

## Rutgers Summer Session Organizing Drive

### Frequently Asked Questions

Q. What do I have to gain from being covered by the union contract?

A. We will gain a voice in Summer Session operations. We can negotiate and be well represented in our dealings with the university. Improving salary is our main objective but we would also like to have a clear policy on how appointments are made and how salary is determined. Many of us are also interested in seniority and its protections.

Q. I heard that this is a "card check" election. What's that mean?

A. The new law in New Jersey allows for employees to be recognized as a union by having a majority sign cards called "authorization" cards. The card check law requires that a **majority of all eligible voters** support unionization, not merely a **majority of those who show up in person to vote**, as was the case with the old law. That means you cannot abstain—you will be counted as either a YES or a NO vote. You must fill out an authorization card to vote YES. If you do not complete an authorization card you will be counted as a NO vote.

Q. If I sign the card will my director/chair find out?

A. Not unless you tell. Union activity is protected by NJ statute. Authorization cards are confidential under NJ law. Only the Public Employees Relations Commission of the State of New Jersey inspects the cards. No administrator or director will see the cards.

Q. What does signing the card commit me to?

A. Nothing in addition to being a yes voter. You will be asked to join the union at a later date. If you are interested in becoming involved now contact us using the information below.

Q. What are the dues?

A. We expect that the dues will follow the existing dues structure. That is .75% for full time faculty, .60% for TA/GAs and .50% for PTLs. Dues for Summer or Winter sessions will not be collected until after we are covered by contract. There is no initiation fee. Any other arrangement would have to be voted on by the members of the union.

Q. I rarely teach summer session and am thinking about leaving RU soon--why does this concern me?

A. Enlightened self-interest. There are national and regional markets for professors, instructors and graduate students. Experience has shown that when we improve the working conditions and compensation for faculty at one institution, other schools must follow suit to stay competitive.

Also keep in mind that the law does not allow you to abstain. You will be making a decision to support or not support your colleagues in any event. Please help your fellow instructors by signing a card.

Q. Yes, I want to have the union contract to cover my teaching during summer session. How can I help?

A. Join us! Word of mouth is vital to our efforts. We need people to contact their colleagues and encourage them to join. You might simply ask others if they have heard about the union drive. We will happily pair you up with another colleague or staff member to meet faculty members after their classes.

Contact Richard Moser at [rmoser@rutgersaaup.org](mailto:rmoser@rutgersaaup.org) or 732-445-2278 for more information.