Fischer, Lori PSA:EX

From:

Fischer, Lori PSA:EX

Sent:

Wednesday, June 12, 2013 11:09 AM

To:

Der, Connie J PSA:EX

Subject:

REVISED SETTLEMENT:: Don Fast; EE# S22 Effective June 11, 2013

Please see addition below:

From: Fischer, Lori PSA:EX

Sent: Wednesday, June 12, 2013 10:59 AM

To: Der, Connie J PSA:EX

S22

Don Fast's employment terminated effective end of day June 10, 2013. A settlement agreement has been reached

and he has elected

S22

Please input the following CHIPS entries:

S22

Also, please ensure that any scheduled salary adjustments applicable to the employee's/appointee's position S22

S22

Please instruct TSS to:

deactivate Don Fast's TOL:

S22

This settlement also includes payment of his Executive Holdback. Please make the appropriate payments as follows:

(minus standard withholding tax). This amount represents S22 of the 10% holdback for the period S22

S22

(minus standard withholding tax). This amount represents S22 of the 10% holdback for the S22

If you have any questions regarding this process please contact me directly.

Thank you

Lori Fischer, Employee Relations Specialist

Workforce Restructuring | Employee Relations Division | BC Public Service Agency 1st Floor, 810 Blanshard | Victoria, BC | V8W 2H2 | 250-356-6232

AskMyHR: www.gov.bc.ca/myhr/contact Phone: 250.952.6000 | Toll Free 1.877.277.0772

E-mail Message

From: Fischer, Lori PSA:EX [SMTP:Lori.Fischer@gov.bc.ca]

To: Der, Connie J PSA:EX [SMTP:Connie.Der@gov.bc.ca]

Cc:

Sent: 2013-06-12 at 11:08 AM **Received:** 2013-06-12 at 11:08 AM

Subject: REVISED SETTLEMENT:: Don Fast; EE# S22 Effective June 11, 2013

Please see addition below:

From: Fischer, Lori PSA:EX

Sent: Wednesday, June 12, 2013 10:59 AM

To: Der, Connie J PSA:EX

Subject: SETTLEMENT:: Don Fast; EE# S22 Effective June 11, 2013

Don Fast's employment terminated effective end of day June 10, 2013. A settlement agreement has been reached and he has elected \$22

S22

Please input the following CHIPS entries:

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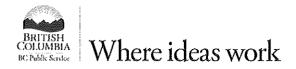
If you have any questions regarding this process please contact me directly.

Thank you

Lori Fischer, Employee Relations Specialist

Workforce Restructuring | Employee Relations Division | BC Public Service Agency 1st Floor, 810 Blanshard | Victoria, BC | V8W 2H2 | 250 356 6232

AskMyHR: HYPERLINK "http://www.gov.bc.ca/myhr/contact"www.gov.bc.ca/myhr/contact Phone: 250.952.6000 | Toll Free 1.877.277.0772



WITHOUT PREJUDICE

June 6, 2013

Don A. Fast

S22

Dear Don A. Fast:

The purpose of this letter is to confirm that your employment with the Government of the Province of British Columbia will end effective end of day, June 10, 2013. This letter and the enclosed documents will detail the terms and conditions and agreement of settlement.

As per the executive notice and severance provisions of the *Employment Termination Standards* Regulation under the *Public Sector Employers Act*, your settlement is equal to S22 months salary and benefits, in the amount of \$312,773.

In addition, the Province agrees to provide you with the following lump sum payments with respect to the Executive Holdback:

• S22 (minus standard withholding tax). This amount represents S22 of the 10% holdback for the period. S22

S22

• S22 (minus standard withholding tax). This amount represents S22 of the 10% holdback for the period S22

S22

These Executive Holdback lump sum payments will be subject to the same repayment obligations outlined on page 5 of this package.

Two individual or combined options are available to you for payment of your severance settlement. Details of each of these options are enclosed for your consideration, as is further explanatory and general information related to your severance.

The following steps will assist you in working through the severance process:

- Fully consider the terms and conditions of each option available to you;
- Obtain any legal, financial or other advice you feel is necessary to assist you in making your decision;
- Indicate your selected option on the enclosed Agreement and Release, sign and have it witnessed by a non-relative, age 21 or over; and
- Complete and return the applicable forms by June 24, 2013 to the following address:

Telephone: 250 952-6296 Facsimile: 250 356-7074

http://www.bc**pgac.4**rviceagency.gov.bc.ca/ PSA-2013-00153 BC Public Service Agency Workforce Restructuring Services Attention: **Lori Fischer** PO Box 9404 Stn Prov Govt Victoria, BC V8W 9V1 Email: Lori.Fischer@gov.bc.ca

Confidential career and/or financial counseling support is available to assist in your transition from your current position to other employment. To access these services, or if you have any questions regarding your severance information package, please contact Lori Fischer at 250-356-6232 or by e-mail at Lori.Fischer@gov.bc.ca

Please confirm by noon on June 12, 2013, if you wish your salary to continue beyond June 10, 2013. An extension of the pay can be implemented on the understanding and agreement that any payments made to you after June 10, 2013, will be deducted from your severance settlement. For additional information regarding the cessation dates for your benefits, please refer to the enclosed individual options.

Your leave balances, if any, will be paid out to you, less statutory deductions, as soon as possible after your termination date. (Note: current year's vacation entitlement will be prorated to reflect your termination date of June 10, 2013.)

Please accept my sincere best wishes for your continued success. On behalf of the BC Public Service, thank you for your dedication and service to the Province of British Columbia.

