

## Memorandum of Understanding

between:

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

and

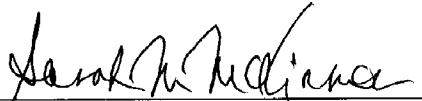
ONTARIO COLLEGE OF ART & DESIGN FACULTY ASSOCIATION  
("OCADFA")

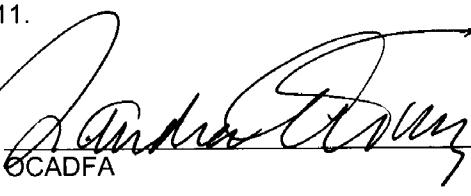
Hereinafter referred to collectively as "the Parties"

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

1. The Parties agree that a revised one-time Voluntary Retirement Incentive Plan be offered to eligible faculty as per the attached plan.
2. The University's ongoing intention is to replace retirements with CLTA, Continuing, and Tenured positions in support of its Academic Plan while balancing financial, curricular, and faculty complement issues. In the interim, any sessional appointments resulting from the teaching load reductions referred to in this memorandum of understanding shall be counted toward the sessional cap provided for in the Memorandum of Agreement between OCAD U and OCADFA as follows: none in 2011/12; 1/2 in 2012/13.
3. 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.
4. In communications with faculty members regarding this Voluntary Retirement Incentive Plan, the parties agree to act in good faith by recommending this plan as a fair and competitive benefit for those faculty considering retirement, and that no plans exist for subsequent retirement incentive offers at the University.

SIGNED AT TORONTO THIS 1 DAY OF JUNE, 2011.

  
Sarah M. McLean  
OCAD University

  
Pandra Gray  
OCADFA

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

- That the opportunity to apply for participation in the plan be offered in the 2011/12 academic year only, according the following deadlines, subject to the availability of funding:
  - July 1, 2011 for a retirement plan to commence in the 2011/12 academic year;
  - Nov 1, 2011 for a retirement plan to commence in the 2012/13 academic year;
  - Mar 1, 2012 for a retirement plan to commence in the 2012/13 academic year.
- That application be open to tenured faculty only, on the basis of age plus years of service totalling 80 or more as of the deadline for application;
- That participation in the plan be subject to approval by the University. Considerations for such decisions will include such factors as financial, curricular, and faculty complement planning;
- That the University inform OCADFA of who has applied, who has been granted, who has been denied, and the reasons for any denial.
- That there be two options available:
  - Phased Option: A one-year phased teaching load reduction, from 100% to 50% in the following academic year, with an irrevocable commitment to retire on June 30<sup>th</sup> of that year. Salary, benefits and pension coverage and premium contribution levels are maintained at unreduced levels for the phase-out year, with a lump sum payment of 25% of salary issued at retirement.
  - Lump Sum Option: A one-time retirement allowance of 100% of salary to be issued at the end of the academic year, with an irrevocable commitment to retire on June 30<sup>th</sup>. Salary, benefits and pension conclude at retirement.
- That participants may opt to have the lump sum payment divided into two payments, with one payment issued in each of the current and following calendar years.
- That participants may request deferral of up to one year of either option of their retirement plan, subject to approval by the University.
- That those faculty who applied for the Voluntary Retirement Incentive Plan prior to June 1, 2011 be offered the same level of remuneration as per the revised plan above.