

Joint Committee for the Administration of the 15th Collective Agreement
Memorandum of Agreement
June 21, 2018
Phased-In Retirement

The Parties agree to the following modifications:

38.41 Terms and Conditions

- (e) **The Employees and the Head shall sign an agreement that includes the agreed-upon workload and responsibilities for each year of the Employee's Phased-In Retirement plan. Copies of this agreement shall be sent to the Dean or University Librarian, the Vice-President (Academic), and the President of the Association.**

38.42 Workload and Responsibilities

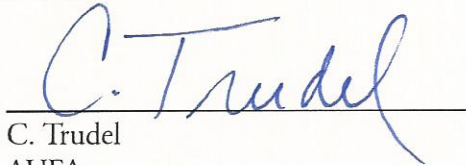
- (a) In any one of the three (3) to five (5) years of Phased-In Retirement the Employee's workload shall be reduced by a minimum of twenty percent (20%) and a maximum of eighty percent (80%).
- (b) Employees shall continue the full range of their normal duties ~~(teaching, research, and service)~~ **according to Articles 17.01-17.05** as agreed to in consultation with the Head.
- (c) Duties shall be proportionate to the Employee's percentage workload in each year of the three (3) to five (5) year period.
- (d) **For greater clarity, the percentage reduction in total workload is based on the percentage reduction in the following:**
- (i) **for Professors, the credit-hour teaching load;**
 - (ii) **for Librarians and Archivists, the workload according to Article 17.40 (b);**
 - (iii) **for Instructors, the workload according to Article 17.50.**

For all Employees with course release (or equivalent), total workload is the workload before any course release.

- (e) **Research (where applicable) and service shall be reduced by the same percentage as in (d) above.**



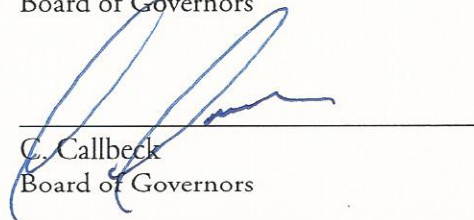
E. Patterson
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C. Trudel
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