



MEMORANDUM OF UNDERSTANDING

SSU/CWA Collective Bargaining Agreement 2020-2023

Re: Voluntary Retirement Incentive

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

WHEREAS: both parties agree to offer a voluntary incentive to those bargaining unit members who qualify for retirement under the OPERS plan and to those members who participate in the ARP who would be eligible for retirement had they been participants in the OPERS plan;

THEREFORE, BE IT RESOLVED that the parties agree to establish a non-recurring, non-precedent-setting voluntary retirement incentive to take effect on August 1, 2022 *as follows*:

1. The University will offer a voluntary retirement incentive to those bargaining unit members who are eligible to retire under OPERS and to those participants in the ARP who would be eligible for retirement had they been participants in OPERS.
2. Participation in this opportunity is wholly voluntary and at the election of the employee, and is subject to approval by the University.
3. Bargaining unit members who elect to participate in this incentive and whose participation is approved by the University are hereinafter referred to as “voluntary retirees.”
4. The incentive will include a payment in the amount of 50% of the voluntary retiree’s FY23 base salary, with payment being made on or around January 1, 2023.
5. For each voluntary retiree, as defined above, the University will provide an additional medical insurance supplement in two payment amounts of \$10,000 each, totaling \$20,000. The first payment will be made on or around January 1, 2023 and the second payment will be made on or around January 1, 2024.
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.

8. The University reserves the right to determine whether to accept, modify, or terminate a member's election under this Plan, when, in the University's sole discretion, such actions are deemed appropriate in order to meet the University's academic, programmatic, or economic needs.

9. The parties agree that the University and the Union make no representations about the tax consequences of any payments discussed in this MOU. Members with questions about such issues are advised to consult with a tax professional.

 7/27/22
Signature Date

For the University:
Jeffrey Bauer, Ph.D.
President, Shawnee State University

 7/26/22
Signature Date

For the Union:
Jacqueline Allen, Vice President District 4
Communications Workers of America