MEMORANDUM OF UNDERSTANDING 2024.01, AMENDMENT #1

Memorandum of Understanding (MOU) 2024.01 is amended as indicated below.

- Once the application is submitted, the faculty member will have a three (3) day rescission period from the date of signature to rescind their application, including their resignation, which three (3) day rescission period shall not go past February 15, 2024. If the application is not accepted by the Administration by February 19, 2024, the application and resignation will be automatically rescinded by the employee.
- The parties, however, acknowledge that the grievance procedure is available for enforcement of the VSRP should the Administration fail to implement the VSRP as agreed to herein or breaches its duty under the VSRP, including but not limited to: failing to allow the member to rescind its application/resignation within the three (3) day rescission period/February 15, 2024 or the automatic rescission that occurs upon notification that the member's application has not been accepted by the Administration on or before 5:00 p.m. EST February 19, 2024.
- A faculty member who has applied for the VSRP and is denied by Administration and later receives a letter of retrenchment pursuant to Art. 13 and the MOU 2024.01, Amendment #1 can request that the denial be converted to acceptance. In this circumstance, such request by the faculty member will not be denied by the Administration.

In addition, the parties agree that the deadline for notification of retrenchment (Article 13.5 Notification of Retrenchment) for 2024 is extended from January 31, 2024 to February 21, 2024.

Except as otherwise specified herein, all provisions of MOU 2024.01 and Article 13 Retrenchment of Faculty shall remain in full force and effect as written.

The parties agree that this MOU 2024.01, Amendment #1 is non-precedent setting and that no party shall use MOU 2024.01, Amendment #1 for any purpose including, but not limited to any arbitration or other legal proceeding except one involving the enforcement of this MOU 2024.01, Amendment #1.

MOU 2024.01, Amendment #1 Entered into this 25th day of January, 2024.

FOR THE ASSOCIATION

Mark Vopat, President YSU Chapter of OEA

Albert J. Sumell, Chief Negotiator YSU Chapter of OEA FOR THE ADMINISTRATION

Jennifer Pintar, Interim Provost Youngstown State University

Jenniter Lewis Aey, CHRO Youngstown State University



<u>UPDATE TO:</u> The Youngstown State University 2024 Voluntary Separation or Retirement Program (VSRP)

You are receiving this letter because you may be an eligible faculty member under the Youngstown State University 2024 Voluntary Separation or Retirement Program (VSRP). Youngstown State University has decided to extend the window to apply for the VSRP from January 25, 2024 to February 15, 2024. This means:

- You have until 5:00 p.m. EST on **February 15, 2024** to submit your VSRP Application Form and your optional VSRP Beneficiary Form.
- If you submit a VSRP Application Form, you may rescind your VSRP Application Form by the *earlier* of (i) 3 calendar days after you submitted your VSRP Application Form; or (ii) 5:00 p.m. EST on February 15, 2024.

For example, if you properly submit your VSRP Application Form on January 29, 2024, you will have until February 1, 2024 to rescind your VSRP Application Form. If you properly submit your VSRP Application Form on February 13, 2024, you will have until 5:00 p.m. EST on February 15, 2024 to rescind your VSRP Application Form.

- The University will notify all VSRP applicants if their application to participate has been approved or denied by **February 19, 2024**.
- All other dates described in the Information Packet are <u>unchanged</u>. This includes separation dates and deadlines to sign and submit the Release and Waiver Agreement.

Attached please find the updated Application Form that reflects the February 15, 2024 deadline. Eligible faculty members who applied using the previously distributed Application Form DO NOT need to reapply using the updated Application Form. <u>Only</u> eligible faculty who apply after January 25, 2024 need to use the attached updated Application Form.

VSRP APPLICATION FORM

 I apply to participate in the 2024 Voluntary Separation or Retirement Program. Please check one: I intend to separate from active service. I intend to retire from active service. I intend to retire from active service. Note that separation of service occurs when you cease employment with the University. In order to be considered a "retiree", you must leave YSU employment and begin receiving retirement benefits or meet the eligibility requirements under the State of Ohio Teacher Retirement System. It is your responsibility to verify retirement eligibility. If you elect to participate in VSRP as a retiree and are not eligible to retire you will be defaulted to a separation. 					
By signi	ng below, I acknowle	edge that:			
	 I have read all the information provided to me concerning The Youngstown State University 2024 Voluntary Separation or Retirement Program (VSRP). 				
encou	 I had the opportunity to discuss the VSRP with a University representative and was encouraged to seek individual legal and/or financial advice about the VSRP as needed to help me make an informed decision about ACCEPTING or DECLINING the VSRP. 				
sign a	 I understand that in addition to signing this VSRP Application Form, I must also properly sign and not revoke the Release and Waiver Agreement to receive the benefits under the VSRP. 				
	 I understand I must submit this VSRP Application Form by 5:00 p.m. EST on February 15, 2024. 				
	 I understand that even if I submit a VSRP Application, participation in the VSRP is subject to University approval based on current academic and instructional needs. 				
expec	 I understand that I must be continuously employed and continue to fulfill all duties and expectations of my employment during the time period between the date I apply to participate in the Program and my Separation Date. 				
proce	 I understand that the VSRP or its process shall in no way be subject to any grievance procedure, arbitration or Article 12 whether filed by myself or by the YSU-OEA except for a grievance to enforce the terms of the VSRP in accordance with MOU 2024.01. 				
I ackr	I acknowledge that if I am approved for the VSRP, I will forfeit my tenure rights.				
 I freel 	I freely, knowingly and voluntarily ACCEPT the VSRP and sign this form.				
	 My signature below indicates my complete understanding and agreement with the terms of the VSRP. 				
Name o	f Participant:				
Signatu	re of Participant:				
Employe	ee ID:		Date:		

Remember: If you do not complete this VSRP Application Form and return it to The Office of Human Resources c/o Jennifer J. Lewis-Aey, at Tod Hall Third Floor Room 359 or e-mail to FacultyVSRP@ysu.edu by 5:00 p.m. EST on February 15, 2024, you will be deemed to have DECLINED the VSRP. Received in HR on ______by HR Representative______

(Date)	
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(Signature)