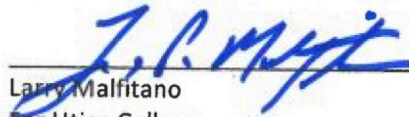


## MEMORANDUM OF UNDERSTANDING

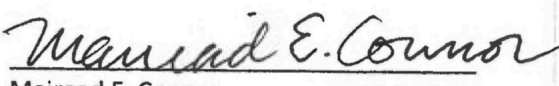
This is a Memorandum of Understanding ("MOU") between Utica College ("Employer" or "College") and the American Association of University Professionals-Utica Chapter ("AAUP-UC" or "Union") (collectively "parties").

1. The College and the Union recently have completed negotiations for a successor collective bargaining agreement ("CBA") which has yet to be ratified by the membership of AAUP-UC;
2. The previous term of the parties' CBA expired on May 31, 2015, and the parties have mutually entered into several contract extension agreements extending the previous CBA through November 30, 2016, while they were negotiating a new agreement and preparing it for execution;
3. The College and the Union wish to memorialize in writing their mutual agreement and understandings on the issue of retroactivity of the new CBA;
4. Upon ratification of the new CBA, the parties agree that its terms will be effective between June 1, 2015 and May 31, 2020, and be retroactive to June 1, 2015, except that the parties agree that (1) the changed compensation rates and terms in Article 18 which were changed from the previous CBA and (2) the benefits in Article 19 which were changed from the previous CBA and together (1) and (2) above contained in the new agreement will be retroactive to June 1, 2015, only for bargaining unit members who are on the active payroll of the College upon ratification of the agreement by the membership of the AAUP-UC and the four bargaining unit members who have retired from their employment with the College since June 1, 2015 (Jan DeAmicis, Janice Huss, Mary Ann Janda, and Ted Orlin). The parties agree that any bargaining unit member who permanently left the payroll of the College either by resignation other than retirement or discharge shall not receive the changed compensation in Article 18 or changed benefits in Article 19.

Dated: 11/22/16

  
Larry Malfitano  
For Utica College

Dated: 11/22/16

  
Mairead E. Connor  
For AAUP-UC