

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

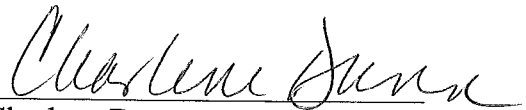
The parties agree to extend the attached Compensatory Time/Admissions Office Agreement from July 1, 2011 to June 30, 2012.

FOR THE UNIVERSITY:



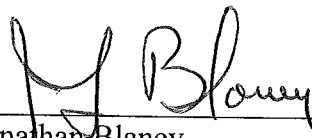
Anne Marie Coleman
Assistant Vice President, HRA

FOR URI/PSA/NEA:



Charlene Dunn
President, URI/PSA/NEA

6.30.11
Date


Jonathan Blaney
Vice President, URI/PSA/NEA

MEMORANDUM OF AGREEMENT
BETWEEN
UNIVERSITY OF RHODE ISLAND PROFESSIONAL STAFF ASSOCIATION
(URI/PSA/NEARI/NEA)

and the

BOARD OF GOVERNORS FOR HIGHER EDUCATION
COMPENSATORY TIME/ADMISSIONS OFFICE

1. This memorandum shall apply only to full time Admission Officers and Admission Advisors on academic year and calendar year schedules.
2. This agreement in no way limits an employee's right to exercise his/her rights under Article VII of the PSA Contract except that employees opting to use the method described in this agreement precludes use of Article VIIB - 2, during the academic year of said request.
3. All requests to carry over and discharge accrued compensatory time beyond the thirty (30) day limit will be made in writing to the Dean for Undergraduate Admissions and Student Financial Aid and approved by the Assistant Vice President for Human Resource Administration.
4. For purposes of this memorandum only, the Dean for Undergraduate Admissions and Student Financial Aid shall be the sole approving authority for the accrual and discharge of compensatory time. Accrual and discharge of compensatory time must be approved in advance.
5. For calendar year appointments compensatory time will be discharged by August 31 of the academic year in which it was accrued.
6. For academic year appointments compensatory time will be discharged before the end of the academic year in which accrued.
7. Upon resignation, retirement, death, dismissal or change of position, no more than 210 hours of compensatory time will be compensated. Accrued hours beyond 210 shall be considered lost. Said compensation will be paid at the rate of pay in effect at the time such payment is made.

Memorandum of Agreement
URI/PSA/NEARI/NEA
page 2

8. Approved compensatory time for hours actually worked may be accrued for weekend, evening, early morning and holiday assignments in-state and out-of-state "on the road" recruiting travel and conference assignments.
9. This agreement applies only to stated personnel in the Admissions Office and no other office on campus. It shall not be used as precedent in any other proceedings between the parties.
10. This agreement shall be renewed annually unless either party wishes to alter same by giving notice 30 days prior to June 30th. If the parties fail to agree, this agreement shall become null and void as of June 30th of the year in question.

Robert H. Gault
For The University of Rhode Island

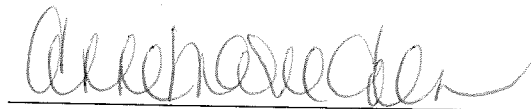
Timothy W. Tierney
For PSA

22 March 91
Date

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

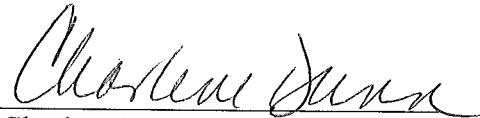
The parties agree to extend the attached Compensatory Time/Memorial Union/Student Activities Agreement from July 1, 2011 to June 30, 2012.

