

Rutgers AAUP-AFT

December 2006

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Contact us today:

Lisa Klein, President
Fulltime Chapter

lisa@rutgersaaup.org

Amy Bahruth, President
Part-time Chapter

amy@rutgersaaup.org

TA/GA Steering
Committee

taga@rutgersaaup.org

**48 Street 1603
(Livingston Campus) Piscataway, NJ 08854
Phone: (732) 445-2278
Fax: (732) 445-5485
aaup@rutgersaaup.org
www.rutgersaaup.org**

Dispelling the FASIP Rumor

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

Many faculty contacted AAUP-AFT in November to know when the FASIP instructions would be distributed. There was a rumor circulating that FASIP was being held up due to discussions between the union and the administration about whether or not the faculty would have to give back the remaining $\frac{3}{4}$ of our raises for 2006-07. While the timing of the distribution of FASIP instructions seemed to support this rumor, in fact, the FASIP instructions were distributed within the terms of our contract.

As you know, the FASIP instructions have been distributed, so there is no basis for the rumor. At the same time, we were aggressively following up on the inquiries from faculty to make sure that we were notified as soon as the instructions went out.

In our last discussion with the administration, we shared with them our concerns about any reopening of the current contract. With the huge unknown of "healthcare coverage", we impressed upon the administration that we could not in good conscience negotiate a new contract until we had better information.

As state employees at Rutgers, we do NOT

directly bargain with the state. We receive what is known as "the state health benefits package," which is determined by the negotiations of the unions that do bargain directly with the state. We are watching their negotiations closely and have joined in coalition with CWA and other state and local government worker unions.

We have requested negotiations for our next contract to begin in January 2007. We know that the next round will not be easy. We are circulating a bargaining survey for all members. In order that we have full participation in the survey, we hope that any non-members become members, and that members encourage all of their colleagues to join.

Fulltime Faculty Survey:

<http://www.surveymonkey.com/s.asp?u=512902960116>

TA/GA Survey:

<http://leadernet.aft.org/surveymaker/take/survey.cfm?id=ed7ff252-cbf5-d6d5-993f-aa53d124b227>

With strong member support and participation, we can ensure that our voice is heard. Please contact me at lisa@rutgersaaup.org with your questions and comments.

Protect your benefits—Join us in Trenton on December 11

1. Rutgers AAUP-AFT together with CWA and the New Jersey AFL-CIO has scheduled meetings with state legislators to pressure them not to interfere with the collective bargaining process. While the timing is unfortunate, it is necessary since some legislators are threatening to start action on bills that would be detrimental to our benefits! Meeting are taking place on December 5, 6 and 7 across the state. Information about specific meeting times and locations can be found at <http://www.rutgersaaup.org/events.htm>
2. We are also working with the other unions in planning a rally at the Statehouse in Trenton for 12:00pm on Monday, December 11th. Members of Rutgers AAUP-AFT will be meeting at 11:00 AM at the Labor Education Center in New Brunswick to carpool to the rally.

Please make every effort to attend one of this week's meetings and the December 11th Rally in Trenton; please pass the word.

Contact Patrick Nowlan at pnowlan@rutgersaaup.org or (732) 445-2278 to confirm your attendance or for more information.

Rutgers AAUP-AFT Circulates Petition in Support of URA-AFT Organizing Campaign

The administrative and supervisory staff at Rutgers have joined together to form the **Union of Rutgers Administrators, American Federation of Teachers**. Rutgers AAUP-AFT is in support of the URA-AFT. As Faculty we work side by side with members of the URA-AFT and share in the common goal of better treatment by the central administration.

- The URA-AFT is fighting for the right to negotiate regular across the board increases, merit increases, or both for their salary.
- The URA-AFT is fighting for a fair grievance process.
- The URA-AFT is fighting for a voice to lobby for better healthcare and retirement benefits in Trenton.

