

**Agreement Between Wayne State University and the Wayne State University Chapter of the
American Association of University Professors-American Federation of Teachers,
Local 6075**

November 5, 2007

It is agreed:

1. The University will provide to employees represented by the AAUP-AFT, a special one-time limited duration separation payment. The payment will be made in a single lump sum, and will be equal in amount to the current average cost of single retiree medical coverage for a five-year period. To be eligible for this program employees must be 65 years old or older and have either ten years of service or five years of University contributions in the retirement program and must agree to retire on May 14, 2008.
2. The lump-sum payment will be deposited either into a Health Reimbursement Arrangement (HRA) account on a tax-favored basis to offset IRS Section 213(d) medical expenses or provided as a single taxable amount that can be used without restriction.
3. Employees must agree to elect this program between January 1, 2008 and March 31, 2008.
4. Employees who elect this option will be provided the ability to purchase at their own expense group vision and dental coverage for themselves and their dependents.
5. Employees who elect this option will be eligible for University-arranged career transition counseling for a period of up to three months. Work-family and Employee Assistance Plan counseling will also be available through the existing WSU EPA program.
6. Bargaining-unit members cannot participate in both this program and the Voluntary Early Retirement program.
7. Faculty who have opted for Phased Retirement as described in Article XII Section J.2.a of the 2006-2009 AAUP-AFT contract will be allowed to terminate his/her Phased Retirement effective May 14, 2008, retire from the University on May 14, 2008, and elect this Health Care Benefit option. Academic Staff who have opted for the Retirement Buy-Out as described in Article XII Section J.2.b of the 2006-2009 AAUP-AFT contract will be allowed to terminate the Retirement Buy-Out option and obtain the lump-sum payout for the Health Care Benefit. This lump-sum payment shall be reduced by any amount already paid for the Retirement Buy-Out option.

For Wayne State University:

For the Wayne State
University Chapter of the
AAUP-AFT, Local 6075:

Nancy Barrett
Provost and
Senior Vice President for Academic Affairs

Charles J. Parrish
President