

Memorandum of Agreement

Subject: Continuation of Health Insurance Coverage for Departing Faculty

This is a Memorandum of Agreement (“MOA”) between Utica University (“Employer” or “University”) and the American Association of University Professors - Utica University Chapter (“AAUP-Utica” or “Union”) (collectively “parties”).

WHEREAS, the University desires to offer a benefit to departing faculty members to assist with the transition to new employment; and

WHEREAS, faculty members may receive deferred salary payments over the summer months following their departure; and

WHEREAS, continued health insurance coverage can be a significant financial concern during this period.

NOW, THEREFORE, in consideration of the foregoing premises and the mutual covenants contained herein, the parties agree as follows:

1. Eligibility:

This agreement applies to all faculty members who:

- Provide written notice of resignation to the University in accordance with established procedures
- Have a confirmed end date of employment on or before July 31st
- Are entitled to receive deferred salary payments from June 1st through July 31st, or have taken their salary payments over 20 pay periods

2. Continued Coverage:

Departing faculty who meet the eligibility criteria in Section 1 shall be entitled to continue health insurance coverage for the same plan(s) and spouse and family coverages they elected during their employment, at the same cost to the employee through July 31st.

3. Responsibilities:

- The University shall be responsible for deducting the appropriate health insurance premiums from the departing faculty member's deferred salary payments.
- Departing faculty members shall be responsible for notifying the Human Resources Office of their intent to continue coverage under this agreement.

5. Effective Date:

This agreement shall be effective as of March 1, 2026.

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Leonore Fleming
President, AAUP-Utica

2/26/26

Date

Stephanie R. Nesbitt

Stephanie Nesbitt
President, Utica University

02/26/26

Date