



Human Resources
MEMORANDUM

TO: University of Saskatchewan Faculty and Staff
FROM: Cheryl Carver, Director
DATE: April 4, 2008
SUBJECT: Mandatory Retirement

As you may know, amendments to the Saskatchewan Human Rights Code were passed in the Saskatchewan legislature and came into force on November 17, 2007. The Saskatchewan Human Rights Code Amendment Act, 2006, (Bill 9) put an end to mandatory retirement by changing the definition of age in the Code to include persons over 65 years.

The amendment eliminates the ability to discriminate on the basis of age, except in the provision of bona fide group or employee insurance plans. This means that employees now have the ability to choose the age at which they wish to retire.

As a result, the University is seeking to negotiate new collective agreement provisions or memorandums of agreement with our respective unions and associations to address issues arising from the changes to 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.

For all Faculty and 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.

We will continue to keep you updated as we proceed with our discussions and agreements.

Planning for Retirements

Now that mandatory retirement at age 65 or 67 has been lifted for all Faculty and staff, it is important to reference collective agreements or handbooks for guidance. The Exempt Handbook (6 months), ASPA (6 months) and CUPE 1975 (90 days) contracts all have provisions regarding notice of retirement that provide guidance to employees on when to notify colleges/units of their intended date of retirement.

Until an agreement is reached with the Faculty Association regarding suitable length of notice prior to retirement, and in the mutual interest of all involved in long-range planning

at both the college and department level, we would encourage individual Faculty to advise their department/college of their intentions for retirement at least one year in advance of their chosen retirement date.

Questions regarding pension and benefits eligibility should be directed to Garry Schlichemeyer at 966-6634 or garry.schlichemeyer@usask.ca.

Once agreements are in place and changes to pension and benefit programs have been finalized, we will communicate the full details with supporting online documentation.

If you have any questions with regard to the above, please contact Human Resources at 966-6270.



Cheryl Carver
Director

CC/cg