Human Rights Code Amendment – No More Mandatory Retirement

Employees will now work until they notify the University of their intention to retire. In May 2006, the Newfoundland Human Rights Code was amended to prohibit age discrimination beyond the age of 65 in the workplace. This change becomes effective on May 27, 2007. In response to the announcement of the Code amendment, the Board of Regents requested a report detailing the implications for Memorial University. This report was tabled at the Board’s February 1, 2007 meeting, at which time the Board approved the discontinuance of mandatory retirement. Preparations are underway to identify policies, collective agreement articles and provisions of the Memorial University Pensions Act that would need to be modified. In the meantime, employees who would otherwise be required to retire at August 31, 2007 will be assumed to continue to work beyond this “normal” retirement date unless they notify the University of their intention to retire.