

**RESOLUTION REGARDING TEMPLATE
DOCUMENTS CONCERNING EMPLOYEE SEPARATIONS**

WHEREAS, MIRA Dissolution Authority (MDA) is statutorily mandated to cease operations at close of business on June 30, 2025;

WHEREAS, Public Act 23-170 directs that with regard to any remaining real or personal property of MDA that is not sold or MDA operations that are not transferred by June 30, 2025, the Department of Administrative Services (“DAS”) becomes the successor to MDA for the remaining property and operations. See PA 23-170, Section 15 (“The Department of Administrative Services shall constitute a successor agency to the MIRA Dissolution Authority in accordance with the provisions of subsections (a) to (d), inclusive, and subsection (f) of section 4-38d and section 4-38e of the general statutes.”); and PA 23-170, Section 10(c)(2) (“Notwithstanding the requirements of section 22a-60 of the general statutes, upon transfer of ownership or oversight of a permitted facility owner or operated by the MIRA Dissolution Authority to the Department of Administrative Services, any permits or licenses held by the MIRA Dissolution Authority shall be deemed to be transferred to the Department of Administrative Services and shall continue in full force and effect.”);

WHEREAS, pursuant to Public Act 23-170, Section 25, MDA’s enabling statute is repealed effective July 1, 2025: “Sec. 25. Sections 22a-260 to 22a-284, inclusive, of the general statutes and sections 8 and 9 of this act are repealed. (Effective July 1, 2025).”;

WHEREAS, PA 23-170 references Section 4-38d of the general statutes, but specifically excludes Section 4-38d(e), which would have transferred the MDA’s employees to DAS (like CRRA’s employees were transferred to its successor, MIRA and MIRA’s employees were transferred to its successor, MDA);

WHEREAS, the exclusion of Section 4-38d(e) under MDA’s enabling statute creates a statutory mandate that all MDA employees be terminated, rather than directly absorbed by DAS or another agency;

WHEREAS, the MDA’s Working Notice and Separation Benefits Policy (hereafter “Separation Policy”) requires a three- month working notice prior to terminating MDA’s employees, as follows:

25.2 Working Notice and Separation Benefits

25.2.1 Working Notice

CRRA has instituted a three-month working notice period for all CRRA employees who are going to be terminated by CRRA without cause attributable to the employee as a result

of position elimination, reorganization, restructuring, reduction in force, or other related circumstance. . . .

WHEREAS, because of the statutorily mandated shutdown of the MDA at Close of business on June 30, 2025, notice of termination of employment due to cessation of operations must be provided to MDA's employees on March 31, 2025, in order to allow for the three-month working notice;

WHEREAS, MDA employees must sign a release of claims in favor of MDA in order to qualify for the separation benefits under MDA's Separation Policy and the related Resolutions of MDA's Board Directors;

WHEREAS, this is a group reduction in force which triggers a requirement under the Older Worker Benefit Protection Act for a notice of all the employees considered and all the employees selected for termination, including their job titles and ages as of June 30, 2025; and

WHEREAS, the separation terms set forth in MDA's Separation Policy and the related Resolutions of MDA's Board Directors apply to all MDA employees with the exception of MDA's President, whose separation terms are governed by his employment agreement.

NOW, THEREFORE, it is

RESOLVED: (1) That the employment of all remaining MDA employees shall be terminated at close of business on June 30, 2025; (2) That with the exception of MDA's President, all remaining MDA employees shall be provided three-months working notice on March 31, 2025 in advance of the termination of their employment on June 30, 2025; (3) That with the exception of MDA's President whose separation terms are governed by his employment agreement, all remaining MDA employees shall be offered separation benefits in accordance with MDA's Separation Policy and the related Resolutions of MDA's Board Directors in exchange for execution of separation agreements waiving claims against MDA and with terms agreeable to MDA; and (4) That MDA's President is hereby authorized to execute separation agreements on behalf of MDA and to execute such other documentation as may be required on behalf of MDA in connection with the separations of the remaining MDA employees, other than the President.

FURTHER RESOLVED: (1) That the employment of MDA's President shall be terminated at close of business on June 30, 2025; (2) That MDA's President shall be provided the separation benefits specified in his operative employment agreement in exchange for his execution of a separation agreement waiving claims against MDA and with terms agreeable to MDA; and (3) That the Chairperson of MDA's Board Directors is hereby authorized to execute the separation agreement on behalf of MDA and to execute such other documentation as may be required on behalf of MDA in connection with the President's separation.