

# UBBN

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*"I have some questions about the state's Early Retirement Incentive Plans."*



## **Q. What are the time frames for participating?**

**A.** Except for DR&C, it's not known when agencies will officially begin offering ERIPs to employees. However, if an employee is eligible and wishes to participate, he or she should inform the employer as soon as possible in case participation in the plan becomes limited.

## **Q. What agencies will offer an ERIP?**

**A.** Currently, DR&C will offer a 1-year ERIP. Although the Office of Budget and Management have not approved details yet, MH/MR/DD and ODJFS are also looking into offering a 1-year ERIP.

## **Q. How will an ERI plan work?**

**A.** There are two types of plans. The first is a **voluntary plan**. If the employer chooses to establish this kind of plan, it must remain in effect for at least one year. Employees must be given at least 30 days notice before ending the plan.

The second plan is a **mandatory** type which comes into effect when either 1) the state proposes to close a state correctional facility or an MH/MR/DD institution or 2) within a 6-month period, the employer lays off at least 50 employees or 10 percent of the number of employees in the "employing unit." This plan must be in effect from the time the layoff or proposed closing is announced until the effective date of the layoff or closing.

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