

Looking for a Sign? ERIP 2020

June 2020

We are Oregon Tech Together



Today's Discussion

- What is an ERIP
- Why now?
- Eligibility Requirements
- Incentives
- The Fine Print
- Timeline
- Q&A

What is an ERIP?



- One of the common work force management tools in the toolbox
- Universities across the country are utilizing (we've done this before)
- *Voluntary* program designed to incentive resignations and/or retirements

What is an ERIP?

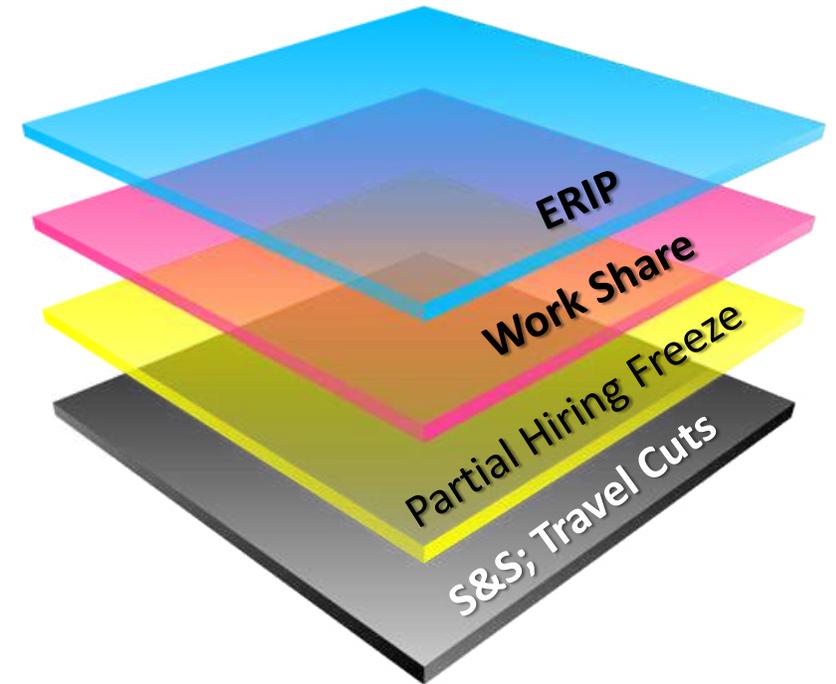
- Common Components:
 - Eligibility requirements
 - Modest incentives (*nudge, not a bribe*)
 - Agreed-to resignation/retirement date
 - Time for cross-training; position assessment
 - Written Agreement



Why this? Why now?

To address the budgetary shortfall in FY 21 (FY 22 and beyond) a phased and layered approach is needed

- Cuts to travel, reduced S&S = 1 tool
- Partial hiring freeze = another tool
- Furloughs through the Work Share Program = yet another tool
- ERIP = 1 more tool Oregon Tech is putting to use
- ...



Why this? Why now?

- FY21 = salary savings needed now
- FY 22 = re-org & re-structuring over time
- Higher Ed Forecast: Not Good
 - UO – 282 laid off (April)
 - WOU – eliminated 18 positions (April)
 - PSU – 106 laid off (May)
 - OSU – 23 staff cut from Athletics (June)
 - ...



**REALITY
CHECK
AHEAD**

Why this? Why now?

- An ERIP won't fix everything, but...
 - The more people who choose (*choose*) to participate, the greater the flexibility Oregon Tech has to manage the workforce
 - R/Rs create opportunities to reexamine roles, efficiencies, positions, re-org without lay-offs, etc.



Eligibility Requirements



- Must currently be enrolled in an Oregon Tech retirement plan and eligible for PEBB medical benefits
- Be full-time faculty, classified, or unclassified employee (i.e., no part-time employees, adjuncts, or temporary employees)
- Must not have been formally disciplined in the past 3 years

Eligibility Requirements

Fit one or more of these descriptions
(as of Jan. 1, 2020):

1. If already Medicare eligible, must have worked at Oregon Tech for the past 3 years or longer; or
2. If not yet Medicare eligible, must be Medicare eligible within 3 years and must have worked at Oregon Tech for the past 5 years or longer; or
3. Have worked at Oregon Tech for 25 years or more

