

Letter of Understanding

RETIREMENT: LIMITED TERM APPOINTMENT

Between the University of Western Ontario (hereafter referred to as the Administration)

and

The University of Western Ontario Faculty Association (hereafter referred to as the Association)

The Parties agree that this Letter of Understanding forms part of the 2006-2010 Collective Agreement for the life of that Collective Agreement.

Whereas clause 3.2 of the Article *Retirement and Resignation* requires a Member to provide at least 12 months written notice of retirement in order to receive Post-Retirement benefits;

And whereas Members with Limited Term appointments who are eligible to retire may wish to do so upon notification that their Limited Term Appointment is not to be renewed;

And whereas such Members may not have notification their appointment will not be renewed 12 months in advance of expiry;

Therefore, the Parties agree that the *Retirement and Resignation* Article shall be amended to include Clause 3.2.1 which shall read:

Notwithstanding Clause 3.2, Members in Limited Term Appointments who are eligible to retire and wish to retire with Post-Retirement Benefits shall do so on at least 12 months written notice to the Member's Dean. Upon request of a Member, the Dean may waive or modify this notice period and may agree to retirement with Post-Retirement Benefits without 12 months notice on compassionate grounds. In the case of non-renewal of the Limited Term Appointment, the Member may elect to retire without 12 months notice, and provided they are otherwise eligible, may retire with Post-Retirement Benefits.

Signed this 26th day of March 2008 at London, Ontario



Mike Dawes
For the Association



Michele Parkin
For Administration