Recently members of the URA-AFT have received discouraging messages from the central administration. These messages can only be understood as the beginning of an anti-union campaign.

Rutgers AAUP-AFT, representing 5,500 unionized faculty, teaching and graduates assistants, part-time lecturers, and Educational Opportunity Fund Counselors, is against the anti-union tactics of the central administration.

The strength of our faculty union has made Rutgers a better place, and we support the decision of the administrative and supervisory staff to form and join the Union of Rutgers Administrators and bargain a collective agreement with central administration.

Several departments have circulated letters of support for the organizing campaign. A letter from the Newark Law School is to the right. **Please consider a similar letter in your department, center, or school.** Please send a copy to the AAUP-AFT and to the URA-AFT.

You can also show your support by signing the petition currently being circulated by the Rutgers AAUP-AFT. You can sign it electronically at <http://www.unionvoice.org/campaign/supportURA> or you can download a hardcopy to distribute in your department from <http://www.rutgersaaup.org/misc/ura-aft.pdf>

Strong unions make a better university. Support the efforts of the Union of Rutgers Administrators.

You can learn more about the URA at <http://www.ura-aft.org>



Law School Faculty Welcome the URA-AFT Campaign

The following letter was circulated to members of the Law School at Rutgers—Newark

TO THE LAW SCHOOL COMMUNITY:

A union organizing drive is currently under way among administrative staff at the law school and throughout the University. The union is the American Federation of Teachers (AFT). Our existing faculty union (which covers library, clinical, and tenure-track faculty) is jointly affiliated with the AFT and the AAUP.

We welcome this development. The AFT is our strongest voice in Trenton, fighting to maintain funding for higher education. The better organized we are, the better chance we have to preserve and improve New Jersey's system of public higher education. In our experience, union representation also makes possible honest and frank communication between management and employees. It is impossible to have truly cooperative relations between two groups of people when one has the power to dictate conditions, while the other is without any voice or protection. Joining a union is not a sign of disrespect for management; it is a sign of respect for ourselves and our co-workers.

Administrative staff members have a statutory and constitutional right to choose for themselves whether they want to join together in a union. This means that it is perfectly appropriate to talk about the union at any time and in any place where one could talk about any other matter that is not part of one's job duties. It also means that no administrative staff member may be rewarded, threatened, or punished for advocating or opposing union representation. We respect that right in both letter and spirit, and we expect management to do the same.

Signed,

Frank Askin, John Leubsdorf, Paul Axel-lute, Susan Lyons, Bernard Bell, Saul Mendlovitz, Cynthia Blum, John Payne, Laura Cohen, Twila Perry, Sherry Colb, James Pope, Jon Dubin, Louis Raveson, Jack Feinstein, Peter Simmons, Carlos Gonzalez, George Thomas, Tanya Hernandez, Paul Tractenberg, Jonathan Hyman, David Troutt, Charles Jones, Mark Weiner

Bargaining Survey will help the AAUP-AFT Prepare for Contract Negotiations

As a member of the AAUP-AFT, your input is extremely important to us in preparing for the next round of negotiations. The fulltime faculty, teaching assistants, and graduate assistants are covered under the same contract and will bargain together at the negotiating table. Below are two short surveys aimed at gathering opinions from fulltime faculty and TA/GAs about professional employment at Rutgers.

This information, in aggregate, will be very important in developing our positions and arguments for the bargaining table when we return to negotiations in 2007.

PLEASE SEND US YOUR INPUT by clicking on the appropriate link below.

Fulltime Faculty Survey

<http://www.surveymonkey.com/s.asp?u=512902960116>

TA/GA Survey

<http://leadernet.aft.org/surveymaker/take/survey.cfm?id=ed7ff252-cbf5-d6d5-993f-aa53d124b227>

The PTLFC Chapter has already distributed their survey and results will be shared with members as proposals are prepared. EOF Counselors will also be meeting at a later date to prepare for negotiations.

