


**MEMORANDUM OF UNDERSTANDING FOR EARLY OUT RETIREMENT  
FOR 2010**


This Memorandum of Understanding (MOU) is entered into between the Social Security Administration (SSA) and the General Committee of the American Federation of Government Employees (AFGE) regarding Early Out Retirement for 2010.

1. This agreement concerns the impact and implementation aspects related to Management's early out decision (See attached letter dated May 19, 2010).
2. Employees in participating components must meet the eligibility requirements and separate no later than the date established by the agency i.e., August 31, 2010.
3. For planning purposes, those interested in early out retirement must contact their supervisor and SPO by July 1, 2010 to initiate the retirement paperwork.
4. Existing conditions of employment procedures will be followed if Management decides to internally backfill the vacancies that result from this early out action.
5. By entering into this agreement, neither AFGE nor SSA waives any other right afforded by 5 U.S.C. 71.
6. An employee must have been covered under the Federal Employee Health Benefits (FEHB) Program for at least his/her last 5 years of service in order to continue coverage under the program in retirement. However, the Office of Personnel Management will grant pre-approved waivers to employees who have been covered under the FEHB Program continuously since the beginning date of the Agency's latest early out authority (February 19, 2010) and retire through voluntary early retirement during the early out period.
7. Within 21 days of the signing of this agreement, management will provide copies of the notice to all AFGE Bargaining Unit Employees regarding "Availability of Early Out Retirement for 2010" noting the conditions agreed to as set forth by this agreement.
8. The Agency will provide the Union on or before September 30, 2010, the number of employees by component, position, and location who elect to use Early Out.

For the Agency

  
Ralph Patinella

For the Union

 5/24/10  
James Marshall Date