

**UFAWU-Unifor**

**TENDERMEN'S COLLECTIVE AGREEMENT**

**ARTICLE 7 - SEVERANCE PAY**

7.01 Severance pay shall be paid to any tenderman employee who is compelled to retire because of ill health or attainment of retirement age.

Similarly, severance pay shall be paid to any tenderman employee whose employment is terminated through corporate merger, consolidations, dissolution or bankruptcy.

Tendermen employed by companies that do not have a compulsory retirement age must take their severance pay upon attaining the Canada Pension retirement age. This does not affect the seniority status of any Tendermen.

For the purpose of this Tendermen's Agreement, Article 7.01 Canada pension Age shall be from 60 to 70 years old.

- a) Employees with seven (7) years or more of consecutive service with a company shall be entitled to 1.25 days' pay for each year of service with the Company.
- b) The Company seniority list will be used as the service standard in calculating pay.
- c) Severance pay, under this Article, can only be exercised once.

7.02 In the event that a Tenderman who has earned severance pay with the company dies prior to the retirement age set forth under Article 7.01 of this agreement, his/her severance pay entitlement shall be paid to his/her designated beneficiary.