RETIREMENT

Retirement is a significant phase in an academic career. It requires careful consideration of financial, professional and personal matters. With the gradual elimination of mandatory retirement in Canada, increased options are available to remain fully employed past the age of 65. Collective agreements should provide appropriate support for members when they face the decision to retire.

Academic staff associations should take the lead at the negotiating table to develop a system for flexible retirement. Retirement should not be negotiated between a member and the employer. When retirement arrangements are negotiated on a one-by-one basis, the provisions may favour some individuals at the expense of others. The association is in a much stronger position than the individual to negotiate reasonable and fair retirement options that apply appropriately to all members.

Most academic staff will choose to retire before age 65, while a small number prefer to remain beyond 65. All should have reasonable options to plan for retirement that suit their needs and circumstances, regardless of age.

This bargaining advisory addresses the language that can be incorporated into the collective agreement.

Retirement Age

The advisory refers to a standard retirement age of 65 because in Canada it is the qualifying age for Old Age Security, the qualifying age for unreduced Canada Pension Plan and Québec Pension Plan (CPP/QPP) payments, and the most common age to receive benefits under workplace defined benefit pension plans. For this reason 65 is typically noted as the standard retirement date, and can serve as a benchmark for a variety of flexible retirement options.

Of greater significance is the date at which a member in a defined benefit pension plan may retire without actuarial penalty. Typically, this involves a calculation that takes into account the member's age and years of service. For example, a full pension might be available for 55 year old members with 25 or 30 years of service.

Defined benefit pension plans such as the ones at Acadia University and McMaster University provide the full calculated benefit without actuarial reduction when the sum of a member's age and years of service reaches 80. Details are described in the pension plans at these institutions.

Flexible Retirement

Academic staff should have reasonable options to plan for retirement that will suit their needs and circumstances. The collective agreement should clearly identify the retirement options starting at age 55 and continuing until the age a member chooses to retire.

The following sections discuss key options for flexible retirement.

Retirement Allowance

A retirement allowance is paid to members who retire before the standard retirement age, on grounds that the employer saves future payments at the high end of the salary scale and obtains funds to hire replacements at the lower end of the scale.

Typically, retirement allowances are highest at age 55 and are gradually reduced to age 65. Members receive larger payments when they are younger because they forego more years of future earnings. Employers pay the higher amounts because the fewer years of future salaries saves more money.

An early retirement option at Bishop's University pays retirement allowances according to the following table, to members 55 years or older with at least 15 years service. Retirees also receive a bridging payment until the CPP/QPP commences at age 65.

20.05 d) A retiring allowance will also be paid according to the following scale:[1]

Years Pensionable Service	*Age*				
	55-60	*61*	*62*	*63*	*64*
	% of Final Salary				
15	*50*	*40*	*30*	*20*	*10*
16	*55*	*44*	*33*	*22*	*11*
17	*60*	*48*	*36*	*24*	*12*
18	*65*	*52*	*39*	*26*	*13*
19	*70*	*56*	*42*	*28*	*14*
20	*75*	*60*	*45*	*30*	*15*
21	*80*	*64*	*48*	*32*	*16*
22	*85*	*68*	*51*	*34*	*17*
23	*90*	*72*	*54*	*36*	*18*
24	*95*	*76*	*57*	*38*	*19*
25	*100*	*80*	*60*	*40*	*20*
26	*105*	*84*	*63*	*42*	*21*
27	*110*	*88*	*66*	*44*	*22*
28	*115*	*92*	*69*	*46*	*23*
29	*120*	*96*	*72*	*48*	*24*
30	*125*	*100*	*75*	*50*	*25*
31	*130*	*104*	*78*	*52*	*26*
32	*135*	*108*	*81*	*54*	*27*
33	*140*	*112*	*84*	*56*	*28*
34	*145*	*116*	*87*	*58*	*29*
35+	*150*	*120*	*90*	*60*	*30*

[1] Collective Agreement for Association of Professors of Bishop's University, July 1, 2003 to June 30, 2006 (hereafter APBU)

Another early retirement option at Bishop's offers a salary enhancement over a three-year period. Pension payments are calculated on the enhanced salary. Calculation of the defined benefit in the pension plan is based on the average of the final three years' salary.

