

Memorandum of Understanding

This Memorandum of Understanding ("Agreement") is made and entered into by and between the University of Maine System and all of its campuses, locations, sites, centers and affiliated entities (collectively the "University") and the Associated C.O.L.T. Staff of the Universities of Maine ("Union"), collectively ("the Parties").

Pursuant to discussions between the parties regarding dental insurance offered to unit members, the following agreement has been reached by the Parties:

1. The University will offer dental insurance with a choice of three different plan designs beginning January 1, 2021. The University will pay 100% of the premium for the option that is equivalent to the current plan design ("traditional" plan) for the regular, full-time employee. The employee may select any offered plan, and/or enroll eligible dependents, by paying the difference between the plan cost for an employee and the cost for the coverage desired. For part-time regular employees, UMS will cover half of the employee's premium, up to the amount that is equal to half of the "traditional" plan premium for employee-only coverage. The employee may enroll eligible dependents by paying the difference between the plan cost for an employee and the cost for the coverage desired.
2. The default dental plan for regular, full-time employees will be the plan that is the equivalent of the current plan.
3. In the event this Agreement conflicts with any provision of the Collective Bargaining Agreement between the Union and the University, this Agreement shall be controlling.
4. This Agreement contains the entire Agreement between the University and the Union with respect to the subject matter and supersedes any prior agreements or understandings between them.

In Witness Whereof, the Parties have executed this Agreement.

Cheryl J. Spencer

Digitally signed by Cheryl J. Spencer
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email=rpt372@maine.edu, c=US
Date: 2020.09.29 12:09:50 -04'00'

Associated C.O.L.T. Staff of the Universities of Maine

Date

Doriana Pratt

University of Maine System

9/29/2020

Date