

MEMORANDUM OF AGREEMENT

Between
ESP / NEARI
and the
University of Rhode Island

The undersigned parties, the University of Rhode Island and ESP agree to allow full-time employees to voluntarily participate in a reduced work/week, work/year program for the period July 1, 2023 - June 30, 2024. 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. 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 approval of the appropriate Vice President. Employees must maintain a scheduled work year of at least 1,040 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 prorated based on the reduction in hours.
4. Employees participating in the program will be eligible to maintain tuition waiver, benefits and personal days as if they were continuing full-time employees. Health Insurance will be subject to applicable premium sharing.
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.
6. It is understood and agreed between the parties that this Agreement does not establish any rights or benefits which may serve as a precedent between the Union and the University.

For the University:



Anne Marie Coleman
Assistant VP for Human Resources

3/9/2023

Date

For ESP:



Diana Mondragon,
Union President

3.10.2023

Date