

RIC/AFT  
And  
Council on Postsecondary Education  
Summary of Tentative Agreements  
July 29, 2020

Rhode Island College and the RIC/AFT recognize the significant impact the COVID-19 pandemic has had to the College's budget. In support of the College's mission and fall opening, the parties have agreed to the following modifications, amendments, and additions to the Agreement between the Council on Postsecondary Education (the Council) and the Rhode Island College Chapter of the American Federation of Teachers, Local #1819, American Federation of Teachers, AFL-CIO (RIC/AFT).

Article 16: Termination of Agreement

16.1 is amended to state, "and shall remain in full force and effect until the 30<sup>th</sup> day of June, 2022." This hereby extends the existing contract between the RIC/AFT and the Council for one additional year.

Appendix A: Salaries

A.8 Salaries for 2020-2021

*a. ~~Faculty within the bargaining unit employed as of July 1, 2020 shall receive a general increase of 2.5% across-the-board.~~*

b. All tenure-track or tenured faculty members shall also receive the Salary Correction amount for 2020-2021, arrived at according to the following formula. The 2020-2021 Correction amount shall be the difference between the faculty member's 7/1/2019 salary ~~plus 2.5%~~ and the faculty member's ~~2019-2020~~ 2020-2021 Salary Increment, divided by 2.

*c. Tenure and Promotion increases: The removal of the across-the-board adjustment will not be applied to faculty that received tenure or promotion increases effective for academic year 2020-2021 to prevent inequities and/or compression.*

*d. As it is the desire of both the RIC administration and RIC/AFT that the salary adjustments be processed as expeditiously and as efficiently as possible, RIC administration will recalculate the amount of the 2020-2021 Salary Correction Amount, less the 2.5% increase. The amount of any retroactive pay due for each faculty member will be calculated less any overpayment for the 2.5% across-the-board increase already paid to faculty and processed in a separate transaction.*

A.10 Salaries for 2021-2022

*a. Faculty within the bargaining unit employed as of July 1, 2021 shall receive a general increase of 2.5% across-the-board.*

*b. All tenure-track or tenured faculty members shall also receive the Salary Correction amount for 2021-2022, arrived at according to the following formula. The 2021-2022 Correction amount*

*shall be the difference between the faculty member's 7/1/2020 salary plus 2.5% and the faculty member's 2021-2022 Salary Increment.*

7.19 Terminal Degree. In all departments, the earned Doctorate from an accredited institution is normally the appropriate terminal degree except for the following:

*d. Accounting Department: Master's Degree with CPA*

10.4 When a compelling need exists, a faculty member may request a reduced workload with a commensurate reduction in salary, pursuant to the procedure described in Section 9.2. Such reduced workload will not normally extend beyond one year. If the faculty member's workload is at least half-time (*at least 12 FLHs completed over the academic year*), health benefits shall be continued as if the employee were working full-time, at the employer's expense less any applicable employee's share. No health benefits shall be granted if the workload is less than one-half (*at least 12 FLHs completed over the academic year*).

Furthermore, the parties agree to the following:

- A working group will be formed consisting of members of the Administration and the RIC/AFT to review the processes used to manage low-enrolled classes and, before the end of the fall 2020 semester, make recommendations for improvement. Membership of the group will be determined by the Provost/VPAA and the RIC/AFT President.
- A joint memo from the Provost/VPAA and the RIC/AFT President will be sent to the two joint Admin-RIC/AFT Committees that reviewed the non-chair administrative FLHs and FSEHD program directors stating the support for the committees' work efforts and requesting that the committee examining workload for non-chair administrative assignments outside of the School of Education extend its work to include further investigation, findings and recommendations. The committees will be asked to consider appropriate compensation for similar work, differential compensation for service activities and academic responsibilities, and to prepare responses to specific one-time requests from the Provost/VPAA and the RIC/AFT President.
- The VPAF, Provost, and RIC/AFT will review the contract provisions around load to determine the feasibility of a 3-year lookback for total in-load instruction vs. the current 2-year lookback.

RIC/AFT Representative

  
8/3/20

Rhode Island College Representative

  
8/3/20

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