

Rutgers Council of AAUP Chapters

American Association of University Professors - American Federation of Teachers

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Tentative Contract Agreement Reached with Rutgers Administration

On August 16, 2007 the Rutgers Council of AAUP-AFT Chapters and the University Administration reached tentative agreement on a new contract for the AAUP-AFT's full-time unit, subject to member ratification.

After a long, difficult negotiation process—and a series of bleak bargaining bulletins, the tide finally turned. Thanks to member activism, the support of our labor and political allies, and the strength of our negotiating team, we have managed to achieve many of our most important goals. Our settlement offers gains and even breakthroughs for members on many fronts. Backed by our new affiliation with the American Federation of Teachers (AFT), we achieved a settlement in less than two months after the old contract expired, many months earlier than has been the case in most past rounds of bargaining.

Highlights of the tentative agreement include:

- An economic settlement that increases our overall salary base by 25% over the next four years, including faculty and TA/GA salary increases and a new Faculty Development Fund. This settlement more than holds to the pattern achieved by other state workers.
- 8% increases for TA/GA salaries in each year of the contract, resulting in salaries of \$24,962 and \$28,456 for academic year and calendar year appointments, respectively, as of July 1, 2010.
- A Faculty Development Fund that commits the Administration to filling 100 new tenured or tenure-track positions by June 30, 2011.

Rutgers AAUP-AFT

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- Eight weeks paid leave from teaching and service obligations for both faculty and TA/GAs who become parents (of any gender, biological or adoptive). For birth mothers, these 8 weeks are in addition to the previous contract's 6 weeks paid disability leave, resulting in 14 weeks – an entire semester – of paid leave.
- Fully paid, quality health insurance for part-time TA/GAs.
- Enforceable workload protection for all TA/GAs.
- Non-Tenure-Track faculty issues specifically raised in the contract for the first time.
- Expansion of non-discrimination protection to cover all veterans, civil union or domestic partnership status, familial status, certain medical, physical, and genetic conditions, and changing understandings of gender and sex.

The Rutgers AAUP-AFT Executive Council will convene on Thursday, August 23 to make its recommendations on the tentative agreement, and shortly thereafter a detailed summary of the agreement will be sent to all members, along with a ballot on ratification.

The Part-Time Lecturers faculty chapter and the Economic Opportunity Fund (EOF) counselors, two other bargaining units that are part of Rutgers Council of AAUP-AFT Chapters, are still in negotiations with Rutgers Administration. The University cannot function without these vital personnel, and the faculty and TA/GAs in the full time bargaining unit will vigorously support our fellow workers. Their need for a fair contract is our need—and that of the entire university community.

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