

## **RETIREMENT AND RESIGNATION**

### **Resignation**

1. A Member may resign by giving three (3) months' notice in writing to the University Librarian or Dean. At the request of the Member, and on the recommendation of the University Librarian or Dean, the Provost may waive, or agree to a reduction in, the notice period.

### **Retirement**

2. A Member's Normal Retirement Date is deemed to be the July 1 that coincides with or immediately follows the Member's sixty-fifth (65th) birthday.

2.1 A Member is eligible to retire at any time within ten years before the Normal Retirement Date and at any time thereafter in accordance with the pension plan applicable to Librarians and Archivists.

2.2 To be eligible for Post-Retirement Benefits, a Member must have reached his or her fifty-fifth (55th) birthday and must have ten (10) years' service at the University of Western Ontario and be eligible to retire in accordance with the pension plan applicable to Librarians and Archivists. A Member must give at least nine (9) months' notice of the intention to retire. Such notice shall be irrevocable. At the request of the Member, and on the recommendation of the University Librarian or Dean, the Provost may waive, or agree to a reduction in, the notice period.

2.3 Notwithstanding the above, Librarian and Archivist Members employed as of July 1, 2006 shall be entitled to retire with the benefits available to retirees at the time of retirement provided they have attained age fifty-five (55) and have completed a minimum of five (5) years of service at Western.

2.4 Subject to applicable legislation, a Member who is eligible to retire may elect to retire in advance of his or her Normal Retirement Date in order to unlock eligible pension contributions (and accumulated investment).

2.5 Post-retirement benefits shall be as specified in clause 23 c) of the Article *Compensation and Benefits*.

### **Librarian or Archivist Emeritus/Emerita Designation**

3. Each Member who has held a Continuing Appointment for at least five (5) years and who retires shall qualify for the designation "Librarian or Archivist Emeritus/Emerita." Such Members shall be granted the appropriate "Emeritus/Emerita" designation for life, subject to the conditions outlined hereafter. Candidates have the right to decline this designation by writing to the President.

4. In exceptional cases, where a Member does not qualify under the conditions described in Clause 3 above, or where Retirement is based on medical grounds, the University Librarian or Dean may make a recommendation through the Vice-President (Academic) to the President for the conferral of the appropriate Emeritus/Emerita designation. The President shall have the authority to approve this designation.

5. All recipients of the Librarian or Archivist Emeritus/Emerita designation shall be accorded the following privileges, which may only be withdrawn for cause:

a) in any calendar listing of Academic Staff, Librarians and Archivists will be listed, including the designation of Librarian or Archivist Emeritus/Emerita, where applicable;

b) they will be invited, along with all librarians and archivists, to all Convocations and other public events of the University, and may elect to take part in Convocation processions;

c) all social areas of the University Campus will be open to them on the same basis as to Members;

d) they will be provided with identification cards and accorded full library privileges;

e) where available, they will be provided with a free dial-up for remote access to the University computer system and the Internet for (40) hours per month; and

f) they will be permitted to park free of charge at all times in designated parking lots, at all metered parking spaces, and at other parking facilities at any time on weekends and holidays, and between 5:00 p.m. and 6:00 a.m. every working day.