

**URI PART-TIME FACULTY UNITED
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COLLECTIVE BARGAINING GAINS

AGREEMENT BETWEEN URI/BOG & URI/PTFU

JULY 1, 2010 – JUNE 30, 2012

The URI Part-Time Faculty United (URI PTFU) / URI Board of Governors for Higher Education (BOG) contract includes numerous provisions **that represent significant and substantial gains** for URI's part-time faculty in its first ever collective bargaining Agreement.

These gains include: a **seniority system** that begins with the 1996 fall semester to the present and is designed to eliminate favoritism and arbitrariness in part-time faculty course assignments, on the one hand, and to provide for job security and advancement in salary on the other; a **grievance procedure** that includes appeal to the Commissioner of Higher Education and external arbitration, if needed; a **salary structure that provides for three pay levels—PTF I to PTF II to PTF III**—with movement through the pay levels based upon seniority and performance; an **Academic Freedom** article that uses the same language found in the full-time faculty union contract as derived, in turn, from the universally accepted National AAUP Statement on Academic Freedom; a **salary plan** whereby all courses taught by part-time faculty on all URI campuses (Kingston, Bay Campus, Providence Campus) are paid the same salary minimum per course; a **salary structure based upon per credit rate rather than per course rate** which ensures that courses carrying 4 or more credits will pay a higher salary than that paid for a 3 credit course; **job security** through the inclusion of a “just cause” stipulation for termination of employment; and a statement that there is an **expectation of continuing employment** based on the availability of courses for part-time faculty who have taught satisfactorily. Although not resembling the salary proposal PTFU put on the table, there is nonetheless some **salary increase** in the Agreement, as follows: **Level I** \$3,549 (1-19 courses; **Level II** \$3705 (20-29) courses; **Level III** \$3861 (30 or more courses).

Further, the start date of the Contract was July 1, 2010 and provided for a retroactive salary increase of \$350 for all part-time faculty who taught in Kingston Fall 2010. (Note:

this finally brings the Kingston pay rate in line with the amount that has long been offered at the Providence campus).

The end date of the Contract is June 30, 2012. This one and a half year time-frame will give us the opportunity to put forth again within a relatively short period of time our proposals for a substantial salary increase, the introduction of a health benefits package and a request for tuition waiver provisions.

This first Contract for the URI PTFU goes a long way toward leveling the playing field between URI's approximately 450 part-time faculty members and its employer the University of Rhode Island/RI Board of Governors for Higher Education. As noted in earlier editions of our newsletter E-NEWS—URI would not be able to offer its undergraduate curriculum without the services of its 450+ part-time faculty who teach at the University. For additional information about the contract as well as general information about the URI PTFU union, go to its on-line website at: www.uri.edu/ptfu/

THE STRENGTH OF THE URI PART-TIME FACULTY UNION

RESTS WITH ITS MEMBERSHIP

APPLICATION FORM IS AVAILABLE AT PTFU ON-LINE WEBSITE

[\(www.uri.edu/ptfu/\)](http://www.uri.edu/ptfu/)

JOIN TODAY!

Prepared by: URI/PTFU

Date: August 2011