TA/GA Host Successful Meeting

The TA/GA annual meeting on November 30 highlighted strong membership as a critical element for being ready to bargain a new contract. TA/GA stewards and rank-and-file members will be reaching out to colleagues in their departments and work areas to sign up new members and make sure information flows, so that all TA/GA's understand what union power means for protecting, defending, and improving our working conditions.

Union stewards have been circulating a bargaining survey that is also available online. Feedback from union members is crucial for identifying priorities for upcoming contract negotiations.

Elections for the TA/GA representation on the union executive council were held. **Carlos Diuk, Computer Science, Kristen Gilmore, SMLR, Aaron Keck, Political Science, Rafael Greenblatt, Physics, and Charlotte Whalen**, Mason Gross were all elected for one year terms.

Members also volunteered to recruit new members, host a department meeting, and to join one of the union committees.

New Jersey State budget cuts make strength at the bargaining talk extremely important, so please contact taga@rutgersaaup.org to get involved.

University Senate Approves New Regulations for Non-Tenure Track Faculty

At the Friday, December 1 University Senate meeting, changes were proposed and **approved** to the regulations for Non-tenure track faculty. These changes were proposed by members of the Faculty Affairs and Personnel Committee after conducting a thorough review of current conditions and policies.

The changes include the following:

- Abolition of the four year limit on appointments for instructional faculty.
- Eligibility for internal and external grants.
- Optional multi-year contracts for NTT faculty.
- Remind all academic units that NTT faculty members are eligible for merit (FASIP) increases.
- Encourage academic units to follow existing policy by observing reappointment deadlines and informing faculty members of their benefits.

Such changes were long overdue and Rutgers AAUPAFT applauds the University Senate for approving these changes.

For more information about issues related to Non-tenure track faculty please contact Rich Moser at rmoser@rutgersaaup.org or read our recent newsletter at <http://www.rutgersaaup.org/misc/Feb06ContingentFaculty.htm>

Talk to 2

Want to get involved in membership work, but only have a few hours a semester?



Join the AAUP-AFT's "Talk to 2" campaign. Our "Talk to 2" program provides you with a quick and easy way to make a meaningful contribution to our union and to the Rutgers community. "Talk to 2" promotes colleague to colleague discussion of union and professional issues.

As the name implies, "Talk to 2" simply asks union members to speak with two colleagues each semester emphasizing union membership and/or involvement with our efforts. Let us know if you are interested and we will provide you with everything you need to contact your colleagues.

Contact Rich Moser for more information at rmoser@rutgersaaup.org

Learn more at <http://www.rutgersaaup.org/involved.htm>

News from the Grievance Department

Dean Rescinds Promised Release Time, Workload Grievance Filed

tion.

A tenured faculty member in Newark has filed a grievance alleging that rescission of promised release time violates Article XV (<http://www.rutgersaaup.org/contract/2004-07FTAgreement.htm#XV>) of the Collective Agreement as well as the dean's promise and the requirements of the granting agency. This faculty member was awarded a prestigious grant and the University committed to the granting agency that the Principal Investigator (the grievant) would be given 75% release time, each year, for work on the three-year project. Specifically, the Dean wrote:

"Upon funding of this application, [the unit] is completely committed to releasing [faculty member] from her teaching responsibilities so that 75% of a 12-month appointment for the 3-year award period can be devoted to research and training activities proposed in her application, consistent with the award guidelines. Committee work and student advisement will be limited to be consistent with the need to devote 75% time to this project."

In August of this year, the grievant was informed that she was being assigned to teach a 3-credit course in addition to the significant committee work and student advising she was performing for the unit. The grievant objected on the grounds that it was the final and critical year of the funded project, the load was untenable and would be (in light of the 75% release promise) the equivalent of teaching four 3-credit courses instead of three. The associate dean changed the assignment and moved the grievant from responsibility for one 3-credit course to sharing two 3-credit courses (with two other faculty members). This ostensibly reduced the load from a 3-credit overload to a 2-credit overload. The associate dean noted in one communication that it was a "luxury" of the past to have 25% of one's time to devote to research – implying that the committee work

Promotion and Tenure Workshops to be held in the Spring Semester

Every spring the AAUP-AFT hosts workshops for faculty members in the tenure stream and/or soon to be evaluated for reappointment or promotion.

