

Appendix 3

Table of Employment Contracts for Municipal Comparators

Fixed Term or Indefinite Term Employment Contract		Length of Term	Termination Provisions
City of Greater Sudbury	Indefinite Term		Up to 1 year = 18 months; Over 1 year and up to 2 years = 19 months; Over 2 years and up to 3 years = 20 months; Over 3 years and up to 4 years = 21 months; Over 4 years and up to 5 years = 22 months; Over 5 years and up to 6 years = 23 months; Over 6 years = 24 months.
	Fixed	4 years	24 months
	Indefinite Term		Up to 5 years = 12 months; More than 5 years = 5 months plus one month per year of service to maximum of 20 months.
	Fixed term	4 years	24 months
	Fixed term with renewal option	3 + 3 years	12-month notice period
	Indefinite Term		24-month notice period
	Indefinite Term		Less than 5 years = 9 months; More than 5 but less than 10 = 12 months; More than 10 years = 18 months
	Fixed Term	5 years	24 months or the balance of the term of the contract (whichever is less) plus severance under ESA.
	Indefinite Term		Up to 12 years = 12 months; More than 12 years = 12 months plus one month per year of service to maximum of 20 months.
	Indefinite Term		One month for every year of service to a maximum of 24 months with provision to stop payment of vehicle allowance at end of month when employment terminated.