

**Librarians and Archivists
Frequently Asked Questions
Working past 65 and retirement**
(Revised October 22, 2008)

Working past age 65

Q: What is my "Normal Retirement Date" now that mandatory retirement has been eliminated?

A: Your Normal Retirement Date is still defined as the July 1st coincident with or following your 65th birthday. You no longer have to retire on that date, however.

Q: Do I have to inform anyone that I plan to continue to work past my Normal Retirement Date?

A: No, unless and until you give notice to retire by the deadlines outlined below, it will be expected that you will continue your normal duties.

Full-time pension and benefits after normal retirement date

Q: What happens to my benefits and the contribution that UWO makes to my pension if I work past my Normal Retirement Date?

A: The Employer's contribution to your pension will be the same as for those Members under 65. After the earlier of the end of the calendar year in which you turn 69 (as required by tax regulations) or when your age and service total 95, pension contributions are discontinued and your benefits will be those that are available to retirees. You will also be entitled to the benefits available to Members under 65, with the following exceptions July 1 following your 65th birthday: Long Term Disability will be discontinued, Employer-paid life insurance will be limited to a \$15,000 policy, and all other Member and Dependent Life Insurance terminates.

Q: I turn age 65 on December 15, 2007. Will my Long Term Disability and Life Insurance Coverage terminate December 31, 2007?

A: No. Your Long Term Disability and Life Insurance Coverage would terminate at your Normal Retirement Date, which would be July 1, 2008, and at this same time your existing employer-paid life insurance coverage would be replaced with an employer-paid \$15,000 policy and other Member and Dependent Life Insurance would terminate.

Retirement for full-time librarians and archivists

Q: When may I officially retire?

A: If you have reached age 55 and have ten years of service at the University of Western Ontario then you can retire at any time with one year's notice.

Q: If I retire, will I be entitled to post-retirement benefits?

A: Full-time Members are entitled to post-retirement benefits provided they have worked Full-Time at UWO for a minimum of 5 years. (See question above for requirements related to notice and date of retirement)

Q: Retiring at least one day prior to normal retirement allows some long-service Members to unlock a portion of their UWO Pension Funds. Does the elimination of mandatory retirement change that?

A: No, it does not. Retirement must still be a least one day prior to the Normal Retirement Date in order to unlock eligible UWO Pension Funds.

General

Q: Is there someone who can provide me with retirement counseling?

A: Yes, there are pension and benefits consultants in Human Resources who can advise on a range of issues, such as pension disposition options, post-retirement benefits and more.

Q: If I want to retire to whom should I send written notice of this?

A: Written notice must go to your Dean by the specified deadline. You may want to copy this notice to Human Resources so that they can initiate any arrangements that are under their responsibility and your Supervisor/Chair/Director (as applicable) to keep him or her informed.