> *Plan B*
>
> *g) Early retirement under this plan will be available at the option of members who will have accumulated at least fifteen (15) years of pensionable service and will be fifty-five (55) at the time of retirement. The earliest that members can opt for the full three-year option of Plan B is age fifty-two (52) and the latest that a member can opt for the full three-year option of Plan B is age fifty-seven (57).*
>
> *h) Members taking Plan B must sign a formal agreement to retire fully at the end of a maximum three-year period after signing on for this plan. In the last year(s) of service (to a maximum of three) the University agrees to pay the member 111.6% of the salary level of the member as determined by this agreement. The pension is then calculated in accordance with Article 6.03 of the Pension Plan payable immediately upon retirement without any actuarial reduction.*[2]

The formula at Mount Saint Vincent for "Voluntary Early Retirement" provides a top-up of annual salary by 25 percent for each year prior to age 65, with a maximum of 1.25 times salary, as follows:

> *46.4*
> *Members taking early retirement shall receive:*
> *46.4.1*
> *Annual payments to age 65 of 25% of pre-retirement salary to a maximum of 1.25 times pre-retirement salary; members retiring prior to age 60 shall receive a total of 1.25 times pre-retirement salary in equal annual instalments until age 65;*
> *46.4.2*
> *An annual contribution toward the cost of each member's benefits under the BeneFlex Plan of 25% of the amount described in Article 41.3 (25% of $1,200 as of April 1, 2006)*[3]

Sabbatical Entitlement

In most collective agreements sabbatical is earned through years of service, with the most common at six years for a full year sabbatical and three years for a half year. Members on sabbatical are usually expected to return to their full-time duties for at least one year. Members should have the option of taking their sabbatical in the final year before retirement, with no requirement to return to employment at the university.

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[2] APBU

[3] Collective Agreement, Mount Saint Vincent University Faculty Association, July 1, 2003 to June 30, 2007

The language in the sabbatical article at Saint Mary's University has a waiver of the expectation to return.

> *1) A Faculty Member who has taken a sabbatical leave shall be expected to return to the University for a period of time equal to his/her sabbatical leave, except in the case of a Faculty Member who is granted a sabbatical leave in the year at the end of which the Faculty Member is due to retire.*[4]

At York University rights to sabbatical in the final year before retirement are set out in the article on retirement.

> *14. 05(a)*
> *(iii) An employee who will have accumulated three (3) to five (5) years of credit towards a sabbatical leave as of his/her normal retirement date will be entitled to take a six-month sabbatical at 80% of his/her academic base salary or one (1) course-release at 100% academic base salary, in the academic year immediately preceding his/her normal retirement date.*
>
> *An employee who will have accumulated six (6) or more years of credit towards a sabbatical leave as of his/her normal retirement date will be entitled to take a one (1) year sabbatical at 80% of his/her academic base salary, in the academic year immediately preceding his/her normal retirement date, or a six (6) month sabbatical at 100% of his/her academic base salary, in the academic year immediately preceding his/her normal retirement date.*[5]

Phased retirement

Phased retirement programs allow academic staff to gradually reduce their workload during the years preceding retirement, without impairing their pension and benefit entitlements. Most programs are for a three-year period. In exchange for agreeing to retire at the end of the three years, members typically have a reduced workload while retaining their full salary and benefits.

Concordia's collective agreement provides full salary with a total workload reduction of 50% over a three-year period.

> *Options for Gradual Retirement*
> *a) At the start of gradual retirement, the Employer shall reduce the member's workload normally on the basis of seventy-five percent (75%) of a full workload in the first year, to fifty percent (50%) of a full workload in the second year, and to twenty-five percent (25%) of a full workload in the third and final year, without reduction in salary. In the third year only, the member may request to have no workload assigned for a fifty percent (50%) reduction in nominal salary. In this latter case, a member who is a participant in the University benefit plans shall continue to participate in the plans. The Employer's*

[4] Agreement Between Saint Mary's University and the Saint Mary's University Faculty Union, September 1, 2003 to August 31, 2006 (hereafter SMUFU)

[5] Collective Agreement between The York University Faculty Association and The Board of Governors of York University, 1 May 2003 to 30 April 2006 (hereafter YUFA)

contributions shall be based on full nominal salary and coverage in the Registered Plan, the life insurance plan and the long-term disability plan shall be based on the full nominal salary of the member. Should the member be a contributing member, the member's contributions shall be based on full nominal salary.

b) Notwithstanding Article 42.09.3 a), as long as the period of gradual retirement is three (3) years, another pattern may be negotiated between the member and the Dean/Director subject to this gradual retirement plan having an overall average workload of 50% in the three years of the gradual retirement period. A copy of the agreement shall be sent to the Association.[6]

The plan at Bishop's University pays a total of 2.7 times salary over three years for a half-time workload. Members' pension contributions are based on actual salary received. The employer pays the additional amount required to keep the total contribution based on nominal salary.

