

Journal of Collective Bargaining in the Academy

Volume 0 *National Center Proceedings 2015*

Article 20

April 2015

Panel: Phased Retirement in Higher Education

William Connellan
University of Florida

Follow this and additional works at: <http://thekeep.eiu.edu/jcba>



Part of the [Collective Bargaining Commons](#), and the [Higher Education Commons](#)

Recommended Citation

Connellan, William (2015) "Panel: Phased Retirement in Higher Education," *Journal of Collective Bargaining in the Academy*: Vol. 0 , Article 20.

Available at: <http://thekeep.eiu.edu/jcba/vol0/iss10/20>

This Proceedings Material is brought to you for free and open access by The Keep. It has been accepted for inclusion in Journal of Collective Bargaining in the Academy by an authorized editor of The Keep. For more information, please contact tabruns@eiu.edu.

**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.