

MEMORANDUM OF AGREEMENT

Between

UNIVERSITY OF RHODE ISLAND BOARD OF TRUSTEES

And

UNIVERSITY OF RHODE ISLAND PROFESSIONAL/TECHNICAL ADMINISTRATIVE
ASSOCIATION – LOCAL 2877
RI COUNCIL 94, AFSME, AFL/CIO

This Memorandum of Agreement between the University of Rhode Island Board of Trustees (“BOT”) and the University of Rhode Island Professional/Technical Administrative Association – Local 2877, RI Council 94, AFL/CIO (“UNION”) is executed for purposes of extending the terms and conditions of the 2021 – 2024 Collective Bargaining Agreement, previously extended through separate Memorandum of Agreement between the PARTIES dated May 17, 2024, and now further extended by the terms herein through June 30, 2027.

The Collective Bargaining Agreement dated July 1, 2021 through June 30, 2024 between the PARTIES, and to the extent applicable the Memorandum of Agreement dated May 17, 2024, is incorporated herein by reference as if fully reproduced, except as modified below:

1. ARTICLE XIX – Salary Provisions

19.1 Salary schedules are set forth in Appendix A-1, A-2, A-3.

Effective July 1, 2025, bargaining unit members shall receive a three and one-quarter percent (3.25%) across the board salary increase.

Effective July 1, 2026, bargaining unit members shall receive a three and one-quarter percent (3.25%) across the board salary increase.

2. Side Letter

The PARTIES recognize a desire to review current contractual language related to the Letter of Agreement – Shift Differential for University Police Officers but further recognize that such a review may require in depth discussions that would otherwise delay effectuation of this Memorandum of Agreement. As such, the PARTIES agree that within six months of full execution of this Memorandum, a thorough review of the Letter of Agreement – Shift Differential for University Police Officers will be conducted and discussed between appropriate representatives of the UNION and URI, with the goal of agreeing to modification of such terms as they relate, and are specifically limited, to the shift differential currently provided for therein. Should the PARTIES agree to terms during the six (6) month period, the same will be reduced to writing and will be effective within a reasonable period of time following full execution of that writing, but no more than three (3) pay periods thereafter. If the PARTIES do not reach agreement, the matter will close, and UNION reserves the right to negotiate such changes with the 2027 – 2030 successor contract.

(Memorandum of Agreement -- Extension of 2021-2024 Collective Bargaining Agreement)

Discussions regarding modification of the Letter of Agreement -- Shift Differential for Public Safety Officers in accordance with this Memorandum are in no way meant to suggest or result in a reopening of the Collective Bargaining Agreement for negotiation. The terms herein are meant specifically and only to address potential changes to the shift differential as currently provided for in the Letter of Agreement -- Shift Differential for Public Safety Officers, and as such, discussions in accordance with this Memorandum of Agreement are expressly limited thereto.

3. Side Letter

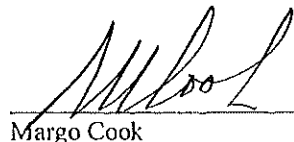
The PARTIES recognize a desire to review current contractual language related to Article 14.3 entitled "Sea Pay for Ship's Technicians" and Article 14.4 entitled, "Sea Pay for other than Ship's Technicians" for modification but further recognize that such a review may require in depth discussions that would otherwise delay effectuation of this Memorandum of Agreement. As such, the PARTIES agree that within six months of full execution of this Memorandum, a thorough review of Article 14 as it relates to Sea Pay will be conducted and discussed between appropriate representatives of the UNION and URI, with the goal of agreeing to modification of such terms. Should the PARTIES agree to terms during the six (6) month period, the same will be reduced to writing and will automatically be incorporated into the 2027 successor agreement. If the PARTIES do not reach agreement, the matter will close, and UNION reserves the right to negotiate such changes with the 2027 -- 2030 successor contract.

Discussions regarding modification of Article 14 as it relates to Sea Pay in accordance with this Memorandum are in no way meant to suggest or result in a reopening of the Collective Bargaining Agreement for negotiation. The terms herein are meant specifically and only to address potential changes to Article 14.3 and 14.4 of the contract, and as such discussions in accordance with this Memorandum of Agreement are expressly limited thereto.

For URI and URI Board of Trustees:

 6/12/25
Becky Hill Date:

Vice President
Office of Human Resources

 6.27.25
Margo Cook Date:

Chair
URI Board of Trustees

For Union:

 June 12, 2025
Chris Faraone Date:

President
URI Professional/Technical Administrative
Association

Cc.: Michael Fitzpatrick, Jr.