



# Rutgers Council of AAUP Chapters

American Association of University Professors • American Federation of Teachers

## Rutgers AAUP-AFT

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8/14/2009

Dear Colleague:

The Executive Council of the Rutgers AAUP-AFT recommends that union members vote to support the Memorandum of Agreement (MOA) and a separate Letter of Agreement (LOA) by returning the enclosed ballot to the union office by 4:00 pm on Friday, September 4, 2009.

These new agreements alter the salary provisions contained in Article VIII of the negotiated contract and secure the University administration's agreement not to pursue proposed changes to sabbaticals, teaching loads, or research funding. There will be no layoffs or unpaid furloughs for faculty members. Also important, compensation for TAs, GAs, and PTLs will not be effected by the MOA or LOA.

Given the unprecedented severity of the global financial crisis and the political demands of the State of New Jersey, we believe we have negotiated a creative solution that will generate savings, have a minimal effect on programs and yet preserve our base salaries. Upon your endorsement, we will agree to salary increase delays combined with the favorable resolution of outstanding disputes over sabbaticals, teaching loads, and research funds.

The tentative MOA and LOA are summarized as follows:

At the end of the contract period, June 30, 2011, faculty base salaries will have increased to the exact amount as agreed to in the 2007-11 contract. The implementation of the increases to salary base, however, will be delayed. There will be no retroactivity on the delayed increases. Salary delays allow for short-term personnel-related cost savings while having no long-term effects on the faculty base salaries

The July 1, 2009 salary increase of 5.5% will be delayed in the following manner: 2.75% will be paid to every unit member on January 1, 2010 as a regular increase (formerly ATB), and the other 2.75% will be paid as enhanced increases (formerly FASIP) on July 1, 2010.

The July 1, 2010 salary increase of 5.5% will also be delayed in two equal parts. 2.75% of the July 1 increase will be delayed for six months to January 1, 2011 and would be split between regular increases (1.375%) and enhanced increases (1.375%). The other 2.75% will be delayed until June 30, 2011 and would also be split between regular increases (1.375%) and enhanced increases (1.375%).

In the LOA, the University administration will agree to rescind across-the-board increases in teaching loads and across-the-board denials of 100% sabbaticals. The LOA will also restore to 2008-09 levels any faculty research funds that were decreased due to financial exigencies.

In addition, an outstanding grievance regarding uncompensated work for half-TAs was finally and fairly settled. In a separate communication from the administration to AAUP-AFT President Adrienne Eaton,

EVP Furmanski also agreed not to make broad changes in faculty summer pay and calendar year appointments due to financial exigencies.

All members should read the enclosed agreements.

Our support for the MOA and LOA is based primarily on political considerations. While our members here at Rutgers, and the national AFT, lobbied intensively to restore the funds cut in the state budget, that restoration came with “strings attached” in the form of a mandate that Rutgers realize substantial personnel cost savings and cap tuition increases at 3%. The MOA represents the faculty’s contribution to satisfy the demands of the state budget and allow the cuts to be restored.

While our support for the new agreements is a clear sign of commitment and dedication to Rutgers University, it should not be construed as support for the budget priorities or management style of the Rutgers administration. We are deeply critical of the time, attention, and resources spent on projects and personnel peripheral to the academic mission.

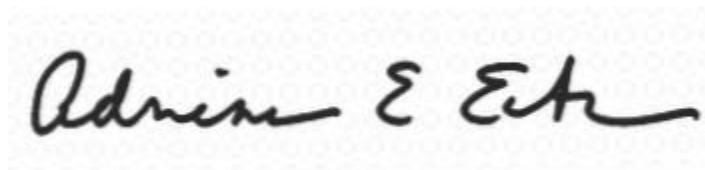
There is a troubling unwillingness on behalf of the Rutgers administration to provide information on budgetary matters. The union has been denied access to the information necessary to prove that the budget situation is as the administration claims or that savings will be wisely spent. As an initial step toward a remedy, the MOA establishes a new University Committee on Budget and Finance, including union representatives, which will be chaired by the University President. It will monitor any federal stimulus funds received by the university and the use of savings that are a product of this agreement.

We regret that divide-and-conquer tactics aimed at the faculty and staff have delayed progress toward an agreement, but we have worked very hard to make the best of a bad situation--and so have you. Hundreds of you have answered multiple calls for sending emails, writing letters, signing petitions, making phone calls--many becoming full members to strengthen our voice. We are deeply grateful.

As of this writing, our fellow unions at Rutgers have yet to reach an agreement with the administration. We continue to give them our unqualified support and urge the administration to agree to protect jobs and base salaries.

Please join us in voting yes to accept the measures contained in the MOA and LOA.

Sincerely,

A handwritten signature in black ink, appearing to read "Adrienne E. Eaton". The signature is written in a cursive, flowing style.

Adrienne E. Eaton  
President, Rutgers AAUP-AFT  
on behalf of The Executive Council of the Rutgers AAUP-AFT Chapters