

**WITHOUT PREJUDICE & WITHOUT PRECEDENT**

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE UNIVERSITY OF SASKATCHEWAN  
And  
THE ADMINISTRATIVE AND SUPERVISORY PERSONNEL ASSOCIATION (ASPA)  
ON RETIREMENT MATTERS**

Whereas the Collective Agreement between the University and ASPA does not provide for mandatory retirement at age 65;

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 removing the protection for mandatory retirement policies;

And whereas the University would like to amend some ASPA pension and benefit plans to extend coverage where feasible;

And whereas the parties have benefited from constructive dialogue through joint consultation and have reached agreement on revised retirement arrangements:

The University and ASPA agree to the following effective February 1, 2008:

**Particulars of the Agreement**

**1. Statement of Principles**

- The normal retirement date is the last day of the month in which the employee turns 65 or the 30<sup>th</sup> of June following age 67 depending on the classification of the employee (hereinafter referred to as the "Normal Retirement Date").
- An employee may retire on or prior to their Normal Retirement Date or an employee may work beyond their Normal Retirement Date.
- An employee who decides to work beyond their Normal Retirement Date is required to perform the full scope of their duties and responsibilities.
- An employee shall provide written notice of retirement (whether early, normal or postponed retirement) in accordance with the terms of the current collective agreement, 6 months in advance of their actual planned retirement date.

**2. Benefits**

- Benefit plan coverage will continue for employees who work past their Normal Retirement Date with the following exceptions as noted below.
- The following benefit plans available to employees up to their normal retirement date remain in place for employees who work past their Normal Retirement Date in accordance with the terms of the Plans:

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- Basic Group Life Insurance
  - Extended Health Plan
  - Dental Plan
  - Employee and Family Assistance Plan
- The following benefit is reduced or limited for those who work past their Normal Retirement Date:
    - Extended Health: Out-of-Province Emergency Travel Coverage and Assistance is limited to 30 days maximum while traveling on personal business.
  - The following benefit plans will not be available to employees who work past their Normal Retirement Date:
    - The Long Term Disability Plan coverage will terminate on the last day of the month in which the employee turns 65 or the 30<sup>th</sup> of June following age 67 depending on the classification of the employee. In addition employees who are receiving LTD benefits will have their benefits cease on the last day of the month in which the employee turns age 65 or the 30<sup>th</sup> of June following age 67 depending on the classification of the employee.

### 3. Pension

- The Pension Plan available to employees under the age of 65 or 67 remains in place for employees who work past their Normal Retirement Date in accordance with the terms of the Plan and applicable legislation.

#### Non-Academic and Academic Defined Benefit Plans

- Employees will continue to accrue pension based on years of service and salary. They will also continue to make pension contributions, which will be matched by the University. An employee will not be entitled to commence receiving a pension prior to their actual retirement date unless required by legislation. The Income Tax Act requires an individual to commence receiving a pension not later than the end of the calendar year in which the member attains 71 years of age. The pension received by members who work beyond the Normal Retirement Date will not be actuarially increased on account of age.

#### Academic Money Purchase Plan

- Employees will continue to make pension contributions, which will be matched by the University. An employee will not be entitled to commence receiving a pension prior to their actual retirement date unless required by legislation. The Income Tax Act requires an individual to commence receiving a pension not later than the end of the calendar year in which the member attains 71 years of age.

### 4. Sick Leave

- There will be no change to the terms and conditions pertaining to short-term sick leave as provided for in the ASPA Agreement.

### 5. Retirement Options

#### Non-Academic Defined Benefit Plan



- An employee may apply for early retirement on the earlier of:
  - completion of 30 years of service,
  - the date the sum of the Member's age plus pensionable service equals at least eighty years, or
  - attainment of age 55.

Academic Defined Benefit Plan

- An employee may apply for early retirement on the earlier of:
  - completion of 10 years of service,
  - attainment of age 55.

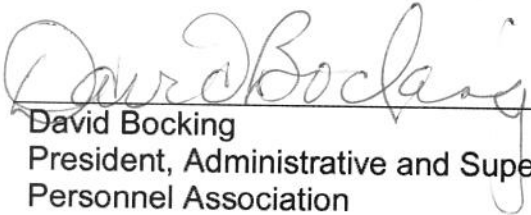
Academic Money Purchase Plan

- An employee may apply for early retirement on the attainment of age 55.

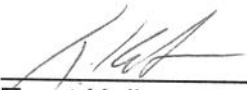
**6. Processes to Support Retirement**

- The University will continue to provide retirement counseling options to provide a more holistic approach to retirement considerations.


This Agreement is intended to provide a comprehensive resolution that addresses the impact of provincial legislation (Bill 9), as it relates to pension and benefit plan coverage.

  
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 David Bocking  
 President, Administrative and Supervisory  
 Personnel Association

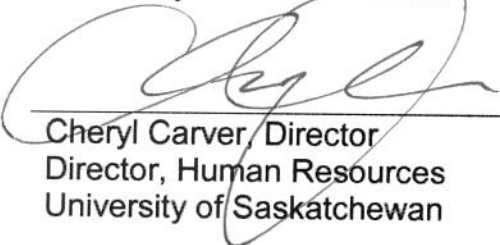
18 Apr 2008  
 Date

  
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 Trent Kolbe  
 President, Administrative and Supervisory  
 Personnel Association

Apr. 18/08  
 Date

  
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 Laura Sommerville  
 Director, Human Resources  
 University of Saskatchewan

April 22, 2008  
 Date

  
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 Cheryl Carver, Director  
 Director, Human Resources  
 University of Saskatchewan

Apr 11/08  
 Date