

# Memorandum of Understanding

Between the University of Saskatchewan and  
the University of Saskatchewan Retirees Association

March 2024

## Principles

The University of Saskatchewan (“the **University**”) values its retirees. Although no longer employed by the University, former faculty and staff remain an important part of the extended University community and many of them wish to continue to participate in the life of the University. The University recognizes that an ongoing relationship with its retirees is mutually beneficial and welcomes opportunities for engagement with retirees.

The University of Saskatchewan Retirees Association (the “**USRA**”), a non-profit association, represents all of the University’s retirees, whether or not they are USRA members, and sees real value in a strong and productive relationship with the University.

The University and the USRA recognize the importance of promoting the USRA to both those faculty and staff who have retired and those who will be retiring in the future. The University and the USRA agree to work together to develop strategies to welcome existing and new retirees to the USRA.

## Definition

The USRA defines “retiree” broadly. The USRA definition includes all persons who have left positions at the University after six or more years of employment and have reached the age of 55 years. Persons who were employed in federated and affiliated colleges are included in the definition, as are persons who were employed under research grants and contracts. The University agrees to adopt the USRA definition for the purposes of this MOU.

## Collaboration

The parties agree to work together to maintain an ongoing mutually beneficial relationship characterized by collaboration and respect.

Retirees have a continuing interest in the welfare of the University and many of them wish to continue to contribute to its success. The University welcomes their continued membership and participation in the University community and agrees to promote and support their continued scholarly, creative, professional or volunteer activities.

The USRA agrees to act as the official liaison between the University and its retirees, and to consult with the University about retirees’ concerns. To the best of its abilities, the USRA agrees to represent the perspectives of all retirees and to keep them informed of opportunities to engage with the University.

The University's points of contact with the USRA will be the Vice-President University Relations (or designate) and the Provost and Vice-President Academic (or designate), one of whom will attend at least 2 regular meetings of the USRA board annually to facilitate dialogue. Unless changed by mutual agreement those meetings will be the first Tuesday in September and the first Tuesday in January.

A Coordinating Committee will be established with its primary role being to manage the MOU and the relationship represented by the MOU. The committee will include representatives from the USRA and the Office of the Vice-President University Relations, and will meet at least once a year.

The University of Saskatchewan Alumni Association (USAA) recognizes retirees who are not graduates as Associate Alumni/Alumnae in its bylaws, and wishes to engage with them and support the USRA to the best of its abilities.

### **Articles of Agreement**

The University agrees to provide the USRA with support for its operations, including:

- an office on campus, with standard office furnishings, telephone and internet. Currently this space is in the Williams Building, room 310.
- access to meeting space on campus, provided through the central booking services. Currently this space is the Retirees Lounge in the Peter MacKinnon Building, room 132.
- email, web, file and postal services
- access to support staff
- annual operating funds (to be reviewed every three years, along with the MOU as a whole)

The University and the USRA will collaborate to facilitate effective communication with existing, new and prospective retirees by ensuring that both parties have access to accurate, up-to-date contact information and by giving the USRA a prominent place on the University's website. The parties will also collaborate in the development and delivery of programming aimed at growing retiree engagement in support of university priorities.

The USRA will assist the People and Resources unit and others in the University in the planning and delivery of events for prospective retirees.

The USRA and the University will work together to host and update USRA membership contact information in the University's CRM Engage database.

The University will ensure that the USRA receives formal invitations to events such as Convocation and the Employee Appreciation Picnic.

The University will ensure that USRA members receive publications that are distributed to current employees, whether by post or by email.

Retirees may be called upon to serve on University committees from time to time to provide a retiree perspective and, where appropriate, serve on graduate student supervisory or examination committees.

The University will provide insurance coverage for USRA members when they are engaged in official university activities as approved by the University or any of its units.

### **Services for Individual Retirees**

The University agrees to work with the USRA in providing a range of services to its retirees, including, but not limited to, ICT services and Library services. The delivery of some services may be role-dependent (eg. Emeritus Professor, USRA member, etc.) and there may be nominal charges to offset the cost of delivering some services.

#### **1. ICT Services**

For a nominal annual fee, retirees can retain their network services identifier (NSID) and access to a range of NSID-enabled ICT services, including:

- @usask.ca email and calendar;
- use of the University's portal (PAWS) with services determined by their role;
- WiFi: access to the University's service when on-campus and EduRoam when travelling.

Continuation of these services requires an annual opt-in process.

#### **2. Library services**

- All retirees have access to the library's physical collections.
- All retirees have access to inter-library loan services at no charge.
- All retirees have on-campus access to electronic resources (databases, electronic journals, and data files) licensed by the University Library. Off campus access is available only to emeriti/emeritae.

#### **3. All retirees have access to University-sponsored continuing education opportunities, including enhancing computer skills and other areas of general interest.**

### **Compliance with Existing Legal Rights or Agreements**

This agreement reflects the mutual intention of the parties to foster greater involvement of retirees in the University community without altering existing rights and obligations, including legal agreements between the University and its employee groups.

Retirees who engage in University activities agree to abide by regulations and policies of the University and the USRA.

### **Duration of this MOU**

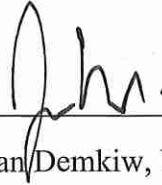
This MOU will be effective for a period of three years (July 1, 2024 to June 30, 2027), at which point it may be renewed following a joint review of continued benefits for both parties.

Signed on behalf of the University:



Peter Stoicheff, President

Date: *March 27, 2024*



Julian Demkiw, University Secretary

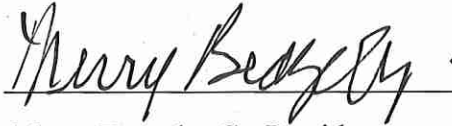
Date:

Signed on behalf of the USRA:



Jim Thornhill, Co-President

Date: *March 27/2024*



Merry Beazely, Co-President

Date: *March 27, 2024*