

LETTER OF UNDERSTANDING

PHASED RETIREMENT

The Parties agree that this Letter of Understanding forms part of the 2014-2018 Faculty Collective Agreement for the life of the Collective Agreement.

1. Notwithstanding the provisions of Clause 4.2 of the Article *Retirement and Resignation*, a Member who is eligible under Clause 4 of that Article may phase his or her retirement over a one-year or two-year period.
2. Notwithstanding the provisions of Clause 4 of the Article *Retirement and Resignation*, a Member who is eligible for phased retirement under Clause 4 who is beyond his or her Normal Retirement Date may phase his or her retirement over a one-year period.
3. A Member choosing to phase his or her retirement over one or two years shall have a maximum and minimum workload in any one of the years of 75% and 25%, respectively.
4. Notwithstanding the provisions of Clause 4.3.4 of the Article *Retirement and Resignation*, an eligible Member on a one-year Phased Retirement shall receive Phased Retirement Supplement equal to a minimum of one sixth of the Member's Base Salary immediately before commencement of the Phased Retirement, and an eligible Member on a two-year Phased Retirement shall receive Phased Retirement Supplement equal to a minimum of one third of the Member's Base Salary immediately before commencement of the Phased Retirement.
5. All other provisions of Clauses 4 through 4.3.6 of the Article *Retirement and Resignation* shall apply.