

CCFA Collective Agreement 2007 - 2010

Article 18.03 Post-Retirement Employment

- (a) Following retirement from the College, a previous employee may be appointed to a post-retirement position in his/her previous department. With the approval of the appropriate vice-president, the search to fill a specified post-retirement position may be restricted to retired faculty. The post-retirement appointment shall be for a period of two years, unless otherwise agreed to by the Employer and the employee. Appointments may be extended subject to mutual agreement between the College and the employee.
- (b) An employee who has retired and is subsequently appointed to a post-retirement position may work up to a fifty percent (50%) work load. Should an employee who has retired and who was in receipt of an early retirement incentive from the College be appointed to a post-retirement position prior to the period of time covered by the early retirement incentive, the employee shall repay the portion of the early retirement incentive covering the period of time subsequent to assuming the post-retirement position.
- (c) Retired faculty covered by this article shall have the same rights and benefits as continuing faculty members, except the right to revert to a full-time position under Article 1.04(b); the right of first refusal under Article 1.04(c); the right to a continuing position under Article 1.04(e); seniority under Article 1.07; and layoff provisions under Article 3.01(b); 3.02, 3.03, and 3.04(b).
- (d) Retired faculty covered by this Article shall engage in instruction and organizational development activities approved by the College during their period of Scheduled Development. If the appropriate Dean agrees, the retired faculty member may engage in professional development during their Scheduled Development.
- (e) An amount equal to the College's contribution to the College Pension Plan for the workload of the retired employee subsequently appointed to a post-retirement position will be paid by the College to an employee nominated RRSP. This contribution shall continue to the same age as pension contributions are required to be made by the College on behalf of faculty members not covered by this Article.
- (f) If any provision of the Article conflicts with the terms of the College Pension Plan, then that provision will be deemed to be null and void and the parties will negotiate a provision to substitute for the provision

rendered null and void which does not conflict with the College Pension Plan. All other provisions of this article will remain in full force and effect.

- (g)** Employees who moved to “Phased Retirement” prior to July 31, 2003 shall not be adversely affected by changes to the program.