

Memorandum of Understanding – Phased Retirement

The purpose of this Memorandum of Understanding between the United Faculty of Central Washington University (the “Union”), and Central Washington University (the “University”) is to memorialize an agreement reached between the parties during labor negotiations for a new collective bargaining agreement (the “Agreement”).

Recital

1. The parties have reached agreement on a plan to permit a limited number of additional faculty members to apply for phased retirement during the 2009-2010 academic year.

Agreement

Now, therefore, the parties agree as follows:

1. Faculty members whose phased retirement applications were approved by the Board of Trustees on or before June 16, 2009, and who have met their obligations to continue as faculty members while in phased retirement, will remain eligible to continue their phased retirement under the approved provisions, or until they fail to exercise their option to continue in that status, whichever occurs first.
2. Faculty members who have reached age 62 on or before the effective date of this Memorandum and who have received satisfactory post tenure reviews and have at least ten years of service with the University will be permitted to apply for phased retirement under the following conditions:
 - a. Eligible faculty members who wish to participate in phased retirement must submit an application to the Provost in writing by November 1, 2009. Applications must include letters from the Department Chair and Department Personnel Committee indicating the department’s level of support for the applicant. The effective date of approved phased appointments shall be September 16, 2010.
 - b. Faculty members approved for phased retirement under this Memorandum may hold a phased appointment of up to 40% of full-time comprised entirely of direct classroom instruction, until they have reached a maximum of three (3) continuous years in phased retirement, or until they fail to exercise their option to continue in that status, whichever occurs first.
3. Following the process described in Paragraph 2 above, the University will not accept additional applications for phased retirement, and will discontinue offering phased retirement. Phased retirement will not be included in the final Agreement, and the parties will agree to retirement language for the Agreement reflecting this fact.

Signed and Dated this 8 day of Sept, 2009.

Central Washington University

United Faculty of Central Washington
University

Dennis L. DeFa
By [Signature]
Its _____

Robert Hickey
By [Signature]
Its _____