

Memorandum of Understanding

Between Sir Sandford Fleming College and OPSEU Local #352

Approved by the Academic Union/College Committee on March 19, 2015

Ratified by the General Membership on May 11, 2016

This agreement shall remain in effect until renegotiated at a time to be mutually agreed to by the College and the Union but shall not continue in effect beyond the term of the current collective agreement.

Salary Allocation Principles

This agreement outlines the process for calculating salary allocation for academic employees, considering the guidelines negotiated centrally by OPSEU and College Compensation and Appointments Council (CCAC) in June 2002, and input from the Local Executive Committee agreed to by AUCC January 15, 2004.

- 1) The salary allocation guidelines, calculating academic salary on the basis of working days in an academic year, is used in the following processes:
 - Retirement
 - Termination
 - Short Term Disability leading to Long Term Disability
- 2) The salary reconciliation calculation is conducted comparing the salary that has been *received* in the academic year to date (September 1 – June 30) to the salary that is *owed* based on the salary allocation guidelines.

Example:

Employee retires – December 31, 2014

Sept. 1/14 – Dec. /14 – has worked 88 days of 218 days in the academic year

Annual Salary: \$76,567

Paid: $\$76,567/365*14/10*88 = \$25,914.94$

Owed: $\$76,567/218*88 = \underline{\$30,907.78}$

Difference: $= \underline{\$ 4,992.84}$

This amount would be paid as a pensionable lump sum on Dec. 31/14. Retirement pension commences Jan. 1/15.

- 3) The following clarifies the procedures that will be followed regarding treatment of salary in such situations:

Retirement/Termination:

When academic employees retire or terminate, a reconciliation of their earnings for the current academic year will be conducted by HR. Any earnings owed, will be paid out at the time of retirement as a lump sum which will be considered pensionable earnings.

Any vacation carried forward from previous academic years will be paid out as a lump sum but will not be considered pensionable earnings.

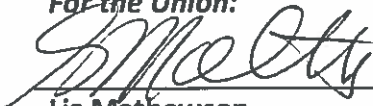
There are financial benefits for academic employees if retirement occurs at the end of the academic year (June 30th) rather than other times of the year. For those employees who do not typically take vacation in July/August, these financial benefits will not apply. Information is available from the Benefits Leader.

Effective the date of retirement, academic employees will bear the cost of any Sun Life benefits they choose to retain.

Short Term Disability/Long Term Disability:

A salary reconciliation will be undertaken for those academic employees who are on short term disability leading to long term disability. This shall be done in accordance with the "Academic Staff Salary Allocation and Income Replacement Guidelines of Short and Long Term Disability – June 28, 2002", prepared by Ontario Council of Regents Secretariat.

For the Union:



Liz Mathewson

President, OPSEU Local #352

For the College:

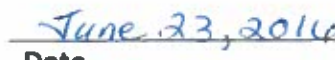


Tony Tilly

President, Fleming College



Date



Date