

Memorandum of Agreement  
Between  
The British Columbia Institute of Technology  
And  
The British Columbia Government and Service Employee's Union  
Support Staff

Re: Mandatory Retirement

The parties agree that in the event the BCIT Board of Governors decides to abolish the Institute's current age 65 mandatory retirement policy, the following conditions will apply:

- 1) No employee will be required to retire due to age, provided that the Employee is capable of carrying out his/her duties.
- 2) Employees that retire from the Institute and are subsequently re-employed will be considered new employees.
- 3) Individuals who continue to work beyond the end of the month in which they turn 65:
  - a) will not be entitled to LTD coverage as set out in Appendix A – Part II. Cessation of Plan Coverage will be in accordance with Appendix A 2.8.
  - b) will be entitled to Group Life insurance in the amount of \$10,000 until age 70.
  - c) will not be entitled to the provisions of Article 29.10.
  - d) will be entitled to access the Short Term Illness and Injury plan as set out in Appendix A – Part I.

4) An employee who is over the age of 65, and who has been absent from active employment as a result of illness or injury for a 6 month period, may, at the Institute's discretion, be terminated from employment at the Institute

5) The Parties agree that the following collective agreement articles will be interpreted as follows:

a) 12.2(d) – Labour Adjustment

The reference to “early retirement” under “*purchase of past pensionable service*” shall be read in the context of the Pension Plan requirements regarding the eligible age to receive a superannuation allowance – see Article 12.10.

b) Article 12.8 – Layoff Notice

The reference to “early retirement” shall be read in the context of the Pension Plan requirements regarding the eligible age to receive a superannuation allowance – See Article 12.10.

c) Article 12.9 – Layoff Options

The reference to “early retirement” shall be read in the context of the Pension Plan requirements regarding the eligible age to receive a superannuation allowance – See Article 12.10.

d) Article 12.10 – Early Retirement

For the purposes of this provision, the reference to “the time that would be required to reach an Employee's maximum retiring age” will mean the time that it would take to reach the Employee's 65<sup>th</sup> birthday.

e) Article 18.1 – Vacation Leave on Retirement

The reference “or who has reached the mandatory retiring age” will have no application.

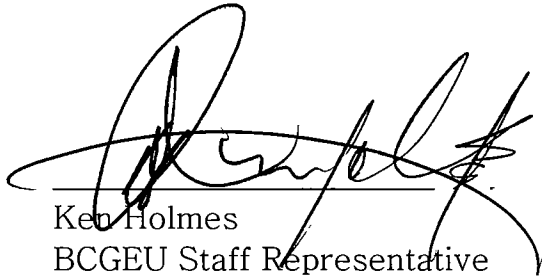
f) Article 18.2 – Pre-retirement Leave

The reference “or who has reached the mandatory retiring age” will not have any significance.

6) The Parties agree that an annual review and assessment of the impact that the abolishment of the mandatory retirement policy has had on

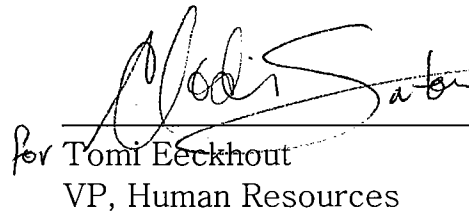
Employees, the Union and the Institute will take place in October of 2005 and each subsequent calendar year.

On behalf of the  
BCGEU Support Staff



Ken Holmes  
BCGEU Staff Representative

On behalf of  
The British Columbia Institute  
of Technology



for Tomi Eeckhout  
VP, Human Resources

Date: October 6, 2004

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