

FROM: URI/Part-Time Faculty United Contract Negotiation Committee

TO: URI Adjunct Faculty and Other Interested Individuals

We last wrote to you on August 31, 2017 concerning the on-going contract negotiations between URI Part-Time Faculty United (URI/PTFU) and URI/RI CPE (University of RI & RI Council on PostSecondary Education). The current status of the on-going contract negotiations is detailed below. To review:

1. The URI/PTFU and URI/RI CPE have been in contract negotiations for almost 5 years, a period in which the URI/RI CPE has committed numerous unfair labor practices, including: long delays between negotiation sessions, repeated cancellation of scheduled meetings, repeated requests for additional duplicate copies of materials prepared by URI/PTFU, attending negotiation meetings unprepared to negotiate, and other similar strategies - all of which are categorized by RI state law as unfair labor practices on the part of the URI/RI CPE.
2. At the beginning of the 3rd year of negotiations, URI/RI CPE, *not the Union*, took action to move contract negotiations to Interest Arbitration rather than continue to negotiate the items (e.g., salary increases, health benefits, tuition waiver, etc.) directly with the Union which had proposed and were arguing on behalf of its proposals. To repeat, URI & RI CPE via Anne Marie Coleman, the administration's Chief Negotiator was the moving party who filed a Demand for Interest Arbitration.
3. Interest Arbitration, not unlike a RI Court procedure, lasted for almost the full year of 2016 and 4 months into 2017. And, again, not unlike RI Court procedures, the Interest Arbitration process included having individuals sworn in as well as both sides presenting legal documents, witnesses, including each side providing testimony in support of their arguments, and a final Court Brief (approximately 20 pages) presented separately by each party to the Arbitrator, Hon. Frank J. Williams (Ret'd).
4. Shortly thereafter the URI PTFU notified the administration that while the Award did not give the adjunct faculty union what they had originally bargained for, the Union nonetheless accepted the Arbitrator's Award. In contrast, URI/ RI CPE continues to refuse to pay the Arbitrator's salary award to the University's adjunct faculty and, importantly, they also refuse to pay anything that is even close to what the Arbitrator has awarded the URI adjunct faculty.

(FYI: URI employs approximately 450 adjunct faculty; 29% of URI's entire undergraduate program of study is offered by the University's adjunct faculty; 48% of URI's enrolled students are from out-of-state.)

5. Arbitrator Hon. Frank J. Williams rendered his Award Decision on April 4, 2017 as follows:

ARBITRATOR'S AWARD

(NOTE: Quoted directly from Arbitrator Williams Award Document dated April 4, 2017)

“It is this Arbitrator’s opinion that the part-time faculty do deserve higher compensation. However, that does not mean that the Union are entitled to their full request. Instead, this Arbitrator does not believe that the Union should be granted health benefits, or other compensation for their actions, the arbitrator will attempt to find a middle ground.

First, the Arbitrator believes that compensation for classes taught many years back would add financial stress to the University of Rhode Island and is not in the best interest of the public or the institution. However, the Arbitrator also believes that as a basis, a part-time member teaching a three-credit course should be compensated, at a minimum, \$5,000 for PTF I. Yet, there needs to be a gradual increase to avoid a great shock to URI’s budgeting. Further, it appears that the tiered steps increase compensation by the order of 4.3 percent, and this is what the arbitrator will utilize to generate his recommendation.

In order to effectuate this change, it is this Arbitrator’s judgment that the following schedule should be followed:

<u>EFFECTIVE</u>	<u>PTF I</u>	<u>PTF II</u>	<u>PTF III</u>
Fall 2012	No salary increase	No salary increase	No salary increase
Fall 2013	No salary increase	No salary increase	No salary increase
Fall 2014	No salary increase	No salary increase	No salary increase
Fall 2015	\$1301/credit	\$1357/credit	\$1415/credit
Fall 2016	\$1431/credit	\$1493/credit	\$1557/credit
Fall 2017	\$1574/credit	\$1642/credit	\$1712/credit
Fall 2018	\$1731/credit	\$1805/credit	\$1883/credit
Fall 2019	\$1783/credit	\$1860/credit	\$1940/credit
Fall 2020	\$1836/credit	\$1915/credit	\$1997/credit

“The Union stated that they were willing to forego salary increases for 2012, 2013, and 2014. . . . This Arbitrator will apply that concession to this award. . . . The recommendation provides four years of ten percent increases, much less that the 79 percent increase requested by the Union, but more than the increase suggested by the Council. . . . After 2018, wages increase by three percent each year. This recommendation provides for three percent increases each year for each position to ensure fair wages that keep up the cost of living. Further, the Arbitrator makes his recommendation to the year 2020 in the hopes that the parties will enter a long-term contract to prevent further arbitration and loss of resources for both parties.”

