

**PHASED RETIREMENT FOR BARGAINING UNIT MEMBERS
IN THE OPTIONAL RETIREMENT PROGRAM
(2/25/10 Announcement)**

In recognition of the fact that some members of the faculty may wish to phase into retirement gradually, and that such a transitional period may be helpful to the University's planning efforts, the University and the MSP have agreed to a new phased retirement program.

Effective immediately, bargaining unit members in the Optional Retirement Program are eligible to participate in a phased retirement program under which a bargaining member may, for no less than two and no more than five years prior to separation from the University, reduce in time, ordinarily to no less than 25% and no more than 50% time, with a corresponding reduction in salary and an agreed-upon definition of his/her reduced responsibilities.

At the time of approval of any such arrangement, the bargaining unit member shall be required to provide a non-rescindable resignation effective at the end of the agreed-upon term of the reduced appointment.

All such arrangements shall be subject to prior approval by the department head/chair, dean, and the Provost, and decisions shall not be grievable under the MSP/FSU contract. Faculty members on phased retirement appointments will continue to be members of the bargaining unit.

An application form for phased retirement is available at <http://www.umass.edu/provost/faculty-staff-resources/personnel-information>, along with an overview of the effects on various benefits of phased retirement appointments. Faculty members considering phased retirement should consult with Human Resources (545-1478, 545-6115, 545-6121) regarding the impact of various percentages of appointment and decisions about drawing from their ORP accounts.