TA Reached

The RIC/AFT announced that a Tentative Agreement has been reached with the Board of Governors for Higher Education. The agreement came on March 11 and was ratified by the BoG on March 24. The three year contract would be retroactive to July 1, 2007 and extend through June 30, 2010. The next steps are a membership meeting today (open to all members of the RIC community), individual meetings in some academic units, and a membership vote by way of mailed ballots to RIC/AFT members’ homes. Ballots will be mailed tomorrow and will be due in the Union Office, 12 Noon on Friday, April 11. Ballots will be counted at 12:30 PM on April 11 in the Union Office, C-L 229. All members are welcome.

Highlights of the TA are:

- Across the board salary increase of 2.5%, retroactive to January 1, 2008, for 2007-2008
- Across the board salary increase of 2.5%, effective July 1, 2008
- Across the board salary increase of 3%, effective July 1, 2009
- Promotional increments increased 10%, retroactive to July 1, 2007: $1,870 for assistant professors; $2,310 for associate professors; $3,080 for full professors
- Promotional increments increase on July 1, 2008: $2,000 for assistant professors; $2,500 for associate professors; $3,300 for full professors
- Promotional increments increase on July 1, 2009: $2,200 for assistant professors; $2,700 for associate professors; $3,500 for full professors
- Health insurance premium sharing will increase by 2% on July 1, 2008 and July 1, 2009
- The two tiers for calculating premium sharing for individuals would change: Tier 1 changes from less than $75,000 (old contract) to less than $80,000 (new contract); tier 2 changes from greater than $75,000 (old contract) to greater than $80,000 (new contract)
- The three tiers for calculating premium sharing for families would change: Tier 1 changes from less than $35,000 (old contract) to less than $50,000 (new contract); tier 2 changes from $35,000-$50,000 (old contract) to $50,001-$80,000 (new contract); tier 3 changes from greater than $75,000 (old contract) to greater than $80,000 (new contract)
- Effective July 1, 2008, there will be a 10% cap on annual premium escalation
- Summer session rates for the summer of 2008 would increase by 5% across the board (credit per rank: $1,050 [instructor]; $1,260 [assistant professor]; $1,470 [associate professor]; $1,680 [professor]
- Summer session rates for the summer of 2009 would increase by 3% across the board (credit per rank: $1,082 [instructor]; $1,298 [assistant professor]; $1,514 [associate professor]; $1,730 [professor]
- Extra compensation rates increase by 2.5% for the current semester (retroactive to January); 2.5% in 2008-2009; 3% in 2009-2010. A typical three credit course taught as overload would increase from $3,180 under the current contract, to $3,441 in 2009-2010
- The President’s Salary Adjustment Fund would be $150,000 each year of the Contract
• The Faculty Development Fund will receive $25,000, effective January 1, 2008; $50,000 on July 1, 2008; $50,000 on July 1, 2009
• Department chair stipend ranges would increase 2.5%, effective July 1, 2007; 2.5% effective July 1, 2008; 3% effective July 1, 2009
• Sick leave policy would clarify definitions and processes
• Maternity leave policy would be amended to allow a faculty with six months of service to quality (adjusted from one year under the current contract)
• The tenure clock may be stopped for faculty members who choose not to take parental or maternity leave
• “In extraordinary circumstances, lecture and/or discussion sessions may be expanded to 32 students with advanced notice to the faculty member” (this formalizes a policy already in place)
• The maximum number of credits for department chairs would be decreased from nine to eight credits

Retirement Health Insurance

On April 4th, there will be a membership meeting to discuss proposed retiree health insurance options. Maggie Sullivan, Associate Director of HR, will explain two options available to the bargaining unit. After that meeting, a mail ballot will be sent to the homes of all faculty members.

Jason L. Blank, President