

APPENDIX C
MEMORANDUM OF AGREEMENT PLUS ONE HEALTH PLAN

Memorandum of Agreement

Emerson College (the "College") and Service Employees International Union, Local 888 (the "Union") (collectively, the "Parties") enter into this Memorandum of Agreement (the "Agreement") to resolve on a non-precedent setting basis the class action grievance filed by the Union on November 8, 2022 regarding the eligibility of members of the bargaining units represented by the Union ("Employees") to enroll in the College's "plus one" health insurance plans during open enrollment in November 2022 (the "Grievance"). In furtherance of their mutual desire to resolve the Grievance, the Parties agree as follows:

1. The College will permit eligible Employees to participate in the November 2022 open enrollment for the "plus one" medical and dental plans for plan year 2023 under the same terms and conditions as those "plus one" plans are made available to College employees who are not represented by a union. Those terms and conditions include a seventy percent (70%) employer and thirty percent (30%) employee cost share for the medical plan and the flat dollar subsidy for the dental plan.
2. For plan year 2023, the College will extend to Employees the same supplement to the cost of the family tier for the medical and dental plans as the College extends to College employees who are not represented by a union.
3. Eligible Employees may enroll in the voluntary vision plan which is 100% employee paid under the same terms and conditions as the voluntary vision plan is made available to College employees who are not represented by a union.
4. The College denies any breach of the Parties' collective bargaining agreement as alleged by the Union in the Grievance and this Agreement does not constitute an admission of a breach of that collective bargaining agreement or of any wrongdoing.
5. The Union withdraws the Grievance with prejudice and agrees not to file another grievance arising out of Employee eligibility to participate in the College's medical, dental or vision plans for plan year 2023.
6. This Agreement sets no precedent beyond its express terms with respect to the medical, dental and vision plan year 2023 and open enrollment for those plans for plan year 2023.

AGREED AND ACCEPTED

**SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 888**

By: 

Print Name: DENNIS LEVINE

Dated: 11/15/2022

4861-1272-0702, v. 1

EMERSON COLLEGE

By: 

Print Name: Cathy Carney

Dated: 11-18-22