

## MEMORANDUM OF AGREEMENT

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### RETIREMENT INCENTIVE PROGRAM

1. A Retirement Incentive Program (The Program) will be effective as of the date of ratification of the rollover Collective Agreement and will remain in effect for ninety (90) days thereafter.
2. Members will provide written notice to the Assistant Vice-President, Human Resources and Equity, Diversity & Inclusion of their intention to participate in the Program. The Program will commence on July 1, 2022, and end on June 30, 2024.
3. This program is offered to Members who meet the following eligibility requirements:
  - a. Full-time active tenured faculty member;
  - b. Minimum age of 60 years as at December 31, 2022; and
  - c. Have a minimum of 20 years of service at Nipissing University as at December 31, 2022.
4. The Program will **not** be available to the following Members:
  - a. Limited Term Appointments; Academic Librarians and Archivists, Full-Time Instructors;
  - b. Members who have submitted an application for retirement prior to the start date of the Program;
  - c. Members currently on the Phased Retirement Program (PRP) outlined in Appendix M of the Collective Agreement; and/or
  - d. Members who are currently on Long-Term Disability.
5. Program Description
  - a. Members who qualify for the Program will be expected to continue the full range of their normal pre-program duties as agreed with the Dean for the period July 1, 2022, to June 30, 2023.
  - b. Members will not be assigned teaching load under the terms of this agreement for the period July 1, 2023, to June 30, 2024. Members may continue to participate in research and service activities and/or with graduate supervision during this period but will not be required to do so.
  - c. Participants in the Program will be entitled to full professional expenses reimbursement (PER) under Article 35 for the entire duration of the Program.
  - d. Members will receive 100% of their nominal salary as at May 1, 2022, for both years of the Program noting the following: Members currently under a Reduced Workload arrangement under Article 28.11 or 28.12 of the Collective Agreement will receive the same pro-rated pay during both years of the Program that they received during the Reduced Workload period.
  - e. Members will retire from the University on June 30, 2024. This date is irrevocable.
6. Additional Considerations
  - a. Any overload assigned during the July 1, 2022 – June 30, 2023, academic year will be paid out by stipend;

- b. Members will not be permitted to take any pre-approved sabbatical time during the Program, nor will any new sabbatical applications be approved. The Member will forfeit any remaining sabbatical credits once accepted into the Program.
7. Group Benefits
- a. Group benefit coverage for eligible Members will continue as outlined in Article 32.1 and 32.3.
  - b. Long-Term Disability benefits for eligible Members will be payable only up to the Member's irrevocable retirement date of June 30, 2024.
8. In the event that a Member dies prior to receiving the full entitlement under this program, the balance of the retirement incentive shall be paid to the Member's estate.
9. Courses taught by CASBU Members in the 2023-2024 academic year as a result of this Program will not be included in the limitations outlined in Article 21.3 of the Collective Agreement.
10. This Program will become null and void on the 91<sup>st</sup> day following the ratification of this agreement.

On behalf of  
Nipissing University



Cheryl Sutton, Vice-President,  
Finance & Administration

On behalf of  
FASBU



Sarah Winters, President, NUFA

May 6, 2022

Date

May 9, 2022

Date