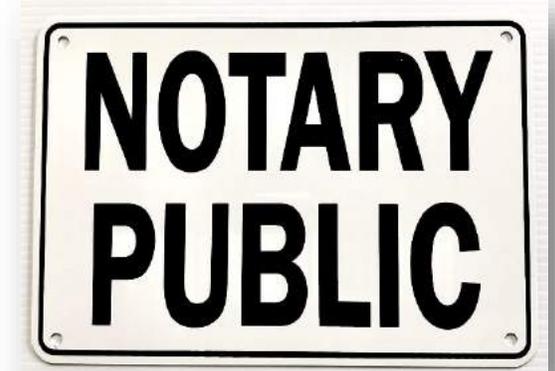




Who	Proposed Incentive & Rationale for Lump Sum Payments	Total
Medicare Eligible Full-time Employees w/ 3 years or more of service	Medicare supplement plans estimated at \$4,000 for 3 years	\$12,000
Not Yet Medicare Eligible Full-time Employee w/ 5 years or more of service, Age 64	1 year of healthcare bridge funding at \$7,000 & 2 years of a Medicare supplement plan at \$4,000 for each year	\$15,000
Not Yet Medicare Eligible Full-time Employee w/ 5 years or more of service, Age 63	2 years of healthcare bridge funding at \$7,000 & 1 year of a Medicare supplement plan at \$4,000	\$18,000
Not Yet Medicare Eligible Full-time Employee w/ 5 years or more of service, Age 62	3 years of healthcare bridge funding at \$7,000 per year	\$21,000
Full-time employee with least twenty-five (25) years of service at Oregon Tech	3 years of healthcare bridge funding at \$7,000 per year* *If the ERIP applicant fits more than one category, the category w/ the more generous cash incentives applies	\$21,000

Incentives

- Loyalty Incentive of \$5,000 for ERIP participants with 15 years+ of service to Oregon Tech
- Staff Fee Privilege Extension up to 1 year beyond the ERIP participant's resignation date
- Free Tickets to Athletic Events for 1 year
- Employee Rate for Gym Membership (TechRec) for 1 year
- Free Notary Services for up to 3 years
- Career Counseling Services for up to 3 years
- Honored Guests at the 2020 Winter Staff Celebration*



The Fine Print

- ERIP participants will not be eligible for rehire at Oregon Tech in any capacity until completing a 1-year waiting period. *Why?*
- There is a lifetime ban on accepting a benefits-eligible position at Oregon Tech—i.e., making temporary or part-time work the only options for future employment with Oregon Tech. *Why?*
- A Participation Agreement, Waiver, and Release will need to be signed. *Why?*
- Because this is a voluntary resignation/retirement, ERIP participants will not be eligible for unemployment benefits. *Why?*





**TOUGH
DECISIONS
AHEAD**

Timeline

- This week of June 15: Education; Benefits Counseling; Think
- Week of June 22: Ask questions, meet with Sarah, Think Some More
- Applications Due by 5 PM on Friday June 26**
- Retirements effective by Dec. 31, 2020*

Time Out for Tough Love: What Stops People?

- **Fear:** What happens next? Who am I without my career identity? What will I do? How do I move on?
- **Empathy & Ego:** I can't abandon my colleagues. I won't leave my boss high and dry. They'll never be able to replace me!



To Be Clear: If you are eligible and you want to participate, Oregon Tech would love for you to participate. Don't talk yourself out of it because you think Oregon Tech would prefer you stay.

Time Out for Tough Love: What Stops People?



- Supervisors should not pressure you to participate or not participate, or pepper you with questions about whether you may participate. **Let me know ASAP if you feel pressured or pestered in any way!**
- This is a one time deal. If we get to lay offs further down the road, there will not be an ERIP component. **Take it or leave it *now*.**

More Information

- Oregon Tech COVID-19 website now features an ERIP page:
 - Frequently Asked Questions (FAQs)*
 - At a glance overview
 - ERIP Application
 - Career Counseling Overview
- Contact Sarah Henderson in OHR to talk about *your* circumstances



COVID-19 Coronavirus **Updated June 11, 2020 at 9:51 am**

Oregon Tech is committed to providing a safe and healthy environment for our university community and we are actively monitoring the news regarding the spread of COVID-19 (coronavirus).

With this evolving situation, Oregon Tech will be continuously evaluating and updating plans and communicating them.

Remote Resources

STUDENTS

[FOR STUDENTS](#)

[UPDATED APRIL 4, 2020](#)

[FOR EMPLOYEES](#)

[UPDATED APRIL 22, 2020](#)

[STUDENT EMPLOYEES](#)

[UPDATED MARCH 18, 2020](#)

[FOR VISITORS](#)

[UPDATED APRIL 13, 2020](#)

[COMMENCEMENT FAQs](#)

[UPDATED MAY 6, 2020](#)

[WORK SHARE TOOLKIT](#)

[UPDATED JUNE 2, 2020](#)

[ERIP 2020](#)

[UPDATED JUNE 11, 2020](#)



Ask a Question

ASK

The Integrated Student Health Center on the Klamath Falls campus will continue to offer both medical and mental health support services during Spring Term. They are able to offer in-person, telephone and video conference counseling to students. Medical appointments will continue to be in-person. The ISHC in coordination with Klamath County Public Health is following the guidelines from the Oregon Health Authority to screen students who call to schedule a medical appointment. Call ISHC at 541-885-1800 to schedule either type of appointment.

Counseling Services are available to Portland-Metro students via telephone and video conference. Appointments can be made by calling 503-821-1313.

Students: If you are on the Klamath Falls campus and begin to feel ill (cough, trouble breathing, fever), or would like to speak with a counselor, call ISHC at 541-885-1800. If you are a student on the Portland-Metro campus or on another site and begin to feel ill, please call your healthcare provider.

Faculty/Staff: If you begin to feel ill (cough, trouble breathing, fever), please call your healthcare provider.

**IF YOU WERE THIS
WAITING FOR THIS
A SIGN IS IT**

Work Share Q&A

