

**MEMORANDUM OF AGREEMENT**  
**By and Between**  
**ROGER WILLIAMS UNIVERSITY**  
**and**  
**ROGER WILLIAMS UNIVERSITY FACILITIES MANAGEMENT EMPLOYEES**  
**ASSOCIATION / NEA – NEARI Local 850**

NOW COME the parties and agree to extend their 2022-2025 current collective bargaining agreement (“CBA”), subject to the following terms:

1.) TWO-YEAR EXTENSION: Except as otherwise expressly set forth herein, all terms and conditions of the parties’ current CBA will extend and remain in full force and effect until August 31, 2027.

2.) HEALTH INSURANCE CO-SHARES: Article IX, Section 9.L.I.A.1 of the current CBA (lines 1818-1830) shall be replaced in its entirety with the following:

***1. Employee Co-Shares***

*Employees shall share in the premium cost to the University they elect for individual or family health insurance coverage as follows:*

*In Year 1 (from September 1, 2025 through August 31, 2026), all MBUs will contribute 22% of the premium cost.*

*In Year 2 (from September 1, 2026 through August 31, 2027) all MBUs will contribute 23.5% of the premium cost.*

3.) HEALTH INSURANCE CO-SHARES AND CO-PAYS: Health insurance deductibles and co-pays shall remain at levels specified in the current CBA (lines 1835-1836; 1840) for the duration of this two-year CBA extension.

4.) Lines 2045-2062 of the CBA shall be struck as obsolete.

5.) Line 2069 of the CBA shall be modified as follows: “For ~~each of the three (3) years~~ the term of this Agreement the only increase in wages shall be as follows...”

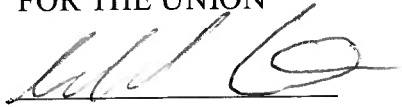
6.) WAGE INCREASES: Article X.I.D of the current CBA (lines 2075-2088) shall be replaced in its entirety with the following:

***D. Annual Wage Increases***

- 1.) *Effective September 1, 2025, each member of the bargaining unit shall be granted a base wage increase of 2.65% of their base hourly wage rate.*
- 2.) *Effective September 1, 2026, each member of the bargaining unit shall be granted a base wage increase of 2.65% of their base hourly wage rate.*
- 7.) DURATION: Article XIII of the current CBA (“Effective Date and Duration of Agreement”) shall be replaced in its entirety with the following:
- This Agreement shall become effective as of September 1, 2025 or the date it is ratified by both parties (whichever is later) and shall continue in full force and effect until midnight on August 31, 2027 and thereafter from year to year, unless at least sixty (60) days prior to its expiration date, either Union or the University gives written notice by certified mail to the other that it desires to amend or terminate the Agreement.*
- 8.) The terms set forth above are subject to approval and ratification by the parties’ respective constituent bodies.

Signed this 15<sup>th</sup> day of September 2025

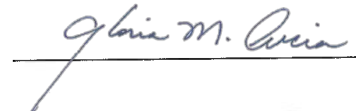
FOR THE UNION



Michael Cayton  
Chief Steward

Signed this 15th day of September 2025

FOR THE UNIVERSITY



Gloria M. Arcia, Ed. D.  
Executive Vice President  
Finance & Administration