

MGMT

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ARTICLE 56

RETIREMENT/RESIGNATION

Section 1

Within available resources, the Employer agrees that those employees who are eligible to retire within five (5) years will be given an opportunity to participate voluntarily in a retirement planning seminar. This seminar, whether established by the Employer or obtained through another source, will include at a minimum the prescribed requirements of the federal retirement plans.

Section 2

Counseling is available to each employee who separates, voluntarily or involuntarily, as to her/his rights and benefits under the applicable retirement system.

Section 3

After an employee has submitted a resignation or retirement application, the employee may request, in writing, to withdraw the application at any time prior to its effective date. The Employer may deny the withdrawal request only for legitimate reasons including, but not limited to, the hiring of or valid commitment to hire a replacement. This denial and the reasons for it will be communicated to the employee in writing.

Peter E. Jones 7/14/2006
Bashy 07/14/06