The purpose of these annual workshops is to review the University's academic reappointment and promotion procedures and to inform faculty members who will soon traverse this complex evaluation process of what to expect and how best to prepare.

Participants on the panels included individuals from each level of review. Look for information soon about the dates and locations of these workshops.

Questions? Contact Mary Gibson or BJ Walker at 732-445-2278

and student advisement referenced in the dean's letter to the granting agency quoted above are not part of the faculty member's workload at all. (Discussions among concerned faculty members since the grievance was filed have revealed that courses and course loads are being assigned unilaterally and inconsistently by the dean's office.)

The administration's Step One Response denying the grievance added insult to injury, falsely characterizing two separate sections on different campuses as one single course and claiming that the basic workload for

Junior Faculty Member Grieves Broken Promises

all faculty in the unit is twelve credits. This grievance may be appealed to arbitration.

An Article IX grievance has been filed by an Assistant Professor alleging that the University failed to provide resources promised when he was hired and during the probationary period. The grievant asserts that acceptance of a position at Rutgers was premised on explicit understandings and promises with regard to the provision of equipment and space needed to conduct his research. The administration has issued a Step One Response rejecting the grievance as untimely. The timeliness issue may be appealed to arbitration. If it is and

Faculty Personnel Grievance Procedure Helps Protect Integrity of Reappointment - Promotion - Tenure Procedures

the grievance is ruled timely, the administration will be required to address the substance of the grievance and the damage to the faculty member's career.

Ten faculty members have filed, or soon will file grievances related to personnel actions during the 2005-06 academic year. These grievances will proceed, after review, to a three-person faculty committee randomly selected to hear and decide whether alleged defects occurred during the evaluation process for reappointment, promotion and/or tenure. The breakdown of these grievances by campus/action is as follows:

New Brunswick: 7 grievances (all promotion with tenure candidacies)

Newark: 3 grievances (2 promotion with tenure candidacies, 1 Professor II candidacy)

Camden: (no grievances from 2005-06)

Confidentiality Protections Violated by Administration

The AAUP-AFT Executive Council, upon recommendation of the Litigation/Grievance Committee, authorized an appeal to binding arbitration of a grievance filed by the organization on behalf of the entire unit. The grievance <http://www.rutgersaaup.org/misc/confidentiality.pdf> filed in March of this year alleges that the central administration's actions in disclosing individual grievance documents (prior to the grievance being accepted as cognizable) violates provisions of the collective agreement intended to protect the confidentiality of faculty members' grievances.

The union's position is that the administration's distribution of grievance documents at the initial filing/review stage violates Section C <http://www.rutgersaaup.org/contract/2004-07FTAgreement.htm#xc> of the Faculty Personnel Grievance Procedure. This provision of the Agreement provides, in part, that "disclosure [may be made] only to the extent necessary and only to potential witnesses and/or persons against whom allegations have been made and/or persons the party has reason to believe. . . may assist in the preparation and/or presentation of the party's case." The administrative Reviewing Officer (whose role is to determine only if a grievance is timely filed and cognizable under the process) has, and continues to, inappropriately transmit grievance documents in violation of this protective language. That is, as soon as a faculty member submits a grievance statement, the Reviewing Officer does a perfunctory distribution of the grievance documents to chairs, assistant/associate dean, deans, provosts, vice presidents (and anyone else the Reviewing Officer cares to). This practice is potentially harmful to individual faculty members and compromises the impartiality of the process and of any remand evaluation.

