

POLICY 6.13 - Retirement

Policy Category: Personnel

Subject: Retirement

Approving Authority: Board of Governors

Responsible Officer: Vice-President, Operations and Finance

Responsible Office: Human Resources

Related Procedures: [Administrative Procedures for Retirement](#)

Related University Policies & Documents:

Effective Date: July 1, 2013

Supersedes: December 1, 1983, December 1, 1998, June 20, 2013

I. PURPOSE

This policy outlines the retirement option for PMA Eligible staff at Western. It is in accordance with The University of Western Ontario Pension Plan for Members of the Administrative Staff.

II. DEFINITIONS

Normal Retirement Date – The first day of the month next following a staff member's sixty-fifth birthday.

II. POLICY

1. Retirement Eligibility

A staff member is eligible to retire on his/her Normal Retirement Date or at any time within ten years immediately preceding his/her Normal Retirement Date.

2. Post Retirement Benefits

Upon retirement, eligibility for continued health, dental and life insurance benefit coverage will be in accordance with the employment conditions and contract in place for that employee.

- a) Staff members who were full-time members on June 30, 2007 must have five years of full-time service in order to receive post-retirement benefits if they retire.
- b) Staff members who were full-time members on or after July 1, 2007 must have ten years of full-time service in order to receive post-retirement benefits if they retire.

3. Pension

- a) Pension plan contributions continue to the staff member's actual retirement date, subject to (b) below.

- b) For a staff member who works beyond his/her Normal Retirement Date, pension plan contributions continue to the earlier of:
 - (i) the point when the staff member's age plus years of service equals 95;
 - (ii) the end of the calendar year the staff member attains age 69; or,
 - (iii) the staff member's actual retirement date.