FOR THE UNIVERSITY:



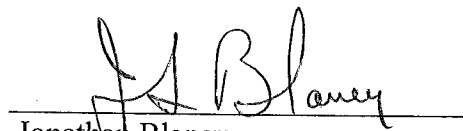
Anne Marie Coleman
Assistant Vice President, HRA

FOR URI/PSA/NEA:



Charlene Dunn
President, URI/PSA/NEA

6.30.11
Date


Jonathan Blaney
Vice President, URI/PSA/NEA

MEMORANDUM OF AGREEMENT

Between

University of Rhode Island Professional Staff Association
(URI/PSA/NEARI/NEA)

and the

Board of Governors for Higher Education

Compensatory Time/Memorial Union/Student Activities

1. This memorandum shall apply only to full time PSA staff members employed in the Memorial Union on academic year and calendar year schedules.
2. This agreement in no way limits an employee's right to exercise his/her rights under Article VII of the PSA Contract, except that employees opting to use the method described in this agreement precludes use of Article VIIB-2, during the academic year of said request.
3. All requests to carry over and discharge accrued compensatory time beyond the thirty (30) day limit will be made in writing to the Director, Memorial Union/Student Activities and approved by the Director, Labor Relations.
4. For purposes of this memorandum only, the Director, Memorial Union/Student Activities shall be the sole approving authority for the accrual and discharge of compensatory time. Accrual and discharge of compensatory time must be approved in advance.
5. For calendar year appointments compensatory time accrued from January 15th will be discharged by August 31st of the same year; and compensatory time accrued from August 31st must be discharged by January 15th of the next calendar year.
6. For academic year appointments compensatory time will be discharged before the end of the academic year in which accrued.
7. Upon resignation, retirement, death, dismissal or change of position, no more than 105 hours of compensatory time will be compensated. Accrued hours beyond 105 shall be considered lost. Said compensation will be paid at the rate of pay in effect at the time such payment is made.
8. Approved compensatory time for hours actually worked may be accrued for weekend, evening, early morning and holiday assignments in-state.

9. This agreement applies only to stated personnel in the Memorial Union/Student Activities Office and no other office on campus. It shall not be used as precedent in any other proceedings between the parties.
10. This agreement shall be renewed annually unless either party wishes to alter same by giving notice 30 days prior to June 30th. If the parties fail to agree, this agreement shall become null and void as of June 30th of the year in question.

FOR THE UNIVERSITY:

Anne Marie Coleman
Anne Marie Coleman
Director, Labor Relations

FOR THE UNION:

Jonathan Blaney
Jonathan Blaney,
President, PSA/NEA-URI

DATE

9/22/95

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

The parties agree to extend the attached Recreational Staff Agreement from July 1, 2011 to June 30, 2012.

FOR THE UNIVERSITY:



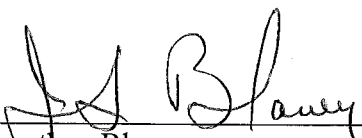
Anne Marie Coleman
Assistant Vice President, HRA

FOR URI/PSA/NEA:



Charlene Dunn
President, URI/PSA/NEA

6.30.11
Date

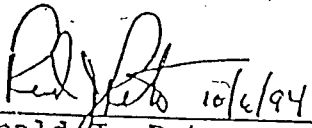

Jonathan Blaney
Vice President, URI/PSA/NEA

AGREEMENT

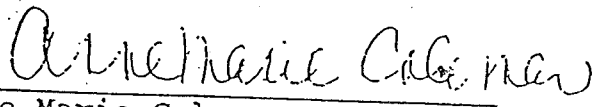
The undersigned parties, the University of Rhode Island and URI/PSA/NEARI/NEA, agree to the following:

1. Recreational staff members who are required to work overtime to supervise facilities for events or programs, which must pay for facility rental and/or services in accordance with established University policy, will be compensated at a flat rate of \$15.00 per hour, rather than accruing compensatory time in accordance with Article 14.1.6 of the collective bargaining agreement. This flat fee payment shall apply to any special event or program held in the Mackal-Keaney-Tootell Complex with the exclusion of all URI Intercollegiate Athletic and Recreational Services events as well as University mandated programs (i.e. Commencement, Welcome Day, Freshman Orientation). Recreational staff members will only be compensated to the extent that events or programs are assessed a charge for their services.
2. This agreement shall not establish a precedent.
3. This agreement shall expire on June 30, 1995 unless extended by mutual agreement of the parties.