Plan C Partial Retirement

k) Partial retirement under Plan C will be available at the option of members who will have accumulated at least fifteen (15) years of pensionable service and will be fifty-five (55) at the time of retirement. The earliest that members can opt for the full three-year option is fifty-two (52) and the latest that members can opt for the full three-year option is sixty-two (62). Members taking Plan C must sign a formal agreement to retire fully at the end of the period of partial retirement (a maximum of three years).

l) In Plan C members will teach 50% of a normal workload during the period of partial retirement. In the first year the member will receive 100% of their salary, 90% in the second year and 80% in the third and last year. A member may also choose a sequence of salary payments which is the reverse of the above, namely 80% in the first year, 90% in the second year and 100% in the third year. In the last year of partial retirement members have the option of either receiving all moneys as salary or receiving half of the moneys as salary and half as a retirement allowance.

m) The Sabbatical (Article 10), Research (Article 9.32), "perfectionnement" (Article 9.34) and leave without salary clauses (Article 9.29) of the Collective Agreement will cease to apply during the period of Partial Retirement.

n) Members will make pension contributions during partial retirement that are based on the partial salary received. However, the University will make both its pension contributions based on the member's nominal full salary together with the difference between the member's actual contributions described above and the contribution that would be required by the member's nominal full salary. Group Life and Disability insurances will be based on the member's full salary.

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[6] Collective Agreement Between Concordia University and the Concordia University Faculty Association, in Effect until May 31, 2007

o) Members who are granted Partial Early Retirement will not be eligible to receive Retiring Allowances, but will receive the bridging benefit as described in Article 20.05 c) until they attain the age of 65.[7]

The three-year phased retirement program at the University of Toronto is available to members between the ages of 57 and 66 who have at least 10 years of service.

1. Total workload over the three years must be between 150% and 200%, with salary prorated to workload.
2. Pension accrual is based on 100% nominal salary and full service. The member's contribution is based on actual salary received.
3. Members receive a retirement allowance of 75% of regular salary in effect immediately prior to the start of the three year phased retirement, paid in three equal annual installments over the phased retirement period.
4. During phased retirement credit for research and study leave is earned as if workload was at full time. Research and study leave may be taken during phased retirement. A 12-month leave (at 82.5% of salary) is counted as one year at 100% workload.

Post Retirement Work

Retirees should receive support from the institution to continue their academic work, including office space, computers, email, library privileges, secretarial services, access to research funds, and administrative support for research funds.

Retirees at York University carry the emeritus title and may elect designation as senior scholar.

Senior Scholars/Professor Emeritus
14.04
Employees who retire from the University shall carry the "emeritus" title appropriate to their rank, and may by notification to the Dean and Associate Vice-President (Research) elect designation also as "Senior Scholar". In addition to entitlement of "continuing members of the University", "Senior Scholars" shall be entitled to:

(a) use of an office on a dedicated or shared basis, depending upon availability;
(b) access to secretarial services;
(c) laboratory/studio space, subject to availability;
(d) computer time, subject to availability;
(e) a Professional Expenses Reimbursement at the same rate as active employees for reimbursement of expenses incurred in pursuing professional scholarship, until and including the sixth year after normal retirement date.

The entitlement in (a)-(d) shall be annually reviewable by the Dean and Associate Vice-President with respect to their availability. The parties agree to investigate, through the JCOAA, the most appropriate means of establishing what priority "Senior Scholars" shall

[7] APBU

have, in comparison with others in the University, for the allocation of facilities which are to be provided subject to availability.

Senior Scholars are eligible to apply for conference travel funds on the same basis as full-time faculty.[8]

York's retirees also have rights to part-time appointments with the title they had at retirement: A faculty member may teach a maximum of eight full courses, at a premium rate for up to five of the courses (approximately one-fifth the floor of a full professor). Librarians have the right to a maximum of nine one-third time appointments: five at the salary rate of one-fifth the salary floor for a Senior Librarian, and four at the regular part-time rate for librarians.

The maximum payments are available at a retirement age of 65 and are gradually reduced until they expire at age 69.

Retirees may have seniority rights to teach courses. Negotiation of these rights must balance the interests of retirees with the interests of contract academic staff. The Part-time collective agreement at Wilfrid Laurier University limits seniority rights for full-time faculty to the first 12 months of retirement.

