



May 14, 2026

VIA HAND DELIVERY

Dear Chairperson Heather Boujoulian and Members of the Board of Trustees:

We acknowledge your notification on April 21, 2026, announcing the acceptance of President Miaoulis' resignation, as well as the appointment of Brian Williams as the Interim President starting on June 1.

We had hoped that this change in leadership, however temporary, was a result (at least in part) of the lack of confidence in the President that we have repeatedly expressed, as well as in recognition of the severe damage that was inflicted upon all employees of Roger Williams University as a result of his November announcement of a mandatory furlough program to be implemented across campus.

We were optimistic that this development might signal an end to the furlough program for the NEARI-aligned employees. However, a retraction of Brian Williams' notice of implementation, sent to each of us on April 20th, was not forthcoming.

And so, it is with tremendous disappointment and great reluctance that we have been compelled to assert our legal position before the National Labor Relations Board via our three respective Unfair Labor Practice Charges, each one of which establishes a number of verified breaches of the National Labor Relations Act; and no less important, we have also placed the multitude of contractual violations in our respective contracts before soon-to-be appointed arbitrator(s).

We are confident that our presence here today reinforces for you that we will not be pressured, threatened or otherwise coerced to accept the unlawful and unfair imposition of this furlough program upon us when we are parties to respective agreements that each have terms and conditions of employment that were negotiated in good faith, and which each one of us, including you, as signatory to the agreement has a legal, moral, and ethical obligation to uphold.

We restate the following:

- The furlough program is violative of our respective existing contracts.
- The furlough program is not legally permissible.
- The furlough program is not strategically sound, nor based on fiscal exigency.
- The furlough program has been damaging to the labor relationship between us and administration.
- The furlough program has created undue hardship, extreme stress, and severe disruption to the lives of **all employees**.
- President Miaoulis decided on the implementation of a furlough program without consulting the Board of Trustees.
- The Board of Trustees has the authority to reverse this course of action and rescind the furlough program.

We call on the Board of Trustees to take the following actions:

- Immediately terminate the furlough program as applied to our three units.
- Make whole any NEARI member who has already been affected by the furlough program.
- To the extent feasible, rescind the furlough program in its entirety (as applied across campus) and reimburse any employees already affected.
- Ensure that a thorough and transparent assessment of the University's financial picture is undertaken by highly skilled, experienced, reputable, **and objective** person(s) and/or firm.

Respectfully,

Clifford Murphy
RWUFA

Lori Medeiros
PSSA

Ken Marshall
Facilities Management Employees