

## 40.8 The Carleton University Retirement Plan

- (a) The parties agree that the Carleton University Retirement Plan ~~in effect as of April 30th, 2009, shall continue for the term of this Agreement, except that if the Plan is amended to modify the Employer's obligation to fund the minimum guarantee fund beyond actuarial requirements, that amendment will take effect as provided by the amended plan.~~
- (b) The parties to the Agreement undertake to cooperate with any external group or body having a prima facie legitimate interest in the Plan or University Pension Plans in general, such as the Federal or Provincial Governments and their agencies, and Associations representative of University administration and/or faculties, with a view to improving the pension benefits of employees.
- (c) In respect of the foregoing, the Employer undertakes to provide information concerning the funding, liabilities, terms and conditions of operations of the Plan to any group or body of the nature of those indicated, as soon as such information is available. Such information shall be presented in such a way as not to violate the confidentiality of individuals.
- (d) The Employer shall make reasonable efforts to negotiate with other Canadian Universities with a view to entering into reciprocal pension agreements. The Employer agrees to report, at regular intervals, to the JCAA.
- (e) Nothing herein shall be construed so as to restrict the right of the Employer at its sole discretion, upon request from an employee, to reappoint the employee for such other period of time, or upon such other terms as the Employer may choose, in accordance with the provisions of the Retirement Plan.
- (f) The parties agree to take appropriate steps, jointly and individually, to provide information to eligible employees with particular emphasis on:
  - (i) the income tax implications and the potential net income effects of a reduced salary under Article 13.6.
  - (ii) the maintenance of benefits and pension contributions provided for under Articles 13.6 and 9.10.
  - (iii) the retirement planning benefit of exercising the option under Article 13.6.