

**Memorandum of Understanding Between
Eastern Washington University and United Faculty of Eastern
for
Tenure Buy-Out 2023**

This Memorandum of Understanding (MOU) sets forth the following agreement between the United Faculty of Eastern Washington University (the "Union" or "UFE") and Eastern Washington University (the "University" or "EWU") regarding a Tenure Buy-Out/Relinquishment Incentive Plan for 2023.

Agreement

The University and the Union agree to the following, to be in effect immediately upon approval by the respective parties.

Tenure Buy-Out/Relinquishment Incentive Plan: The University will offer a voluntary Tenure Buy-Out/Relinquishment Incentive Plan to tenured faculty members who have attained an index of 65 or greater. In order to meet the qualifications for this index, faculty must have attained a minimum age of fifty-five (55) and ten (10) or more years of service at Eastern Washington University as of December 31, 2023, and currently be in tenured faculty status. Individuals who elect this plan will be eligible for rehire in adjunct status following retirement, but no earlier than spring quarter 2024 for quarterly faculty or fall semester 2024 for semester faculty.

Eligible faculty members will have the option to elect to relinquish tenure and retire effective the end of fall quarter/semester 2023 with an effective date of January 1, 2024. Eligible faculty members' separation from employment for wage purposes shall occur the end of the fall quarter/semester.

Eligible faculty who elect to retire will receive a payment that is the equivalent of forty percent (40%) of their academic year 2022-23 contract base salary, less applicable and required withholdings when they retire at the end of fall quarter/semester 2023 with an effective date of January 1, 2024. Payments will be made within thirty (30) days of the date of retirement.

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

Eligible faculty must request an Agreement and Release Between Eastern Washington University for Tenure Buy-Out/Relinquishment and Retirement ("Agreement and Release") and Retirement Packet from the Human Resources Office Showalter 318 no later than May 1, 2023, and must return the signed Agreement and Release and written Declaration of Retirement to the Human Resources Office no later than June 16, 2023. Eligible faculty will have seven (7) days after executing the Agreement and Release to revoke it. In order, to revoke the Agreement and Release, faculty must provide timely written notice to the EWU President's Office, Showalter Hall 214.

All other terms of the current UFE-EWU CBA remain in effect.

This Memorandum of Understanding shall be effective upon ratification by the parties.

UNITED FACULTY OF EASTERN

EASTERN WASHINGTON UNIVERSITY

BY: Michael F. Conlin
Michael Conlin, President

BY: Jonathan W. Anderson
Jonathan Anderson, Provost

DATE: Feb. 22, 2023

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