

# Rutgers AAUP-AFT

March 26, 2007

## Bargaining Bulletin: Update #2

From Adrienne Eaton and Rudy Bell,  
Co-Chairs of the Bargaining Team

Dear colleagues:

On March 26, 2007, we presented our proposals to the Rutgers Administration bargaining team and now we are sharing them with you. In the preceding two months, we discussed with the administration two areas of concern within an Interest-based Bargaining (IBB) approach: FASIP process and Article X (Faculty Personnel Grievance Procedure for reappointment, promotion, and tenure). In this mode of bargaining, we address issues and problems rather than present formal proposals. We believe we are making progress on these two areas, but the remainder of the contract negotiations on all other matters, except possibly health care, will be in positional mode. We still hope to achieve a new contract by the time the current contract expires on June 30, 2007.

Visit [www.rutgersaaup.org/contract.htm](http://www.rutgersaaup.org/contract.htm) for a copy of the current contract (2003-2007).

This bargaining bulletin outlines our initial demands, article by article, according to those that are being opened for negotiations.

### Article III—Recognition

- We propose to include in our unit all faculty members who are assigned to any fraction of a full-time faculty line. This proposal will end the exclusion of the faculty members hired on less than 50% of a line from the benefits of union representation.
- Preservation of Work: Our proposal would ensure that no faculty position shall be filled by any non-unit employee for more than one year. This provision would halt the erosion of full-time faculty lines by stopping the practice of transforming full-time faculty lines into administrative lines or into fractionalized PTL lines.

### Article IV—Nondiscrimination

- We propose to add several characteristics as irrelevant to a person's employment status or function: a few examples are ethnicity, parental status, gender identity or expression, participation in a grievance (whether formal or informal).

### Article V—Dues and Political Check-off

- Any faculty or TA-GA who has voluntarily signed a membership card in the past is automatically reinstated when they return to the Rutgers payroll. This proposal would eliminate the burden for members of having to re-join each time their employment status changes. For example, a graduate student member who goes back and forth from TA/GAship to fellowship.
- Employees may voluntarily elect to contribute to the AAUP-AFT Committee on Political Education (COPE) by payroll deduction. This proposal would afford members the right to participate in the political process in solidarity with other union members.

### Article VIII—Salary

- We propose the following faculty salary increases:
  - Year 1, 6% = 3% ATB and 3% FASIP
  - Year 2, 6% = 3%-3% (ATB & FASIP)
  - Year 3, 7% = 3.5%-3.5% (ATB & FASIP)
  - Year 4, 7% = 3.5%-3.5% (ATB & FASIP)
- TA-GA salary increase would be:
  - Year 1 = 12%
  - Year 2 = 12%
  - Year 3 = 12%
  - Year 4 = 12%
- Inclusion of Wintersession compensation rates shall be included as part of the contract since such teaching occurs during the academic year.
- Health care may be discussed in IBB mode.

### Article IX—Grievance Procedure

- When grievances move to arbitration, we propose to make such arbitration binding, instead of advisory, where possible. This would limit the ability of the administration to simply ignore or reverse advisory findings, thereby making grievance outcomes more just and predictable.

### Article X—Faculty Personnel Grievance Procedure

- This article—covering reappointment, promotion, and tenure—is being discussed using the Interest-based Bargaining (IBB) process.

### Article XII—Teaching & Graduate Assistants

- All TA/GAs shall have free access to photocopying and printing for employment-related work.
- Workload: To strengthen workload protections for all TA/GAs, we are making the following proposals:

**Rutgers Council of AAUP-AFT**  
**American Association of University Professors**  
**American Federation of Teachers**  
**48 Street 1603 (Livingston Campus)**  
**Piscataway, NJ 08854**

**To:**

- Full-time TAs shall have sole responsibility for no more than two courses per appointment year.
- No TA/GA who is a doctoral student shall have less than a full-time appointment. No TA with less than a full-time appointment shall have sole responsibility for a course. These provisions would be phased in.
- TA/GAs with an academic year appointment shall work no more than 450 hours per academic year, and TA/GAs with calendar year appointments shall work no more than 517 hours per calendar year.

Article XIII—Non-tenure track faculty protections

- **Workload:** We propose that NTT workload (which includes the number of courses taught, hours per week conducting research, release time, and service to the hiring unit, university, or community) be equivalent to tenure-track faculty with workload clearly specified in each individual employment contract.
- **Evaluation and Promotion:** In order to promote professional development and improve the quality of instruction and research at Rutgers, we propose that NTT faculty be evaluated and promoted on a regular basis and schedule as tenure-track faculty, taking into account their contributions to teaching and research.
- **Compensation:** We propose a clearly defined provision guaranteeing access to FASIP. We propose “bridging funds” to provide continuing employment in case of budgetary problems or grant shortfalls or upon non-renewal of a contract.
- **Sabbaticals, Research Funds, and Governance:** We propose making NTT faculty eligible for sabbaticals, a place in university governance, same rights and responsibilities as tenure-track faculty (with the exception of tenure), and access to research funds as enjoyed by tenure and tenure-track faculty.

Article XV—Professional Duties

- Individual workload assignments shall be consistent with the “established, faculty approved” practice of their department, program, or unit. The added words

strengthen faculty autonomy in carrying out teaching, research, and service obligations.

Article XVI—Family Leave and Disability resulting from Pregnancy

- New parents of any gender shall be eligible for 8 weeks of fully paid leave (in addition to current 6 weeks of disability) with a central fund to provide replacement monies. The university shall provide lactation stations.
- Tenure clock could be extended for up to 2 years per event for new parents (or other caregivers) at request of employee. Part-time status could be selected. A TA/GA would have guaranteed assistantship deferral.
- Rutgers AAUP-AFT and the administration shall form a committee to explore proposals for day care/elder care.

Article XXII—Conditions of Employment

We propose that grievances under this article be resolved with binding arbitration.

Article XXV—Sabbatical Program

- With respect to 80% salary payments while on sabbaticals, we propose to give the option to choose either salary deduction or reduction to take advantage of tax and pension rules.

Appendix B—Faculty Academic Service Increment Program (FASIP)

- The process for awarding FASIP pay increments is being discussed through IBB.

Phased Retirement

- We propose to add an appendix on faculty transition and renewal, which allows recruitment of young scholars, while benefiting from presence of senior faculty.

**To support the Bargaining Team,  
become part of the Contract Action Team  
(email Scott Bruton: [sbruton7@hotmail.com](mailto:sbruton7@hotmail.com)).**