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

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**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!

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Prepared by: URI/PTFU  
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