



To: All HEU Communities Bargaining Association Members – Menno Apartments

This bulletin serves as notification that under the CBA, staff are not entitled to a retirement severance.

Retirement Severance

Effective August 24, 2025:

- Staff will no longer receive a retirement severance based on their period of service.
- There will be no 40% payout for unused sick bank at retirement.

If you have any questions or concerns, please contact your shop steward.

Thank you