

Union Proposal #24
Severance Pay

April 6, 2021

ARTICLE 13: SEVERANCE PAY

SECTION 1: ELEGIBILITY

Section 1. Eligibility. An employee shall be entitled to severance pay immediately following separation from State service by reason of:

- Separation, for reasons other than discharge, following five (5) years of continuous State service, and who is immediately eligible at the time of separation for Medicare;
- Separation, for reasons other than discharge, following ten (10) years of continuous State service, and who is immediately entitled at the time of separation to receive an annuity under a State retirement program;
- Separation, for reasons other than discharge, following twenty (20) or more years of continuous State service;
- Death;
- Layoff, except for seasonal layoff.

Severance pay shall be equal to forty percent (40%) of the employee's first ~~nine hundred (900)~~ one thousand (1,000) hours accumulated but unused sick leave and ~~twelve and one half percent (12½%)~~ twenty percent (20%) of the employee's accumulated but unused sick leave in excess of ~~nine hundred (900)~~ one thousand (1,000) hours times the employee's regular rate of pay at the time of separation.

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