

## Voluntary Exit Option

### Is the Voluntary Exit Option the Same as the Voluntary Exit Registry or the Transit Exit Initiative?

No.

The Voluntary Exit Option (VEO) is distinct from the Voluntary Exit Registry (VER). Please review the VER fact sheet for more information.

The VEO is also distinct from the Transition Exit Initiative (TEI). For more information on the TEI, please refer to the AMAPCEO Transition Exit Initiative fact sheet or refer to the TEI memorandum of the Agreement in the OPS Collective Agreement.

### What is the VEO?

The VEO provides opportunities for members working in areas being impacted by surplussing, but who are not being surplus-ed to 'put up their hand' and volunteer to exit the OPS in place of a surplus employee in their work unit.

### How Does the VEO Work?

Here is a short description of how the VEO works:

- The Employer will issue a Surplus Notice Alert a minimum of six (6) working days prior to the issuance of the notice of layoff, and
- A Surplus Notice Alert will invite all employees in the work unit who are working in the same affected job functions as the surplus employee(s), to volunteer to leave the OPS by selecting one of four options.
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### Four Options That Employees Can Select When Volunteering to Exit:

1. Lump-sum pay-in-lieu option + legislated severance and enhanced severance.
2. Salary/benefits continuance pay-in-lieu option + legislated severance and enhanced severance.
3. Immediate retirement if eligible (Factor 90, 60/20, or Age 65) + legislated severance and enhanced severance.

4. Pension Bridging, if eligible, to ones' first available unreduced pension factor (Factor 90, 60/20, Age 65) + legislated severance and enhanced severance.

### Process to Exit

Volunteers exiting the OPS must respond to the Employer in writing within five (5) working days of the issuance of the Surplus Notice Alert. The response must indicate which one of the above options the employee selects.

The Employer will respond in writing within five (5) working days of receipt of an employee's VEO request. If the employee is approved to leave the OPS under the VEO, the employee's last day of work will be five (5) working days from receipt of the Employer's acceptance. This date may be extended upon mutual agreement between the manager and the employee.

### Process to Exit

Volunteers to exit the OPS under the VEO will be approved on the basis of seniority. Volunteers not approved may still register for the VER; such employees are not precluded from entitlement to any of the above payment options if they subsequently receive a notice of layoff.

### Questions and Assistance

If you have any questions regarding discipline, please contact a Workplace Representative. A complete list of Workplace Representatives can be found on the AMAPCEO Website at [amapceo.on.ca](http://amapceo.on.ca). Keep in mind that you are not restricted to a Workplace Representative in your particular ministry.