For the University:

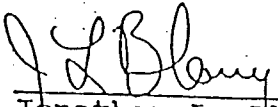


Ronald J. Petro
Director, Athletics



Anne Marie Coleman
Director, Labor Relations

For the Union:



Jonathan L. Blaney
President, PSA/NEA/URI

10/5/94

DATE

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

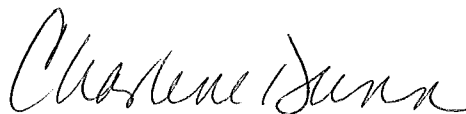
The parties agree to extend the attached Compensatory Time/Athletic Therapist/Associate Athletic Therapist/Assistant Athletic Therapist (including Coordinator, Athletic Equipment) Agreement from July 1, 2011 to June 30, 2012.

FOR THE UNIVERSITY:



Anne Marie Coleman
Assistant Vice President, HRA

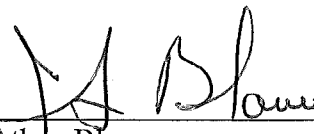
FOR URI/PSA/NEA:



Charlene Dunn
President, URI/PSA/NEA

6.30.11

Date



Jonathan Blaney
Vice President, URI/PSA/NEA

DRAFT

MEMORANDUM OF AGREEMENT

BETWEEN

UNIVERSITY OF RHODE ISLAND PROFESSIONAL STAFF ASSOCIATION
(URI/PSA/NEARI/NEA)

and the

BOARD OF GOVERNORS FOR HIGHER EDUCATION

COMPENSATORY TIME/ATHLETIC THERAPIST/ASSOCIATE
ATHLETIC THERAPIST/ASSISTANT ATHLETIC THERAPIST

1. This memorandum shall apply only to the classifications of Athletic Therapist, Associate Athletic Therapist and Assistant Athletic Therapist.
2. This agreement in no way limits an employee's right to exercise his/her rights under Article VII of the PSA Contract, except that employees opting to use the method described in this agreement precludes use of Article 7.2.B.1, during the academic year of said request.
3. The Athletic Therapist will prepare a monthly work schedule two weeks prior to the beginning of each month. When this document, is approved by the Director, or his designee, it will serve as authorization for the accrual of compensatory time. Signed time cards authorizing payment for time worked will serve as the authorization for compensatory accrual beyond the 30 day limit.
4. For purposes of this memorandum only, the Director, Athletics shall be the sole approving authority for the accrual and discharge of compensatory time. Accrual and discharge of compensatory time must be approved in advance.
5. All compensatory time accrued during the proceeding academic year must be discharged prior to the date that fall student athletics return for preseason practice. There will be no compensatory time carryover beyond this date.
6. Upon resignation, retirement, death, dismissal or change of position, no more than 210 hours of compensatory time will be compensated. Accrued hours beyond 210 shall be considered lost. Said compensation will be paid at the rate of pay in effect at the time such payment is made.
7. Compensatory time may be accrued for weekend, evening, early morning and holiday assignments in-state and out-of-state "on the road" athletic events. A maximum 7 hour per day accrual will be in effect for all weekend work.

8. This agreement applies only to stated personnel in Athletics and no other office on campus. It shall not be used as precedent in any other proceedings between the parties.
9. This agreement shall be renewed annually unless either party wishes to alter same by giving notice 30 days prior to June 30th. If the parties fail to agree, this agreement shall become null and void as of June 30th of the year in question.

FOR THE UNIVERSITY:

Anne Marie Coleman
Director, Labor Relations

Ronald J. Petro
Director, Athletics

FOR THE UNION:

Jonathan Blaney
President, PSA/NEA-URI

Date



MEMORANDUM OF AGREEMENT

BETWEEN

URI/PROFESSIONAL STAFF ASSOCIATION

AND

UNIVERSITY OF RHODE ISLAND/STATE OF RHODE ISLAND

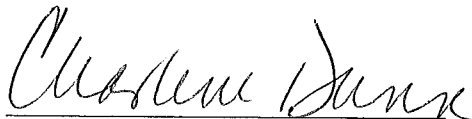
The parties agree to extend the attached Compensatory Time/Office of Student Life Agreement from July 1, 2011 to June 30, 2012.

