MEMORANDUM OF AGREEMENT

Between the
ASSOCIATION OF CLERICAL-TECHNICALS – URI/NEA

And

THE UNIVERSITY OF RHODE ISLAND

In an effort to afford employees a more flexible work schedule and assist the University in meeting budgetary objectives, 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, 2014 through June 30, 2015. This Agreement may be extended annually by written Agreement by the parties. The purpose of this program will be to afford employees flexibility in their work schedules, while at the same time, assist the University in attaining its budgetary objectives during the current fiscal year. Work schedule accommodations will only be approved if they promote the efficiency of University operations and result in a reduction in costs.

1. Full-time employees will be eligible to voluntarily reduce their scheduled work week with the approval of the appropriate Dean or Director, and the Assistant Vice President for Human Resources. Employees must maintain a scheduled work year of at least 1040 hours, and a minimum of 20 hours per week to remain eligible for fringe benefits.

2. Vacation, sick leave, personal leave and retirement contributions will be pro-rated based upon the reduction in hours.

3. Eligible employees will be eligible to maintain tuition waiver benefits. Health insurance benefit co-shares will be determined by Article XIII of the Collective Bargaining Agreement.
4. Any conflicts in scheduling will be resolved by primary seniority.

5. Upon the expiration of their term of the reduced schedule, or the expiration of this Agreement, employees will be restored to their full-time schedule.

This Agreement and the provisions hereunder shall not constitute or be referred to as a precedenct by either party. It also shall not be introduced or referred to in any grievance or court proceedings involving the parties, except if necessary, for the sole purpose of enforcing the provisions hereof.

FOR THE UNIVERSITY:

[Signature]
Date: 6/20/14

FOR ACT/NEA:

[Signature]
Date: 6/20/2014