

May 23, 2014

Dear Faculty Association Members,

Please take a few minutes to read the following important announcements:

Contract Negotiations Update:

Your CCRIFA negotiations team has begun the work of compiling and reviewing the issues that are concerns that we need to focus on in negotiations, and we hope to begin to meet with our counterparts from the administration and board of education in the coming weeks. The higher education bargaining coalition will also meet again in June for joint bargaining of wages and benefits.

Thanks to those who have taken the time to engage in conversation or reach out to me and other members of the negotiating team to communicate your priorities and areas of concern regarding the contract. Such dialogue is extremely important and will enable us to represent you most effectively at the bargaining table. So, as a reminder, these are the names and departments of the committee members:

John Cole (English)
Denise Lazo (Allied Health)
Rob Melucci (Math)
Jim Minuto (Social Sciences)
John Mowry (Engineering)
James Salisbury (Library)
Donna Scally (Nursing)

President's Council:

The president's council meeting on May 21 included items that will have a direct impact on the faculty.

A new in-state travel policy was presented and approved (see attached) that will go into effect on June 1. It is more restrictive than has been in effect, but it is based on IRS standards and defers to our collective bargaining agreement when they conflict. As always, if the policy infringes on your contractual rights, please contact Denise Lazo, Jennifer Azevedo or me.

A proposal was made to develop a "Professional Expectations Policy" and an example from Johns Hopkins was offered as a model. The presidents of all three unions raised serious concerns about it and Dave Patten (V.P. for Business Affairs) agreed that a final version would include a clause deferring to the collective bargaining agreements, integrate with other systems, not include areas already clearly covered by existing policies and laws, and be presented for review and revision before going into effect. An ad hoc group to work on it was formed including the union presidents and an equal number of administrators.

To see the example from Johns Hopkins that was provided, use the following link/url:
http://www.hopkinsmedicine.org/Research/OPC/Research_Integrity/som%20code%20of%20con

[duct%2007152010.pdf](#). The final version will bear little resemblance to the example from Johns Hopkins, but I would be interested to know your thoughts on the matter. Please contact me if you know of better models that effectively promote civility without restricting speech and academic freedom.

We learned that the adjunct union has asked to begin a collective bargaining process. At RIC it took well over a year for the adjuncts to achieve their first negotiated contract, and NEARI does not anticipate that there will be a ratified adjunct contract in the near future.

Legislative Action:

Changes to the Rhode Island general laws regarding the Board of Education and powers of the president of the college may be voted on in the near future. Patrick Crowley, NEARI Government Relations Director reported that NEARI raised this as an area of concern with both the house and the senate when the changes were first introduced with the Governor's budget. Members of the faculty association have organized to draft a letter to Ray Gallison, chair of the house finance committee where the changes will be considered. If you wish to be involved, please join us at 10:30 am on Tuesday, May 27 in KC Rm 3218.

Office Hours:

My office hours this week will be Wednesday from 9 am to 10:30 am and Thursday from 12 noon to 2 pm at the CCRIFA office (Knight 3013), and on Wednesday and Friday from 2 to 4 pm at my office (Flanagan 2361). As always, I am also happy to visit the Providence and Newport campuses at a mutually agreeable time.

Many thanks!

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