Yours truly,

Lvnda Tarras

Head of the BC Public Service Agency

1/2 mil

pc: Lori Fischer, Employee Relations Specialist, BC Public Service Agency

Enclosures:

- Bi-weekly Severance Installments option
- Lump Sum Severance Payment option
- Re-employment and Re-payment Requirements
- Agreement and Release to be signed and returned to the BC Public Service Agency
- Benefit Plan Coverages Information Sheet

Biweekly Severance Installments option

S22

Benefits & Conditions

For the duration of the severance payment period, all normal payroll and flexible benefits deductions will continue and the following occurs:

- Extended Health and Dental Plan coverages (if applicable) terminate end of the day on which severance payments cease;
- all other flexible benefit coverages terminate on the last day of the month in which severance payments cease;
- you will continue to be covered by the Public Service Pension Plan.

Refer to the attached information on extending life insurance, health and dental coverage.

All other terms and conditions of employment, with the exception of the applicable sections of the Standards of Conduct for Public Service Employees, cease effective end of day June 10, 2013. In addition, you will not be covered by:

- Short Term Illness and Injury Plan (STIIP);
- Long Term Disability Plan (LTD);
- any leave, allowance or wage replacement provisions; and
- you will not accrue vacation time.

Under the Severance Administration Policy, you must mitigate your losses to the best of your ability by seeking employment during the severance payment period. Severance payments are conditional on you reporting any offer of employment to the BC Public Service Agency, c/o Lori Fischer. If you receive, but do not accept an offer of employment within the Public Service or with a BC Public Sector employer that is commensurate with your abilities, and which would be reasonable for you to take, you will no longer be entitled to the balance of the severance payments and any further obligation on the part of the Province will cease.

Lump Sum Severance Payment option

S22

Benefits & Conditions

Under this option the following occurs:

- Extended Health and Dental coverages (if applicable) terminate end of the day June 10, 2013;
- All other flexible benefit coverages terminate on June 30, 2013.

Refer to the attached information on extending life insurance, health and dental coverage.

All other terms, conditions, benefits and coverages related to employment cease end of day June 10, 2013 and the applicable sections of the Standards of Conduct Policy for Public Service Employees continue to apply.

Re-employment & Repayment Requirements

The provisions of the *Public Sector Employment Termination Standard Regulation* under the *Public Sector Employers Act* apply. "British Columbia Public Sector Employer" includes the Government and an employer who receives a substantial portion of its funding either directly or indirectly from the Province and includes, but is not limited to, public sector employers as defined in the *Public Sector Employers Act*. In the event there are uncertainties as to whether an employer fits the above definition, the BC Public Service Agency (Workforce Restructuring Services) will determine whether repayment is required.

If you are re-employed during the severance period the following repayment requirements apply:

Page 9 redacted for the following reason:

BENEFIT PLAN COVERAGES INFORMATION SHEET

Information on extending your benefit plan coverages is outlined below.

Employee Basic Life Insurance coverages:

- You have the option of converting Basic Employee Life Insurance to an individual policy
 with our carrier, the Great West Life Assurance Company. You have 60 days from the
 end of the month in which your pay and benefits are terminated to action this conversion
 privilege and must contact the Benefits Service Centre.
- Spouse coverage under the Family Funeral Benefit coverage may also be converted to an individual policy.
- The group life policy is no. 6878 GL (5).

Benefits Service Centre Contact Information Block E, 2261 Keating Cross Road Saanichton BC V8M 2A5 Email: <u>BenefitsServiceCentre@telus.com</u>

Phone: 1-877-277-0772 (toll free)

Fax: 250-652-4882

BC Medical Services Plan (MSP):

You will need to make personal arrangements for continuation of coverage.
 The MSP website includes contact information and frequently asked questions at www.healthservices.gov.bc.ca/msp/

Extended Health Plan and Dental Plan coverages:

• You may contact Pacific Blue Cross regarding individual coverage.

Pacific Blue Cross / BC Life PO Box 7000 Vancouver, BC V6B 4E1

Email: https://www.pbchbs.com/contact/contact_form.html

Phone: Individual Health and Dental Plans Lower Mainland area: 604-419-2200

Outside Lower Mainland area: 1-800-873-2583

Pages 11 through 12 redacted for the following reasons:

EXCLUDED NOTICE OF TERMINATION - ENTITLEMENT CALCULATION

Strategic / DM / ADM - send email

Don A. Fast		-	rundale: Apr 4, 2013
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EXCLUDED NOTICE OF TERMINATION - PACKAGE PARAMETERS / SUMMARY

rundate: Jun 5, 2013

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% last year = : yearly = \$22	ihs monti	hly gross	
yearly = S22 monthly =			

EXCLUDED NOTICE OF TERMINATION - DISBURSEMENTS & RECOVERIES

Don A. Fast

S22

		ELIG LIMIT		ACCRUAL \$			Non-	Redundant	ACCR F	Y	
LUMP SUM CHEQUE	S (T4)	S22							S22		
INVOICE#	PAYEE	ELIGIBLE	NON-ELIG	GROSS	TAX	OVERPAY	NET	Required	FΥ	Acc?	Sent
MGT				A STATE OF	-		-			n	
MGT					•	1,441,11,11	-			n	
MGT					•		-			n	
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MGT				30.53.55.5	-		-			n	
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BALANCE OF LUMPSUM =

OTHER CHEQUES (NO T4)

INVOICE #	PAYEE	DETAILS	AMOUNT	Requir	ed FY	Acc?	Sent
MGT						n	
MGT					20 4 30 0	n	
MGT		State Contract Contract Con-			94.5	n	
MGT						n	
MGT						1	
MGT					14.1	n	

PAYLIST START BENEFIT \$ TOTAL \$ END #PP BIWKLY SALARY \$ СВ% FY Acc? n n n Ministry Severance п Υ Ministry Severance S22 n

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