

APPENDIX B - Gratuity

Language from Ontario Regulation 1/13 (Last amendment: O. Reg. 184/13)

1. An employee is not eligible to receive a sick leave credit gratuity after August 31, 2012, except a sick leave credit gratuity that the employee had accumulated and was eligible to receive as of that day.
2. If the employee is eligible to receive a sick leave credit gratuity, upon the employee's retirement, the gratuity shall be paid out at the lesser of,
 - a. The rate of pay specified by the board's system of sick leave credit gratuities that applied to the employee on August 31, 2012; and
 - b. The employee's salary as of August 31, 2012

The 2013:B2 Memo "Technical Clarifications to the Memoranda of Understanding" clarified that in addition to sick leave credits, a "retirement gratuity" is defined as also including, but not limited to, early retirement incentive plans and contributions to registered savings plans. The regulation also required Boards to disclose to its employees how the payout of retirement gratuities is calculated by providing a report to the affected employee by May 31, 2013, the accuracy of which can be challenged by the employee no later than June 30, 2013.

The calculations were sent to those affected, by email, on or around May 28-29, 2013. The Gratuity Amount in that emailed calculation is what will be paid out upon retirement.

GRATUITY ENTITLEMENT

Outstanding CUPE Gratuities at September 1, 2022								
NAME	ID	ACTIVITY CODE	ORIGINAL START DATE	FORMER BRD	#1	#2	#3	COMMENTS
KUZMICH, MICHAEL	6665	ACTIVE	19880530	COCHRANE	X			
Option 1 = Grandfathered Gratuity with former Board Option 2 = RRSP in Lieu of a Gratuity Option 3 = Severance according to the Former Timiskaming Board								