the case of a Member's defeat or resignation, the notice period starts on Election Day or the day after resignation.

Regular full-time and part-time employee:

Notice Period is understood to start on the date the Member is defeated or the day after the Member resigns. The Member must advise his/her staff in writing and provide Notification of Termination to the caucus administrator, who will in turn send it to Human Resources. It is important that the Member do so promptly.

Employees continue receiving regular pay (funded by the Legislative Assembly, outside of the Members' global budget) and benefits during their 8 weeks' notice period or date of new employment, whichever is less. However, if a Member decides to grant an allowance over and above the 8 weeks' notice period, this additional cost would be applied to the Members' global budget.

Legislated Severance

Members' support staff are entitled to receive severance pay calculated according to the formula used throughout the Office of the Assembly, except that

- One year of service is required for entitlement to this benefit. Severance pay consists of one week's pay for each year of service with a maximum of 26 weeks' pay, prorated for part-time staff.
- Members' support staff severance pay, within the above guidelines, is funded through the Legislative Assembly.

Enhanced Severance

A Member can elect to grant an allowance over and above the Legislated Notice period and Legislated Severance. Any additional amounts would be termed Enhanced Severance and treated as such for payroll and tax purposes. The cost would be applied to the Member's global budget.

Short-Term full-time and part-time employees:

Staff, whose defined termination date coincides with an election, or prior to an election, do not qualify for paid notice. Staff whose contract termination date is after the election will receive 8 weeks' paid notice (pro-rated for part-time employees) or until the expiry date of their contract, whichever is earliest.