

MEMORANDUM OF AGREEMENT
BETWEEN
PROFESSIONAL STAFF ASSOCIATION – URI/NEA
AND
UNIVERSITY OF RHODE ISLAND/
STATE OF RHODE ISLAND

The undersigned parties, the University of Rhode Island and PSA/NEA, agree to allow full-time employees to voluntarily participate in a reduced work/week, work/year program for the period of July 1, 2019 – June 30, 2020. 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 schedule work/week, work/year with the approval of the appropriate Vice President. Employees must maintain a schedule work year of at least one thousand forty (1040) hours, and twenty (20) hours per week to be eligible for continued fringe benefits.
2. Any conflicts in scheduling time off will be resolved by 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, health insurance 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.

This agreement shall not constitute nor set precedent.

For the University:



Anne Marie Coleman
Assistant Vice President for
Human Resource Administration

6/21/19

Date

For PSA/NEA:



Kenneth Burke
PSA/NEA President

6/21/2019

Date