FOR THE UNIVERSITY:



Anne Marie Coleman
Assistant Vice President, HRA

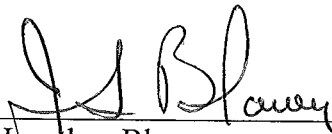
FOR URI/PSA/NEA:



Charlene Dunn
President, URI/PSA/NEA

Date

6.30.11



Jonathan Blaney
Vice President, URI/PSA/NEA

Between

University of Rhode Island Professional Staff Association
(URI/PSA/NEARI/NEA)

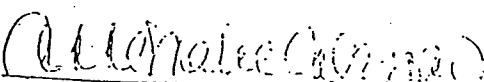
and the

Board of Governors for Higher Education
Compensatory Time/Office of Student Life

1. This memorandum shall apply only to full time PSA staff members employed in the Office of Student Life on academic year and calendar year schedules.
2. This agreement in no way limits an employee's right to exercise his/her rights under Article VII of the PSA Contract, except that employees opting to use the method described in this agreement precludes use of Article VIIB-2, during the academic year of said request.
3. All requests to carry over and discharge accrued compensatory time beyond the thirty (30) day limit will be made in writing to the Director of Student Life and approved by the Director, Labor Relations.
4. For purposes of this memorandum only, the Director of Student Life shall be the sole approving authority for the accrual and discharge of compensatory time. Accrual and discharge of compensatory time must be approved in advance.
5. For calendar year appointments compensatory time accrued from January 15th will be discharged by August 31st of the same year; and compensatory time accrued from August 31st must be discharged by January 15th of the next calendar year.
6. For academic year appointments compensatory time will be discharged before the end of the academic year in which accrued.
7. Upon resignation, retirement, death, dismissal or change of position, no more than 105 hours of compensatory time will be compensated. Accrued hours beyond 105 shall be considered lost. Said compensation will be paid at the rate of pay in effect at the time such payment is made.
8. Approved compensatory time for hours actually worked may be accrued for weekend, evening, early morning and holiday assignments in-state.
9. This agreement applies only to stated personnel in the Student Life Office and no other office on campus. It shall not be used as precedent in any other proceedings between the parties.
10. This agreement shall be renewed annually unless either party wishes to alter same by giving notice 30 days prior to June 30th. If the parties fail to agree, this agreement shall become null and void as of June 30th of the year in question.

FOR THE UNIVERSITY:

FOR THE UNION:




-Anne Marie Coleman

Joseph Timpani

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


The parties agree to extend the attached Compensatory Time/Dining Services Agreement from July 1, 2011 to June 30, 2012.

FOR THE UNIVERSITY:



Anne Marie Coleman
Assistant Vice President, HRA

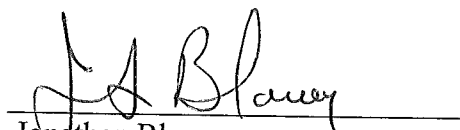
FOR URI/PSA/NEA:



