

Memorandum of Understanding

This is a Memorandum of Understanding ("MOU") between Utica University ("Employer" or "University") and the American Association of University Professors - Utica University Chapter ("AAUP-UC" or "Union") (collectively "parties").


Whereas, Utica University has recently developed a new alternative work schedule program for staff called "FlexWork," which is scheduled to begin on January 2023, and

Whereas, some AAUP-UC bargaining unit members may be eligible for the Utica University FlexWork Program (i.e., librarians and HEOP Personnel as stipulated in CBA 2.1), and

Whereas, the CBA secures the compensation, rights, and benefits of those bargaining unit members who may be eligible for the Utica University FlexWork Program,

Therefore, the compensation, rights, and benefits secured under the CBA will be preserved and remain in place for any members of the AAUP-UC bargaining unit who choose to participate in the Utica University FlexWork Program. This MOU will stay in effect through the duration of the FlexWork Program and will terminate only if the University decides to terminate the FlexWork Program. Nothing contained in this MOU impacts the University's unilateral right to make changes to or terminate the FlexWork program at any time.

Dated: 12-21-22

  
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Leonore Fleming  
President, AAUP-UC

Dated:

  
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Lisa Green  
VP HR-Personnel Development, Utica University