

**Memorandum of Agreement**  
*between*  
**the Acadia University Faculty Association**  
*and*  
**the Board of Governors of Acadia University**

The Parties agree that the following benefits shall be available to employees over the age of 65:

1. Basic Life: Coverage shall be extended to age 76, continuing on a 10% declining scale from 66-76.
2. Optional Life: An extra band shall be added from 65-70.
3. Long Term Disability: Coverage shall be extended to age 70; from 65-70 employees in receipt of the LTD benefit will receive it for a maximum of 2 years. Since the six month qualifying period must be completed by age 70, plan participants will not pay LTD premiums beyond age ~~65.5~~ <sup>69.5</sup>. All AUFA members remain eligible for the six months sick leave at full pay provided by article 24 of the Collective Agreement.
4. Blue Cross shall be offered without prescription drugs at the active employee rate. Prescription drug coverage and payment of the drug coverage premium shall terminate at age 65, with the expectation that the employee would then apply for Pharmacare.

The Parties further agree that Life, Optional Life and LTD shall be reinstated to employees whose coverage was terminated due to age. Extension of coverage of all of the above shall apply to all eligible employees, not only members of AUFA.

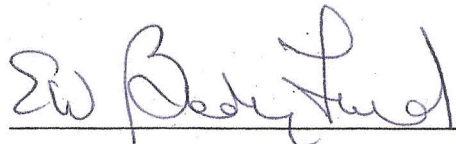
Implementation shall be effective September 1, 2010.



Dr. Tom Herman  
for the Board of Governors of Acadia University

2010.09.01

Date



Dr. Wendy Bedingfield  
For the Acadia University Faculty Association

2010.09.01

Date