

MEMORANDUM OF AGREEMENT
BETWEEN
ASSOCIATION OF CLERICAL-TECHNICALS – URI/NEA
AND
UNIVERSITY OF RHODE ISLAND/STATE OF RHODE ISLAND

The undersigned parties, the University of Rhode Island and ACT/URI/NEA, agree to extend the Reduced Work/Week, Work Year Agreement from July 1, 2010 to June 20, 2012.

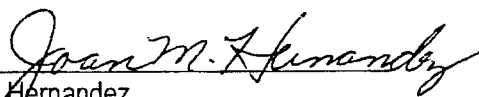
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FOR THE UNIVERSITY

FOR THE UNION



Anne Marie Coleman
Assistant Vice President
for Human Resources



Joan Hernandez
President, ACT/NEA/URI

5/4/2011

Date

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BETWEEN
ASSOCIATION OF CLERICAL-TECHNICALS-URI/NEA
and
UNIVERSITY OF RHODE ISLAND/STATE OF RHODE ISLAND

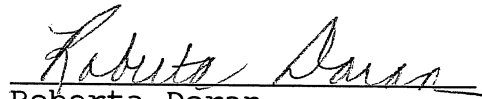
The parties agree to extend the Reduced Work/Week, Work/Year Agreement from June 30, 1994 to June 30, 1995.

FOR THE UNIVERSITY:

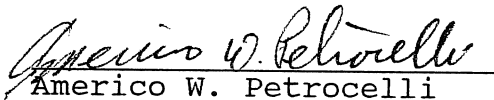


Robert L. Carothers
President

FOR ACT/NEA:



Roberta Doran
President, ACT/NEA-URI



Americo W. Petrocelli
Commissioner of Higher Education

May 3, 1994

Date

MEMORANDUM OF AGREEMENT
Between
Association of Clerical-Technicals-URI/NEA
and
University of Rhode Island/State of Rhode Island

The undersigned parties, the University of Rhode Island and ACT/NEA, agree to allow full-time employees to voluntarily participate in a reduced work/week, work/year program for the period July 1, 1993 - June 30, 1994. This agreement may be extended by agreement of the parties. The purpose of this program will be to allow flexibility in work schedules, while at the same time, assisting the University in attaining its budgetary objectives during the current fiscal crisis. Work schedule accommodations shall be approved only if they promote the efficiency of University operations and result in a reduction of costs.

1. Full-time employees will be eligible to voluntarily reduce their scheduled work/week, work/year with the approval of the appropriate Vice President. Employees must maintain a scheduled work year of at least 1040 hours, and 20 hours per week to be eligible for continued fringe benefits.
2. Any conflicts in scheduling time off will be resolved by primary seniority.
3. Vacation, sick leave and retirement benefits will be pro-rated based on the reduction in hours.
4. Employees participating in the program will be eligible to maintain tuition waiver, health insurance benefits and personal days as if they were continuing full-time employees.
5. Upon the expiration of the term of the reduced schedule, or termination of this agreement, employees will be restored to their full-time schedule.

This agreement shall not constitute nor set precedent.

For the University:
A.B. Keneuso

A.W. Petrucci
Commissioner of Higher Education

For ACT/NEA:
Roberta C. Davis

July 30, 1993
Date