MEMORANDUM OF AGREEMENT
By and Between
ROGER WILLIAMS UNIVERSITY
and
ROGER WILLIAMS UNIVERSITY PROFESSIONAL SUPPORT STAFF ASSOCIATION / NEA – NEARI

NOW COME the parties and agree to extend their 2022-2026 current collective bargaining agreement ("CBA"), subject to the following terms:

1.) ONE-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 and through June 30, 2027.

2.) HEALTH INSURANCE CO-SHARES: Article XII, Section 12.A.I.A.1 of the current CBA lines 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:

From July 1. 2026 through June 30, 2027, all MBUs will contribute 23.5% of the premium cost.

3.) WAGE INCREASES: Article XIII, Section 13.A shall be replaced in its entirety with the following:

a. Wage Increases

1.) *Effective September 1, 2026, each member of the bargaining unit shall be granted a base wage increase based on completed years of service (calculated as of September 1, 2026) as follows:*

MBU's with fifteen (15) or more years of service: 3.0%
MBU's with at least ten (10) years but less than fifteen (15) years of service: 2.65%
MBU's with at least five (5) years but less than ten (10) years of service: 2.35%
MBU's with less than five (5) years of service: 2.0%

4.) DURATION: Article XV of the current CBA ("Duration") shall be replaced in its entirety with the following:

This Agreement shall become effective as of the date it is ratified unless otherwise specifically set out herein and shall remain in full force and effect until the 30th day of June, 2027.

This Agreement shall be automatically renewed from year to year thereafter, commencing the first day of July, 2027, unless either party shall notify the other in writing, as least ninety (90) days prior to the anniversary date, that it desires to modify this Agreement.

In the event that such notice is given, negotiations shall begin not later than sixty (60) days prior to the anniversary date.

This Agreement shall remain in full force and effect during the period of negotiations. In the event that either party desires to terminate this Agreement following the anniversary date(s) set out above and during a period of negotiations, written notice must be given to the other party, not less than ten (10) days prior to the desired termination date.

5.) APPENDIX A: Appendix A of the Agreement shall be revised to standardize administration of salary grades across bargaining unit positions that have differing scheduled workweeks. Such revision will be limited to adjusting the manner of expression of salary grades from the currently expressed annualized basis to an hourly rate basis. The parties will work together to enact these revisions.

6.) The terms set forth above are subject to approval and ratification by the parties' respective constituent bodies as may be required, and if required, each party covenants to affirmatively recommend ratification to their respective constituent body.

Signed this 30th day of June 2026

FOR THE UNION

Lori A. Medeiros

Lori Medeiros LAM
PSSA President

Signed this 9th day of ~~June~~ July 2026

FOR THE UNIVERSITY

Gloria M. Arcia

Gloria M. Arcia, Ed. D.
Executive Vice President
Finance & Administration/Chief Financial Officer