

Rutgers AAUP-AFT

March 9, 2007

Bargaining Bulletin: Update #1

From Lisa C. Klein, President, Rutgers AAUP-AFT
Professor of Ceramic and Materials Engineering

Dear Colleagues:

Negotiations have begun with the Rutgers Administration for a new contract. In light of the recent tentative agreement between the State and the Communications Workers of America (see details on right), we have high expectations that our own agreement can be reached in a timely manner. Our goals for these negotiations are to insure that our members receive fair compensation and to protect the tenure track, while addressing the particular needs of our non-tenure track faculty. We also hope to make progress on making Rutgers a friendlier environment for faculty, staff, and graduate employees with family responsibilities. We will continue our commitment to outstanding graduate education with our proposals for teaching and graduate assistants. We stand in support of our Part-Time Lecturer Faculty Chapter and its negotiations. For the first time, we will provide a faculty observer to the PTL negotiations and vice versa.

Our membership reflects diverse areas of knowledge within our university and society as a whole. If we are to continue to grow as a university and a faculty, we must tend to our constituent needs and concerns. With the assistance of our two national affiliates, the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT), I am confident that we can reach a positive conclusion to negotiations in a timely manner that addresses our diverse needs.

Sincerely,
Lisa C. Klein, President

Tentative CWA Agreement
with the State of New Jersey

On Feb 21, 2007, New Jersey reached a tentative agreement with CWA, the union representing most state workers. The agreement is now subject to a ratification vote by CWA members.

Across-the-Board: Salary increases are 3% (7/07), 3% (7/08), 3.5% (7/09), and 3.5% (7/10). These increases will be in addition to annually scheduled longevity increments.

Health Care: In the past, the health plans and contribution levels that state workers have negotiated have been applied to Rutgers employees. Beginning July 1, 2007, each state employee will contribute 1.5% of pre-tax salary toward the cost of health care benefits. The Traditional Plan and NJ Plus will cease to exist for active employees at the end of this year, and a new Preferred Provider Organization (PPO) will be implemented on January 1, 2008. It will have a national network and referrals will not be necessary. The full details of the plan have not yet been finalized, but we will keep you updated. The current HMO options will still be available, but the 5% premium contribution will change to 1.5% of salary on July 1, 2007. Employees with 25 years of service by July 1, 2007 can choose to keep that plan (Traditional included) in retirement. At this time, there appear to be no health care changes for current retirees.

Rest assured, we are advocating for our members' interests, as plan details are put together. Read the CWA 1037 "Facts about Healthcare in the New Contract" at <http://www.rutgersaaup.org/bargaining.htm>

From Adrienne Eaton, Co-Chair of the Bargaining Team:

The AAUP-AFT bargaining team has met with the administration team 3 times starting on January 25, 2007. We quickly reached agreement on ground rules for this round of negotiations and moved on to substantive matters. We've been using interest-based bargaining, a problem-solving approach to negotiations, to work through issues related to the FASIP (merit) process and we'll be using that process to discuss problems with the tenure and promotion grievance process (Article X in the contract). The union team also hopes to use this process to resolve problems in two other areas that we have identified as high priorities for this round of bargaining: work and family (problems with family leave, child care, and elder care) and the conditions of employment for Non-Tenure Track faculty members.

Rutgers Council of AAUP-AFT
American Association of University Professors
American Federation of Teachers
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To:

Bargaining Team Members

Adrienne Eaton and Rudy Bell are the co-chairs of the Bargaining Team charged with the responsibility of negotiating a successor agreement to the current contract with Rutgers administration, which expires on June 30, 2007. Dr. Eaton is a professor of Labor Studies who has expertise in interest-based bargaining. Dr. Bell is a professor of History and the Immediate Past President of Rutgers AAUP-AFT.

The members of the Bargaining Team are:

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Bill Tucker, Psychology, Camden
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To support the Bargaining Team, become part of the Contract Action Team (email: sbruton7@hotmail.com).

New Jersey State Budget for Higher Ed

Governor Corzine's Fiscal 2008 Budget proposes an increase of approximately \$50 million for Higher Education overall, including a \$12.3 million increase for Rutgers University.

To read "Budget in Brief," visit:
<http://www.state.nj.us/treasury/omb>
For more details, read the budget document:
<http://www.state.nj.us/treasury/omb/publications/08budget/pdf/budget.pdf>

Legislative Breakfast Wednesday, March 21

**8 AM in the Labor Education Center Auditorium
50 Labor Center Way (Cook/Douglass Campus)**
It's your chance to talk with state legislators about your issues and concerns related to the higher education budget.
For more information, call 732-445-2278



We support our administrative, professional, and supervisory colleagues in their drive towards recognition of the Union of Rutgers Administrators-AFT.

With the Neutrality Agreement, now you can talk freely about your issues!
For more information, contact URA at <http://www.ura-aft.org>, or call 732-745-0300