

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE UNIVERSITY OF SASKATCHEWAN  
And  
THE UNIVERSITY OF SASKATCHEWAN FACULTY ASSOCIATION (USFA)  
ON RETIREMENT MATTERS**

Whereas the Collective Agreement between the University and USFA currently permits the Employer to request the retirement of a faculty member at age 67 and whereas the pension and benefit plans discussed below provide benefits for employees up to the age of 67;

And whereas The Saskatchewan Human Rights Code Amendment Act, 2006, (Bill 9) put an end to mandatory retirement (effective November 17, 2007) by changing the definition of age in the Code to include persons over 65 years, effectively eliminating mandatory retirement policies;

And whereas the parties to the Collective Agreement agree that amendments should be made where feasible to current pension and benefit plans to extend coverage of those benefits for faculty who continue to work beyond the age of 67;

And whereas it is necessary to resolve certain benefit and pension plan entitlement issues pending further comprehensive negotiations addressing all issues that arise on the abolition of mandatory retirement, the parties have reached agreement on the following extensions to current pension and benefit plans:

The University and USFA agree the following provisions will take effect no later than July 1, 2008:

**1. Third Party Benefit Plan Coverage**

The following benefit plans provided by third parties and currently available to employees up to their normal retirement date; will remain in place for employees who work past their Normal Retirement Date in accordance with the terms of the Plans:

- o Basic Group Life Insurance ( 2 X Annual Salary)
- o Extended Health Plan
- o Dental Plan

## **2. Pension**

The Pension Plan available to employees under the age of 67 remains in place for employees who work beyond the age of 67 in accordance with the terms of the Plan and applicable legislation.

### 1999 Academic Pension Plan

- Employees will continue to accrue pension based on years of service and salary and will also continue to make pension contributions, which will be matched by the Employer. The Income Tax Act requires an individual to commence receiving a pension in the year following the attainment of age 71.

### Academic Money Purchase Plan

- Employees will continue to make pension contributions, which will be matched by the Employer. The Income Tax Act requires an individual to commence receiving a pension in the year following the attainment of age 71.

## **3. Salary Continuance in the Event of Illness or Disability**

### **Effective July 1, 2008:**

Employees who work beyond the age of 67 and who become either partially disabled or totally disabled after the age of 67 shall be entitled to receive salary continuance for the first 180 calendar days of the illness or disability.

A faculty member who is ill or disabled on their normal retirement date and who has been in receipt of salary continuance and/or Long Term Disability for a continuous period of 180 calendar days prior to their normal retirement date shall not be entitled to further benefits.

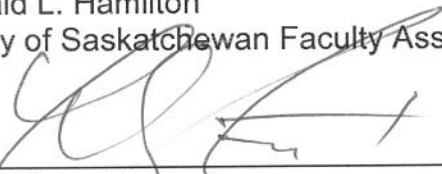
A faculty member who is ill or disabled on their normal retirement date and who has not been in receipt of salary continuance and/or Long Term Disability Benefits for a continuous period of 180 calendar days prior to their normal retirement date, shall remain entitled to salary continuance beyond the June 30<sup>th</sup> normal retirement date until the maximum benefit period of 180 continuous calendar days has been reached.

## **4. Continuation of Negotiations**

The University of Saskatchewan and the University of Saskatchewan Faculty Association agree to continue discussions in an effort to reach agreement on other issues that both parties agree are required to be addressed as a result of changes to the Saskatchewan Human Rights Code.

  
\_\_\_\_\_  
Dr. Donald L. Hamilton  
University of Saskatchewan Faculty Association


Oct 8/08  
Date

  
\_\_\_\_\_  
Dr. Larry Stewart  
University of Saskatchewan Faculty Association


Oct 10/08  
Date

  
\_\_\_\_\_  
Cheryl Carver, Director  
Human Resources  
University of Saskatchewan

Oct 16/08  
Date

  
\_\_\_\_\_  
Dr. Richard Florizone, Vice-President, Finance  
& Resources  
On behalf of Chair to the Board of Governors  
University of Saskatchewan

Oct 30/08  
Date

  
\_\_\_\_\_  
Barb Daigle  
Associate Vice-President, Human Resources  
On behalf of Secretary to the Board of  
Governors  
University of Saskatchewan

Oct 27/08  
Date