

## Memorandum of Understanding

between:

ONTARIO COLLEGE OF ART & DESIGN UNIVERSITY  
(‘the University’ or ‘OCAD U’)

and

ONTARIO COLLEGE OF ART & DESIGN FACULTY ASSOCIATION  
(‘OCADFA’)

Hereinafter referred to collectively as ‘the Parties’

The Parties to this memorandum of understanding have agreed to the following terms:

1. The Parties agree that a one-time Voluntary Retirement Incentive Plan (VRIP) for the 2020-21 Academic Year be offered to eligible technicians as per the attached plan, under Appendix A.
2. This memorandum of understanding has been entered by the parties on a without prejudice basis and creates no precedent binding on OCAD U or OCADFA in any other situation.
3. In communications with technicians regarding this VRIP, the parties agree to act in good faith by recommending this plan benefit for technicians to consider as a retirement option.

SIGNED AT TORONTO THIS 30<sup>th</sup> DAY OF April 2021



OCAD University



Eric Steenbergen - OCADFA

## APPENDIX "A"

### **Voluntary Retirement Incentive Plan (VRIP):**

- That the opportunity to apply for participation in the plan be offered, subject to the availability of funding, with acceptance of the VRIP including a decision on which plan they wish to accept, required by the employee no later than:
  - May 31, 2021

Note: Such expressions of interest must be sent to Nick Hooper, Director, Facilities and Studio Services with a copy to Nicky Davis, Director, Human Resources;

- That application be open to technicians only whose age plus years of service total 80 or more as of the deadline for application;
- That participation in the plan be subject to approval by the University, which approval will not be unreasonably withheld. The decision to approve or not will be based on financial, curricular, and complement planning;
- That the University inform OCADFA in writing of who has applied, who has been granted, who has been denied, and the reasons for any denial.
- The Plan:
  - Option 1:
    - A one-time retirement allowance of 100% of 2020-21 salary to be paid at the conclusion the 2020-21 academic year; June 30, 2021, with an irrevocable commitment by the employee to retire from their technician position at the end of the active employment period (either contract end date for partial load technicians, or June 30, 2021 for maximum load technicians). All salary, benefits, and pension contributions shall conclude as of June 30, 2021.
    - The participants may opt to have the one-time retirement allowance paid in two (2) payments, with one payment paid in each of the current (2021) and following (2022) calendar years.

#### Option 2:

- An irrevocable commitment by the employee to retire from their technician position at the end of the active employment period (either contract end date for partial load technicians, or June 30, 2021 for maximum load technicians), with salary continuance for the 2021-22 academic year.
- Eligible benefits (Extended Health Care, Vision Care, Dental, Group Life & Accidental Death and Dismemberment) will be maintained for the

duration of the salary continuance period, with current benefits premium employer/employee splits. Salary will be based on the 2020-21 academic year, and will be paid in accordance with the individual's regular salary payment schedule . Benefits coverage does not include Long-Term Disability (LTD); and

- Any technician who accepts the VRIP will be invited to engage in consultation with Nick Hooper, Director, Facilities & Studio Services regarding replacement needs arising from the vacancy.
- Vacancies caused by this agreement in the permanent/probationary technician complement, as defined by FTE, will be replaced by September 1, 2025 (for the 2025-26 academic year).