

Rutgers Council of AAUP Chapters

American Association of University Professors - American Federation of Teachers

PART-TIME LECTURER FACULTY CHAPTER

Highlights of the Rutgers PTLFC-AAUP-AFT Tentative Agreement

- An economic settlement that increases the overall minimum salary base of PTLs by 25% over the next four years. New minimums are: 2007: \$1,260; 2008: \$1,325; 2009: \$1,410; 2010: \$1,500.
- For those PTLs already making above the minimums, across the board increases are as follows: Fall 2007: 2.5%; Spring 2008: 2.5%; Fall 2008: 2.5%; Spring 2009: 2.5%; Fall 2009: 3%; Spring 2010: 3%; Fall 2010: 3%; Spring 2011: 3%.
- PTLs working in the Program in American Language Studies (PALS) will now have minimum hourly rates as follows: 2007: \$38.25 (Corporate Program \$43.25); 2008: \$40.00 (Corporate Program \$45.00); 2009: \$42.00 (Corporate Program \$47.00); Spring and Fall 2010: \$44.00 (Corporate Program \$49.00).
- PTLs working in Academic Foundations will now have minimums as follows: 2007: \$1,160; 2008: \$1,225; 2009: \$1,310; 2010: \$1,400.
- Each semester, part-time lecturers will receive the higher of the two increases and these increases go into the base salary. This settlement holds to the pattern achieved by other New Jersey state workers and brings the PTLs closer to a pro-rata salary in comparison with full time assistant professors at Rutgers.
- For those PTLs making \$2,500 per credit or more, semester increases are a flat \$65.00 per credit. For those in PALS making \$60.00 per hour or more, semester increases are a flat \$1.50 per hour per semester. For those who get paid other than by the credit or by the hour, semester increases will be \$195.00.

Other Highlights Include:

- Access to recreational facilities for all PTLs at all campus locations.
- Labor Management Committee to explore further buy-in options for health coverage for PTLs, whose recommendations are to be issued within three to six months from initial meeting.
- Increases to the PTL Professional Development Fund from \$5,000 per year to \$10,000 per year.

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- Strengthened Grievance Procedure: increased timelines to file grievance to 30 working days, guaranteed union representation at meetings, elimination of sunset clause for arbitration
- Written explanation of non-reappointment at four semesters, instead of six
- 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.
- Membership status maintenance clause for those who move between the full-time and part-time units.
- New language in the contract allows members to efficiently and voluntarily contribute to the AFT Committee on Political Education (COPE) through payroll deduction. The AFT COPE makes political contributions to candidates who support the legislative goals that strengthen education at all levels.
- Increased parking fee from \$18 per year to \$25 per year (1st increase in 20 years).

Link to changes in the PTLFC agreement in order of appearance in the contract:

<http://www.rutgersaaup.org/misc/Changes%20PTLFC%20Agreement%202007.pdf>

Link to current contract posted on our web site:

<http://www.rutgersaaup.org/misc/PTL03-07agreement.pdf>

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A FEW TYPICAL EXAMPLES

**NOTE: NONE OF THESE SALARY INCREASES ARE RESTRICTIONS.
DEPARTMENTS MAY PAY PTLs ADDITIONALLY AS THEY DESIRE.**

- 1) A PTL currently paid at the minimum, \$1200 a credit, will receive a base salary increase to \$1260 a credit. Then, in the spring semester, that PTL will receive a 2.5% across-the-board increase, bringing his/her base salary rate to \$1292 a credit.
- 2) A PTL currently paid slightly above the minimum, say \$1215 a credit, will receive the increase to the minimum of \$1260 a credit because that is larger than a 2.5% increase (\$45) would be. Then, that PTL would get 2.5% increase to his/her base in the spring, bringing his/her salary to \$1292 per credit.
- 3) A PTL currently paid \$1235 a credit, will receive an increase of 2.5% to \$1266 per credit, i.e., higher than the new minimum. Then, that PTL would get 2.5% increase to his/her base in the spring, bringing his/her salary to \$1298 per credit.
- 4) A PTL currently paid above the minimum, say \$1300 a credit, will receive a base salary increase of 2.5% to \$1333 a credit. Then, in the spring semester, that PTL will receive another 2.5% increase bringing his/her base salary rate to \$1366 a credit.
- 5) A PTL currently paid \$2500 a credit will receive a \$65 per credit increase bringing his/her salary to \$2565 a credit this semester and then next semester to \$2630 a credit.
- 6) A PTL currently paid \$8000 per semester with salary calculated some other way than by the credit (or by the hour in PALS or by the class period in Academic Foundations) will receive \$195 per semester, i.e., an increase to \$8195 in the fall semester of 2007 and \$8390 in the Spring semester.

[Calculations rounded to nearest cents for example clarity.]