

Rutgers Council of AAUP Chapters

American Association of University Professors - American Federation of Teachers

Resolution passed by the Executive Council of the Rutgers Council of AAUP Chapters, AAUP-AFT on December 13, 2007:

Whereas there are many members of the Rutgers AAUP-AFT bargaining unit who will be adding children to their families through birth or adoption during the next several months, and

Whereas these members may need immediate guidance in accessing the work and family benefits guaranteed to them under the 2007-2011 contract for the spring 2008 semester, and

Whereas the Executive Council of the Rutgers AAUP-AFT recognizes its responsibility to pursue the implementation of the work and family benefits garnered in the 2007-2011 contract and to ensure the generation of a plan to enforce the contract, and

Whereas the access to and implementation of these benefits by and for all TA/GA members of the Rutgers AAUP-AFT bargaining unit is best accomplished through the promulgation and wide distribution of uniform minimum guidelines, rather than enforcement on a case by case basis,

Be it resolved that the Executive Council of the Rutgers AAUP-AFT directs the new Rutgers AAUP-AFT Work and Family Committee to work collaboratively with the Rutgers AAUP-AFT staff to devise a set of guidelines for TA/GA members for accessing and implementing the work and family benefits in the 2007-2011 contract and then to distribute these guidelines via email to each member of the bargaining unit, to place them on the Rutgers AAUP-AFT website, and to distribute them in hard copy to all deans, department and unit chairs, and graduate directors by January 13, 2008.

Be it further resolved that the Rutgers AAUP-AFT Work and Family Committee and the Rutgers AAUP-AFT staff will update these guidelines on a regular basis (but not less than at the beginning of each semester) for the duration of the 2007-2011 contract in order to reflect the evolving best practices for accessing and implementing these benefits.