

A Charge to establish a Work and Family Standing Committee

To further the goal of transforming Rutgers University into an increasingly family-friendly place of employment, we establish a standing committee to organize around and promote work and family issues.

Since the 2007-2011 contract for the full-time bargaining unit includes an important improvement in family leave and also a University-wide Committee to explore further areas of work-family issues, the Rutgers Council of AAUP-AFT Chapters establishing an internal, standing committee to facilitate this vital work within the union.

The Work and Family Committee is charged with recruiting members to serve as union representatives on the University-wide Committee as well as to collect and analyze data about the implementation of the contract provision related to work and family issues as follows:

- (1) The development of a set of minimal guidelines for implementing the family leave provision for the Teaching Assistants and Graduate Assistants, who have the most pressing need to have the union provide guidance to their departments and units, so that they may be able to use the provisions of the contract as envisioned when we negotiated the contract. A work-in-progress, these guidelines should not preclude better arrangements being made in the spirit of the provision.
- (2) The development of minimal guidelines for the rest of our constituencies; e.g., full-time faculty, non-tenure-track, grant-funded, clinical faculty, librarians, coop extension faculty. As with the TA/GA guidelines, these guidelines are a work-in-progress that should not preclude better arrangements being made in the spirit of the provision.
- (3) A good working relationship with the Liaison for Work and Family Issues who is officially charged by the contract with receiving data on actual family leave arrangements.
- (4) Gathering and monitoring the data collected of actual family leave arrangements made, noting patterns, problem areas, and ideas for future contract negotiations in order to improve benefit.
- (5) The committee will be made aware of issue related to contract enforcement on work and family issues, consulting with staff members who handle contract enforcement, as needed.
- (6) The committee will be made aware of grievances that may arise, consulting staff and members of the Litigation and Grievance Committee as needed
- (7) Other actions and activities as determined by the union as important for furthering the effort to transform Rutgers University into a family friendly academic workplace.

A member of the union staff has been identified to take the lead in supporting and assisting this committee to carry out its charges.