
Compulsory Retirement for Employees with Long-Term Disabilities

Human Resources & Organizational Development (HROD)

Policy

1.0 Purpose

In order to enable the University to continue its work, it is necessary to replace employees who have been absent from their work for an extended period of time, without a good prognosis for return to work within a reasonable period of time.

2.0 Applicability

2.1 This policy applies to all employees (with the exception of the President, Vice-Presidents, Deans, Associate Deans and Assistant Deans) of the University of New Brunswick who are not covered by a collective agreement. This group is defined as the Administrative, Professional and Technical group for the purpose of this policy.

3.0 Definitions

- 3.1 Compulsory retirement of employees with long-term disabilities shall occur between the following time limits:
- 3.1.1 one year after the commencement of the disability (six months after the commencement of disability payments);
 - 3.1.2 thirty months (2½ years) after commencement of the disability (two years after commencement of disability payments).

4.0 Implementation

- 4.1 Retirement of employees with long-term disabilities shall be taken in consultation with Human Resources & Organizational Development and subject to the following recommendations and approval procedures:
- Department Heads' recommendation
 - Appropriate Vice-President's approval
- 4.2 Criteria for compulsory retirement prior to 2½ years after the commencement of the disability include:
- 4.2.1 the urgency of filling the position with a regular replacement;
 - 4.2.2 a medical prognosis by the employee's personal physician or a physician appointed or approved by UNB, indicating that the employee will not be able to return to work before the end of the 2½ year period.
- 4.3 A review of each long-term disability case shall be initiated by the University one year after the commencement of the disability and from time to time thereafter, as appropriate.

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- 4.4 Employees retired under this policy will receive consideration with regard to UNB employment opportunities should they be able to return to work at a later date.
 - 4.5 Arrangements will be made to protect continuing eligibility for benefits, such as group life, group health and dental insurance, in the period after compulsory retirement, for as long as eligibility for disability payments continues. This will be on a premium payment basis, unless he/she qualifies for a waiver of premium.
 - 4.6 For employees who do not have LTD coverage and do not receive LTD benefits, this policy will apply except that arrangements can be made to continue participation in group life and group health insurance on a premium paid (by the employee) basis until compulsory retirement occurs. Subsequently, he/she can continue participation in the health insurance plan under the retired lives policy. Participation in life insurance ceases at the time of retirement, unless he/she qualifies for a waiver of premium, in which case life insurance continues.

5.0 Note

- 5.1 The policy is consistent with the University's Income Protection Plan, which provides LTD coverage for employees who are unable to perform the duties of their own occupation for the period from 6 months to 30 months after the commencement of the disability.

6.0 Interpretation and Questions

- 6.1 The Department of Human Resources & Organizational Development is located in Room 102 of the Physics and Administration Building in the Integrated University Complex on the Fredericton Campus. Questions concerning this policy may be directed to the Human Resources Consultant (Pensions and Benefits) at 453-4648.