

---

# THE UNIVERSITY OF BRITISH COLUMBIA



**Human Resources**  
Room 350 - 2075 Wesbrook Mall  
Vancouver, BC  
Canada V6T 1Z1  
<http://www.hr.ubc.ca>

**Date: August 14, 2007**

**To: Deans, Directors, Department Heads and Administrators**

**From: Linda McKnight, Director, Human Resources – Advisory Services**

**CC: HR Advisors & Associates; HR Networks**

**Re: Staff Update – Changes to Mandatory Retirement**

---

*Please ensure you forward this communication to those within your faculty or department responsible for the management of staff.*

As you will know from our previous communications, *Bill 31 - Mandatory Retirement Elimination Amendment Act, 2007* will amend the Human Rights Code effective January 1, 2008.

The amendment eliminates the ability to discriminate on the basis of age, except for in the provision of bona fide group or employee insurance plans (example: benefits). This means that after January 2008, employees will be able to choose the age at which they wish to retire.

As a result of this, the University has sought to negotiate Letters of Agreement with the respective unions and associations to address issues arising from the legislation. While there are a number of items to turn our minds to, the issue of benefits coverage and processes to support retiring employees are perhaps the most significant.

We have been successful in achieving such an agreement with the Faculty Association. We are now pursuing agreements with the staff unions and AAPS. What follows is a summary of our progress to date.

## **AAPS**

The Association of Administrative and Professional Staff represents approximately 2,500 of UBC's management and professional staff. We have met with AAPS on a number of occasions and we are working through the terms and conditions of a Letter of Agreement. While we are still in the discussion stage and have a number of outstanding items, we hope to reach agreement prior to January.

## **CUPE Local 2950 and Local 116**

CUPE Local 2950 represents approximately 1,700 non-professional secretarial, clerical and library staff at UBCV, while CUPE Local 116 represents approximately 1,900 staff employed in a variety of positions at UBCV, including but not limited to: trades people; food service workers; technicians and custodians.

We have met with the CUPE locals separately, and more recently, jointly. While the University provided the unions with a proposal, we have now been advised by the CUPE National Representative - who spoke on behalf of CUPE 2950 and 116 - that they have decided to decline to negotiate a Letter of Agreement with the University.

They have indicated that they expect UBC to do what is fair and equitable in this matter. They expressed the concern that by agreeing to a letter that discriminates in any way (even though permissible for the purposes of bona fide group or employee insurance plans), they may be exposed to a possible discrimination challenge under the *Charter of Rights & Freedoms*.

The University will therefore work through the changes and implementation issues and will keep you informed when such changes have been decided.

**CUPE Local 2278**

CUPE 2278 represents Teaching Assistants and approximately 60 – 70 Language Instructors at the University. We are currently waiting to hear from CUPE 2278 representatives, however we anticipate that they will respond in line with CUPE Locals 2950 and 116.

**BCGEU Child Care Workers and BCGEU UBCO**

BCGEU represents more than 200 Child Care Workers at the UBCV campus. HR representatives from UBCV will be meeting with BCGEU Child Care Worker Union representatives in the next month or so.

BCGEU also represents all staff at UBCO who are not part of the management and professional or excluded groups. HR representatives from UBCO will be meeting with union representatives in the Okanagan in August.

**IUOE Local 882**

The International Union of Operating Engineers represents engineers and firemen in the operation and maintenance of the power plant at UBCV. This is a relatively small group of approximately 50 – 60 members. The University will be meeting with IUOE representatives in September.

**Technicians & Research Assistants, Executive Administrative Staff and Excluded Staff**

For all staff that are not represented by either a union or an association, the University will be abiding by the legislation and finalizing the changes to the terms and conditions of employment in the next few months.

**Conclusion**

We will continue to keep you updated as we proceed with these meetings and agreements.

Please be cognizant that mandatory retirement at age 65 remains in effect for staff until these negotiations are concluded.

If you have staff reaching the age of 65 commencing next year, you should not assume they will be retiring. Once Agreements are in place, we will be communicating the full details to you with supporting online documentation at [www.hr.ubc.ca](http://www.hr.ubc.ca).

If you have any questions with regard to the above, please consult with your Human Resources Advisor.