

# RIC ADJUNCT FACULTY UNION FREQUENTLY ASKED QUESTIONS

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## FAQ

### **1. Who should I contact if I have questions?**

Please email either the president, Deborah Kaspin at [dkaspin@ric.edu](mailto:dkaspin@ric.edu), the vice-president, Joe Szpila at [jszpila@ric.edu](mailto:jszpila@ric.edu), or the secretary, Zdenko Juskuv, at [zjuskuv@ric.edu](mailto:zjuskuv@ric.edu)

### **2. Who should I contact if I am having a problem or wish to file a grievance?**

You should contact our local's president, Deborah Kaspin at [dkaspin@ric.edu](mailto:dkaspin@ric.edu)

### **3. What is the Union's Website?**

<http://ricadjuncts.ri.aft.org/>

### **4. How much do I pay in union dues?**

The rate is \$128 per semester, spread out over four paychecks (or \$32 per paycheck). All dues are taken out automatically and are tax deductible. Only full members pay dues. For an explanation of "full membership" see items 7 and 8 below.

## **5. What benefits come with being organized?**

Thanks to our organizing efforts, department chairs must abide by clearly specified rules when assigning courses. Senior instructors no longer have their classes assigned to new hires. Being organized also means we have recourse to a grievance procedure and the courts to settle any individual or group disputes with our employer. We now have sick leave and bereavement leave. In our most recent contract we've gained a fund for professional development. We are represented on college administrative committees. Finally, since the implementation of our first contract, our membership has received several pay raises and can apply for higher pay rates after teaching for a certain number of credit hours.

## **6. What benefits come with affiliation with the AFT?**

Affiliation with the National AFT gives us the following benefits:

- National leadership on educational issues
- A voice to congress on educational legislation
- High quality research and publications on key issues for educational workers, including classified and higher education faculty, such as the crisis of health coverage costs, temporary and part-time workforce issues, distance education, academic freedom, and tenure
- Matching legal defense grants
- Union Leadership Institutes and other training programs for collective bargaining, organizing, and other union management issues
- Trained professional staff to advise and assist state federation and locals in all aspect of educational unionism
- Comprehensive educational liability insurance
- Accidental death and dismemberment insurance
- Discount travel, car rental, hotel programs, mortgage, and attorney programs
- National and regional conferences for classified employees and higher education faculty
- International programs that connect us with educational unions throughout the world
- Scholarships for Higher Education




Furthermore, affiliation with the State AFT offers our local these benefits:

- Lobbying in the RI State Assembly for higher education and classified legislation
- Research and communication to locals on legal and legislative developments in Rhode Island
- Representation and activism with the Board of Governors for Higher Education
- Matching legal defense grants
- Legal advice and aid, including arbitration preparation, for locals

- Trained professional staff to give individualized advice and assistance to locals in all aspects of educational unionism: collective bargaining, grievances, governance, elections, unfair labor practices, etc.
- A council structure that facilitates information sharing among locals
- A committee structure that provides information and advocacy on key educational and employee issues
- State level member mobilization for political action
- Many smaller services to locals too numerous to list

**7. How Do I join the RIC adjunct’s union?**

Only instructors who have filled out and signed a membership form are members. If you haven’t filled one out yet, PRINT OUT the membership card below, or ask us to send one to your RIC or home address. Either way, you must fill out the card BY HAND and return it us, either as a scanned copy through email or as a hard copy through the regular mail.

|   |   |   |
|---|---|---|
|    | <b>RIC Adjunct Faculty Union<br/>Membership Authorization</b> |    |
| <p>I hereby affirm my membership in the RIC/AFT Adjunct Union, Local 1563, AFT, RIFTHP, and authorize my employer to withhold from my salary a sum equal to the constitutional dues of the local, state and national unions. This authorization shall remain in effect until further notice, unless changed or terminated.</p>                            |   |   |
| <p>Name _____ Date: _____</p>   |   |   |
| <p>Home Address:<br/>_____<br/>_____</p>  |   |   |
| <p>Personal Email: _____ Cell Phone: (____) _____</p>   |   |   |
| <p>Signature: _____</p>   |   |   |
| <p><small>I understand that my dues will include the services of local, state and national bodies as well as subscriptions to AFT publications. I also understand that the union dues may not be deductible for federal income tax purposes. Employees covered by a collective bargaining agreement have a right to renounce full membership.</small></p> |   |   |
|   |   |  |

**8. What happens if I am not a member?**

Non-members are still covered by the contract. Members and non-members earn the same per-credit rate and are assigned courses in the same manner. However, if a non-member requests assistance from the union we will charge you for your time. Additionally, while you are entitled to the benefits in our contract, you do not receive any of the benefits that the American Federation of Teachers (AFT) offers.

**9. If I am not assigned any courses for a semester, am I out of the bargaining unit/union?**

An adjunct faculty member must maintain a teaching load of six (6) faculty load hours within two (2) calendar years to remain in the bargaining unit. Any adjunct faculty member who does not maintain a six (6) credit minimum teaching load within two (2) calendar years will be removed from the bargaining unit on 1st of September and 15th of January following the two year period without six (6) faculty load hours

**10. How much seniority do I have? Where do I stand in relation to other instructors in my department?**

Each department maintains a seniority list. You can ask your chair or department secretary to show you this list.

**11. Where can I get a copy of the Contract? Information on Level Advancement?**

Go to our website and click on “Membership” and “Key Documents.”