

**IN THE MATTER OF AN ARBITRATION UNDER SECTION 40
OF THE *POLICE SERVICES ACT*, R.S.O. 1990, c. P.15**

B E T W E E N:

HANOVER POLICE ASSOCIATION

-and-

HANOVER POLICE SERVICES BOARD

BEFORE: Paula Knopf, Arbitrator

APPEARANCES:

Hanover Police Association: Nini Jones
Debra Newell
Denise Cooney (Student-at-Law)

Hanover Police Services Board: Brenda Glover

AWARD

The parties convened for a mediation-arbitration under section 40 of the *Police Services Act*. At this time, I received evidence and submissions with respect to their respective positions. After having considered the materials before me and the parties' agreement on certain issues, I hereby order as follows:

1. Each member listed below shall receive one (1) month multiplied by the entitlement factor by way of severance. In addition, each member shall receive one (1) week multiplied by the entitlement factor in respect of the loss of collective bargaining rights. The member's rate as of December 31, 2012, shall be the basis for all calculations.

Member	Entitlement Factor
Bonnie Wyatt	24.1
Sandra King	22.6
Sharon Hohl	14.5
Shauna Fitzgerald	11.0
Randal Clinch	8.0
Rhonda Lantz	4.6
Wendy Frook (PT)	4.5
Melissa Thompson (PT)	2.5

2. Each member may elect in writing to the Police Chief to receive the above entitlement either by retiring allowance lump sum payment or by way of salary continuation. Each member shall make his or her election as to the form of payment on or before December 28, 2012.
3. The payments set out in paragraph 1 will be subject to statutory deductions as required by law. If a member has chosen to take the payment as a retiring allowance lump sum, the member may have some or all the entitlement payment rolled over into an RRSP in accordance with his or her written lawful directions. Such directions shall be provided to the Police Chief on or before December 28, 2012.
4. Should a member elect to receive the entitlement payment in a lump sum amount, the Hanover Police Services Board will remit the payment to the member on or before February 15, 2013.
5. Full-time members who elect to receive their entitlement payment as salary continuation shall continue to receive pension and benefits provided for under the collective agreement for the duration of the entitlement period. Part-time members who elect to receive their entitlement payment as salary continuation shall continue

to receive 20% in lieu of pension and benefits as provided for under the collective agreement for the duration of the entitlement period.

6. Members who elect to receive the entitlement payment as a lump sum shall receive an additional lump sum equal to 20% of the entitlement payment in lieu of pension and benefits, less any deductions required by law. The Hanover Police Services Board will remit the payment of this additional lump sum in lieu of benefits on or before February 15, 2013.
7. All full-time members are entitled to receive a transition allowance of up to \$4,000 for expenses directly related to retraining, career counseling, out-placement service and relocations services outside the counties of Bruce or Grey. Expenses incurred by the full-time members for transition services (for example, books, tuition, accommodation, transportation, childcare or real estate legal fees), are eligible for payment out of the transition allowance upon submission of an invoice or receipt.
8. All part-time members are entitled to receive a transition allowance of up to \$1,000 for expenses directly related to retraining, career counseling, out-placement service and relocations services outside the counties of Bruce or Grey. Expenses incurred by the part-time members for transition services (for example, books, tuition, accommodation, transportation, childcare or real estate legal fees), are eligible for payment out of the transition allowance upon submission of an invoice or receipt.
9. Members will be able to access the transition allowance for up to eighteen (18) months from January 1, 2013.
10. The Police Chief will provide letters of reference to each member upon request.
11. The Board will ensure that internal employment postings from the Corporation of the Town of Hanover are forwarded by email to any member who so requests. Members will provide updated contact information (email address) to the Police Chief and these postings will be forwarded for a period of eighteen (18) months

from January 1, 2013. The Board will encourage the Town of Hanover to recognize the member's prior service with the Board.

12. I remained seized with respect to the status and/or entitlement in respect of Bonnie Murray.

13. I remain seized with respect to the implementation of this Award.

I thank the parties for their cooperation throughout this process.

Dated at Toronto this 5th day of December, 2012.

A handwritten signature in cursive script, appearing to read "Paula Knopf".

Paula Knopf - Arbitrator