

HOW DOES THE ELIMINATION OF MANDATORY RETIREMENT AFFECT FACULTY?

FREQUENTLY ASKED QUESTIONS

On what day will mandatory retirement be eliminated? Mandatory retirement will be eliminated effective 1st January, 2008.

Benefit coverage for eligible regular and non-regular type 2 faculty age 65 and over, effective 1st January 2008.

What benefit coverage will I have if I continue to work beyond age sixty-five?

- **Sick Leave** – Article 15.06 – no change.
- **Medical Services Plan (basic medical)** no change, coverage continues.
- **Extended Health Benefit (EHB)** no change, coverage continues.
- **Dental** no change, coverage continues.
- **Group Life Insurance** – 3 x annual earnings will continue to the 31st August following the age of sixty-five, at which time the coverage reduces to 1 x annual earnings. Coverage will cease on the employee's seventy-first birthday or upon retirement, whichever occurs earlier.
- **Optional Life Insurance** – terminates on your seventy-first birthday.
- **Accidental Death & Dismemberment (A. D. & D.)** – 3 x annual earnings will continue to the 31st August following the age of sixty-five, at which time the coverage reduces to 1 x annual earnings. Coverage will terminate on the employee's seventy-first birthday or upon retirement, whichever occurs earlier.
- **Short Term Disability** – coverage terminates on the date of your sixty-fifth birthday.
- **Long Term Disability** – coverage terminates on the date of your sixty-fifth birthday.

Why does short term disability and long term disability cease at age sixty-five? The Human Rights Code continues to allow for age-based distinctions under a bona fida group benefit insurance plan.

I currently contribute to the College Pension Plan. Will employer and employee contributions continue to be made to the College Pension Plan post age 65? Subject to current Pension Corporation regulations, contributions will continue until the date of your retirement or the 30th November of the year in which you turn sixty-nine, whichever is earlier. The latest a member can begin to receive a monthly pension is currently the 1st December of the year in which you reach sixty-nine years of age. A person may continue to work and draw a pension.

Article 21 of the faculty collective agreement currently states that a faculty employee shall retire from continuous full-time employment at the University on August 31st, following the faculty employee's 65th birthday. Do faculty who turn age 65 on or after September 1, 2007 need to retire in 2008? No, the abolishment of mandatory retirement means that Article 21 of the collective agreement ceases to have force and effect as of January 1, 2008.

Does the elimination of mandatory retirement impact upon my ability to retire prior to age 65? No, you may retire with an unreduced pension as early as fifty-five years of age with thirty-five years of pensionable service. Between fifty-five and sixty years of age with less than thirty-five years of service, you may retire with a reduced pension. At age sixty, you may retire with an unreduced pension.

When I am contemplating retirement, what should I do?

- Access retirement planning workshops including the seminars offered by the College Pension Plan. You may view the seminar schedule on the college.pensionsbc.ca web site for future dates.
- Advise your Dean in writing of your intention to retire as far in advance as possible.
- Advise Human Resource Services (preferably six months in advance) in order that the pension package may be requested from the College Pension Plan in Victoria. The pension package is mailed directly to your home from the College Pension Plan.