

Frequently asked questions about working beyond normal retirement date for CUPE locals 951 & 917 and Exempt employees

These are some of the questions and answers you may have about retirement if you are a CUPE local 951, 917 or Exempt Support Staff employee. They have been developed by the University Human Resources Department.

What is my Normal Retirement Date?

For the purposes of the Staff Pension Plan, the normal retirement date (NRD) of regular/continuing staff who are members of the Plan, is the end of the month following your 65th birthday.

Do I have to retire?

The law in British Columbia prohibits mandatory retirement. In the absence of giving notice to retire, your supervisor or manager will assume you will continue working as usual. You may receive a notice from the Pension or Benefits Offices advising that your Normal Retirement date is approaching and requesting you let them know by a certain date if you intend to retire, so that certain administrative procedures can be completed in a timely way.

What if I want to retire?

If you want to retire, you must do so by giving notice to your supervisor/manager in writing. In addition, it is helpful and much appreciated if you can let your supervisor or manager know as soon as you are certain of your plans, even if that is some time away. Please send a copy of your written notice to both the Pension Services Office (2nd floor of the Michael Williams Building, Room B278) and the Benefits Office (c/o Human Resources).

What benefits will I receive if I keep working past my normal retirement date?

Coverage for eligible employees working past normal retirement continues for these benefits:

- EHB*
- Dental
- Basic Group Life** and Voluntary Optional Group Life Insurance
- Sick Leave Benefits
- Employee and University contributions to the Staff Pension Plan

The benefits listed above will be provided until the earlier of when you retire, or, when you receive University pension benefits, either voluntarily or as required by law (currently, under the Income Tax Act, an employee must begin taking their pension at the end of the year in which they turn 71).

*Please note that at age 65, eye exams become part of the provincial health care program (MSP) and are not covered by EHB.

Employees working past their normal retirement date will no longer be eligible for Long Term Disability coverage and benefits; and at that time, Basic Group Life Insurance will be available only at one times annual salary (**reduced from one and one half times).

Why is there no LTD past 65?

The insurance carrier does not provide coverage past age 65.

What about my pension after normal retirement date?

Until the age set by statute (currently 71), while you continue to work at UVic, you will continue to pay into your pension plan as will the University, just as before normal retirement date. At the statutory age, you must begin drawing your pension and can no longer contribute to it. Your other benefits will also end at this date.

What if I am in a Term appointment?

If you are working in a term position (i.e. you have an appointment with a stated end date) and are entitled to any benefit plan(s) listed above under your current collective agreement, your eligibility for these benefits will not change if you are employed in a term position after you turn 65. Basic Group Life Insurance coverage will be reduced to one times salary where this is appropriate; and there is no LTD.

Resources:

Benefit Handbooks, Quick Reference Guides and FAQ

<http://www.uvic.ca/hr/services/home/compensation/benefits/handbooks/index.php>

Planning Ahead seminars, workshops and web resources

<https://www.uvic.ca/hr/learning-development/financial-planning/index.php>

Retirement Checklist

<http://www.uvic.ca/hr/assets/docs/benefits/RetirementChecklistforStaff.pdf>