

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

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) Employees will receive notice by November 30th of the duty year in which they turn 65 of their options with respect to retirement or continuation of employment. Such employees will be required to advise the Employer by December 30th of that same year of whether they will be continuing their employment beyond the end of their duty year.
- 4) Individuals who continue to work beyond the end of the duty year 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 26.8.

- d) will be entitled to access the Short Term Illness and Injury plan as set out in Appendix A – Part I.
- 5) The duty year will continue to be defined as September 1 through August 31.
- 6) 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
- 7) The Parties agree that the following collective agreement articles will be interpreted as follows:
 - a) **12.2 Pre-Layoff canvass**
The reference to “early retirement” will be understood to mean “retirement”
 - b) **Article 12.5 – Regular Employees and Layoff**
The reference to “early retirement” will be understood to mean “retirement”
 - c) **Article 17.11 – Annual Leave on Retirement**
The reference “or who has reached the mandatory retiring age” will have no application.
 - d) **Article 19.12 – Pre-Retirement Leave**
The reference “or mandatory retiring age” will have no application.
 - e) **Article 19.13 – Early Retirement Incentive**
For the purposes of this article only, the reference to “normal retirement” shall be retirement at the age of 65. The definition of “early retirement” will continue to be applicable for Early Retirement Incentives under this article.
 - f) **Early Retirement Incentive Memorandum of Agreement (02Voc03)**
The reference to “years to retirement” will have no application.
- 8) The Parties agree that an annual review and assessment of the impact that the abolishment of the mandatory retirement policy has had on

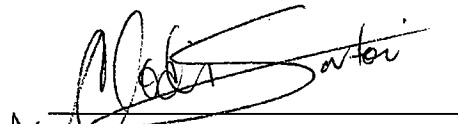
Employees, the Union and the Institute will take place in October of 2005 and each subsequent calendar year.

On behalf of the
BCGEU Vocational Instructors

The British Columbia Institute
of Technology



Ken Holmes
BCGEU Staff Representative



Tomi Eeckhout
VP, Human Resources

Date: Oct 6/04

Date: October 6, 2004