

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

Voluntary Retirement Incentive Program

WHEREAS the parties to this Agreement are negotiating the terms of the 17th Collective Agreement;

AND WHEREAS Article 38.00 of the 16th Collective Agreement provides a Retirement Incentive for eligible Employees;

AND WHEREAS the parties want to support eligible faculty members both financially and non-financially as they transition to retirement;

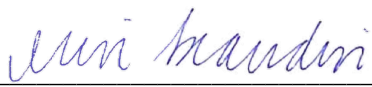
AND WHEREAS the parties recognize that Acadia is currently facing significant financial challenges and ongoing financial pressures that require immediate action to avoid long-term negative ramifications for the University;

The parties agree to a one-time Voluntary Retirement Incentive Program opening August 28, 2025, and closing September 26, 2025, the complete terms of which are contained in "Acadia University Voluntary Retirement Incentive Program (VRIP) for Faculty" ("Appendix A").

Eligible Employees will retire on either December 31, 2025, or June 30, 2026. In exchange, they will receive 100% of current base salary as at the time of retirement for the equivalent of 1 full year (12 months), paid out in equal bi-weekly payments over a period of one (1) to five (5) years.

Eligible Employees are those who are 65 or older as of December 31, 2025, and have 10 years of service at Acadia University, and who are not currently Academic Administrators (e.g. Directors, Deans, AVPs, Vice-Provosts, Vice-Presidents), who are excluded from the AUFA bargaining unit for the duration of their appointment. Research, grant and contract roles are excluded from this program. To be eligible, Employees must not have already submitted a resignation or retirement notice as of July 1, 2025.

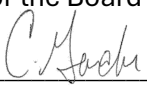
Nothing in this MOA alters the Parties' existing rights under Article 38.00 or any other provision in the 16th or 17th Collective Agreement.



Erin Beaudin
For the Board of Governors of Acadia University

August 20, 2025

Date



Chelsea Gardner
For the Acadia University Faculty Association

August 20, 2025

Date

