



**MEMORANDUM OF UNDERSTANDING**

**SSU/CWA Collective Bargaining Agreement 2015-1018**

**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 AY17-18 *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 will provide the voluntary retirement incentive to a maximum of twelve of the eligible bargaining unit members (hereinafter "voluntary retirees"). The incentive will include payment in the amount of \$10,000. This incentive payment will be made on or around June 30, 2018.
3. For each voluntary retiree, as defined above, the University will provide an additional medical insurance supplement based on their medical insurance enrollment at time of separation. Voluntary retirees in the family or employee +1 tiers will receive a one time, taxable payment of \$8,000; voluntary retirees in single tier of coverage will receive a one time, taxable payment of \$4,000.
4. 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; 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. The University will accept no more than twelve (12) applicants.

5. If more than 3 bargaining unit members apply from a department, the university, in its sole discretion and based on operational need, may limit the number in that department to the 3 most senior applicants, using the same measure of seniority discussed in paragraph 4, above.
6. Bargaining unit members must declare retirement following the guidelines of Shawnee State University's Voluntary Retirement Incentive Plan.
7. 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.

Rick S. Kurtz 9/26/17  
(date)

For the University:

Rick Kurtz, Ph.D.

President, Shawnee State University

Linda L. Hinton 9/25/17  
(date)

For the Union:

Linda L. Hinton, Vice President District 4

Communications Workers of America