“This decision is both equitable and fair to both parties. The University will have to pay more to their part-time faculty, but will avoid paying for benefits and costly negotiations and arbitrations if they adopt the Arbitrator’s findings. The University may be so fortunate to attract more part-time faculty with this better compensation plan and the students will benefit greatly from that. Further, the Union will be compensated at a rate that is comparable to the Universities across New England. This is by far the best path towards ending this dispute and moving forward in order to ensure URI continues to provide a stellar education to its students.” (END/Quote from Arbitrator’s Award).

6. Following the Arbitrator’s Award, the adjunct faculty Union notified URI/RI CPE that while the Arbitrator did not award the Union its initial monetary (as well as other benefits) proposals that the URI/PTFU nonetheless agreed to accept the arbitrator’s award decision.

7. Subsequently, in response to URI / RI CPE negotiator Anne Marie Coleman’s demands the adjunct faculty Union lowered its salary proposal in a counter-proposal submitted to the URI/RI CPE negotiator dated **September 7, 2017**, as follows:

EFFECTIVE	PTF I	PTF II	PTF III
Fall 2012	No increase		
Fall 2013	No increase		
Fall 2014	No increase		
Fall 2015	\$1301/cr	\$1357/cr	\$1415/cr
Fall 2016	\$1431/cr	\$1493/cr	\$1557/cr
Fall 2017	\$1574/cr	\$1642/cr	\$1712/cr
Fall 2018	\$1624/cr	\$1699/cr	\$1774/cr
Fall 2019	\$1674/cr	\$1699/cr	\$1824/cr

Note: This proposal reduces the number of years of 10% increases from 4 years to 3 years and, in turn, lowers the length of the contract from Fall 2020 (as determined by the Arbitrator) to Fall 2019.

8. On behalf of URI President David Dooley and the RI Council on Postsecondary Education, Ms. Coleman rejected the above Union proposal and offered instead the following proposal dated **September 20, 2017**.

EFFECTIVE	PTF I	PTF II	PTF III
Fall 2012	No increase		
Fall 2013	No increase		
Fall 2014	No increase		
Fall 2015	No increase		
Fall 2016	No increase		
Fall 2017	\$1367/cr	\$1417/cr	\$1467/cr
Fall 2018	Wage re-opener		
Fall 2019	Wage re-opener		

Currently, the minimum salaries per credit are:

EFFECTIVE	Level I	Level II	Level III
Fall 2010-11	\$1183 (cr) x 3 = \$3549	\$1235(cr) x 3 = \$3705	\$1287 (cr) x 3 = \$3861

9. On September 22, 2017 the URI PTFU informed the University and RI CPE that URI/PTFU Union reject their proposal and that the Union stands with its adjusted salary counter-proposal dated **September 7, 2017**.

CONTRACT NEGOTIATIONS STALL AGAIN

We await reply from URI /RI CPE on the Union's reasonable and equitable standing modified counter-proposal dated September 7, 2017. While we wait for the URI/RI CPE response to our reduced September 7, 2017 counter-proposal we are planning the following protest actions.

UPCOMING ACTIONS

URI is undergoing its 10-year reaccreditation standing by the *New England Association of School and Colleges' Commission on Institutions of Higher Education* in October 2017. A visiting team of faculty and administrators from around the Northeast will be on campus to speak with the URI Community from Monday, October 23, 2017 to Wednesday October 25, 2017.

• OCTOBER 23 - 25, 2017 INFORMATIONAL PICKETS - KINGSTON CAMPUS

(Exact day/time/location TBA in a separate email. Information flyers will be provided for distribution to all in attendance.)

• OCTOBER - WEEK LONG INFORMATION BOOTH - PROVIDENCE CCE/ FEINSTEIN CAMPUS

(Exact day/time/location TBA in a separate email. Information flyers will be provided for distribution to all in attendance.)

URI/Part-Time Faculty United Negotiation Committee

DATE: October 16, 2017