

Labour Relations Advice

Resignation Deadlines

Dave Roebuck, Labour Relations Advisor

As mentioned by Adrien in his Executive Director's newsletter article, I will be working part-time as the Labour Relations Advisor. I will be working full days on Tuesdays and Wednesdays and a half-day on Thursdays. I will also fill in for Adrien when he is on duty travel for the Association. I will be retiring on June 15, 2017.

Members are reminded that if they are contemplating resigning their position at the end of the school year there are a number of very important steps to keep in mind

The Education Act states in Section 53 (2) "Notice of Termination of a teacher's contract of employment at the end of the school year shall be delivered by one party to the other, or sent by registered mail, at least sixty (60) days before the day set as the closing day of the school year in which the teacher is employed."

This means you count back to full calendar days from your last day of duty to see what the deadline is for sending in your resignation letter. For example, if your final day of duty is June 29, 2017 then your resignation is due on April 30, 2017.

If you miss your resignation deadline...

- **GNWT members:** Your resignation may be accepted with prejudice which means you would be denied your removal benefit...a costly penalty. But that is all it means, you do not get a black mark against your name or a smear on your career in your service in the NWT.
- **YK1 members:** You would not be eligible for removal benefits and if you resign before completion of two (2) years of employment, you would have to repay 50% of your relocation allowance into Yellowknife.
- **YCS members:** Completion of two (2) years of employment makes you eligible for the removal benefit. If a member leaves before two (2) years is completed, you would be required to repay your relocation allowance on a pro-rata basis.

So, if contemplating leaving at the end of this academic year, be mindful of the deadline for resignations.

And just so you don't feel this notice is all doom and gloom, the various employers have early resignation bonuses for members. This gives you a financial incentive to let the Employer know early for recruitment purposes. You may as well take the cash if you know you will be leaving!

Here are the various incentives:

GNWT:

- Please see Article 18
- 90 days notice results in a \$300 early resignation bonus
- 120 days notice results in a \$500 early resignation bonus
- term teachers are not entitled to the early resignation bonuses

YK1:

- Please see Article 10.04
- Notice given by February 15 results in a \$500 early resignation bonus
- Notice given by January 15 results in a \$1000 early resignation bonus
- you must have a continuing contract to access the early resignation bonuses

YCS:

- Policy for YCS
- Notice given by March 1 results in a \$500 early resignation bonus
- Notice given by April 1 results in a \$300 early resignation bonus
- term teachers are not entitled to an early resignation bonus

Please check your collective agreement article for further information. If you have any questions; please call the office for any help needed.