

CLARIFICATION OF INTENT
Application of Retirement Provisions

This document has been created through discussions in Contract Administration Meetings between the parties to memorialize our agreement on the interpretation of provisions of the collective bargaining Agreement relating to Article 14 - Retirement of Full-time Faculty and Academic Professionals. In determining eligibility for the enhanced retirement benefits described in Article 14.4, the following shall apply:

1. An employee may meet the "ten consecutive years of full-time employment" qualification by working any ten consecutive years in a full-time, bargaining unit position. Employment in a job share shall count toward the ten year requirement on a pro-rated basis. The ten year requirement does not need to be contiguous to the employee's date of retirement, however, the employee must be employed in a full-time position at the time of retirement unless one of the exceptions stated below apply.
2. In the event the employee has met the ten year requirement, but at the time of retirement is employed in a less than 1.0 FTE position for an involuntary reason, (e.g., due to budget reductions or other management initiated reduction of hours), the employee shall be treated as if they were full-time and shall be entitled to the full benefits of the enhanced retirement provisions.
3. In the event the employee has met the ten year requirement, but at the time of retirement is employed in a less than 1.0 FTE position by voluntary action of the employee (e.g., job sharing), the employee shall be entitled to the benefits of the enhanced retirement provisions on a prorated basis, equal to their FTE at the time of retirement.
4. For purposes of defining "full-time" the 10 years of employment must meet the contractual definition appropriate to the employee's job classification. Years employed as a "full-time temporary" employee do not count for eligibility.