# EXCLUDED NOTICE OF TERMINATION - PACKAGE PARAMETERS / SUMMARY

rundate: Jul 26, 2017

Evan Southern	SEVERANCE TYPE:	Non-Redundant	
s.22	CATEGORY: SPECIAL CATEGORY:	OIC n/a	
· · · · · · · · · · · · · · · · · · ·	BIWEEKLY RATE @ TER		
	DIFFERENCE NATE WE TEN	- S.ZZ	
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NOTICE ENTITLEMENT S.22	HTKOM svellstan	\$VALUE 73,777.00	
basë ratë		73,776.58	
	na, josepak <u>1997 - Jana Ja</u>		
IMMEDIATE TERMINATION		1	
BIWEEKLY SEVERANCE			
BIWEEKLY LUMP SUM SIMON S.22		73,777.00	
s.22		<u></u>	
		:	
1		<u>.</u>	
SPA SEVERANCE Tue Jul 18, 2017 Thu Feb 22, 20	018 158.00 7.29	73,777.00	
s.22			
SPA LUMP SUM			
EVECUTIVE LOCAL COLOR			
EXECUTIVE HOLDBACKS (Deputy Minister, Associate DM & Assistant DI 10% Holdback = FY Start End	M) months month	lv aross	
% last year = \$40.000 S.22 yearly = -			
monthly =		-	

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Page 05 to/à Page 06

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Subject

LR: Settlement: Evan Southern, S.22

Effective Date: July

18, 2017

Question Reference # 170720-000657

Assigned: Dawn-Lynn Phillips

Date Created: 07/20/2017 02:09 PM Date Last Updated: 07/26/2017 06:34 PM

Status: Updated

Note By (Caroline G Chu) (07/26/2017 06:34 PM)

LR: SEVERANCE SETTLEMENT: Evan Southern, S.22

Effective Date:

July 18<u>,</u> 2017

Evan Southern's employment terminated effective end of day July 17, 2017. We have now concluded a settlement with him and he has elected to receive a lump sum payment of \$ 73,777.00.

Thank you Caroline Chu Note By (Karen Saunders) (07/21/2017 08:32 AM) severance info sent for filing in TRIM Response By Email (Karen Saunders) (07/21/2017 08:30 AM) Hello Caroline, Re: Evan Southern 5.22 paylist change effective July 18, 2017 has been processed. - Stop pay effective July 18, 2017 has been processed. We believe your request is now complete. To track, update or review your service requests and history, visit AskMyHR at www.gov.bc.ca/myhr/contact. You can also update your service request by replying to this email. Should you wish to speak with us, please call 1-877-277-0772, press option 2 and quote your reference number (170720-000657). Thank you. Karen Saunders HR Admin Coordinator Note By (Denise Pasutti) (07/20/2017 03:59 PM) Hi Karen - Please request late entry to process this request. Thanks. Denise Customer By Phone (Caroline G Chu) (07/20/2017 02:09 PM) LR: Settlement: Evan Southern s.22 Effective Date: July 18, 2017 Evan Southern's employment terminated effective end of day July 17, 2017. Mr. Southern has requested that his pay stop while he is reviewing his severance package. s.22

s.22

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

Thank you

Caroline Chu, Specialist

Workforce Restructuring | Employee Relations & Workplace Health Division |BC Public Service Agency

1st Floor, 810 Blanshard | Victoria, BC | V8W 2H2 | Office 250-387-3832

# Chu, Caroline PSA:EX

From:

Chu, Caroline PSA:EX

Sent:

Tuesday, July 25, 2017 7:43 PM

To:

"Evan Southern"

Subject:

RE: Employment Verification Letter Southern Evan.pdf

s.22

Hello Evan,

Thank you for your email.

This note is to confirm I have received your email

Caroline

NOTE -- Government confidentiality and privilege requirements apply to this message and any attachments. If you are not the intended recipient, you are hereby notified that any review, retransmission, conversion to hard copy, copying, circulation or other use is strictly prohibited. If you are not the intended recipient, please notify the sender immediately, and delete this message and any attachments from both your inbox and deleted items folder. Thank You

#### Caroline Chu, Specialist

Workforce Restructuring | Employee Relations & Workplace Health Division | BC Public Service Agency 1st Floor, 810 Blanshard | Victoria, BC | V8W 2H2 | Office 250-387-3832

Website: www.gov.bc.ca/myhr/contact

Phone: 250.952.6000 | Toll Free 1.877.277.0772



From: Evan Southern S.22

Sent: Monday, July 24, 2017 7:52 AM

To: Chu, Caroline PSA:EX

Subject: Re: Employment Verification Letter Southern Evan.pdf

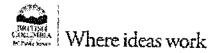
Thank you Caroline.

