

**WITHOUT PRECEDENT & WITHOUT PREJUDICE  
MEMORANDUM OF AGREEMENT  
BETWEEN  
UNIVERSITY OF SASKATCHEWAN  
AND  
UNIVERSITY OF SASKATCHEWAN FACULTY ASSOCIATION  
MODIFIED REDUCED APPOINTMENT RETIREMENT PLAN**

**May 24, 2017**

The University of Saskatchewan (the Employer) and the University of Saskatchewan Faculty Association (USFA) agree as follows:

1. A modified Reduced Appointment Retirement Plan will be available to current eligible Employees (including those currently on the Reduced Appointment Retirement Plan or a Reduced Appointment Plan and those who have already given notice of retirement effective July 1 and excluding those who accepted the Voluntary Severance Package MD Clinical Faculty in the College of Medicine, currently deferred by the Employer.)
2. Eligible Employees are those 60 years of age or older, and have at least 10 years of continuous service with the University of Saskatchewan.
3. Notification by eligible Employees of retirement, along with a current listing of assigned courses, shall be directed to the Dean by September 1, 2017, for retirement on or before December 31, 2018.
4. Eligible Employees shall have reduced appointments of 0.5 FTE for 1 year (from July 1, 2017, to June 30, 2018 or from January 1, 2018, to December 31, 2018).
5. Salary and benefits shall be retained at 100% for the duration of the reduced appointment. A participating Employee may choose to receive 50% of salary and 100% of benefits during the reduced appointment, and an amount equal to 50% of salary paid as a lump sum payment in the fiscal year following conclusion of the reduced appointment.
6. Vacation entitlement shall be based on the 0.5 FTE appointment. Vacation is to be used within the year of the reduced appointment.
7. Duties of the reduced appointment will be 50% of full-time duties, and shall be based on a proportional reduction of previously assigned duties unless mutually agreed to by the Employer and the Employee. Changes to the assignment of duties shall be approved according to Article 11.

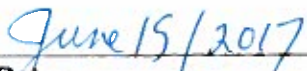


8. Upon consultation with the Employee, the Employer may postpone the start date of the reduced appointment for up to 1 year if academic program requirements cannot be met.
9. Individuals who have given notification for participation in this program shall not have the ability to withdraw from participation in the MRARP, unless the start date of the reduced appointment has been deferred by the Employer.
10. The Employee shall be deemed to be retired at the end of the 1-year reduced appointment.
11. Employees shall retain status and rank throughout the reduced appointment and continue to maintain membership in the USFA.
12. The requirements under Article 10.8 *Employment of Non-Members* shall be waived for a period of 2 years to allow for recruitment and transition, only for those courses that are assigned to members who participate in this program.


  
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 [Name of Union representative ]

  
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 Date

  
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 [Name of Union representative ]

  
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 Date

  
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 Cheryl Carver, AVP Human Resources  
 On behalf of Chair to the Board of Governors  
 University of Saskatchewan

  
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 Date

  
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 Trika Macdonald, Director, Human Resources  
 On behalf of Secretary to the Board of Governors  
 University of Saskatchewan

  
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 Date