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## Panel: Phased Retirement in Higher Education

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**2012-15 Collective Bargaining Agreement  
Oakland University-AAUP  
Phased Retirement Provision**

134. Reduced Work Schedule Prior to Retirement. With the approval of Oakland, a full-time non-visiting faculty member who will have attained the age of 58 and who has fifteen years of service may undertake a reduced work schedule for a period not to exceed three academic years, following the completion of which the faculty member shall retire under the provisions of this article. The reduction in work schedule shall not exceed 50%, and the faculty member shall be entitled to receive that fraction of his or her regular annual salary represented by the reduced work schedule. The retirement contribution specified in this Article XVIII shall also be based on the reduced salary. The reduced work schedule is subject to the approval of Oakland. None of the provisions of Article XVI except paragraphs 102-110 and 115 shall be applicable during the period of the reduced work schedule unless specifically agreed upon by Oakland and the faculty member.

**2013-2016 Collective Bargaining Agreement  
University of Florida-United Faculty of Florida  
Phased Retirement Provision**

25.6 The University recognizes that faculty members may wish to adjust their workload as they near retirement, and that individual faculty member needs may vary. Any phased retirement proposal requested by a faculty member may not contravene other provisions of the collective bargaining agreement and must be approved in writing by the respective dean.