I will review and sign over asap.

Page 11

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Phone: 250.952.6000 | Toll Free 1.877.277.0772



From: Evan Southerr \$.22

Sent: Thursday, July 20, 2017 1:32 PM

To: Chu, Caroline PSA:EX

Subject: Fwd: Employment Verification Letter Southern Evan.pdf

# Hi Caroline,

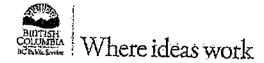
Thank you again for the call this afternoon, appreciate you answering those questions for me. As discussed, here is a copy of my Employment Verification Letter for my time as a Legislative Assistant in Government Caucus.

Once the review is complete, s.22

Look forward to hearing back.

Thanks again,

Evan



"Å"

#### WITHOUT PREJUDICE

July 20, 2017

Evan Southern s.22

#### Dear Evan Southern:

Further to the notice advising that your employment with the Government of the Province of British Columbia (the "Province") terminated at the end of day on July 17, 2017, this letter and the enclosed documents, all of which comprise Exhibit "A", will detail the terms and conditions and agreement of settlement.

Your settlement is \$.22 the provisions contained herein.

in the amount of \$73,777 subject to

Page 15 to/à Page 16

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#### Chu, Caroline PSA:EX

From:

Chu, Caroline PSA:EX

Sent:

Friday, July 21, 2017 5:46 PM

To:

'Evan Southern!

Subject:

RE: Employment Verification Letter Southern Evan.pdf

Attachments:

Scan\_20170721.pdf

Without Prejudice Hello Evan,

Thank you for providing the employment verification letter.

s.22

Should you have further questions, please do not hesitate to contact me.

#### Caroline

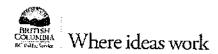
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Website: www.gov.bc.ca/myhr/contact

Phone: 250.952.6000 | Toll Free 1.877.277.0772



From: Evan Southern S.22

Sent: Thursday, July 20, 2017 1:32 PM

To: Chu, Caroline PSA:EX

Subject: Fwd: Employment Verification Letter Southern Evan.pdf

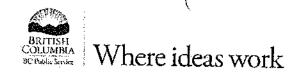
Hi Caroline,

Thank you again for the call this afternoon, appreciate you answering those questions for me. As discussed, here is a copy of my Employment Verification Letter for my time as a Legislative Assistant in Government

Once the review is complete, \$.22

Look forward to hearing back.

Thanks again, Evan



"A"

### WITHOUT PREJUDICE

July 20, 2017

Evan Southern s.22 Scanned à emails ge

#### Dear Evan Southern:

Further to the notice advising that your employment with the Government of the Province of British Columbia (the "Province") terminated at the end of day on July 17, 2017, this letter and the enclosed documents, all of which comprise Exhibit "A", will detail the terms and conditions and agreement of settlement.

Your settlement is <sup>s.22</sup> the provisions contained herein. s.22

, in the amount of \$73,777 subject to

# Biweekly Severance Installments option

s.22

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Under the Termination of Employment of Excluded Employees (Human Resources Policy 8), 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 Caroline Chu. 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.

Page 22 to/à Page 27

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# EXCLUDED NOTICE OF TERMINATION - PACKAGE PARAMETERS / SUMMARY

rundate: Jul 20, 2017

Evan Southern s.22	SEVERANCE TYPE; CATEGORY:	Non-Redu OIC	undant	
	SPECIAL CATEGORY:	n/a		
	BIWEEKLY RATE @ TER	MINATION:	s.22	
NOTICE ENTITLEMENT S.22			\$VALUE	
base rate			73,777.00 73,776.58	
IMMEDIATE TERMINATION		<u></u>	<u> </u>	
BIWEEKLY SEVERANCE s.22 base rate	19-23-9-3- <u>1</u>		73,777.00 73,776.58	
BIWEEKLY LUMP SUM			<u> </u>	
ENTERED COMP SUM CENTER TO THE PROPERTY OF THE			er versila p	
			73,777:00	
SPA LUMP SUM S.22				
EXECUTIVE HOLDBACKS (Deputy Minister, Associate DM & Assistant DM)  10% Holdback = FY Start End  % last year = S.22  yearly = monthly = -	monthly	gros <b>s</b> - - - - 22	-	

# Chu, Caroline PSA:EX

From:

Evan Southern s.22

Sent:

Thursday, July 20, 2017 1:32 PM

To:

Chu, Caroline PSA:EX

Subject: Attachments:

Fwd: Employment Verification Letter Southern Evan.pdf Employment Verification Letter Southern Evan.pdf

Hi Caroline,

Thank you again for the call this afternoon, appreciate you answering those questions for me. As discussed, here is a copy of my Employment Verification Letter for my time as a Legislative Assistant in Government Caucus.

