NEW YORK POWER AUTHORITY	EP:	1.9
	REVISION:	4
EMPLOYEE POLICY	DATE:	3/29/2012

PLEASE REFER TO THE PORTION OF THE HUMAN RESOURCES POLICIES ENTITLED DISCLAIMERS WHERE YOU WILL FIND A STATEMENT, WHICH PERTAINS TO ALL EMPLOYEE POLICIES, INCLUDING THIS ONE.

TRANSFER OR RE-EMPLOYMENT IN PUBLIC SERVICE

Employees Leaving Employment with the Authority

1.1 Employees of the Power Authority of the State of New York ("Authority") who leave the Authority, or within one year of termination of employment with the Authority, are employed with the State of New York, (Executive, Legislative, or Judicial branch), a civil division thereof, or another New York State public benefit corporation, may, if they so elect, transfer accruals and retain the anniversary date of their employment with the Authority for all purposes including employee eligibility for benefits in their new employment with the State of New York, a civil division thereof, or another New York State public benefit corporation consistent with agreements made between the Authority and state or municipal civil service commissions or other New York State public authorities.

1.2 "Civil division": - for the purpose of administering this policy a civil division shall be a city, county, town or village that participates in the New York State and Local Retirement Systems. A civil division shall not include a school district.

New Employees

2.1 Without regard to their date of first employment with the Authority, employees who leave the employment of the State of New York (Executive, Legislative, or Judicial branch), a civil division thereof, or another New York State public benefit corporation and who are employed or rehired by the Authority within one year of termination, shall be entitled to transfer accruals and retain the anniversary date of their employment with the State of New York, a civil division thereof, or another New York State public benefit corporation as their anniversary date with this Authority for all purposes including the employees' eligibility for all benefits in their new employment with this Authority.

2.2 "Civil division" – see 1.2 above.

Transition

3.1 Employees of the Authority who have prior employment that may qualify as Authority employment under this policy shall be given a reasonable period to make application for such an adjustment in their date of employment with the Authority and retrospective adjustment of benefits shall be made where applications are approved.

3.2 The terms of this policy shall not be implemented with respect to bargaining unit personnel in the absence of collective negotiations.

Benefits in Retirement

4.1 In order to continue benefits in retirement, both of the following conditions must be met:

a) You must have 10 years of combined service with the Authority and New York State. At least five years of service must be with the Authority unless you are covered under this policy (refer to section 2.1), in which case, a minimum of three years of NYPA service is required. Employees with a Section 211 or 212 exemption must have 10 years of NYPA service; and

b) You terminate employment with the Authority and immediately collect a pension from the New York State and Local Retirement Systems.

Vice President, Human Resources

3/29/12
Date