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 (10) 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 21 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 forty (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.
USE OF FACILITIES AND SERVICES PROVIDED BY THIRD PARTIES UNDER LICENCE OR CONTRACT

1. Members shall receive, upon request, terms and conditions attaching to the use by Members, or by those under their supervision, of specialized facilities and/or services provided to the Employer by third parties under license, contract or other agreement. Members shall receive, upon request, Employer-held information describing the operation and use of such specialized facilities and services. Such facilities and services may include, but are not limited to, specialized databases, software and equipment, whether located on or off Campus.

2. As a condition for the use of such facilities or services, Members may be required to confirm their understanding and acceptance of prescribed responsible use obligations by submitting to the University Librarian or Dean a signed user agreement or statement of preparedness to comply.

2.1 Members may be asked to identify individuals under their supervision who, by virtue of likely or intended use, should be asked to sign a user agreement or statement of preparedness to comply. Members may be asked to notify any staff members, students or other persons under their supervision who may use such facilities or services, of any prescribed responsible use obligations.

3. Should the University be called to account for alleged breach(es) of a term or condition in such an agreement, the Employer may request assistance from individual Members in conducting an investigation. Such assistance shall not be arbitrarily withheld.

4. Nothing in this Article shall be construed as placing an obligation on Members to accept or use any particular facility or service in the fulfilment of their Responsibilities.