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Time to End Mandatory Retirement say NB's University Faculty

FREDERICTON (March 21, 2007)—The third report from New Brunswick's Self-Sufficiency Task Force says it's time for the province to revisit the issue of mandatory retirement. The Federation of New Brunswick Faculty Associations (FNBFA) agrees.

"Mandatory retirement laws are impacting our universities' ability to staff their classrooms," says FNBFA president, Dr. Jack Vanderlinde. "There aren't enough young academics available. To combat the labour shortage, more and more retired professors are being asked to consider part-time and contract work."

In fact, the StatsCan labour force survey, *The teaching profession: Trends from 1999 to 2005*, indicates that more university professors 55 and older were working in 2005 compared to seven years earlier. Furthermore, these professors were the fastest growing share of part-time staff.

"If New Brunswick is to create the highly skilled workforce needed to spur economic growth, we need the province's best educators in the classrooms and we need to keep them there. Offering professors part-time and contract work is not an incentive. It is merely a temporary fix. Abolishing mandatory retirement is the best way to retain qualified staff and deal with the soon-to-be acute labour shortage in our universities."

In June of 2005, the New Brunswick government introduced legislation to ban mandatory retirement at age 65. It has yet to become law.

Mandatory retirement already has been outlawed by Alberta, Manitoba, Nunavut, Prince Edward Island, Quebec, the Yukon and the Northwest Territories; and most recently by Ontario, which followed suit through an amendment to its Human Rights Code passed on December 12, 2006.

The Federation hopes that New Brunswick will soon join with the other eight Canadian jurisdictions to finally make it illegal to force professors to quit at age 65 .

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Established in 1973, **The Federation of New Brunswick Faculty Associations (FNBFA)** represents the interests of more than 1200 university faculty at **St. Thomas University** (Fredericton); **Mount Allison University** (Sackville); **l'Université de Moncton** (Edmundston, Moncton and Shippagan); and the **University of New Brunswick** (Fredericton and Saint John).