

***E-NEWS! URI PART-TIME FACULTY UNITED NEWSLETTER***

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**JULY 2011**

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The following URI Part-Time Faculty United (PTFU) announcements come to you from your URI PTFU Executive Committee: Timothy Tierney (President); Alexia Kosmider (Treasurer); Olga Ruiz de Panciera (Secretary); Thomas Gidley (Chair, Grievance Committee), Robert Leuci (At-large member); Roy Panciera (At-large member and member of Grievance Committee); Dorothy F. Donnelly (Consultant); Patricia Maguire (Executive Assistant). If you have any questions you may contact any of the individuals listed here.

**David Malley, first President of the URI Part-Time Faculty United**, had to resign for personal reasons from his position as President of PTFU in June 2011. We greatly appreciate David's numerous and substantial contributions both as an active participant in the contract negotiations that resulted in our first PTFU Agreement and, subsequently, as the first President of the URI PTFU union. We extend our deep appreciation and gratitude to David for his numerous and substantial contributions to the part-time faculty at the University of Rhode Island.

**Timothy Tierney has agreed to serve as Interim President** for the remainder of David's term--July 1, 2011 to June 30, 2012. We want to thank Timothy for his willingness to serve in this extremely important position.

**Thomas Gidley**, a member of the Grievance Committee, has assumed the role as **Chair of that committee**. We thank Tom for his service on this most important committee assignment.

**Patricia Maguire is the newly hired staff person in the URI PTFU office**. Her official title is Executive Assistant and she reports to the URI PTFU Executive Committee. Her work in the main union office is essential in providing our members with the assistance they need in dealing with issues concerning the provisions of the PTFU Agreement. Patricia has outstanding credentials including, among others, her most recent previous position as CEO of the Rhode Island office of Swisher Corporation which maintains its headquarters in New York city. In this position, she supervised approximately thirty-six employees. Patricia left Swisher in 2009 during the time Swisher reorganized and downsized all of its operations on a national level which resulted in the elimination of the CEO position in RI. Patricia was offered the opportunity to transfer to CEO positions in New York and Texas but declined the transfer. We are enormously pleased to have Patricia join us in her role as URI PTFU Executive Assistant.

## **Grievances**

Over the past several months, a number of individual and group grievances have been filed against the University for violations, in the opinion of the Executive Committee, the Grievance Committee, and URI PTFU legal counsel, of the URI/BOG and URI PTFU Agreement.

These grievances include: PTF individual grievants who were not but should have been, based on their seniority level, assigned courses in the Spring 2011 semester; a group grievance on behalf of all PTF who were similarly affected (i.e., with higher seniority yet not assigned courses in Spring 2011). The hearings on these grievances are currently at the Step 4 Grievance Level, the Commissioner of Higher Education.

Additionally, three group grievances were filed by the Union on behalf of part-time faculty members in three departments in the College of Arts and Sciences. All of the PTF in these departments were asked, in direct violation of the URI PTFU Agreement, by the respective heads of these departments to submit full current CVs and other documents, (even if PTF had previously taught the available courses) before they would be assigned courses in the Fall 2011 semester.

An equally important grievance was recently filed (within the past month) in response to the Administration's refusal to provide PTF with access to their personal employment file in order that PTF may confirm/correct their seniority. As you know, individual seniority is critically important not only for the assignment of classes but also for advancement through the salary schedule from PTF 1, to PTF 2, to PTF 3.

The PTFU EC, along with the members of the PTFU Grievance Committee, as well as URI PTFU legal counsel, are working diligently and faithfully to serve PTFU members by ensuring that their rights and entitlements as provided for in the new PTFU Agreement are fulfilled by the URI Administration and by the office of the RI Board of Governors for Higher Education, more specifically, the Commissioner's office.

## **MEMBERSHIP DRIVE**

The Executive Committee has initiated a broad based membership drive. You will soon receive by separate email an announcement of this membership effort along with an application form.

As we have indicated in earlier PTFU correspondence, to be a member of the URI PTFU you need to file an application with the national AAUP (\$45/yr.), an application that automatically and simultaneously carries with it your membership in the local URI PTFU chapter. This joint membership arrangement was proposed by the URI PTFU Executive

Committee and approved at the URI PTFU General Membership meeting held in January 2011.

Membership in the local chapter is **required so that you may participate in local chapter activities, such as the right:**

- To hold union office,
- To vote on internal union matters,
- To serve on union standing and ad hoc committees,
- To participate in internal union matters,
- To vote on collective bargaining contracts,
- To participate in all membership voting.

We urge you to support the URI PTFU chapter by filling out the application form when you receive it within the next week or so, or you may use the application form available on the URI PTFU Web Site (see below).

#### **ON-LINE WEB SITE**

The URI Part-Time Faculty United has created its own on-line Web Site. The following items can be found at the site: Who We Are; Constitution & By-Laws; Agreement 2010-2012; Frequently Asked Questions (FAQ); URI PTFU Fact Sheet; Membership Benefits; Publications; Level Advancement Form; Availability Form; Grievance Form; Membership Application Form; AAUP National Web Site link; AAUP Chapter Websites link; University of Rhode Island Web Site; URI Faculty Senate Web Site; and PTFU contact information. The address for the URI PTFU Web Site is: <http://www.uri.edu/ptfu/>