

THE UNIVERSITY OF BRITISH COLUMBIA

ELIMINATION OF MANDATORY RETIREMENT - IMPACT ON NON-UNION EMPLOYEE GROUPS

This document is intended to provide a comprehensive review of how Bill 31, Elimination of Mandatory Retirement, will impact non-union employee groups (Technicians & Research Assistants and Executive Administrative Staff).

The provisions that the University has made as a result of the legislation are as follows:

Statement of Principles

- 1.00 The “Normal Retirement Date” (NRD) is the first of the month following the month in which the employee turns 65
- 1.01 An employee may retire on or prior to their Normal Retirement Date or an employee can work beyond their Normal Retirement Date.
- 1.02 Like those working prior to their Normal Retirement Date, an employee who decides to work beyond their Normal Retirement Date is required to perform the full scope of their duties and responsibilities except as provided for in Article 4.0 below.
- 1.03 An employee shall give written notice of retirement three months in advance of their planned retirement date.

2.0 Benefits

- 2.01 Benefit plan coverage will continue for employees who work past their Normal Retirement Date until the employee receives pension benefits, either voluntarily or as required by law (i.e., currently, under the Income tax Act, an employee must begin taking their pension at the end of the year in which they turn 71), except as amended in articles 2.05, 2.06, and 2.07 below.
- 2.02 The following benefit plans available to employees under the age of 65 remain in place for employees who work past their Normal Retirement Date in accordance with the terms of the Plans until the employee receives pension benefits (retires), either voluntarily or as required by law:
 - Extended Health Plan
 - Dental Plan
 - Optional Life Insurance for Members
 - Medical Services Plan
 - Employee and Family Assistance Plan
- 2.03 The Staff Pension Plan available to employees under the age of 65 remains in place for employees who work past their Normal Retirement Date in accordance with the terms of the Plan and applicable legislation.
- 2.04 The tuition fee benefit is not limited by age.

- 2.05 The following benefit plan available to employees under the age of 65 is reduced for those who work past their Normal Retirement Date until the employee receives pension benefits, either voluntarily or as required by law:
- Basic Group Life Insurance coverage is reduced to 1.0 x basic earnings.
- 2.06 The following benefit plans will not be available to employees who work past their Normal Retirement Date:
- Optional Life Insurance coverage for spouses
 - The Income Replacement Plan currently terminates benefits on the last day of the month in which the employee turns 65. In the event that in future there are changes in the IRP Plan regarding coverage beyond the last day of the month in which the employee turns 65, this provision will be superseded by any such change to the IRP Plan.
- 2.07 In addition to the above, the following benefit plans will be modified for those employees who are on an unpaid leave of absence on or after their Normal Retirement Date until the employee receives pension benefits, either voluntarily or as required by law:
- Extended Health: Out-of-Country Emergency Travel Coverage and Assistance is limited to 60 days per trip.
 - Basic Group Life and Optional Life Insurance coverage may be maintained at the employee's cost for up to 24 months (maintenance of this coverage is extendable only with the approval of the carrier) and subject to the terms of the plan.

Sick Leave

- 3.00 There will be no change to the terms and conditions pertaining to short-term sick leave as provided for in the current handbooks.
- 3.01 Where an employee who continues to work past their Normal Retirement Date is unable to perform their duties because of illness or injury and has exhausted their sick leave entitlement, the employee may take an unpaid leave of absence – see article 2.07 above for terms related to benefit coverage during the unpaid leave.

Processes to Support Retirement

- 4.00 UBC Policy 49, “Reduced Workload/Responsibility Appointment – Non-Academic Staff”, remains an option available to staff. For those working beyond their Normal Retirement Date, and reducing their workload under Policy 49, applicable paragraphs under article 2.0 above supersede terms related to Benefits in Policy 49 (“Benefits”).