



December 15, 2008

Professor Michael Carroll  
President  
The University of Western Ontario Faculty Association

Dear Michael:

I am writing in follow up to our meeting this morning. As discussed, when the negotiation of current Collective Agreement for faculty was being concluded in the period December 2006 to January 2007, it was agreed that Members would have a one-time option in 2007 of taking phased retirement over a one year or two year period instead of the regular three year period. The parameters around this option were that the workload reduction in each of the one or two years could not be less than 25% and not more than 75%, and the minimum Phased Retirement Supplement was pro-rated to one third or two thirds of 50% of the final year's salary depending on whether the phased retirement was over one year or two years, respectively.

Given that the University is looking at a contracting revenue situation in the 2009-10 and 2010-11 budget years, we would like to determine whether any faculty who are eligible to phase their retirement would be interested in doing so over a one or two year period commencing July 1, 2009. We propose therefore that eligible Members be entitled to opt for a one or two year phased retirement using the provisions that were made available in 2007. Members choosing to commence a one or two year phased retirement on July 1, 2009 would do so by giving notice to their Dean by March 31, 2009. Further, we propose that this option would also be available to eligible Members who are beyond normal retirement age, and not just to those who are eligible to retire and have not reached their normal retirement date.

I appreciate the Association's willingness to consider agreeing to making this opportunity available to Members.

Yours sincerely,

Alan Weedon

c. Michele Parkin  
F. Longstaffe