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.