

Memorandum of Agreement
Between
Tompkins Cortland Community College
And
The Professional Administrator's Association

The College and the Professional Administrators' Association agree to amend the following clause to the current bargaining agreement:

ARTICLE 46: VOLUNTARY SEPARATION INCENTIVE

1. Retiring members must notify TC3 by irrevocable notice of their intent to participate in this program by November 10, 2017.
2. Retiring members may choose advance their retirement date by a minimum of thirty (30) calendar days by submitting an irrevocable notice of their intent to participate in this incentive program by November 10, 2017.
3. Retiring members who leave service by August 31, 2018 shall receive the following benefits:
 - a. Retiring members who leave with health insurance coverage will pay 20% health insurance premium for individual coverage and 20% of the individual portion of the family health insurance premium for 5 years from the date of retirement and 50% thereafter. The retiree will continue to pay 65% for the dependent portion of the family health insurance coverage. Retiring members under this section shall have the option of using accumulated sick leave value (as calculated per Article 17.3) toward the 20% contribution or freeze their accumulated sick leave value beginning in year 6.
 - b. Retiring members who leave without health insurance coverage will receive an additional \$8,000 added to their health reimbursement account amount as calculated per Article 17.3.
 - c. Retiring members shall be eligible for the retirement incentive per Article 46 without the restriction of an irrevocable 12-month notice.

Olivia Hersey, PAA President

Date:

Olivia A Hersey

Oct 19, 2017

Orinthia Montague, TC3 President

Date:

Orinthia Montague

10/19/17