

Q.7 What happens if an employee declines a job offer?

A. Employees who refuse a reasonable offer will be placed on a priority list with the Public Service Commission to ensure they are considered for other employment within the Public Service. These employees should be aware, however, that, having already refused an offer, they will be laid off after a period of six (6) months should they not find alternative employment.

Q.8 The functions of some employees in BKR and BKA are being transferred to the Canada Council. The Canada Council is not a federal government department. Do the same WFA rules apply?

A. They are slightly different. Such employees would still be entitled to one reasonable job offer with the Public Service should they opt not to go with the Canada Council. Cash-out rules are the same.

Q.9 What happens to term employees working in affected areas?

A. The WFA policy does not apply to term employees. Terms whose expiry date is before April 1, 1992 will be allowed to run their course. The organization receiving the transferred functions will make all decisions regarding renewal of terms beyond March 31, 1992. The status of those terms whose planned expiry date is in April 1992 or later will be reviewed on a case-by-case basis with the receiving organization. Any term who is laid off will be given at least two (2) weeks notice.

Q.10 Will the Department forward further documentation to employees covered by the Workforce Adjustment policy?

A. Employees will receive:

- 1) a copy of the WFA policy;
- 2) a telex, by February 27, inviting cash-out volunteers from among the employees covered by the WFA policy (see Question #1);
- 3) a letter officially declaring them surplus to facilitate their new appointment or to make them eligible for the cash-out;