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# THE UNIVERSITY OF BRITISH COLUMBIA



**Human Resources**  
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**Date:** January 17, 2008

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

**From:** Linda McKnight, Director, HR – Advisory Services

**CC:** HR Advisory Services

**Re:** Status Update – Elimination of Mandatory Retirement for Staff

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Effective January 1, 2008, UBC eliminated mandatory retirement across all employee groups that had not reached agreements earlier in 2007.

This was in response to [Bill 31 – Human Rights Code \(Mandatory Retirement Elimination\)](#) Amendment Act, 2007, which took effect on January 1, 2008.

Please ensure your staff is aware of the fact that mandatory retirement at age sixty-five (65) has been eliminated.

Practically, the legislation necessitated a review of UBC terms and conditions of employment as set out in our collective agreements and various handbooks.

## **STATUS UPDATE**

You have previously been notified that during 2007, the University came to agreement with the [Faculty Association](#) and [AAPS](#) with regard to revised terms and conditions that took effect last year, and we have been operating under these agreements since that time.

CUPE union representatives declined to enter into such an agreement and left it to the University to determine the impact on staff represented by them.

We have, therefore, made some decisions with regard to the impact of the legislation on staff members represented by CUPE 116, 2950 and 2278.

In an effort to be as consistent as possible, where appropriate we have based our decisions on:

- The Faculty and AAPS Agreements;
- Input from our insurance providers;
- The established practices of Canadian organizations.

Again, for the sake of consistency, we have made very similar decisions with regard to the impact on Non-union Technicians/Research Assistants and Executive Administrative staff (non-union secretarial/clerical).

We are still in discussion with IUOE Local 882 representatives with regard to the impact of the legislation on their members. However, we have presented them with a similar document outlining the respective changes.

## **HIGHLIGHTS – IMPACT ON CUPE, IUOE, TECHNICIANS & RESEARCH ASSISTANTS AND EXECUTIVE AMINISTRATIVE STAFF:**

### ***Principles:***

- We have maintained the concept of a “Normal Retirement Date” for the purposes of distinguishing differentiated terms and conditions of employment for those under 65 and those over 65.
- An employee may retire prior to their Normal Retirement date or any time beyond their Normal Retirement Date.
- Staff working beyond their normal retirement date are required to perform the full scope of their duties.

### ***Benefits:***

- The benefit plans that will continue beyond the normal retirement date (until the employee receives pension benefits, which can be no later than the end of the year in which they turn 71) include: Extended Health, Dental, Optional Life Insurance for members only (i.e., not spouses), Medical Services Plan, Employee and Family Assistance Program, and sick leave.
- Optional Life insurance for spouses ends on the member’s normal retirement date.
- Out-of-country emergency coverage under the Extended Health plan is limited to 60 days per trip for anyone on an unpaid leave of absence.
- The Staff Pension Plan will remain in place in accordance with the terms of the Plan and applicable legislation.
- The tuition fee waiver will continue.
- The Basic Group Life Insurance coverage is reduced to 1.0 x basic earnings.
- The Income Replacement Plan (i.e., IRP or long-term disability coverage) is not available after the staff member’s Normal Retirement Date.
- Benefit plans for active employees are discontinued when staff members are required by legislation to take their pension (currently age 71), or when they voluntarily take their pension.

### ***Retirement Options:***

Staff will continue to have access to [UBC Policy #49, Reduced Workload/Responsibility Appointment – Non-academic Staff](#).

## **NOW AVAILABLE ONLINE**

The Agreements are available online at <http://www.hr.ubc.ca/retiring/> for administrators and staff to review. You will also find the documents that the University has prepared that outline the changes for staff represented by CUPE and Non-Union staff on the same webpage.

We will be developing more online resources – including FAQs - on our website in the next while and will keep you informed accordingly.

## **CONTACT INFORMATION**

If you have any questions with regard to the above, please contact your HR Advisor for assistance.