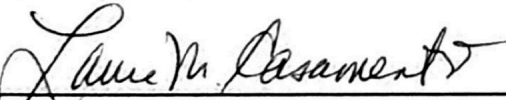


MEMORANDUM
of
AGREEMENT
between
UTICA COLLEGE
and
THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
UTICA COLLEGE CHAPTER

The parties agree to modify the application of Article 19.10 of their collective bargaining agreement for HEOP and Librarian bargaining unit members with respect to the timing of birth and adoption leave. It is agreed that upon request, eligible HEOP and Librarian staff shall be granted sixteen (16) weeks of full paid birth or adoption leave immediately following the birth or adoption event.


All other provisions of Article 19.10 shall remain applicable to HEOP and Librarian staff.

UTICA COLLEGE

By: 
Laura M. Casamento, Ed.D.
President, Utica College

Date: 4/19/17

AAUP-UC

By: 
Paul J. MacArthur, M.P.S.
President, AAUP-UC

Date: 4/13/17