

Retirement and Re-Employment Policy

Purpose To establish guidelines for determining the date of retirement and for re-employment.

Policy The College supports and will follow the principle of compulsory retirement at age 65.

Date of Compulsory Retirement:

- In the case of employees participating in the Municipal Pension Plan, i.e. support staff, the maximum retirement date will be the end of the month in which the employee turns age 65.
- In the case of employees participating in the College Pension Plan, i.e. instructors and administrators, the maximum retirement date will be August 31st following the date the employee turns age 65.

Date of Early Retirement:

- The date of early retirement is determined by the wishes of the employee.
- Where there is early retirement with *incentive, the date will be mutually agreed upon by the employee and the College.

* Refers to Early Retirement Incentive or other Labour Adjustment Funds.

Re-Employment

- In keeping with the above principle, the College will not employ employees beyond the date of compulsory retirement.

- There is no obligation on the College to re-employ former employees.
- In extraordinary circumstances, with the approval of the Vice President or delegate, the College may re-employ former employees who have retired, with or without incentive, provided the following criteria are met:
 1. Assignment is casual or on a substitute basis, with an end-date.
 2. Other qualified replacements are not available in time to meet the need.
 3. Department is actively searching for a replacement for a position which is likely to recur.
 4. The employee meets normal hiring criteria in the area of rehire.
- Re-hired employees will not carry forward any entitlements or seniority earned prior to their retirement date.

Applies to

All employees.

Procedures

The Financial Services Manager will coordinate solicitation of offers of early retirement. Actual offers of Early Retirement Incentive and establishing of actual retirement dates will form part of the procedures.

Human Resources will coordinate retirement of those employees reaching compulsory retirement age (65).

Replaces

Retirement Policy #4.1.5.1, and Retirement and Re-Employment Policy B.2.10 (May 13, 1997).

Reference

Vancouver Community College Faculty Association Collective Agreement
 CUPE, Local 15 Collective Agreement
 British Columbia Nurses' Union Collective Agreement
 Association of VCC Administrators' Terms of Employment

1. Policy Sponsor Director, Human Resources

2. Approvals:

President _____ Date: _____

Education Council Chair _____ Date: _____

Operations Council Chair _____ Date: _____

Board Chair _____ Date: _____

3. Amendments

President _____ Date: _____

Education Council Chair _____ Date: _____

Operations Council Chair _____ Date: _____

Board Chair _____ Date: _____

4. Review Date