## Overview of the Parks Canada Work Force Adjustment Process Before a Work Force Adjustment Situation is announced and all through the process Learning, training and skills development Joint Union-Management WFA Committee Provide information to affected \$ surplus workers Advocate Succession for good jobs planning A WFA situation occurs when there is: The relocation of the The closure alternative discontinuance A lack of of an office or work unit service delivery of a function work work location initiative (ASD) When a WFA is declared Work transferred outside Parks Canada Agency Parks Canada Agency (core public service, other agency, privatization) Assessment to identify who will be declared surplus. Likely employment available No employment available Type I Type II Type III Guarantee of a Reasonable Job Offer **Full Continuity Substantial Continuity** Transfers to Become opting employee including successor other employer with three options or including average pay rights, continuous of 85% existing salary, with no possible opportunity to alternate employment, guaranteed but not the guarantees 120 day time limit to choose pension and same pension and for indeterminate benefits. benefits arrangements, position in the Agency • at same level (but could 2 year minimum 2 year minimum also be lower level with employment employment guarantee Not salary protection) guarantee e.g. devolution to considered Become surplus with where practicable within provinces and Reasonable 12 month priority surplus status. normal workplace Job Offer territories Possibility of public service job if (mobility/relocation/retraining could be required) available (seamless transfer of benefits) Accept Refuse You accept Deemed Reasonable You refuse Resign with Six Job Offer **Transition Support** Lay off notice months' pay of at least one month Measure and 12 months' Deemed top-up for salary Refuse Accept Reasonable or and difference Job Offer Education Laid off 91 Four but not before six months Allowance after declared surplus Refuse in addition to months' Accept May be **Transition Support** notice of declared opting or and Measure with termination surplus employee either resignation obligations of Lav off priority or leave without WFAA Parts I to VI for 12 months are initiated and or Three Eligible for Four Alternation months' pay severance pay less any months' Program - opting and 18 severance already cashed out notice of employee exchanges with months' top-up and, under some conditions, Public Service Alliance of Canada termination an Agency employee who wishes for salary retraining. Not eligible for Alliance de la Fonction publique du Canada **Transition Support Measure** difference any WFA payments. www.psac-afpc.com 4/12 or Education Allowance