



OHIO
UNIVERSITY

Human Resources

Dear AFSCME Residential Custodial and Custodial Staff Member,

As you may be aware, on January 17, 2020 the Ohio University Board of Trustees approved a resolution authorizing the University to establish and implement an Early Retirement Incentive Plan for AFSCME Residential Custodial and Custodial Staff.

Our records indicate you meet the eligibility requirements for the program. (Please see the plan detail document for full eligibility rules.) This message is to alert you that the ERIP is officially open and to provide you with additional details about the program and resources available during the program window.

I encourage you to review the information on this voluntary plan and the relevant deadlines for enrollment. The following information is included in this packet. Additional copies are available in Human Resources.

- The Summary of the Ohio University 2020 AFSCME Residential Custodial and Custodial Staff Early Retirement Incentive Program
- Exhibit A (Plan Details)
- Exhibit B (Election to Participate Information and Form)
- Exhibit C (Release and Waiver of Claims Agreement Form)

Eligible AFSCME members electing to participate in the ERIP shall receive

- A taxable payment of one year of salary not to exceed \$15,000, and
- For eligible members enrolled in the university's health plan as of February 5, 2020, an additional \$5,000 to assist with purchasing external health insurance.

The total amount of the payment described above will be made to the eligible employee by the first bi-weekly payroll in September 2020. Payments are taxed, but retirement contributions (OPERS or ARP) are not deducted from the payments.

Participants will also receive the retirement sick leave pay out if eligible, a vacation pay out, and educational benefits normally provided to AFSCME retirees per the bargaining agreement between the university and AFSCME Local 1699 Ohio Council 8 AFSCME, AFL-CIO and any applicable university policy. Sick and vacation pay outs will be paid in the pay period following your last normal pay, or as soon as feasible thereafter.

Participants in the program waive their right to any future employment with the University.

Worth noting are a few key dates. February 5, 2020 is the first day that individuals can indicate their interest to participate in the ERIP. In order to receive the cash incentives associated with the plan, you must declare your intention to participate on or before March 21, 2020 and return all necessary forms and paperwork as required by that date. If you participate in the program, you must retire between April 30, 2020 and June 30, 2020. Ohio University Human Resources Specialists will hold open meetings to review the plan and assist individuals who are considering the ERIP. Individual appointments are available but cannot be guaranteed. Individuals requesting individual appointments should contact Human Resources at (740) 593-1636. The Human Resources staff that will be available for individual appointments are knowledgeable about a range of benefit issues, but they cannot provide financial advice.

In considering your options, I urge you to speak to a financial advisor and/or your retirement plan provider as appropriate. OPERS can be contacted at 1-800-222-7377 and member information is available at the OPERS web site (www.opers.org). OPERS can provide retirement plan estimates upon request. ARP vendor contact information is available (www.ohio.edu/hr/benefits/retirement-plan-providers). Please be aware that Ohio University does not have access to the individual OPERS or Alternative Retirement Plan (ARP) information you may need in determining whether the program is the best choice for you.

General questions can be directed to Human Resources – Benefits Staff at benefits@ohio.edu or (740) 593-1636.

While each individual's situation is different, anyone considering participating in this voluntary opportunity would be well advised to get all the information possible before making a decision. Please know that my team and I are ready to help you take the course of action that you deem best for you and your family.

Sincerely,

Colleen Bendl
Chief Human Resources Officer