The administration takes the position (at mediation and in its Step One decision <http://www.rutgersaaup.org/misc/Step1.pdf> that the administrative Reviewing Officer is not required by the confidentiality provisions of Article X to keep the grievance materials confidential. That is, the negotiated protections attach only post-Reviewing Officer stage and the administration is free to disclose and distribute grievance documents in whatever manner they choose during the process of the review. (Note that the grievance documents distributed by the administration at the Reviewing Officer stage are the same documents it agrees are protected post-review – except that some of the allegations distributed will have been revised or withdrawn and thus will not even be part of the final grievance heard by a faculty committee.)

The Assoc. Vice President for Academic Affairs, Karen Stubaus, who denied the grievance at Step One, asserted in the written denial of the grievance that the union had impeded the "University's ability to conduct the full investigation" as it "explicitly declined" to provide evidence of how the violation directly affected the

work and welfare of its members. Although there is no requirement for the union to demonstrate individual harms when a grievance is filed on behalf of the unit as a whole, we provided VP Stubaus with a list of 26 names of faculty members whose grievance documents recently had been inappropriately distributed by the Reviewing Officer. The union provided the list at the request of the administration and in a good faith effort to respond to its assertion that hearing from individuals would inform the investigation. The administration did not, as far as can be determined by the union, contact any individual or make any other effort to "investigate" prior to issuing the Step One decision. The only thing "explicitly declined" by the union was individual communications between it and individual members.

This grievance has been appealed to binding arbitra-

Faculty Grievance Committees: Why You Should Serve if Asked

- It's an important component of faculty governance and a negotiated right that requires faculty participation – participation is imperative if the right is to be preserved;
- It's a peer review process designed to protect the integrity of the reappointment/promotion process and to provide due process to individuals who believe that their evaluation process was flawed;
- It's important to your colleagues – those who are grieving, those who have participated in the evaluation, and those who will be evaluated in the future. Evaluating colleagues is one of the most important components of faculty governance – it's time consuming and the academic decisions made have significant implications for the future of the University. A faculty committee finding that an evaluation was flawed allows defective evaluations to be remedied, to the benefit of all concerned.

Grievances usually require no more than two days of hearing (many take a day or less). Committee pools have been randomly selected and three-person committees must be constituted to hear 10 grievances this academic year. If you have any questions regarding what's involved, please contact the AAUP-AFT and please, agree to serve on a committee if asked. We think, based on comments from faculty members who have provided this kind of service in the past, that you'll find the experience both interesting and rewarding.

For questions about grievance hearings or the grievance process please contact Mary Gibson at margib@rutgersaaup.org or BJ Walker at bj@rutgersaaup.org

AAUP-AFT and Center for Women and Work Host Successful Issues in Work and Family Conference

On October 24th the AAUP-AFT hosted the Issues in Work and Family conference at Rutgers. The event was co-sponsored by the Center for Women and Work.

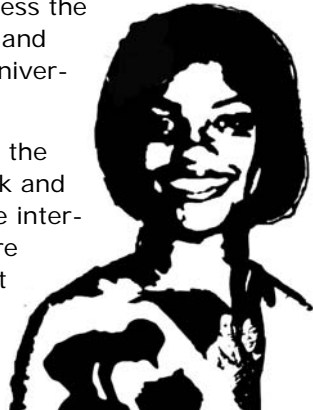
Faculty, staff, and students from Rutgers and around the state gathered to listen and discuss the delicate balance that those in academia have to make between work and family. Professor Bob Drago from Penn State University shared his research on the challenges of raising a family in academia. Following the keynote, Mary Gatta of Rutgers University, Estelle Gellman of Hofstra University, and Mark Watson discussed the integration of work and family at universities. The second panel, David Harris of Greater New Brunswick Day Care Council, LaTrella Thornton of City College Child Development & Family Services Center, and Robin Herlands of Yale University GESO, discussed childcare for all university employees.

Following the speakers, interested faculty and staff strategized on different ways to change the current leave policy and how to address the lack of access to on-campus and subsidized childcare at the university.

