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PETER KENNEDY
National Secretary-Treasurer
Secrétaire-trésorier national

March 6, 2014

To: All Local Presidents and National Representatives

From: Ron Girardin
Ontario National Representative - Transervice

Re: Vacation Payout, VSP Offer Transervice

Sisters and Brothers:

There have been many inquiries on the Vacation payout from the recent Voluntary Separation Package from Transervice.

The company has agreed that all Vacations and Banked Time that is not used before exiting the company on or before April 1st will be paid out.

The company is also allowing members to exit early if that can be arranged through their perspective managers.

Please contact your representative if there is any concern that these measures are not being upheld.

Ron Girardin

Ontario Unifor National Representative
Transervice Bargaining

RG/pf: cope-343



Transervice Lease Co.
5 Dakota Drive
Lake Success, New York
11042-1188

Date: February 20, 2014
Subject: Voluntary Separation Package- Final Time

Dear employee,

Following the December 2012 ratification of our Memorandum of Agreement between the Communications, Energy and Paperworkers Union of Canada and Transervice Lease Co., we presented the **Voluntary Separation Package** (Early Retirement Incentive). Transervice is re-introducing the offer for the final time to eligible employees that meet the criteria.

The eligibility criteria must be met as follows:

1. Have active employee status as of March 31, 2014.
2. Provide notice of retirement by submitting a written letter of retirement; hand delivered, to your supervisor by no later than the end of day on March 14, 2014.
3. Have reached a minimum of 55 years of age and combined total points of 80 when adding your age and net credit service as of April 1, 2014.

To assist those eligible in making an informed decision the incentive amounts and options are outlined below:

Incentive

Six (6) months of full salary, which can be paid one of two ways:

1. lump sum
2. deferring all or a specified amount to the Great West Defined Contribution Plan or your Great West RRSP Account (max permitted by law)

You must use your banked time and 2014 vacation (as per Article 21.21) prior to departure. Therefore, your departure date may be earlier than your actual retirement date depending on the number of days you have accumulated.

We hope this will help you make a sound decision on electing to retire or not.

For any questions, please contact Pierre Bujold at (514) 354-9817 or via e-mail at pbujold@transervice.com

Sincerely,

Gina Lydakis (electronic signature)

Gina Lydakis
AVP Human Resource – Transervice Lease Co.