Once the review is complete \$.22

Look forward to hearing back.

Thanks again, Evan

Subject

LR: Settlement: Evan Southern, <sup>S.22</sup>

, Effective Date: July

The magnetic field of the second of the seco

18, 2017

Question Reference # 170720-000657

Assigned: Dawn-Lynn Phillips

Date Created: 07/20/2017 02:09 PM

Date Last Updated: 07/20/2017 02:09 PM

Status: Unresolved

Customer By Phone (Caroline G Chu) (07/20/2017 02:09 PM)

LR: Settlement: Evan Southern, S.22 Effective Date: July 18, 2017

s.22

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

Thank you

Caroline Chu, Specialist

Workforce Restructuring | Employee Relations & Workplace Health Division |BC Public Service Agency

1st Floor, 810 Blanshard | Victoria, BC | V8W 2H2 | Office 250-387-3832

# Chu, Caroline PSA:EX

From: Sent:	Evan Southern \$.22
To:	Thursday, July 20, 2017 10:01 AM Chu, Caroline PSA:EX
Subject:	Fwd: Severance Follow Up
•	( Wa. Scretatice   Onow op
Hi Caralina	
Hi Caroline,	
sust following up on this, I	Do you have time for a quick call today? I would like to move forward,
Thank you	- will be only in proportion c
Evan	
	Stor NONCES
Forwarded messag	ge
From: Evan Southern 8.22	
Date: Wed, Jul 19, 2017 at	7;44 AM
Subject: Re: Severance Fol	low Up
10: "Chu, Caroline PSA:E	X" < <u>Caroline.Chu@gov.bc.ca</u> >
Hi Caroline,	
	to me. My questions are pretty straight forward
s.22	To Me. 113 questions are pletty straight intward
	·
Hone to enough with an all	
Hope to speak with you this	s morning if possible, s.22
Thank you	
Evan	
s.22	
On Tue, Jul 18, 2017 at 8:10	0 PM, Chu, Caroline PSA:EX < Caroline.Chu@gov.bc.ca > wrote:
	The state of the s
Hello Evan,	
Thank you for your email.	
, , , , , , , , , , , , , , , , , , , ,	
May I suggest that you send m	ne your questions so I can review them and then we can set up a time to discuss.
	The state of the s
Caroline	
- CHILE	
	1

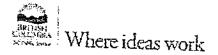
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Website: www.gov.bc.ca/myhr/contact

Phone: 250.952.6000 | Toll Free 1.877.277.0772



s.22 From: Evan Southern

Sent: Monday, July 17, 2017 10:29 AM To: Chu, Caroline PSA:EX

Subject: Severance Follow Up

Hi Caroline,

I am sure you are very busy at this time. Can you please let me know when you have some time over the next day or two for some questions I have about my package.

Thank you

Evan

#### Chu, Caroline PSA:EX

From:

Chu, Caroline PSA:EX

Sent:

Tuesday, July 18, 2017 8:11 PM

To:

'Evan Southern'

Subject:

RE: Severance Follow Up

Hello Evan,

Thank you for your email.

May I suggest that you send me your questions so I can review them and then we can set up a time to discuss.

Caroline

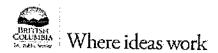
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Sent: Monday, July 17, 2017 10:29 AM

To: Chu, Caroline PSA:EX
Subject: Severance Follow Up

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Thank you.

Evan

Page 36

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Page 38 to/à Page 45

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Page 46 to/à Page 47

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s.22;s.13

Human Resource Operations Tel: 250-387-5532



614 Government Street Victoria, BC V8V 1X4

#### **PERSONAL & CONFIDENTIAL**

July 19, 2017

To Whom It May Concern:

# RE: EMPLOYMENT VERIFICATION LETTER - EVAN SOUTHERN

This letter is to confirm that the above mentioned individual was employed by the Legislative Assembly of British Columbia.

Date of Hire:	August 10, 2009
Position:	Legislative Assistant
Branch:	Liberal Caucus
End date:	April 1, 2011

If you have any questions or require further information, please don't hesitate to contact me at 250-387-0237 or at ellice.schneider@leg.bc.ca.

Sincerely,

Ellice Schneider
Director, Human Resource Operations

c: Personnel File

Page 49 to/à Page 53

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