13.6.4 Retired Faculty Members:

13.6.4.1 Retired faculty members of the full-time bargaining unit who teach courses under part-time contract are Contract Academic Staff and Members of the Part-time Bargaining Unit.

13.6.4.2 Retired faculty members with or without seniority status in a course(s) may apply to teach courses for which they are qualified under 13.4 and 13.5 of this Agreement, and such applications shall be considered under the same terms as other applications for those courses.

13.6.4.3 Full-time Faculty Members within 12 months of retirement and retired faculty members may apply to be placed on the roster of part-time instructors of the academic unit or sub-unit as appropriate in accordance with 13.4.3.

13.6.4.4 Retired faculty members and full-time Faculty Members within 12 months of retirement who make an application to teach course(s) as CAS Members shall be granted seniority status in any course they have taught since September 1, 1996 unless the Dean can demonstrate the individual has failed to maintain a satisfactory teaching performance in accordance with 13.6.2.8.[9]

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[8] YUFA

[9] Collective Agreement between Wilfrid Laurier University and Wilfrid Laurier University Faculty Association (Part-time), September 1, 2004 - August 31, 2007

Pension

Collective agreements should cover members' pension rights, including contribution rates, vesting, and the pension benefits in retirement. Defined benefit and hybrid plans should also have language on age and service requirements to receive full pension without actuarial reduction and on indexation. While current collective agreements do not satisfy all these requirements, there is some useful language on which to build.

The Right to Negotiate

Saint Mary's agreement requires union consent for any change to the pension plan.

> *17.1 (a) The Pension, Group Life Insurance, Group Long-Term Disability and Extended Health Care plans currently in operation shall continue in operation for the term of the Agreement, or until such time during the Agreement as a new plan is agreed upon by the Employer and the Union.*
>
> *(b) The Employer shall make no change in the Employee benefit plans specified in 17.1 (a) without the consent of the Union.*[10]

Negotiated Contribution Rates

At Cape Breton University the contribution rates are negotiated into the collective agreement.

> *34.2 Pension*
>
> *(a) All full-time probationary, continuing, permanent and tenured Members of the bargaining unit (hereinafter referred to as the "eligible Members") are eligible to be members of the University College of Cape Breton Pension Plan (the "Pension Plan"). The levels of contribution shall be:*
>
> *(i) the University College will contribute 7% of the Member's gross annual base salary also of any overload, chair or Spring/Summer stipends received by him/her; and*
>
> *(ii) the Member will contribute 5% of his/her gross annual base salary and also of any overload, chair or Spring/Summer stipends received by him/her.*[11]

Brandon's agreement stipulates the negotiated contribution rates, and also requires the Association's prior approval of any changes to the pension plan or the trust agreement for the plan.

> *F.7 Pensions*
>
> *F.7.1 The present Brandon University Pension Plan, Group Life Insurance Plan, Long-Term Disability Plan, and Dental Plan shall continue to cover the eligible members for the duration of this agreement.*

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[10] SMUFU

[11] Collective Agreement Between Faculty Association of University Teachers (Faut) and Board of Governors University College of Cape Breton Effective 1 July 2002 to 30 June 2006

F.7.2 *Employee and Employer contributions to the Pension Plan shall be in accordance with the Plan Document.*

F.7.3 *Effective April 1, 2002, the Employer shall make contributions to the University Pension Plan Fund, on behalf of each eligible member, in accordance with the terms of the plan, concurrent with the contributions made by the member, an amount equal to the sum of*

i. Seven percent (7%) of the member's basic salary up to the Year's Basic Exemption and

ii. Five and two-tenths percent (5.2%) of the member's basic salary between the Year's Basic Exemption and the Year's Maximum Pensionable Earnings and

iii. Seven percent (7%) of the member's basic salary, if any, in excess of the Year's Maximum Pensionable Earnings.

Effective April 1, 2003, the Employer shall make contributions to the University Pension Plan Fund, on behalf of each eligible member, in accordance with the terms of the plan, concurrent with the contributions made by the member, an amount equal to the sum of

i. Seven and one-half percent (7.5%) of the member's basic salary up to the Year's Basic Exemption and

ii. Five and seven-tenths percent (5.7%) of the member's basic salary between the Year's Basic Exemption and the Year's Maximum Pensionable Earnings and

iii. Seven and one-half percent (7.5%) of the member's basic salary, if any, in excess of the Year's Maximum Pensionable Earnings.

