

MOU Summary of Changes

September 6, 2006

Part I

[4] and [5]: Combined former MOU 4, 5, and 6. In the new 4 and 5, changed “*Recommend to...*” to “*Consult with....*”\ Renumbered the section to reflect the deletion of former #6.

[15]: Removed Community Advisory Leadership System information. Added documentation of the annual “*Report to the People*” by CES/CEP to the respective Boards.

Part II

[5]: Changed “Confer and advise with” language to “*Provide regular input...on the particular needs of the county....*”

Part III

[1]: Changed “*will be worked out in*” to “*will be made after consultation between...*” to “*will be made in consultation between.*”

[2]: Added that each party will be responsible for complying with applicable laws.

[3]: Added that each party will cooperate in applying the AA/EEO plans of CES or CEP.

[4]: Added that Extension employees will be governed by the Leave Policies of the Universities and OSP, including FMLA, FIL, and items “*related to the earning rates, payout timing and amounts, and administration of*” leave. Changed “*amounts*” to “*computation.*” Added “*Educational leave for EPA employees, as provided under University policy, will be reviewed in consultation with the County.*”

[6]: Moved old #4 to new §6. Changed “*Agents...*” to “*employees....*”

[7] and [8]: Old Memorandum of Agreement (MOA) is merged into the new MOU.

[7.1]: Describes the conversion to send-in payrolling for [7.1.1] all new hires, [7.1.2] transition of current Extension employees over 2 open-enrollment periods in 2006 and 2007, [7.1.3] all transfers, [7.1.4] at such time that total non-send-in employee population drops below fifty (50) across the state.

[7.2]: Added “*and former Federal Appointees will maintain federal benefits, the employer-paid parts of which will be paid for solely by NCSU or NCA&TSU.*”

[7.3.4]: Clarified that it would be “*severances, if any, based on reductions-in-force (RIFs) as approved under OSP guidelines...*”

[7.3.5]: Added “*and any bonus leave balance as explicitly approved per each county per year granted,...*”

[7.3.7]: Changed “*compensatory time*” to “*extra time and overtime to non-FLSA exempt employees*”

[8]: Created to move the optional Lock-in Provision into the main document.

[9]: Created on-going Partnership Committee to address future Partnership issues and initiatives.