



THE UNIVERSITY OF WINNIPEG

*Statement Read to the Media following the Court's ruling in favour of the defence
(The University of Winnipeg).*

August 30, 2005

The University of Winnipeg is known for access and excellence. Our caring, award-winning faculty contribute in large measure to that excellence. In fact, when asked about their "Entire Educational Experience" our graduates rank The University of Winnipeg in the top ten of all Canadian universities according to *Maclean's* magazine University Graduate Survey (November 15, 2004).

As you know, The University of Winnipeg Faculty Association Collective Agreement was negotiated in good faith and signed in January 2003. Article 31 of the Agreement deals with the issue of Mandatory Retirement and sets out a provision stating that mandatory retirement will not take effect until this academic year with members who have reached the age of 69 years during the academic year ending August 31 retiring on or before August 31.

This change was well known to the Faculty Members as of January 2003, when the Agreement was ratified by the Faculty. The affected members, including Dr. Tomchuk, were personally advised in September 2004. As stated, the first implementation of retirements under the mandatory retirement provisions in the 2002-2007 collective agreement are taking place this September.

Dr. Ed Tomchuk has been a professor of note for many years. He is well-respected in the field of physics, in his classroom, and on The University of Winnipeg campus. Regardless of the decision of the court today, it is our hope that he will continue to be an active member of the University community and maintain a close association with the University.

At this Spring's annual retirement celebration, Dr. Axworthy highlighted the University's hope that retirees would maintain their close association with the University. The creation of a Retirees' Office—a space set aside specifically for retirees—is seen as one way to ensure retirees feel part of the campus community. Retirees will soon have access to a conveniently located office on campus that will be furnished with a desk, chair, phone, and computer. As well, there is an active University of Winnipeg Retirees organization – enabling former faculty and staff can stay in touch with one another and with the University community.

There are a number of options available to retiring faculty members, and there indeed are many retired faculty members at The University of Winnipeg who continue to be actively engaged in the education of our students. These include stipendiary (contract based) teaching engagements, and the achievement of senior scholar status which enables retired faculty members to continue to pursue their research on the University campus.

As the Collective Agreement sets out, “parties affirm and agree to a mutual commitment to faculty renewal as part of ongoing planning processes. While our students benefit from the wealth of experience retired faculty bring to the classroom and the laboratory, they also benefit from the renewal of faculty, including the University’s ability to diversify its teaching staff. The cycle of retirement and renewal allows for rigorous academic planning by the University within the context of negotiated collective agreements.