

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. This agreement is a stand-alone Memorandum of Understanding, and does not alter the terms of the previous Memorandum of Understanding on Phased Retirement, dated September 8, 2009.

Recital

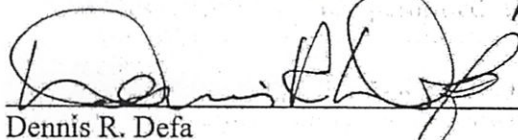
1. The parties have reached agreement on a plan to permit a limited number of additional faculty members to apply for phased retirement during the 2010-2011 academic year.

Agreement

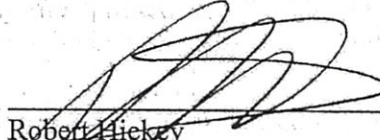
Now, therefore, the parties agree as follows:

1. Faculty members whose phased retirement applications were approved by the Board of Trustees on or before June 16, 2010, 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 December 31, 2010, 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, 2010. 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, 2011 or earlier if approved.
 - b. Faculty members approved for phased retirement under this Memorandum may hold a phased appointment of up to 40% of full-time comprised of direct classroom instruction, or other duties as approved by the Provost, 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 is not included in the final Collective Bargaining Agreement, dated October 2, 2009.

Signed and Dated this 15 day of July, 2010.



Dennis R. Defa
Asst. Vice President for Faculty Relations
Central Washington University



Robert Hickey
President
United Faculty of Central