

MEMORANDUM OF UNDERSTANDING
By and Between
the University of Toledo and
the University of Toledo American Association of University Professors
Lecturers and Tenure, Tenured-Track Bargaining Units
(Temporary Domestic Partner Benefit January 1, 2023- December 31, 2023)

This Memorandum of Understanding ("MOU") is entered into this day of 2022 by and between the University of Toledo ("University") and the University of Toledo American Association of University Professors, Lecturers and Tenure, Tenure-Track bargaining units ("UT-AAUP"). The Parties mutually agree to the following:

- 1) The University has no legal obligation to provide a domestic partner health benefit under the current collective bargaining agreement, federal or state law.
- 2) The UT-AAUP would like employees in its bargaining units, who would be eligible to participate in the temporary extension of domestic partner benefits, to have the opportunity to do so.
- 3) The parties agree to grandfather existing domestic partners that are currently taking health insurance benefits through December 31, 2023.
- 4) This MOU is non-precedent setting and does not establish a past practice.
- 5) This MOU shall expire by its own terms on December 31, 2023. Accordingly, UT-AAUP agrees not to file or process any grievance or administrative action regarding the temporary extension to grandfathering the existing domestic partner benefit.

IT IS SO AGREED.


FOR THE UNIVERSITY:



John Elliott,
Chief Human Resources Officer

Date: 08/29/2022

FOR THE UT-AAUP:



Timothy Brakel,
President

Date: August 26, 2022



Don Wedding,
Vice President & Grievance Chair

Date: August 26, 2022