

MEMORANDUM OF AGREEMENT
Between
Franklin Pierce University and the Rindge Faculty Federation
Local 2433, AFT, AFL-CIO.

This Memorandum of Agreement is entered into between Franklin Pierce University (“the University”) and the Rindge Faculty Federation (“the Union”), herein collectively referred to as “the parties.”

The parties acknowledge and agree that the COVID-19 pandemic emergency and the subsequent decisions to end student residency and all direct instruction on the Rindge campus have created a serious and unexpected financial shortfall for the University.

To aid the University during the 2019-2020 fiscal year, the membership of the Union agree to the following alterations in the terms of the collective bargaining agreement (CBA) between the University and the Union:

1. The University will not make the April 2020 and May 2020 payments into the Defined Contribution Plan as outlined in Article 21.8 of said CBA. The resultant savings shall be utilized by the University to reduce the fiscal deficit for the 2019-2020 fiscal year.

2. No further 2019-2020 fiscal year funding shall be allocated from the Dean’s Fund (Article 9.2), Faculty Development Fund (Article 9.3), Tuition Fund (Article 9.4) and the Research Support Fund (Article 9.5).

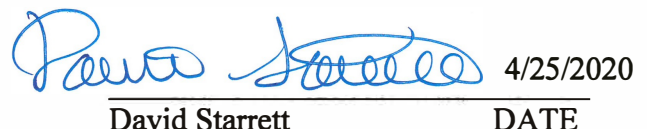
Bargaining unit members with unreimbursed expenditure of already allocated monies from these funds must utilize the *Professional Development Funds Reimbursement Form* and submit copies of receipts via email to Joleen Little (Littlej@franklinpierce.edu). Copies may be scanned or photographed but must be a legible copy. All forms and receipts must be received by Joleen Little no later than 430pm, Monday, May 4, 2020 or seven calendar days after release of the *Reimbursement Form*, whichever is later.

These financial concessions are made freely and voluntarily by the members of the Rindge Faculty Federation and expire at the start the University’s next fiscal year (June 1, 2020).

A joint announcement of these concessions shall be issued by the University and the Union following immediately upon signing of this Agreement.



Mary C. Kelly DATE
President
Rindge Faculty Federation



David Starrett DATE
Provost
Franklin Pierce University