



## **Parameters for Rehiring Fleming Retirees at the College**

Effective September 1, 2008

Amended November 30, 2009

Once an employee of the College has made the decision to retire it is important that they take all factors into consideration. The decision to retire is very personal and individual for any employee. Retirement is less about slowing down and more about seizing your freedom to discover, create and explore the things that matter to people. With this in mind, retirees should not include in their retirement plan the assumption of continuing employment at the College.

When full-time employees retire, a priority for the College is to renew its strengths. This involves ongoing and new opportunities for part-time employees, as well as opportunities for applicants seeking work at Fleming. With the College's intent in mind, when full-time employees are considering retirement, supervisors and other leaders will neither make nor imply promises of ongoing part-time employment after retirement. However, such part-time employment will be considered when relevant operational needs arise and when the reasons and benefits are clear. In these circumstances, retirees may be offered part-time or contractual employment within the following framework:

1. A retired employee must be absent from the College for a period of sixty (60) days, in keeping with Canada Pension Plan guidelines, from their date of retirement before they are eligible for part-time work at the College.
2. After a sixty (60) day absence, retirees are eligible to work up to 24 hours per week as support staff and administrators, and up to 6 hours per week as faculty.
3. Retirees should not be rehired for ongoing work but for short term assignments no longer than four (4) months.
4. In extenuating circumstances, where a College leader feels the need to hire a retiree for faculty or administrative work beyond the above-noted parameters, they must present the rationale to their Executive Leader for written approval **prior to entering into any contract with the former employee.**

**NOTE:** At no time can retirees be hired to perform Support Staff work beyond 24 hours per week in accordance with Article 14.6 – Rehiring.

For additional information contact your Human Resources Consultant.