F.7.4 *Operation of the Brandon University Plan*

a. No changes or amendments shall be made to the Brandon University Pension Plan or the Trust Agreement for that Plan without the prior approval of BUFA.

b. No retirement benefits shall be paid to any BUFA member other than those payable under the Plan, unless agreed to by BUFA and the University.[12]

Rights to Grievance

When employees retire they no longer have the protection of membership in the bargaining unit. Usually this means that they do not have access to the grievance and arbitration procedures in the collective agreement. However, if there is a misapplication of the pension plan the association can file a grievance. A few associations have negotiated into their collective agreements the rights of retirees to grievance and arbitration.

In addition to requiring Association approval of any changes to the pension plan, Dalhousie's collective agreement ensures that pensioners have full grievance rights.

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[12] Agreement between The Board of Governors, Brandon University and the Brandon University Faculty Association, April 1, 2005 to March 31, 2008

32.06
(1) The Board agrees to continue the Dalhousie University Staff Pension Plan as it was on the signing of this Collective Agreement, except as it may be modified in this Collective Agreement and in the Memorandum of Understanding dated 13 November 1987, or by agreement between the Board and the Association after the approval of the Advisory Committee. Within thirty (30) calendar days of the approval of any Plan amendment by the Nova Scotia Superintendent of Pensions and by the Canada Customs and Revenue Agency (formerly Revenue Canada), the Board will provide an updated electronic copy of the complete Pension Plan text to the Association in addition to updated hard copies of the altered pages of Plan text.

A. Any reports of the Advisory Committee to the Board, the Association and any represented bargaining unit will be directed to the President of the University, the President of the Association, and the President or other representative of the other bargaining units respectively. The Board will cooperate in providing information and actuarial services as the Advisory Committee may require. The Board will invite bargaining units to confirm the name(s) of their representative(s) on the Advisory Committee within thirty days of the signing of this Agreement.

B. Notwithstanding Rule 28 of the Dalhousie University Staff Pension Plan, any rights or entitlements which a Member, former Member or beneficiary of a Member has or might have under the Dalhousie University Staff Pension Plan shall be grievable in accordance with the provisions of Article 29 of this Collective Agreement. Without limiting the generality of the foregoing, grievances may include disputes on the interpretation, application or administration of the Dalhousie University Staff Pension Plan.[13]

Windsor's agreement also ensures grievance rights for retirees.

D.14 The grievance and arbitration procedure under this Agreement shall apply to complaints and grievances concerning pensions of members under the Plan. Each retired former employee who, if he/she were not retired, would be a member for the purposes of this clause, i.e., each such retired person shall have access to the grievance and arbitration procedures for the resolution of complaints and grievances concerning his/her pension.[14]

[13] Collective Agreement Between Dalhousie University and Dalhousie Faculty Association, July 1, 2004 - June 30, 2007

[14] Collective Agreement Between the Faculty Association and the Board of Governors of the University of Windsor, July 1, 2004 - June 30, 2008

Pensions for Contract Academic Staff

It is possible to negotiate pension benefits for Contract Academic Staff.

A letter of understanding in the collective agreement at Lakehead University makes the pension plan available to contract academic staff.

> *11 Pension Contributions for Contract Lecturer Members*
> *LETTER OF UNDERSTANDING*
> *RE: PENSION CONTRIBUTIONS FOR CONTRACT LECTURER MEMBERS*
>
> *The parties agree that effective January 1, 2005, each Level 2 and 3 Contract Lecturer Member may join the Lakehead University Employee Pension Plan (LUEPP). The Board shall contribute to the Pension Plan for each Contract Lecturer Member an amount equal to 7.15% of the member's regular earnings, less the Board's contributions to the Canada Pension Plan. Each Contract Lecturer member who joins shall contribute to the University Pension Plan an amount equal to 7.15% of his/her regular earnings, less his/her contributions to the Canada Pension Plan.*[15]

Wilfrid Laurier's collective agreement also provides pension benefits for contract academic staff who satisfy minimum earnings or hours requirements.

> *23.8 WLU Pension Plan:*
> *23.8.1 Under the terms of 23.8.2, Members as part-time employees are eligible but not required to join the WLU Pension Plan.*
> *23.8.2 Members are eligible to enrol in the WLU Pension Plan following two consecutive calendar years of employment in which they have either earnings greater than thirty-five percent (35%) of the Canada Pension Plan Yearly Maximum Pensionable Earnings, or have worked a minimum of seven hundred (700) hours in each of the two (2) years.*
> *23.8.3 Once a part-time CAS or Librarian Member has enrolled in the WLU Pension Plan under the terms of 23.8.2, the Member is eligible to make contributions to the Plan during subsequent appointment periods as a Member. Pension Plan membership shall terminate when there is a break in service with the University of more than twenty-four (24) months.*[16]

The agreement at Nipissing University provides a group Registered Retirement Savings Plan for the contract academic staff bargaining unit (CASBU).

