

MEMORANDUM OF AGREEMENT
BETWEEN
THE STATE OF RHODE ISLAND AND THE COMMUNITY COLLEGE OF RHODE ISLAND
AND
EDUCATION SUPPORT PROFESSIONAL ASSOCIATION/NEARI
(Security and Safety Department Overtime)

This Agreement is entered into this 29th day of MAY, 2012, by and between the Community College of Rhode Island (hereinafter, the College) and the Education Support Professional Association/NEARI (hereinafter, the Union), and shall modify the Article 9.A. of the Collective Bargaining Agreement with respect to overtime for Security and Safety Officers, only, as follows:

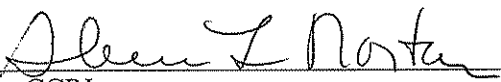
A. ORDINARY OFFICER OVERTIME.

Step One: Overtime shall first be offered to Security and Safety Officers on the basis of primary seniority at the campus at which they are employed on a rotating basis.

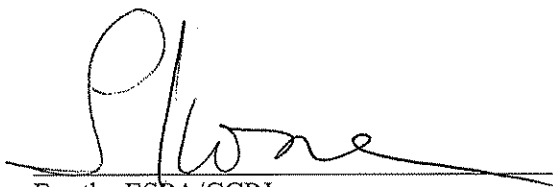
Step Two: Should the process indicated in Step One fail to generate a sufficient number of volunteer Security and Safety Officer(s), the Employer shall offer the overtime to Security and Safety Officers permanently assigned to campuses other than the campus at which the overtime work was generated. The offer of overtime shall be made by seniority and on a rotating basis.

Step Three: Should the process indicated in Step Two fail to generate a sufficient number of volunteer Security and Safety Officer(s), the Employer shall be entitled to direct and require (force-in) the most junior Security and Safety Officer(s) at the campus from which the overtime work originated, to perform the work. Force-ins shall be made on a rotating basis per past practice, beginning with the most junior Security and Safety Officer on the campus in which the overtime work originated. Officers from the other Campuses shall not be forced to work overtime at these Campuses with the exception of Graduation and on an emergency basis.

- B. For purposes of this memorandum, the term Officer or Security and Safety Officer shall be interchangeable and shall include: Campus Patrol Persons and College Police Officers
- C. Seniority throughout this Agreement refers to *primary* seniority.
- D. This Agreement shall expire on June 03, 2014, unless extended in writing by the Parties.
- E. Except as modified by this Agreement, the terms of the collective bargaining agreement shall remain unchanged.


For CCRI

Date: 5/29/2012


For the ESPA/CCRI

Date: 5/29/2012

MEMORANDUM OF AGREEMENT
BETWEEN
THE STATE OF RHODE ISLAND AND THE COMMUNITY COLLEGE OF RHODE ISLAND
AND
EDUCATION SUPPORT PROFESSIONAL ASSOCIATION/NEARI
(Security and Safety Department Overtime)

This Agreement is entered into this 29th day of MAY, 2012, by and between the Community College of Rhode Island (hereinafter, the College) and the Education Support Professional Association/NEARI (hereinafter, the Union), and shall modify the Article 9.A. of the Collective Bargaining Agreement with respect to overtime for Security and Safety Supervisor(s), only, as follows:

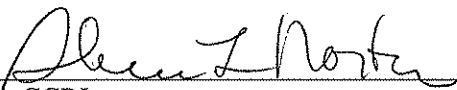
A. ORDINARY SUPERVISOR OVERTIME.

Step One: Overtime shall first be offered to Security and Safety Supervisors on the basis of primary seniority at the campus at which they are employed on a rotating basis.

Step Two: Should the process indicated in Step One fail to generate a sufficient number of volunteer Security and Supervisors, the Employer shall offer the overtime to Security and Safety Supervisors permanently assigned to campuses other than the campus at which the overtime work was generated. The offer of overtime shall be made by seniority and on a rotating basis.


Step Three: Should the process indicated in Step Two fail to generate a sufficient number of volunteer Security and Supervisors, the Employer shall be entitled to direct and require (force-in) the most junior Security and Safety Supervisor at the campus from which the overtime work originated, to perform the work. Force-ins shall be made on a rotating basis per past practice, beginning with the most junior Security and Safety Supervisor on the campus in which the overtime work originated. Supervisors from the other Campuses shall not be forced to work overtime at these Campuses with the exception of Graduation and on an emergency basis.

- B. For purposes of this memorandum, the term Security and Safety Supervisor(s) shall be interchangeable and shall include: Supervising Campus Patrol Persons and College Police Lieutenants.
- C. Seniority throughout this Agreement refers to *primary* seniority.
- D. This Agreement shall expire on June 03, 2014, unless extended in writing by the Parties.
- E. Except as modified by this Agreement, the terms of the collective bargaining agreement shall remain unchanged.



For CCRI

Date: 5/29/2012



For the ESPA/CCRI

Date: 5/29/2012