

- 3.2 Subject to Clause 2.3, Members who are eligible to retire and who wish to retire with Post-Retirement Benefits shall do so on a July 1, and shall do so on at least 12 months written notice to the Member's Dean. Upon request of a Member, the Dean may waive or modify this notice period and may agree to retirement with Post-Retirement Benefits prior to a July 1 on compassionate grounds.
- 3.3 Subject to Clause 2.3, a Member who is eligible to retire on July 1, 2007, and who is eligible for Post-Retirement Benefits, and who wishes to retire with Post-Retirement Benefits, shall do so by giving notice to his or her Dean by March 31, 2007.

Phased Retirement

- 4. Effective June 30, 2007, Full-Time Probationary and Tenured Members with ten years of Full-Time service who are within ten years before their Normal Retirement Date shall have the right to phase their retirement using the provisions of the Article Reduced Responsibility.
 - 4.1 A Member choosing to phase his or her retirement may do so by giving written notice to his or her Dean at least twelve months in advance of the July 1 on which the Member plans to begin Phased Retirement.
 - 4.1.1 Members choosing to phase their retirement commencing July 1, 2007, may do so by giving notice to their Dean by March 31, 2007.
 - 4.2 Members choosing to phase their retirement shall do so over a three-year period. A Member's Responsibilities over this three-year period shall be between 150% and 200% of a Full-Time annual workload, with a maximum and minimum workload in any one of the three years of 75% and 25%, respectively.
 - 4.3 Phased Retirement arrangements (including, but not limited to, reduction of workload in each year of the phase period and consequent reduction in salary, workload balance during the phase period, Sabbatical Leave accrual rate and level of pay while on Sabbatical, Pension contributions and benefits coverage) shall be determined using the provisions of the Article Reduced Responsibility.
 - 4.3.1 A Probationary or Tenured Member shall, in each year of the Phased Retirement, have a Normal Workload, pro-rated in each area of Responsibility to reflect the degree of Reduced Responsibility, unless altered through the provisions of the Article Alternative Workload.
 - 4.3.2 Once the Phased Retirement arrangements have been agreed to, these arrangements and the Member's choice to phase his or her retirement shall be irrevocable except by agreement between the Member and his or her Dean.

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- 5.1. The conferring of the designation of Professor Emeritus/Emerita does not preclude the Member's remunerated employment at less than a full academic load at this University or elsewhere, either as a Member of the Bargaining Unit or not, depending on the level of employment.
- 5.2. In exceptional cases, where a Member does not qualify under the conditions described in Clause 5 above, or where Retirement is based on medical grounds, the Dean may make a recommendation through the Vice-President (Academic) to the President for the conferral of the appropriate Emeritus/Emerita designation. The President shall have the authority to confer this designation.
- 5.3. Upon the recommendation of the Dean, a Member who retires following at least five years in (a) Limited-Term Appointment(s) at the rank of Associate Professor or Professor may be granted the formal designation of Professor Emeritus/Emerita. The President shall have the authority to confer this designation.
- 5.4. All recipients of the Professor Emeritus/Emerita designation shall be accorded the following privileges, which may only be withdrawn for cause:
 - a) they shall be named and identified in the calendar as Professor Emeritus/Emerita within the Departmental listing of academic staff;
 - b) they shall be invited to all Convocations and other public events of the University to which all faculty are invited, and may elect to take part in Convocation processions of the Faculty;
 - c) all social areas of the University Campus shall be open to them on the same basis as to Members;
 - d) they shall be provided with identification cards and accorded full library privileges;
 - e) if available they shall each be provided with a free account for forty hours per month of dial-in and remote access facilities for Internet and Campus backbone access;
 - f) they shall be permitted to park free of charge at all times in designated parking lots and at all metered parking spaces, and at other parking facilities at any time on weekends and holidays, and between 5:00 p.m. and 6:00 a.m. every working day; and
 - g) a Professor Emeritus/Emerita who is a member of the Faculty of Graduate Studies shall be eligible to vote for representatives of the Faculty of Graduate Studies to the Senate. (Ballots shall be mailed to the Emeritus/Emerita Professor's Home Unit.)

Pension Plan

6. The Employer shall continue the UWO Pension Plan for members of the academic staff, hereafter called the Pension Plan, and such Pension Plan shall be governed in accord with

Retirement and Resignation

the official Pension Plan documents which shall be provided to the Association upon request. Notice of any proposed change to the official Pension Plan documents shall be provided to the Association sufficiently in advance of the planned implementation date for the Association to make representation(s) on the issues to the Academic and/or Joint Pension Board(s). Any change to the official Pension Plan documents shall be provided to the Association forthwith upon it taking effect.

- 6.1 Members shall continue to be eligible to participate in the Pension Plan in accord with the official Pension Plan documents current at ratification.
- 6.2 The electoral process prevailing at the date of Certification for selecting Pension Plan members to sit on the Board of the Pension Plan shall be maintained.
- 6.3 Contributions to the Pension Plan shall be made for eligible Members in accord with the current official Plan documents, namely as follows:
 - a) Academic Pension Plan
Employer contributions: 8.5% of Pensionable Earnings.
Member contributions: either 1.5% or 5.5% of Pensionable Earnings, at the Member's discretion.
 - b) Ontario Teachers Pension Plan (as required by current plan provisions)
- 6.3.1 Pensionable Earnings for Full-Time Members are defined as Base Salary and stipends, in accordance with past practice. Pensionable Earnings for Part-Time Members are defined as T4 income.
- 6.4.1 Contributions to the Pension Plan shall cease at the earlier of:
 - a) the end of the Phased Retirement period;
 - b) a Member's actual retirement date;
 - c) the date of termination of a Member's employment,and in any case at the end of the Calendar Year a Member turns age 69.