

1 MEMORANDUM OF UNDERSTANDING
2 VOLUNTARY TENURE BUY-OUT/RELINQUISHMENT INCENTIVE PLAN
3

4 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING
5 AGREEMENT BETWEEN THE UNITED FACULTY OF EASTERN WASHINGTON
6 UNIVERSITY (THE “UNION”) AND EASTERN WASHINGTON UNIVERSITY (THE
7 “UNIVERSITY”).

8 **The parties agree to the following:**

9 The University will offer a voluntary Tenure Buy-Out/Relinquishment Incentive Plan to tenured
10 faculty members who have attained an index of 72 or greater. In order to meet the qualifications
11 for this index, faculty must have attained a minimum age of sixty two (62) and ten (10) or more
12 years of service at Eastern Washington University as of December 31, 2019, and currently be in
13 faculty status. Individuals who elect this plan will not be eligible for rehire to any University
14 position following retirement.

15 Eligible faculty members will have the option to elect to relinquish tenure and retire effective
16 one of the following three dates:

- 17 1. The end of fall quarter/semester 2019 with an effective date of Wednesday, January 1,
18 2020;
- 19 2. The end of winter quarter 2020 with an effective date of Wednesday , April 1, 2020; or
- 20 3. The end of spring quarter 2020 with an effective date of Wednesday, July 1, 2020.
- 21 4. The end of spring semester with an effective date of Monday, June 1, 2020.

22 Eligible faculty members’ separation from employment for wage purposes shall occur the end of
23 the selected quarter/semester.

24 Eligible faculty who elect to retire one of these three dates will receive a payment that is the
25 equivalent of fifty (50) percent of their academic year 2018-19 nine-month contract base salary
26 less applicable and required withholdings. Payments will be made within thirty (30) days of the
27 date of retirement.

28 The faculty will not waive their retirement benefits/rights to contributions made on their behalf
29 through the Eastern Washington University Retirement Plan or Teachers Retirement System Plan
30 (TRS) as of the date of their retirement, and will also not waive their rights to other legally
31 authorized state provided or administered benefits which would otherwise be available for
32 retirees who meet eligibility requirements. Faculty will not relinquish rights under EWU Policy
33 490-03 Retiree Benefits or EWU Policy 401-05 Emeritus Faculty.

34 Eligible faculty must request an Agreement and Release Between Eastern Washington
35 University for Tenure Buy-Out/Relinquishment and Retirement (“Agreement and Release”) and
36 Retirement Packet from the Human Resources Office Showalter 314 no later than Friday, July
37 12, 2019 and must return the signed Agreement and Release and written Declaration of

1 Retirement to the Human Resources Office no later than Friday, August 30, 2019. Eligible
2 faculty will have seven (7) days after executing the Agreement and Release to revoke it. In
3 order, to revoke the Agreement and Release, faculty must provide timely written notice to the
4 EWU President's Office, Showalter Hall 214.

5 A copy of the Agreement and Release template is attached and incorporated herein by reference.
6 This Memorandum of Understanding shall be effective upon ratification by the parties.

7

8 THE UNITED FACULTY OF EASTERN WASHINGTON UNIVERSITY
9 EASTERN WASHINGTON UNIVERSITY

10

11 BY: _____ BY: _____

12 Michael Conlin, UFE President Scott Gordon, Provost, VP Academic Affairs

13 DATE: _____ DATE: _____

14

15

16 BY: _____ BY: _____

17 Richard Orndorff, UFE VP of Bargaining Deborah Danner, AVP Human Resources

18 DATE: _____ DATE: _____