



**PSA Monthly
August 2020**

From the President...

Hello members,

As we get closer to the start of a new school year, I want to reassure all of you that your union has been working behind the scenes to assist members with return to campus concerns. We have also been in regular contact with our NEARI representative to discuss any issues that needed additional support. If you have any individual apprehensions, please don't hesitate to contact one of our area representatives. We are here to support our members! *Respectfully, Jude*

Raise...

As all of you are aware, on **July 1, 2020**, PSA members were due for a contractually negotiated 2.5% raise. Despite the PSA rejection to postpone the raise until July 2021, the CCRI administration violated our collective bargaining agreement and didn't implement the raise. NEARI filed a class action grievance for this violation.

Below is a snapshot of what has transpired...

- **Friday, July 17, 2020** – our NEARI representative, Crystal, filed a class action grievance with President Hughes, Ann Marie Colman, AVP of HR for URI/Director of Labor Relations for the Office of the Commissioner of Post-Secondary Education and Timothy DeGiudice, Chair for the Council of Post-Secondary Education.
- **July 21, 2020** – dates for a grievance were sent to NEARI.
- A grievance hearing was scheduled for **9:30 AM on August 4, 2020**. AVP Alix Ogden was identified to represent the College and Ann Marie Colman was going to attend.
- At **4:16 PM on August 3, 2020** Ann Marie Colman sends an e-mail indicating that she can no longer attend the meeting and would like to postpone until Friday. Alix Ogden responded to the e-mail, indicating that she wouldn't be available to meet on Friday.
- Immediately following the cancellation of our hearing, Crystal contacted all involved parties. She requested information about the hearing officer scheduled for the grievance. Acting

Commissioner, Ron Cavallaro responded that he would be hearing the case.

- Crystal inquired why the hearing needed to be postpone, if Alix had already been identified as the College representative for the hearing, not Ann Marie Colman.
- Without explaining why Ann Marie would be needed, Ron indicated that he could hear the grievance on **Friday, August 7 at 11:30 AM**.
- On **August 4, 2020 at 11:11 AM**, Crystal inquired if Meghan Hughes or Alix Ogden would be attending the meeting to represent the College and answer questions. She indicated that if they wouldn't be attending the case should be changed to an arbitration, per the CBA.
- On Friday, **August 7, 2020 at 7:20 AM**, Ron e-mailed indicating that the hearing was canceled and would move to arbitration.
- Crystal has filled an official demand for arbitration with the American Arbitration Association.
- On **August 11, 2020** Jude, John A. & Deb meet for their regularly scheduled meeting with President Hughes and AVP Ogden, during that time your union leaders expressed serious concerns with how the raise issue was poorly handled by the College. In addition, they pointed out the concerns brought by many members, specific, to VP Sara Enright's recent comments at the Town Hall. She mentioned the hardship COVID-19 has placed on students and their families that make under 40K. These comments were especially offensive as approximately 30% of PSA members make between \$27,000-47,000. In addition, many of these members are in Enright's division of Student Services.
- As more information is available, it will be shared with members. Please know, we will explore all avenues that are available to us to rectify this deliberate contract violation!



NEARI...

More articles and news items have been added to the Safe Return to Schools page on our website. We have included a link to the joint letter from NEARI and AFT to the governor, commissioner, and director of health. There is also a link to the press conference we held earlier this week that was livestreamed by WPRI Ch. 12. That press conference has been viewed nearly 36,000 times since Tuesday.

Visit: www.neari.org/safereopen

Professional Development: We have added some new distance learning supports provided by NEA on our PD page. Visit: www.neari.org/PDProgram

CCRI-PSA Website...

<https://www.ccri.edu/ccripsa/>

