



Severance Payout for Salaried Physician Members of the Newfoundland and Labrador Medical Association

Article 37 of the NLMA Memorandum of Agreement (MOA), dated May 3, 2022, states that effective July 1, 2019 there will be no further accumulation of service for severance. NLMA Members with one (1) or more years to a maximum of twenty (20) years of continuous service are entitled to severance pay. The severance entitlement will be calculated based on your service and rate of pay as of June 30, 2019.

As per the MOA, you will be asked to choose a quarter in the 2022-23 fiscal year in which you wish to receive your severance payout. You may choose to receive it in cash, transfer it to an RRSP, or a combination of both. You may also elect to defer the severance payout to a later date.

This information package details your options, and includes an Election of Options form that must be returned to severance@westernhealth.nl.ca no later than July 15, 2022. Please consult your information package for instructions on returning the form(s). The information package, including a comprehensive Frequently Asked Questions document, is also available online through the staff Intranet, and can be viewed at http://westnet.westernhealth.nl.ca/Apps/view_items.cfm?MenuID=5268&CategoryID=29 (must be viewed from a Western Health computer).

If no option is chosen by the July 15, 2022 deadline, salaried physicians will receive a cash payment in the last quarter of 2022-23.

If you have questions about your Severance Payout options, please send an email to severance@westernhealth.nl.ca. Please include your employee identification number and a phone number in all correspondence. Please note that if you are contacted by phone, you will be asked to provide your employee identification number and the last three digits of your Social Insurance Number (SIN), and/or your mailing address, and/or your date of birth to confirm your identity.