

DEFINITION: THE STATUS OF <i>RETIREE</i> @ ST. LAWRENCE UNIVERSITY

The purpose of this memo is to clarify the meaning of the term *retiree* as a term used for former employees of SLU. This clarification does not IN ANY WAY change an active or former employee's eligibility for any benefit, financial or otherwise, such as health insurance, not specifically mentioned below.

The definitions and/or requirements regarding retirement at SLU included in specific statements, plans, or otherwise, including Bargaining Unit Agreements, supersede this definition.

An employee is in the status labeled *retired* when an employee is no longer an active employee of St Lawrence University and, at the time of separation

Attained Age was At Least:	AND	Combined Age + Service Was At Least:
50		75
52		74
54		73
56		72
58		71
60		70

...in which case the *retiree* is eligible for the following, under the same terms as apply to active employees or retirees in the same classification [for instance, faculty retirees, as a retiree classification]:

- Use of SLU athletics complex and fitness center
- Discount at SLU Bookstore
- Access to sporting and cultural events [most are free - some play-off events require paid admission]
- Listing in the SLU "Larry" as a retiree
- Involvement in appropriate retiree group, hence invitation to events that are open to that classification of retirees
- Recognized as a retiree at the annual Employee Recognition Ceremony
- An account on the SLU computer system as deemed available for the applicable classification of retirees and under the same guidelines as active users

Distribution of funds from an individual's Defined Contribution Retirement Plan (403b), or any retirement plan, can only be as specified by that plan and is **unaffected** in any way by this definition or any part of this statement.

The spouse and dependents of a deceased retiree or an active employee, who, at the time of death, would have been eligible for the status of retiree per this definition, remain eligible for the items listed above, as appropriate for spouses/dependents.

1.11.08,SCy

Approved by SS, 4.08