

ARTICLE 17 - SEPARATION

17.1 Resignations and Retirement

An Employee is required to give one (1) month written notice of resignation, or retirement, but wherever possible three (3) months written notice should be given.

17.2 Employees who have completed the duty year in which their 65th birthday falls and who elect to continue their employment will be entitled to Group Life insurance in the amount of \$10,000 until age 70.

17.3 Long Term Disability Past Age 65

Employees who have completed the duty year in which their 65th birthday falls and who elect to continue their employment will not be entitled to LTD coverage as set out in Appendix 6. Cessation of Plan coverage will be in accordance with Appendix 6.9. Coverage in the Long Term Disability Plan is not a condition of employment for employees over the age of 65.

17.3.1 Where an Employee becomes ill and has not accrued at least six (6) months of sick leave, the Employee may borrow against future earned sick leave pursuant to Article 9.3.8. The maximum total available sick leave from accrued, borrowed, and pooled sources combined may not exceed six (6) months.

17.3.2 An Employee may be placed on an Administrative Leave Without Pay and be responsible for the cost of all benefit premiums when all of the following conditions are met:

- 17.3.2.1 The Employee's LTD coverage has ceased, and
- 17.3.2.2 The Employee has exhausted their sick leave, and
- 17.3.2.3 The Employee remains unable to return to work.

17.4 The reference to early retirement in Article 18.2.1.3 under Layoff Avoidance Strategy Review shall be read in the context of the Pension Plan requirements regarding eligible age to receive a superannuation allowance.