



Rutgers Council of AAUP Chapters

American Association of University Professors - American Federation of Teachers

Contract Negotiations Update, August 2

Negotiations Report for Full Time Faculty and TA/GA

Negotiations Report for Part Time Lecturer Faculty

Report of Contract Action at Board of Governors, July 20

Negotiations Update for the Full Time Faculty and TA/GA

Salary Proposal

The administration presented an economic counterproposal on July 27, 2007. Their counterproposal is an inadequate 3% increase in salary for the full time faculty in the first year and 3.5% in each of the other years in the contract, which is being negotiated for 2007-2011. For the Teaching Assistants and Graduate Assistants, they proposed a 5% increase in the first year and 5.5% per year after that. Although on the surface this may appear to be very similar to what the state negotiated with their unionized employees, it is not. The pattern of increases for state workers, including faculty at the state colleges, includes Across the Board (ATB) increases of 3%, 3%, 3.5% and 3.5% plus seniority increments for each year. While we have not received seniority increments in many years (and are not proposing to re-introduce them now), historically we have received the value of these steps as part of our overall salary package. The administration has flatly refused to concede that our pay increases should be equivalent to the state pattern of ATB plus steps.

Non-Tenure Track Faculty

The administration continued not to be willing to negotiate the terms and conditions of employment of non-tenure track faculty. The union has filed an Unfair Labor Practice (ULP) charge.

We began bargaining with a set of non-tenure track (NTT) proposals for multi-year contracts, evaluation and promotion processes, visa assistance and other such support for international scholars. The University administration argued persistently that they could not negotiate on these issues without a better understanding of the variation in the circumstances of non-tenure track faculty and proposed an administration-appointed Task Force to study the issues. The Rutgers AAUP-AFT negotiations team offered a counterproposal agreeing to the Task Force but with a provision to re-open the contract to deal specifically with terms and conditions of employment, after the Task Force makes its recommendations to the Executive Vice President for Academic Affairs and the President. The university refused our

counteroffer and sought to amend their proposal on the Task Force, weakening their own language by saying the Task Force would only be required to make "a good faith effort" to have its recommendations completed by May 31, 2008.

Consequently, the union filed an Unfair Labor Practice (ULP) charge against the administration because they are refusing to negotiate the terms and conditions of employment for non-tenure track faculty (NTT). The administration insists that NTT issues be removed from collective bargaining and handled, instead, by an administration-led task force. The Rutgers AAUP-AFT is the only legally constituted body with the right to negotiate terms and conditions of employment for the faculty, and it is the legal duty of the administration to bargain in good faith with the union. The administration's negotiations team approached the question of non-tenure track issues with an *a priori* assumption that collective bargaining was not the proper arena to engage the issues regarding contingent faculty appointments. They refused to test their assumption; they refused to investigate the research that the NTT representatives presented at the bargaining table; they refused to negotiate in good faith.

Teaching Assistants and Graduate Assistants

We have made great progress on TA/GA workload provisions, thanks in part to the active support of our members on this issue. We think we are close to signing off on workload language that will provide clear, enforceable limits for TA and GA working hours. This new language is the result of active dialog with our members as well as conversation with members of graduate employee unions across the country. We continue to resist the inclusion of language that undercuts our employee status, potentially weakening TA and GA access to collective bargaining rights.

In response to our demand for health benefits for half-TAs and half-GAs, the administration proposed paying half the cost of monthly health care premiums-- leaving half-TAs and half-GAs to cover the remaining \$1200 per year, a cost most could not afford. We remain committed to achieving full health coverage for Teaching Assistants and Graduate Assistants who currently have no benefits.

While making great progress in negotiations on Family Leave, the administration proposed excluding TAs and GAs from an additional 8 weeks paid leave for new parents. We do not accept exclusion of TAs and GAs from this important provision.

Negotiations Update for the Part-Time Lecturer Faculty Chapter

The PTLFC-AAUP-AFT Bargaining Team met with administration representatives on Friday, July 27, 2007 for an all-day session. Although agreement was reached on several minor items, our major concerns--salary, health insurance coverage, job security, and due process--remain unaddressed. Our proposals are modest ones, but the administration seems resolute in resisting change.

The administration continues to flatly reject:

- Salary proposals that approach pro-rata compensation (equal pay for equal work)
- Even a narrow window of health care eligibility
- Any reasonable sense of security of appointment
- A viable grievance procedure.

Contract Action at Board of Governors Meeting, July 20

Sixty members of Rutgers AAUP-AFT presented a strong visual message with our red shirts and signs held up in silent but sustained support, while our speakers delivered their messages at the July 20, 2007 Board of Governors Meeting. A contingent of union members from CWA and UFCW and other community supporters from New Jersey Jobs with Justice also stood in solidarity with us.

President Lisa Klein, Professor of Materials Science and Engineering, and Theresa Politano, PTL faculty in journalism, spoke about the impact of the Rutgers budget on the quality of education for undergraduate and graduate students. Tom Russotti, a Teaching Assistant from Mason Gross School of the Arts, spoke about the detrimental educational effects of the practice of making half-TA and half-GA appointments. Eric Straub, an undergraduate student, decried the impact of years of high tuition increases at Rutgers on access to higher education in New Jersey and called for greater sharing of governance between the Rutgers administration and the University's students and faculty.

Lisa Klein said, "The University Budget is a moral document. It affects the lives of tens of thousands of students, faculty, and staff. As you consider this document today, please think of its impact on the work that we do as faculty." Visit our website to read President Klein's statement at www.rutgersaaup.org/bargaining.htm.

Theresa Politano said, "I'm proud to teach at Rutgers. My students are proud of the education they receive here...But I'm embarrassed by my salary. I earn less than \$4,000 a semester. I've been teaching here since 1999, but I receive no additional benefits. No contributions toward health care. No sick pay. No tuition remission. No job security." Visit our website to read Professor Politano's statement at www.rutgersaaup.org/bargaining.htm.

On July 20, the Board of Governors raised tuition 6.1% to \$10,705 for students living on campus in New Brunswick. Overall, the cost of a Rutgers education has increased about 70 percent since 2000. Faculty salaries are not the root cause of high tuition. Visit our website to read the AAUP Report, "Don't Blame Faculty for High Tuition" at www.rutgersaaup.org/bargaining.htm.