

CUPE 2950 Retirement Options and Privileges

Edita Michalek is one of our members who volunteers as our retirement steward and is an additional resource for you should you have any questions regarding the information below. She can be reached at edita.michalek@ubc.ca or 604-822-0512. Also, feel free to contact the Union Office.

Here are some things that you should consider if you are thinking about retiring:

**** *Retiring at 65?***

You do not have to retire when you reach the age of 65. Our collective agreement Article 3.08 states that:

“Providing there is mutual agreement between the employee and the University, employees may continue in their positions with the University after the age of 65...”

**** *Early Retirement Packages***

UBC does not have a policy or ongoing program for early retirement packages. There have been packages offered periodically in the past within the Library.

**** *Vacation***

Our Collective Agreement language (Article 3.08 b and 27.11) states that you are entitled to your full vacation regardless of your date of retirement. You can request to take vacation before your last day at work and it cannot be unreasonably denied.

If you make a request to take vacation before your retirement date and are denied, please contact the Union Office (put e-mail link office@cupe2950.ca).

**** *UBC Pension Plan/Canadian Pension Plan (CPP)***

Generally, the UBC Pension Office will send you a letter the year before the age of 65. If you have not already received some information, contact the UBC Pension office (Margaret Leathley) and they will send you a package on what your payout entitlement will be including CPP.

You can also visit their web site at www.pensions.ubc.ca/staff

**** Benefits**

BC Forum is a non-profit society of retired union members that offers a variety of services including extended health and dental benefits. You don't have to be retired to join the plan as it services members over the age of 55. We have a brochure available in our office or you can e-mail bcforum@wegroup.ca or call 604-688-4565.

UBC also has a post-retirement benefits plan available which is similar to our current plan but with reduced coverage. Should you leave the university after the age of 55, you are eligible for this plan. Visit the HR web site at www.hr.ubc.ca/benefits or contact Pat Alder at 604-822-8138.

**** Retirement Planning**

The CUPE regional office offers a two day retirement planning workshop for members. CUPE 2950 is looking at organizing some sessions on campus in the near future where you and/or your partner can attend. We will keep you posted.

Through the UBC MOST program, there is a workshop on the UBC Pension plan appropriate to your age group. Visit www.hr.ubc.ca/otd for a list of workshop dates and further information.

**** Accessing UBC Facilities Upon Retirement**

You will receive a lifetime University library card, renewable yearly. This card will allow access to the various UBC libraries. (CUPE 2950 Collective Agreement Article 3.08; 13.06)

Upon retirement, you will still be entitled to the use of University facilities (e.g. swimming pools, tennis courts, bowling alley, etc.) at the same rates as faculty or free as required by the University. (CUPE 2950 Collective Agreement Article 3.08; 25.01)

If you are a member of the 25 Year Club, a four-month pass to the Aquatic Centre is just \$55, or \$2 per admission. (These rates are subject to change, so please check with the aquatic centre directly). www.aquatics.ubc.ca . Should you not be a member of the 25 Year Club, and are over age 55, you are eligible to pay senior rates.

After completing 25 years of service, you are eligible for free parking at UBC upon retirement. Visit www.hr.ubc.ca/retiring/privileges.html for further information on obtaining a parking card. If you are not a member of the 25 year club and are retired from the University, you can obtain an Associate Decal from the Parking Office which has a reduced rate in the parkades for \$7/day (plus GST). You may also purchase prepaid coupons to use with your Associate Decal.

*** Accessing Resources*

Don't forget that Interlock (Employee Family Assistance Program) offers some referral to financial planning services and can offer counseling with respect to being ready for this significant change and transition in your life. Visit www.interlock-eap.com or call 604-431-8200.

Women's Resource Centre on Robson Street also offers some personal and life planning programs. Visit www.wrc.ubc.ca or call 604-822-8585.

UBC has a section on their Web site which can provide you with some further retirement information. Visit www.hr.ubc.ca/retiring which will take you to various links.

Also, your local libraries and some community centres offer information about programs and planning for retirees.

*** Housing*

In addition to community CO-OP housing (rent is based on your income), BC Housing has a program called Shelter Aid For Elderly Renters (SAFER) that provides direct cash assistance to eligible residents of British Columbia who are age 60 or over and who pay rent for their homes. If you are eligible and pay more than 30% of your total income for rent, and are not receiving income assistance, SAFER may reimburse you for a part of the rent that is over 30% of your income. Visit www.bchousing.org/Applicants/Rent_Supplements.asp for further information.

*** Keep in Touch*

If you decide to retire, please touch base with us to keep your contact information up-to-date. We would like to continue sending you the newsletter as there will be articles pertaining to benefits and other topics that may affect you.

There will be a contract survey to prepare for bargaining coming out soon and we encourage you to complete the survey especially if you are interested in language concerning retirement.

You can forward your home e-mail address to us at office@cupe2950.ca or call us at 604-822-1494 to have a hard copy of the newsletter mailed to your home.