Special Issue
The New Contract: Q&A

The RIC Faculty Contract was approved by the BoG on Monday, Sept. 19, and went into effect immediately. Since that time, a number of questions have been raised by faculty members. Some of the answers come directly from the new Contract language. Other questions require consultation with Maggie Sullivan, the College’s Associate Director of Human Resources and Deborah Iannuccilli, Senior Accountant. The Union consulted with Ms. Sullivan and Ms. Iannuccilli in preparation for the following Q&A series. If you have questions we did not cover or follow-up questions for us to review, please contact the office, 456-9842.

Q. Is my base salary covered for the year 2004-2005 and when will I receive my check?
A. Base salaries during 2004-2005 will be increased by 3.5% retroactively. The first increase will appear in the Nov. 4 paycheck. At that time, faculty will see their most current rate of pay (2005-2006). This new rate should be approximately 7% above the 2003-2004 rates.

Q. When will the 3.5% retroactive pay check arrive?
A. We don’t know at this time. Maggie is working with the DoA to implement the retroactive payments.

Q. When will people who were promoted in 2004 receive their retroactive adjustments?
A. This is part of the process involving DoA.

Q. When will faculty who were promoted in 2005 receive their promotional increments?
A. The Nov. 4 paychecks will include these increments. Retroactive amounts are yet to be worked out with DoA.

Q. When will faculty receive the Presidential Salary Adjustments for 2004-2005?
A. The Nov. 4 checks will reflect all adjustments except retroactive payments.

Q. For Summer Session 2005, the new Contract calls for a 9.1% increase. When will I receive my retroactive payment?
A. There’s a considerable amount of math involved in implementing the retroactive Summer School reimbursements. The Accounting Office says that they will get these payments out as soon as they can.

Q. The new Contract increases the Continuing Education/Overload rate by $71 per credit, beginning this semester. When will I receive my payment?
A. Some Continuing Education/Overload checks were issued at the old rate last Friday. Those people will receive their adjustment in the last three checks of the semester (October-December). Some faculty
members, due to paper processing issues, did not receive a September Overload/CE check. However, a new check will be cut on Monday, Oct. 3, at the new rate, for those people.

Q. Under the new Contract, chairs of departments will receive increases in their stipends as well as possibly additional load credits. When will this happen?
A. We do not know the answer at this time. This is within the Purview of the Vice President for Academic Affairs.

Q. What kinds of withholding will be taken from the retroactive checks?
A. In the past, DoA has taxed retroactive adjustments at higher rates than typical paychecks, based on IRS procedures for lump sum payments.

Q. When will my contributions (and the state’s) to TIAA-CREF be implemented?
A. This should occur when the new salaries go into effect. Also, retroactive payments will be adjusted for TIAA-CREF contributions.

Q. Will I receive one lump sum check or multiple retroactive checks for different work I’ve done?
A. That’s a DoA issue.

Q. What, if any, health coverage changes will occur?
A. There are no changes in health coverage.

Q. When will the health premium co-pays go into effect and are they retroactive?
A. The new co-pays go into effect July 1, 2005. Checks on Nov. 4 will reflect the new co-pays. Retroactive checks will include health co-pays, beginning July 1, 2005.

Q. So the Nov. 4 checks are going to be unusual.
A. Not quite. The Nov. 4 checks should reflect amounts that most faculty members will receive for the rest of the year. Other changes will be reflected in Special Monthly payments.

Q. Can I switch health coverage at any time (family to individual or vice versa)? If so, how do I go about it?
A. We will be holding a special open enrollment in October. Notices will be going out shortly. Changes can only be made during open enrollment periods, which we typically hold each November.

Q. Can I decline to take any health insurance and receive a cash payment instead?
A. Only if you show proof of coverage in another plan. The amount is $2,002 per year, paid in December, pro-rated for the opted-out months. Changes may be made at any time.

Q. Can I make changes to my coverage and/or benefits retroactive to July 1, 2005?
A. No.

Volunteers Needed

The Contract calls for four committees, composed equally of faculty and administration: Faculty Development (2 faculty), Faculty Load Credit-HBS (3 faculty), Intellectual Property (6 faculty) and Students’ Evaluation of Courses (3 faculty). These committees will either implement components of the agreement or develop potentially new contract language for the 2006-2007 academic year. Call the Union office to volunteer.

Jason L. Blank, President