

**Memorandum of Understanding  
between  
Bates Faculty Union, Local 4184, AFT-Washington  
and the  
Board of Trustees of Bates Technical College**

**Retirement/Resignation Early Notification Incentive**

The College and the Local 4184 Union agree that new language will replace current language in the Collective Bargaining Agreement, Section 7.16, Retirement/Resignation Early Notification Incentive.

**Current language:**

- To assure sufficient time for an effective search for a replacement, the College will provide a one-time incentive to faculty in full-time or tenured positions who provide notification to the College between June 1 and November 1 of each year, giving at least six (6) months prior notice of their expected retirement or resignation date. Full-time or tenured faculty who have at least ten (10) years of service as of their last date of employment, will receive a \$2,000 incentive; faculty with less than ten (10) years of service as of their last date of employment will receive a \$1,000 incentive.

**New language:**

- To assure sufficient time for an effective search for a replacement, the College will provide a one-time incentive to faculty in full-time or tenured positions who provide a written notification to the College at least six (6) months prior to their expected retirement or resignation date. Full-time or tenured faculty who have at least ten (10) years of service as of their last date of employment, will receive a \$2,000 incentive; faculty with less than ten (10) years of service as of their last date of employment will receive a \$1,000 incentive.

For Local 4184:



Jim Androy  
Union President

\_\_\_\_\_  
Date

For Bates Technical College:



Christina Nelson  
Director of Human Resources

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Date

5/23/19