TENTATIVE AGREEMENT

between the
Rhode Island Board of Governors for Higher Education

and the
Rhode Island Higher Education Union Coalition


2. Salary increases:
   a. Three percent (3%) across the board (including adjustments to pay schedules and overload rate) salary increase effective July 1, 2011.
   b. There shall be no across the board increase effective in the second year (July 1, 2012*) of the Agreement.

3. Health insurance premium sharing percentages delineated in the 2007-10 Agreement and 2010-11 contract extension will remain in effect for the duration of the 2011-13 Agreements. The salary increments described in the premium sharing chart have been adjusted by 3% effective July 1, 2011 to reflect the across the board salary increase.

<table>
<thead>
<tr>
<th>Individual Coverage</th>
<th>7/1/11</th>
<th>&lt; $82,400</th>
<th>&gt; $82,400</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>13.00%</td>
<td>15.00%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Family Coverage</th>
<th>7/1/11</th>
<th>&lt; $51,500</th>
<th>&lt; $82,400</th>
<th>&gt; $82,400</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>10.00%</td>
<td>13.00%</td>
<td>15.00%</td>
</tr>
</tbody>
</table>

4. No contractual language changes for the duration of the 2011-2013 Agreements.

5. The Agreements are subject to the ratification of the Rhode Island Board of Governors for Higher Education and the membership of the individual bargaining units.
*The URI Physicians Association Agreement will be effective September 1, 2011 through August 31, 2013.

For the Board of Governors

Anne Marie Coleman

Date 8/10/12

For the Union Coalition

URI/PSA

Date

URI/PSA

Date

PTAA

Date

URI Physicians Association

Date

Marine Professional Association

Date

CCRI Faculty Association

Date

CCRI/PSA

Date 8/5/12

Rhode Island College
Faculty Association

Date 5/8/12

PSA@RIC

Date 8-8-12

AFT, Local 2012
*The URI Physicians Association Agreement will be effective September 1, 2011 through August 31, 2013.

For the Board of Governors

Anne Marie Coleman

URI/PSA

Date

URI/PSA

Date

PTAA

Date

URI Physicians Association

Date

Marine Professional Association

Date

CCRI Faculty Association

8-8-12

Date

CCRI/PSA

8-8-12

Date

Rhode Island College Faculty Association

Date

PSA@RIC

Date

AFT, Local 2012

Date
4. No contractual language changes for the duration of the 2011-2013 Agreements.

5. The Agreements are subject to the ratification of the Rhode Island Board of Governors for Higher Education and the membership of the individual bargaining units.

*The URI Physicians Association Agreement will be effective September 1, 2011 through August 31, 2013.

For the Board of Governors
Anne Marie Coleman 8/10/12
Date

For the Union Coalition
Christine J. Dunn 8/8/12
Date

URI/PSA

L. Blom 8/8/12
Date

URI/PSA

Barbara Failla, VP
PTAA

8/8/12
Date

Jeanette Woolley
URI Physicians Association

8/9/12
Date

Edward F. Mitchell
Marine Professional Association

8/9/12
Date

CCRI Faculty Association

Date

CCRI/PSA

Date