Contract Implementation Continues

The new Contract went into effect on September 19th. In the two months since then, some aspects have been implemented and others are in the works. Here is an update on where things stand. As you will see, under the title of “not yet implemented,” we anticipate receiving the first retroactive salary check in mid-December.

Implemented so far:

- All faculty received regular payroll checks on Nov. 4th, reflecting the new, up-to-date, pay rate (2004 base salary plus 3.5% effective July 1, 2004, plus 3.5% effective July 1, 2005, plus any Presidential Salary Adjustments for both years, plus applicable promotional increments, plus applicable range adjustments, minus contributions for health insurance premiums).
- For people who taught or carried administrative credits in the summer of 2005, retroactive checks were distributed on Oct. 25th. The new Summer School per credit rates changed from $967 to $1,000 (instructor), $1,095 to $1,200 (assistant professor), $1,265 to $1,400 (associate professor), and $1,456 to $1,600 (professor).
- Also on Oct. 25th, Continuing Education overload rates were changed from $989 to $1060 per credit, and that check included retroactive payments for September. November and December Special Monthly Payroll checks will reflect the new rates.
- Each department chair received a letter from Vice President Dan King, informing them of the scheduled increases in stipends and release time. Chairs’ stipends increased from the old range of $2,252 to $2941, to the new range of $4,000 to $6,000. Every departmental chair received an increase in their stipend. Release time went from a range of two to six formula hours per semester to a range of four to nine credits. Six department chairs’ credits stayed the same; 18 chairs received increases in load credits, effective this semester.
- The Faculty Development Fund of $45,000 for July 1, 2005 to June 30, 2006 is now in place. Members of the Faculty Development Committee are Pierre Morenon (Anthropology), chair, J. Stanley Lemons (History), Charles McLaughlin (Secondary Education), Richard Keogh (Grants Administration) and James McCroskery (Assistant VPAA). The memorandum and application packet have been distributed to the faculty. The deadline for submitting proposals is Jan. 5, 2006. If you have not received a packet, please call the VPAA, ext. 8003, or the Union office, ext. 9842.
- The new maternity, paternal and family leave provision is now in place. Faculty members with one year or more of service shall be granted six weeks of paid parental leave at the birth of a child or the placement of an adopted child under the age of 12 years. If additional time is needed due to medical reasons, that time may be charged to sick leave with proper medical documentation.
Implementations in process:

- The new Sick Leave Bank provision will require: 1) a committee consisting of two members appointed by the RIC/AFT and two members appointed by the RIC administration, and 2) a new form which will monitor sick leave system. When these are in place, this provision will go into effect. President Nazarian and President Blank have agreed that if a catastrophic health issue arises for any faculty member before the new system is in place, appropriate arrangements will be made. We need two volunteers to serve on this committee.
- The administration and the Union have agreed that the 48 faculty load credits per semester for approved projects in scholarship, creative endeavors, public service, and/or applied research (including, but not limited to research on student performance) could not be fully allocated in the fall, 2005 semester. The remaining FLCs will be divided into as much as 60 FLCs in each, the spring and fall of 2006. Holding up more progress is the drafting of an appropriate protocol and an agreement that faculty members initiate the applications process.
- Three faculty members have been appointed to the Faculty Load Credit Committee for HBS. We are awaiting the administration’s appointees so that we can begin the work of the committee.
- We need four more volunteers for the Intellectual Property Committee and one more faculty member for the Student Evaluation of Courses Committee, so these committees can get to work.
- The Contract should be published and distributed by the end of the semester. Copies of the draft contract are available from the Union.

Still to be Implemented:

- The first retroactive salary checks for July 1, 2004-June 30, 2005 will include 3.5% retroactive pay, presidential salary adjustments, promotional increments, range adjustments, 5% deductions for TIAA-CREF (matched by the state’s contribution of 9%) and appropriate withholding taxes are expected to arrive on Dec. 16th, according to the latest information we have received from the state comptroller. We are told that further delays are possible because the DoA insists on releasing retroactive checks to all three institutions of higher education at the same time.
- The second retroactive salary checks, for July 1, 2005 to Oct. 21, 2005 (eight pay periods), approximately 7.2% on the original base, plus presidential salary adjustments, promotional increments, range adjustments, 5% deductions for TIAA-CREF (matched by the state’s contribution of 9%), appropriate withholding taxes, and deductions for health insurance, are expected to arrive in January, 2006.

This contract involved more details than most. In part, this is due to considerable progress we’ve made this time around. The College and the Union are working hard to implement the changes in a timely manner. The state DoA is involved in implementing some aspects of the Contract, and that process takes time.

**RIC-AFT Elections**

The RIC-AFT will hold elections for the five at-large seats on the Executive Committee, each of which is a one year term. [The officers are in the middle of two-year terms.] We encourage everyone to consider running for the Executive Committee. If you would like to be a candidate, please contact any member of the Nominating Committee (Carol Shelton (nursing, ext. 9641)), chair, Dena Janson
The deadline for nominations is Thursday, Dec. 15th. A membership meeting will be held on Dec. 14th, in C-L 228, 12:30-1 PM, at which time nominations may be made from the floor. Ballots will be mailed to members’ homes on Friday, Dec. 16th. The deadline for returning ballots to the RIC/AFT office, will be Noon Friday, Dec. 30th, at which time they will be counted. Results will be announced on the Union web site immediately, and at the beginning of the spring semester in the Newsletter.

We pride ourselves on our democratic process and strong faculty participation in elections. Please think about running for Union office and be sure to vote.

   Jason L. Blank, President

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The
ric/aft-psa@ric
holiday party
is coming….

Thu., Dec. 15, 4pm
Faculty center

Dining stations, entertainment (Greg Abbate), great
friends, libations, good cheer……..be there!!!!!