As a result of the conference the AAUP-AFT has formed a Work and Family Committee. If you are interested in making Rutgers more family friendly please contact the AAUP-AFT at aaup@rutgersaaup.org

Powerpoint presentations, handouts, and summaries from the event are available at

<http://www.rutgersaaup.org/misc.workandfamily.htm>



Jerome Langer, UMDNJ, Assemblyman Patrick Diegnan, Monika Roth, UMDNJ, Judith Johnston, Rider University and President of the NJ State Conference of AAUP, Debra Osofsky, Executive Director UMDNJ-AAUP

AAUP-AFT begins to lobby local legislators for Higher Education Funding

Members of Rutgers AAUP-AFT recently joined fellow AAUP faculty members in NJ in visiting Assemblyman Patrick Diegnan. This visit, in which priorities for higher education funding were discussed, was one of many visits that will be made to legislators before next May.

Joining up with student groups and faculty from around the state, Rutgers AAUP-AFT is setting up visits in local state senators and assemblyperson's offices to ensure that the effects of the historic budget cuts are heard in Trenton.

Every spring faculty are called upon to join the administration in lobbying the state for additional funding for Rutgers and other state universities. To ensure that higher education for New Jersey students is a priority come next July, we are talking to our elected officials now. And we will revisit them for as many times as needed to ensure the necessary funding to provide quality education.

If you are interested in joining the AAUP-AFT in these visits please contact Patrick Nowlan at pnowlan@rutgersaaup.org. Staff of the AAUP-AFT can join you on the visits and talking points will be provided.

**Let us know your priorities -
Take the online Bargaining Survey
today!**

SEND US YOUR INPUT by clicking on the appropriate link below.

Fulltime Faculty Survey

<http://www.surveymonkey.com/s.asp?u=512902960116>

TA/GA Survey

<http://leadernet.aft.org/surveymaker/take/survey.cfm?id=ed7ff252-cbf5-d6d5-993f-aa53d124b227>

FLUNKING OUT!

New Jersey's Support for Higher Education Falls Short
Read the Executive Summary of this report that analyzes state support for higher education.

<http://www.rutgersaaup.com/misc/ExecutiveSummarShure.pdf>

Wells H. Keddie Scholarship

AAUP/AFT is proud to announce the availability of the second Wells H. Keddie Scholarship in the amount of \$3000. The scholarship, to be given each year, is in honor and memory of Wells H. Keddie, long-time labor activist, member of the AAUP/AFT Executive Council, and Professor Emeritus, of the department of Labor Studies and Employment Relations.

The 2006 recipient of the Wells H. Keddie Scholarship is Celeste Barretto, a junior and Classics major at Douglass College. Avianna Perez, a Sociology and Dance major at Mason Gross was chosen to receive an Honorable Mention.

The scholarship will be awarded to a student

- who is expected to have earned a total of 60-90 credits by June of the semester preceding the fellowship (normally a Junior).
- who is enrolled in any of the Rutgers Undergraduate colleges
- who combines solid scholarship with social activism

Nominations should be made by February 16, 2007. The award will be announced and distributed in the Spring, 2007 semester.

The application/nomination process consists of the following:

- a letter of nomination by a faculty member, describing the student's involvement in activism, whether on/off-campus, and explaining why the student would be a good choice for this particular award
- a personal statement by the student, regarding both current activism and long-term goals
- a copy of the student's transcript
- a résumé listing the student's activities and responsibilities
- a letter of recommendation by a second faculty member

Please post this flyer <http://www.rutgersaaup.org/misc/wells.pdf> in your department and encourage faculty members to nominate qualified students. Thank You.

Adrienne Eaton, Jim Nettleman and Lillian Robbins, Trustees
Lisa C. Klein, President
Rudy Bell, Immediate Past-President

Recommendations and supporting material and questions about the scholarship should be sent to:

Wells H. Keddie Scholarship Fund
Attn: Rae Tellefsen
Rutgers Council of AAUP Chapters
48 Street 1603
Piscataway, NJ 08854
E-mail: Raet@rutgersaaup.org

Attention all PTLs- Have you published a book?

