

## **URI PART-TIME FACULTY UNITED (PTFU)**

### **ARBITRATION DECISION**

**OCTOBER 14, 2014**

#### **URI IN VIOLATION OF PART-TIME FACULTY CONTRACT**

##### **BACKGROUND**

From the time the first collective bargaining agreement between the URI/BOE and the URI Part-Time Faculty United (PTFU) Agreement was signed (2010), the University Administration has claimed and, in turn, imposed a policy based upon their assertion that the URI/PTFU contract stipulates that part-time faculty (PTF) are restricted to teaching only two (2) courses in one semester.

URI/PTFU has repeatedly argued that the URI/BOG - URI/PTFU Agreement does not stipulate, nor is it even implied in the language of the contract, that PTF are restricted to teaching a maximum of two (2) courses in one semester. (Before the ratification of the first URI/BOE CBA (2010) many PTF routinely taught three (3) courses in one semester with the full knowledge and approval of the Administration.)

##### **AWARD**

A grievance filed earlier this year by a PTF member on this issue was submitted, after denial at all internal levels of the grievance process, by URI/PTFU to binding Arbitration. The Arbitration decision was rendered last week (10/14/2014) and the ruling (see below) was in **FAVOR OF THE GRIEVANT AND URI/PTFU**. The award reads:

“Employer [URI/BOE] violated the collective bargaining agreement . . . . The Employer shall forthwith make the Grievant whole . . . .” “The Employer shall also forthwith cease and desist from unilaterally imposing a two (2) course per semester limit on bargaining unit employees.” (For privacy reasons the name of the grievant and specific redress awarded are intentionally omitted here.)

The Arbitration decision confirms -- as the PTFU has persistently and repeatedly argued -- that there is no two (2) course per semester limit for PTF stipulated in the URI/PTFU Agreement.

**BIG WIN FOR URI’S PART-TIME FACULTY AGAINST ADMINISTRATIVE  
VIOLATIONS OF OUR COLLECTIVE BARGAINING AGREEMENT**

**CONGRATULATIONS TO URI/PTFU EXECUTIVE COMMITTEE  
FOR OVERSEEING AND PROTECTING THE CONTRACTUAL RIGHTS  
OF THE UNIVERSITY’S PART-TIME FACULTY**