



## Why Alternation? - Entitlements to Consider

An alternation is a situation where the employee who is declared surplus and has not been provided with a reasonable job offer, or “opting employee”, can change places with an employee who wishes to leave the public service.

The opting employee maintains employment, while the employee who volunteers to leave receives either a lump-sum payment (Transition Support Measure (TSM)) equivalent to up to 52 weeks of pay depending on years of service, or up to 52 weeks of pay plus up to \$11,000 in reimbursement of education expenses (Education Allowance).

These benefits are additional to the severance pay benefits of the collective agreement. For example, an employee with 25 years of service who chooses the Education Allowance receives 52 weeks of pay under the *Work Force Adjustment Directive* and 26 weeks of pay under the collective agreement for a total of 78 weeks of pay. There are other entitlements for employees who choose the Education Allowance, including the opportunity to continue contributions to the pension plan for an extra two years.

For more details, please read:

[http://acep-cape.ca/pdfs/General/files/FI\\_IS\\_employees\\_opting\\_optant\\_e.pdf](http://acep-cape.ca/pdfs/General/files/FI_IS_employees_opting_optant_e.pdf) and

[http://acep-cape.ca/pdfs/General/files/FI\\_IS\\_WFA\\_RDE\\_alternation\\_e.pdf](http://acep-cape.ca/pdfs/General/files/FI_IS_WFA_RDE_alternation_e.pdf) , and

<http://www.njc-cnm.gc.ca/directive/index.php?sid=281&hl=1&lang=eng>

Only opting employees have the choice of the TSM and the Education Allowance. However, if an opting employee wishes to remain employed he or she can trade the entitlement for continuation of employment in another public service job. The key is connecting with another employee, an alternate or volunteer, who chooses to leave the public service in exchange for the entitlement to choose either the TSM or Education Allowance.

A CAPE member who wishes to volunteer as an alternate in order to leave the public service with either the TSM or Education Allowance should register with CAPE ([options@acep-cape.ca](mailto:options@acep-cape.ca)), with Treasury Board (open to the public service via the Publiservice Network, at [gcforums.gc.ca](http://gcforums.gc.ca), Jobs Marketplace-Alternation Forum) and with her or his own department.

Registering as soon as possible is important. A few CAPE members have already received letters of opting employees. The alternation takes time to complete. And the process must be completed within a 120-day period following the opting employee's notice.