

40 3. The agency agrees to exercise its discretion to participate in the Voluntary
41 Separation & Retirement Incentive Program, if approved by OFM and in
42 accordance with Article 42.32 of the parties collective bargaining agreement.
43 Participation is governed by the **DCYF 2021-2023 Voluntary Separation &**
44 **Retirement Incentive Plan** which is attached and incorporated into this agreement.
45 This agreement does not constitute a contractual right to an incentive offered
46 through the **2021-2023 Voluntary Separation & Retirement Incentive Plan.**

47 4. A one-time lump sum of one thousand dollars (\$1,000) dollars to all employees at-
48 risk for layoff who accept an appointment within Juvenile Rehabilitation and
49 commute from Naselle more than 30 miles to their new appointment. They must be
50 in the appointment on October 31, 2022 or before and have no break in service. To
51 receive this lump sum amount employees must submit a form to JR payroll by
52 November 30, 2022.

53 5. The agreements herein do not constitute a practice nor are they precedent setting.

54 **This MOU will expire on June 30, 2023.**

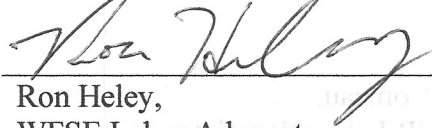
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For the Employer



Gina L. Comeau,
OFM/SHR Labor Negotiator

For the Union



Ron Heley,
WFSE Labor Advocate