

<p>13.2.3 <u>Reduced Appointment Plan.</u> The following terms shall apply to employees who are 55 years of age or older and have a minimum of 10 years of service, in addition to the terms of Article 13.2.1:</p> <ul style="list-style-type: none"> (i) Employees who wish to participate in the Reduced Appointment Plan should make application to their Department Head and Dean no less than six months prior to the date on which the reduced appointment is to become effective. (ii) Employees on reduced appointment will continue as members of the Association Bargaining Unit. (iii) Except in unusual circumstances, reduced appointments will be limited to 4/5, 3/4, 2/3 or 1/2 of full-time duties. (iv) For each employee on reduced appointment, a Nominal Salary rate will be established annually. This is the salary that would be paid to the employee if on a full-time basis. All relevant salary adjustments will be applied to the Nominal Salary. The Actual Salary shall be prorated fr the Nominal Salary in direct relation to the approved reduction of duties for the reduced appointment plus an amount of salary equivalent to the difference between the employer contribution to the Pension Plan based on the Actual Salary and the employee's contribution based on the Nominal Salary. (v) Contributions to the Pension Plan will continue to be made 	<p>24.5 <u>Reduced Appointment Retirement Plan.</u> A Reduced Appointment Retirement Plan shall be made available to employees who are 55 years of age or older and have a minimum of 10 years of service.</p> <p>24.5.1 Employees who wish to participate in the Reduced Appointment Retirement Plan shall notify their Department Head, Dean and USFA no less than six months prior to the date on which the reduced appointment is to begin.</p> <p>24.5.2 The term of the reduced appointment retirement plan shall be for minimum of 12 months and a maximum of 36 months.</p> <p>24.5.3 Employees shall be considered retired at the end of the term of the reduced appointment.</p> <p>24.5.4 The Employer may postpone the start date of a Reduced Appointment Retirement Plan for up to one year only, if:</p> <ul style="list-style-type: none"> (i) the number of applications in any Department or College exceeds 1/4 of the number of tenured faculty. (ii) program requirements cannot be fulfilled. (iii) an adequate replacement cannot be found after consultation by the Dean of Medicine with a representative of the board of the health region, for an employee who requires hospital privileges to perform the employee's assigned duties. <p>24.5.5 Duties for reduced appointments will range from 50% to 80% of full-time duties in any given year. Part-time duties shall be based on a proportional reduction of previously assigned full-time duties unless mutually agreed to by the Employer and the Employee.</p>
---	--



<p>on the Nominal Salary. The employee and the University will each contribute on the basis of the Nominal Salary. The employee will be credited with pensionable service as if on full-time, subject to the rules and regulations of legislation governing pension plans. The salary used in computing the average salary for pension purposes will be the Nominal Salary.</p> <ul style="list-style-type: none"> (vi) Contributions and benefits under the Academic Long Term Disability Plan will be based on the employee's Actual Salary. (vii) Group Life Insurance will be provided on the basis of Nominal Salary as if the employee were on full-time. (viii) Eligibility for sabbatical leave shall be in accordance with Article 20.5. (ix) Vacation entitlement will be prorated on the basis of the reduced duties. (x) Employees shall retain entitlement to negotiate a further reduction of duties, subject to six-months written notice. (xi) Employees shall retain entitlement to return to full-time status for twelve months following the date of the change in their status, subject to three-months written notice. (xii) Following the initial twelve months of reduced appointment, the change in status shall be considered permanent except in unusual 	<p>Changes to the assignment of duties shall be approved according to Article 11.</p> <ul style="list-style-type: none"> 24.5.6 In the event of a dispute over assigned part-time duties between the Employee and Employer, an Appointments Forum shall be convened to determine the appropriate assignment of duties. 24.5.7 The conditions of each reduced appointment shall be reviewed by the Joint Committee for the Management of the Agreement. Once a Reduced Appointment Retirement Plan has been reviewed by the Joint Committee for the Management of the Agreement, the reduced appointment is irrevocable and constitutes notice under Article 24.2. 24.5.8 Employees shall retain status and rank throughout the reduced appointment. 24.5.9 Employees shall retain entitlement to negotiate a further reduction of duties, subject to six months written notice. 24.5.10 For each employee on reduced appointment, a Nominal Salary rate will be established annually. This is the salary that would be paid to the employee if on a full-time basis, excluding all supplements. All relevant salary adjustments will be applied to the Nominal Salary. The Actual Salary shall be prorated from the Nominal Salary in direct relation to the approved reduction of duties for the reduced appointment plus an amount of salary equivalent to the difference between the employer contribution to the Pension Plan based on the Actual Salary and the employee's contribution based on the Nominal Salary. 24.5.11 Contributions to the Pension Plan will continue to be made on the Nominal Salary. The employee and the University will each contribute on the
---	---

circumstances.

basis of the Nominal Salary. The employee will be credited with pensionable service as if on full-time, subject to the rules and regulations of legislation governing pension plans. The salary used in computing the average salary for pension purposes will be the Nominal Salary.

24.5.12 Contributions and benefits under the Academic Long Term Disability Plan will be based on the employee's Actual Salary.

24.5.13 Compulsory Group Life Insurance will be provided on the basis of Nominal Salary as if the employee were on full-time.

24.5.14 All other benefits not tied to salary will be provided as if the employee were on full-time.

24.5.15 Article 20 shall not apply to employees on the Reduced Appointment Retirement Plan.

24.5.16 Vacation entitlement will be prorated on the basis of the reduced duties.

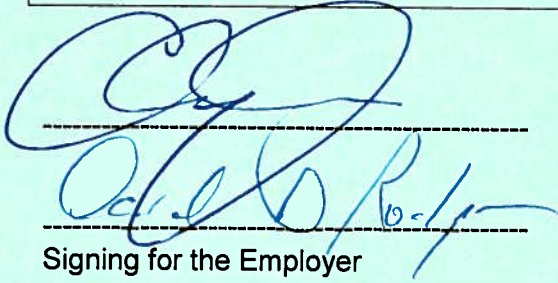
24.5.17 Employees on the Reduced Appointment Retirement Plan will continue as members of the Association Bargaining Unit.

24.5.18 Employees on the Reduced Appointment Retirement Plan will receive \$3,500 per year over the period of their reduced appointment for research expenditures that meet the following criteria:

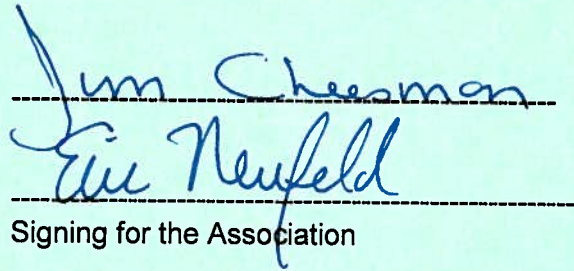
- (i) are allowable expenditures according to University guidelines;
- (ii) are incurred to assist with the completion of ongoing research activities.


Any unused funds may be carried forward during the course of the Reduced Appointment Retirement

	Plan.
--	-------



Signing for the Employer





Signing for the Association

Dated July 9, 2013