The PTLFC-AAUP-AFT is currently compiling a list of PTLs with published books. PTLs at Rutgers represent talented professionals and academics and provide a valuable service to the University community.

Most PTLs hold more than one job or appointment and don't have the same access to resources for research and professional development that full-time faculty have. This is evident by the sheer volume of applications submitted for the Professional Development Fund.

In order to recognize the important contribution that PTLs bring to the Rutgers community the AAUP-AFT will be hosting a book signing for PTLs. If you have recently (or not so recently) published a book and would like to participate in this event. Please let us know.

Contact Karen Thompson at the AAUP-AFT at kgt@rci.rutgers.edu or 732-445-2278

Upcoming Events

Joint Regional Legislative Meetings

The State Legislature is talking about unilaterally changing our pension and health benefits through legislative action.

Come and tell your legislator: ***"Don't legislate what we have the right to negotiate."***

Food and drink will be provided by the union. Contact Patrick Nowlan at pnowlan@rutgersaaup.org for more information.

Tuesday, Dec. 5	Wednesday, Dec. 6	Thursday, Dec. 7
Gloucester Districts 3, 4, 5 6-7:30 PM Holiday Inn 2175 Marlton Pike Cherry Hill	Atlantic Districts 1 and 2 6-7:30 PM Clarion Hotel 6821 Black Horse Pike, Egg Harbor Twp.	Middlesex Districts 17, 18, 19 6-7:30 PM Days Hotel, 195 Route 18 South, East Brunswick
Mercer Districts 14 and 15 5-7:00 PM Masonic Temple, Barracks and W. Front Street, Trenton	Bergen Districts 36, 37, 38 6-7:30 PM Holiday Inn, 50 Kenney Place, Saddlebrook	Monmouth Districts 12 and 13 6 - 7:30 PM Freehold Gardens Hotel & Conference Center, 50 Gibson Place (Rte.537 & Gibson Pl.) Freehold

Executive Council Update

The Executive Council of the Rutgers Council of AAUP Chapters, AAUP-AFT has passed the following resolutions at recent meetings. The Full text of the resolutions can be found at <http://www.rutgersaaup.org/ExecCouncil.htm>:

Resolution in Support of the Rights of Non-Tenure Track Faculty Members (November 15, 2006)

Support for the Union of Rutgers Administrators (October 20, 2006)

Support for AAUP Chapter at University of Colorado (September 20, 2006)

Support for Striking Nurses at Englewood Hospital (July 24, 2006)

The next Executive Council Meeting will take place on December 12th at the Labor Education Center

Rutgers Council AAUP Chapters, AAUP-AFT
48 Street 1603 (Livingston Campus)
Piscataway, NJ 08854-8036
Phone: (732) 445-2278 Fax: (732) 445-5485
aaup@rutgersaaup.com
www.rutgersaaup.com

Rally to Protect Our Benefits

Join fellow state workers in Trenton as we rally to protect our benefits. Download flyer:

<http://www.rutgersaaup.org/misc/RALLYDec11th.pdf>

Monday December 11
NJ State House, State St., Trenton
12:00 Noon

Rutgers AAUP-AFT Members will be meeting at the Labor Education Center at 11:00 AM to carpool to the Rally. Contact Patrick Nowlan at pnowlan@rutgersaaup.org or 732-445-2278 if you are able to join us.

Rutgers AAUP-AFT Membership Meeting

Thursday December 14th
Labor Education Center, Room 130/131
11:30 AM, Lunch will be provided
RSVP to aaup@rutgersaaup.org or 732-445-2278

Agenda for meeting:

- Upcoming Contract Negotiations
- Preserving Fulltime Lines
- Legislative Activities