> *21.16*
> *Eligibility for CASBU Members in the structured group RRSP will consist of those members who have achieved Right of First Refusal (Article 15.9) or the teaching of 24 credits since*

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[15] Collective Agreement Between Board of Governors of Lakehead University and Lakehead University Faculty Association, July 1, 2003 to June 30, 2006

[16] Agreement Between Wilfrid Laurier University and Wilfrid Laurier University Faculty Association for Full-time Faculty and Professional Librarians, July 1, 2005 to June 30, 2008

May 1, 2001. The Employee contribution of 2% of earnings will be matched by the University.

When a CASBU Member is eligible for the 2% RRSP, his/her contract will state how they are eligible, either RFR (Article 15.9) or 24 Credits from May 1, 2001 (Article 21.5). The language on the contract will state the following: "I elect to participate in the group RRSP with full knowledge that once I start contributing, either by RFR or 24 credits since May 1, 2001, all subsequent eligible contracts will have the 2% RRSP deducted and matched by the University."

A Member may make Voluntary Contributions up to his/her individual allowed tax limit. Voluntary contributions will not be matched by the University. A Member must monitor his/her own contribution room, and it is expressly understood that this will not be the responsibility of the University.

A Member can withdraw money when his/her contract ends; however, once a Member starts contributing, they must continue to contribute on all subsequent contracts that are eligible for participation in the structured group RRSP. If withdrawals are made once a contract ends, the service provider will withhold the appropriate taxes.

The Investment Management Fees plus the surcharge applicable to the selected funds will be paid by the CASBU Member.[17]

Post Retirement Benefits

Academic staff should have the right to continued benefits throughout their retirement on the same basis as employed members. The best contract language stipulates full continuation of benefits for retirees.

Retirees at Carleton retain continuous coverage with premiums fully paid by the employer.

40.10 Benefits for Retired Employees

(a) Employees who retire at or after fifty-five (55) years of age, and who have at least five (5) years of continuous service at the University and who were members of the respective Plans at retirement will continue as members of the following Plans with the premiums paid for wholly by the employer :

(i) the Extended Health Care Plan; and

(ii) the Dental Plan.

[17] Collective Agreement between Nipissing University and the Contract Academic Staff Bargaining Unit, May 1, 2006 to April 30, 2010

(b) *Employees who retire at or after fifty-five (55) years of age shall continue to have, access to the University Library, the athletic facilities and health services. A special I.D. card will be issued on request.*[18]

Retirees at McGill have the right to continued coverage for group life, health and dental insurance. The retiree and the employer each pay 50% of the premium.

2.6.1
As of the date of retirement, a staff member may elect to continue coverage under the Group Life Insurance Plan, Health Insurance Plan, and Dental Insurance Plan. Coverage under the Short-Term Disability Plan will cease on the date of retirement. Coverage under the Long-Term Disability Plan will cease six months prior to the retirement date. Retired academic staff will retain access to the Tuition Assistance and Staff Mortgage Loan policies, except that no new mortgages will be granted after staff retire. Retired academic staff may also elect to continue library membership at no cost.[19]

Language in the collective agreement at the University of Prince Edward Island ensures that retirees are covered on the basis that existed before they retired.

D.5.9(e)
e) The Supplementary Health Care Plan coverage will be provided for past and future retired Members on the basis of whatever cost sharing was in effect at the time of their retirement, provided the Member was employed by the University for a continuous period of at least five (5) years immediately preceding retirement.[20]

Conclusions

Experience at CAUT member associations demonstrates that good flexible retirement options can be achieved through collective bargaining. This Advisory provides examples of best provisions in the range of categories that have been negotiated. Contact CAUT for further information or advice on negotiating retirement options at your institution.

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[18] Collective Agreement Between Carleton University (Hereinafter Called the Employer) and Carleton University Academic Staff Association (Hereinafter Called the Association or CUASA), May 1, 2003 to April 30, 2006

[19] Handbook of Regulations and Policies for Academic and Librarian Staff, Section 4.2, McGill University

[20] Collective Agreement Between the University of Prince Edward Island Board of Governors and the University of Prince Edward Island Faculty Association Bargaining Unit #1 Expires June 30, 2010