Charlene Dunn
President, URI/PSA/NEA

6.30.11

Date



Jonathan Blaney
Vice President, URI/PSA/NEA

MEMORANDUM OF AGREEMENT

Between

University of Rhode Island Professional Staff Association

and the

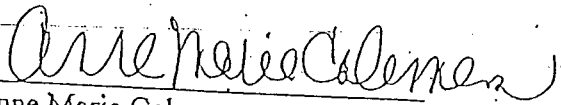
Board of Governors for Higher Education

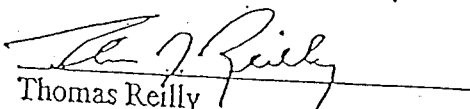
Compensatory Time/Dining Services

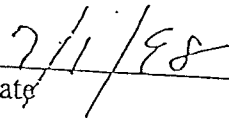
1. This memorandum shall apply only to full time PSA staff members employed in Dining Services.
2. This agreement in no way limits an employee's right to exercise his/her rights under Article VII of the PSA contract, except that employees opting to use the method described in this agreement precludes use of Article VIIB-2, during the academic year of said request.
3. All requests to carry over and discharge accrued compensatory time beyond the thirty (30) day limit will be made in writing to the Deputy Administrator, Food Service and approved by the Director, Labor Relations.
4. For the purposes of this memorandum only, the Deputy Administrator, Food Service shall be the sole approving authority for the accrual and discharge of compensatory time. Accrual and discharge of compensatory time must be approved in advance.
5. For calendar year appointments compensatory time accrued from January 15th will be discharged by August 31st of the same year; and compensatory time accrued from August 31st must be discharged by January 15th of the next calendar year.
6. Upon resignation, retirement, death, dismissal or change of position, no more than 105 hours of compensatory time will be compensated. Accrued hours will be paid at the rate of pay in effect at the time such payment is made.
7. This agreement applies only to stated personnel in Dining Services' office and no other office on campus. It shall not be used as precedent in any other proceedings between the parties.

8. This agreement shall be renewed annually unless either party wishes to alter same by giving notice 30 days prior to June 30th. If the parties fail to agree, this agreement shall become null and void as of June 30th of the year in question.

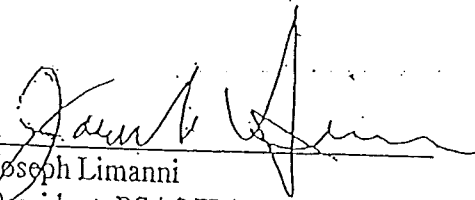
FOR THE UNIVERSITY:

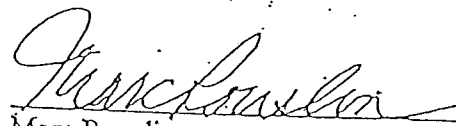

Anne Marie Coleman
Director, Labor Relations


Thomas Reilly
Deputy Administrator, Dining Services


Date

FOR THE UNION:


Joseph Limanni
President, PSA/NEA


Marc Rouslin
Vice President, PSA/NEA



To: Anne Marie Coleman
Director, Labor Relations

From: Kathleen B. Gianquitti, RD, MS *KBG*
Administrator

Date: January 19, 2000

Subject: PSA/Dining Comp Time Agreement -

I would like to amend the PSA/Dining Comp Time agreement to reflect end of year and end of fiscal year dates. I have checked with Payroll and this would work to everyone's advantage. I am suggesting that the time frame runs from the date of the last pay period ending the calendar year through the date of the last pay period in the fiscal year and then beginning again with the new fiscal year and ending with the calendar year. There are no specific dates because the pay periods fluctuate.

Thank you for your consideration of this matter.

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

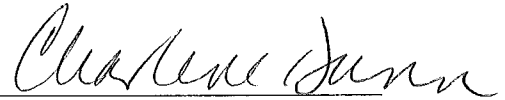
The parties agree to extend the attached Reduced Work/Week, Work/Year Agreement from July 1, 2011 to June 30, 2012.

FOR THE UNIVERSITY:



Anne Marie Coleman
Assistant Vice President, HRA

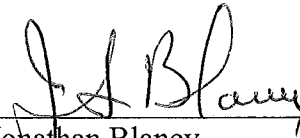
FOR URI/PSA/NEA:



Charlene Dunn
President, URI/PSA/NEA

Date

6.30.11



Jonathan Blaney
Vice President, URI/PSA/NEA

MEMORANDUM OF AGREEMENT
BETWEEN
PROFESSIONAL STAFF ASSOCIATION-URL/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, 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 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 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:

For PSA/NEA:

D. B. Lewis
A. J. Petrucci
Commissioner of Higher Education

Timothy W. Tenny
September 14, 1993
/Date

(Please process requests through Anne Marie Coleman, Assistant Vice President, HR)

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, 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 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.
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:

For PSA/NEA:

Signed by all parties. Renewed annually.