

Memorandum of Understanding – 18 OUT OF COUNTRY REIMBURSEMENT FUND

This will confirm the substance of our discussions at this round of bargaining related to the Out of Country Emergency Coverage.

The current benefit covers members of the Association only for the first six (6) months of absence out of the country.

The University has agreed to establish a Fund to reimburse members of the association who purchase, at their own expense, out of country emergency coverage for periods of more than six (6) months up to a maximum of one (1) year.

The reimbursement will apply only to the premiums paid by the member, in whole or in part, for any period of time beyond the current six month cap.

Proof of payment and original receipts must be submitted to the University in order to be eligible for any reimbursement.

The University will develop a process by which reimbursement will be made and will inform the Association once the process has been established.

The Fund will have a maximum dollar value of \$10,000.00 per each year of the agreement. Unused monies in any year shall be carried over into the next eligible year. However, in the event that the \$10,000.00 fund is used up prior to the end of any given year, the University shall not be required to top up the fund to cover any reimbursements which may be submitted.

It is understood and agreed that the University is NOT providing coverage for any additional out of country emergency coverage beyond the current six month cap nor is the University responsible for facilitating coverage, negotiating premiums or undertaking any liability whatsoever in connection with this arrangement.