

## POLICY

<b>Policy Title</b>	College Associates Plan
<b>Policy Holder</b>	Organizational Effectiveness
<b>Policy Approver(s)</b>	Senior Team
<b>Related Policies</b>	
<b>Related Procedures</b>	
<b>Appendices</b>	
<b>Storage Location</b>	Website - <a href="https://www.confederationcollege.ca/policies-and-procedures">https://www.confederationcollege.ca/policies-and-procedures</a>
<b>Effective Date</b>	March 25, 2009
<b>Next Review Date</b>	

### Purpose

To recognize the contributions of our retirees.

### Scope

This practice applies to all retirees from full time or regular part time positions beginning January 1, 2020.

### Policy Statements

- PRACTICE

**BENEFITS FOR RETIREES FOR ONE YEAR FROM THE DATE OF RETIREMENT**

1. Access to the Library;
2. \$20.00 tuition fee for Ministry approved College courses;
3. Free attendance at seminars offered by Human Resources Services (HRS);
4. Annual membership in the Staff Recreation Association; and
5. Complementary Fitness Centre Membership.

**BENEFITS FOR RETIREES AFTER ONE YEAR FROM THE DATE OF RETIREMENT**

1. Access to the Library;
2. \$20.00 tuition fee for Ministry approved College courses;
3. Free attendance at seminars offered by HRS; and,
4. Access to an annual membership in the Staff Recreation Association for a fee.

- IMPLEMENTATION

This practice replaces the previous plan for employees who retire after January 1, 2020. Retirees currently accessing benefits through the former plan will be entitled to maintain aspects previously enjoyed with the exception of parking which will be sunsetted. Affected individuals will be contacted individually.

## Non-Compliance

## Revision History

Version	Change	Author	Date of Change