

Q.2 What options do employees protected by the WFA have?

A. Employees to whom the WFA policy applies will have three (3) options:

1. They may accept a reasonable job offer from the receiving organization;
2. They may decline a reasonable job offer and be placed on the Public Service Commission's priority list;
3. As a final option, they may choose to accept a cash-out and resign from the Public Service.

Q.3 What happens if an employee accepts the job offer from the receiving organization?

A. Those individuals cease to be employees of EAITC and become employees of the receiving organization.

Q.4 When can employees expect to receive their job offer?

A. Most employees will receive a job offer during March 1992. Remember everyone will receive a job offer, but some will be made at a later date.

Q.5 What happens if an employee opts for the cash-out?

A. The employee resigns from the Public Service upon accepting a cash-out. Such employees cannot work again with EAITC for at least six (6) months. If they work as an employee for another department during the initial six (6) months, they must return part of the cash-out on a pro-rated basis.

Q.6 How much time will employees be given to determine if they wish to opt for the cash-out? When must they leave the Department?

A. Employees will be asked to decide by March 28, 1992, on whether they wish to accept a cash-out, but will not be required to actually resign before August 31, 1992 should they opt for the cash-out. This timetable provides a reasonable period of time for employees called upon to make a difficult decision and will also ensure effective program delivery up to and during the summer months until the posting program is completed.