

## **MEMORANDUM OF AGREEMENT NO. 14 INCENTIVE PLAN FOR RETIREMENT**

The University of Saskatchewan (the Employer) and the University of Saskatchewan Faculty Association (USFA) agree as follows:

1. An Incentive Plan for Retirement shall be available to a maximum of 80 employees who on October 31, 2013:
  - a. Hold continuing appointments (tenured, permanent status, continuing status, or without term); and
  - b. By June 30, 2014 will have a combined age and years of service at the University of Saskatchewan greater than or equal to 85.
2. Applications for retirement under the terms of this Incentive Plan for Retirement shall be directed to the Department Head and Dean by October 31, 2013 for retirements effective June 30, 2014.
3. Should there be more than 80 Employees who apply for the Incentive Plan for Retirement, the Employer will, by December 31, 2013, select 80 in the following manner:
  - a. The first 45 selected shall be those applicants who have the highest combined total of age and years of service.
  - b. The remaining 35 will be based on criteria ensuring alignment with the strategic complement needs of the university and academic units.
4. The USFA shall have observer status for deliberations regarding the selection of applicants.
5. For the purposes of this Memorandum of Agreement:
  - a. Annual salary shall mean the academic component of an employee's base salary (Article 18.2), excluding supplements, as of June 30, 2014; and
  - b. Years of service shall mean the accumulated time, provided that it is continuous, in probationary, tenured, continuing status, permanent status, limited term and without term appointments, excluding absences for leaves without pay but including education leave (Article 21.6), parental leave (Article 21.7) and Disability Leave (Article 21.8).
6. Upon retirement, the Employer will pay to an employee accepted for the Incentive Plan for Retirement a retiring allowance equivalent to one-half of the employee's full-time annual salary plus \$3,750 per year of full-time service. For the purposes of calculating a retiring allowance, employees with part-time service shall have full-time annual salary adjusted in proportion to the weighted average of full- and part-time years of service, and years of service adjusted to full-time years of service.

7. The retiring allowance shall be paid by annual or semi-annual installments over a period of up to five (5) years after the date of retirement. The employee must advise the Employer by May 15, 2014 of the timing of installments or the retiring allowance will be paid in five (5) annual installments commencing January 31, 2015.
8. If an employee dies after being accepted for the Incentive Plan for Retirement, the named beneficiary shall be entitled to receive the remaining retiring allowance owing in installments.
9. Articles 24.3 and 24.4.1 shall apply to employees accepted for the Incentive Plan for Retirement.
10. An employee who applies for the Incentive Plan for Retirement may revoke their application no later than December 15, 2013.
11. The Provost and Vice-President Academic has the right to defer the retirement date by one year to June 30, 2015.
12. By January 31, 2014, The Provost and Vice-President Academic shall:
  - a. notify in writing each applicant that has been selected for the Incentive Plan for Retirement;
  - b. notify in writing each applicant that has not been selected for the Incentive Plan for Retirement and include reasons why the applicant was not selected; and
  - c. notify in writing selected applicants for whom the date of retirement will be deferred and include the reason(s) for the deferral.

The USFA shall be provided with a copy of all notifications.

13. Once an application has been approved, the decision may be reversed only by mutual consent of the Provost and Vice-President Academic and the applicant. The USFA shall be informed of all applications under this Incentive Plan for Retirement that have been reversed.
14. The requirements of Article 20.7.1 are waived for Employees who have been accepted for the Incentive Plan for Retirement and who are on a sabbatical leave during the 2013-14 academic year.
15. Employees who have had their 2013-14 sabbatical leave deferred and who have been accepted for the Incentive Plan for Retirement shall have the option of retiring effective July 1, 2014 or deferring retirement until their return from sabbatical leave. The requirements of Article 20.7.1 are waived for Employees who choose to complete their sabbatical leave.
16. Employees who are approved for a sabbatical leave during the 2014-15 academic year and who are accepted for the Incentive Plan for Retirement shall be deemed to have cancelled the sabbatical leave.
17. The terms of this agreement are subject to the rules and regulations of legislation

governing retiring allowances and pension plans. The retiring allowance payments shall not be included as pensionable earnings for the purposes of determining an Employee's pension entitlement or pension contributions.

18. A grievance in the case of the Incentive Plan for Retirement shall be subject to the limitations of Article 15.18 (i).

For the Employer

For the Association

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Dated July 9, 2013