



**MEMORANDUM OF UNDERSTANDING**

**SSU/CWA Collective Bargaining Agreement 2016-2019**

**Re: Voluntary Retirement Incentive**

WHEREAS: ARTICLE 22 RETIREMENT states the bargaining unit members have retirement benefits under the State of Ohio retirement plans (OPERS and ARP), and contains no provision for a voluntary retirement incentive; and

WHEREAS: both parties agree to offer bargaining unit members who qualify for retirement under the State of Ohio retirement plans an additional voluntary incentive;

THEREFORE, BE IT RESOLVED that the parties agree to establish a non-recurring, non-precedent setting voluntary retirement incentive to be applied only at the end of calendar year 2018 as follows:

**ARTICLE 16, Section 1 Retirement Plans**

1. The University will offer a voluntary retirement incentive to those bargaining unit members who are eligible to retire under state retirement guidelines.
2. The University is offering the below retirement incentive, in accordance with the 2018 Voluntary Retirement Incentive Program plan document, to employees who are eligible for retirement and retire on or before January 1, 2019.
  - a. Payment in the aggregate amount of 25% of his/her FY19 base salary to be made in two equal payments. The first payment will be made on or around January 1, 2019 and the second on or around January 1, 2020.
  - b. Medical insurance supplement: employees will receive two taxable payments in the amount of \$5,000. The first \$5000 payment will be made on or around January 1, 2019 and the second \$5000 payment on or around January 1, 2020.
3. The retirement incentives will be offered to applicants in order of seniority. Shawnee State bargaining unit service seniority dates will be used to prioritize those receiving the incentive from among the members applying for the incentive; any prior service with a state entity other than Shawnee State, the military, the federal government or a political subdivision of any state shall not be included in this seniority determination.

4. The university, in its sole discretion and based on operational need, may limit the number in that department to the most senior applicants, using the same measure of seniority discussed in paragraph 3, above.
5. Bargaining unit members must declare retirement following the guidelines of Shawnee State University's Voluntary Retirement Incentive Plan.
6. The voluntary retirement incentive is not available to the bargaining unit members who have already retired, or submitted paperwork to retire, as of the date of this MOU.
7. Those members who apply for and are selected for the voluntary retirement incentive shall be required to sign a waiver and release of all claims against Shawnee State as a condition of being accepted for the program.

 10/19/18 (date)

For the University:

Jeff Bauer, Ph.D.

Interim President, Shawnee State University

 10-19-18 (date)

For the Union:

Aaron Carpenter, President Local 4372

Communications Workers of America