



Rutgers Council of AAUP-AFT Chapters

American Association of University Professors • American Federation of Teachers
Representing the Faculty & Graduate Community of Rutgers University

April 2009

A Guide to Rutgers AAUP-AFT

Basic union information for full-time faculty and TA/GAs

Rutgers AAUP-AFT Overview

Council officers of the Rutgers AAUP-AFT stand for election every two years in April. Officers begin their terms on July 1 following the election. Dr. Lisa Klein is the outgoing president and will serve as the Immediate Past President during the next two years. Also elected are chapter officers at the campus level: Camden, Newark, and the New Brunswick/Piscataway.

Joining the Council and campus level officers are representatives elected based on proportional membership in increments of 100 to serve on the Executive Council (EC),

who serve staggered 2-year terms. The EC meets once a month to coordinate the activities of the union. See page 4 for more election information.

The full-time unit contains two bargaining units, one negotiates terms and conditions of employment for the full-time faculty and TA/GAs with Rutgers University, while the other unit is for the EOF Counselors.

The part-time lecturers constitute a separate bargaining unit/chapter that negotiates their own Agreement with Rutgers University.

Both full-time and part-time faculty units work together under the AAUP-AFT Council as an umbrella. PTLs and EOF Counselors have EC voting representatives as do TA/GA members.

We are jointly affiliated with the American Association of University Professors and the American Federation of Teachers. Our AAUP heritage is reflected in the terms “council” and “chapter,” while affiliation with the AFT introduced the term, “union local.” In 2009, we formed AFT Rutgers in order to have a united Rutgers’ voice when

we collaborate on advocacy issues with other AFT unions in New Jersey, which include the state colleges, K-12 teachers, and health care professionals.

In March 2009, Chris Aikin was hired by AFT New Jersey to enhance our state-wide clout in support of our federal legislative agenda.

Save the Date

AAUP-AFT
Open House
Fri, May 1—3-6 PM
11 Stone Street
New Brunswick, NJ

Collective Agreement & the State Budget

Fundamental to our terms and conditions of employment is our Collective Bargaining Agreement (2007-2011). View the contract on our website at www.rutgersaaup.org and click on “Your Contract.” It provides mechanisms for problem-solving and is legally enforceable. Without this Agreement,

the University would have complete authority to impose changes unilaterally. Given the current economy and budget process, it is critical to understand that we negotiate with Rutgers University administration, not the State. Only 25% of RU’s budget is funded by New Jersey tax dollars. We are fighting for quality

instruction and research in higher education—both are essential for economic recovery and we have only just begun. On April 2, we sent a message to the Board of Governors that RU budget transparency is expected over the next 3 months. Since the state budget will not be final until July 1, we have time to make a difference and

you can be part of it.

One way you can make a difference is to attend a Legislative Breakfast near you in April. Our budget strategy has never been more important than it is this year. See page 5 for this and other ways you can communicate directly with legislators.

Promotion and Tenure workshops are one of the services regularly offered by AAUP-AFT for full-time faculty.



Above: New Brunswick Promotion and Tenure Workshop, March 2009 (Left to right: Marianne Gaunt, VP Information Svcs. and University Librarian; Ronald Becker, Head, Special Collections and University Archives; Karen Stubaus, Assoc. VP, Academic Affairs; Eric Allender, Chair, Computer Science; Professor Barbara O'Neill, Agric., Food & Resource Economics; Peter Klein, Exec. Vice Dean, SAS; Philip Furmanski, Exec. VP, Academic Affairs)

Promotion and Tenure Workshops

Rutgers AAUP-AFT presents promotion and tenure workshops on all three campuses to provide information about the University's promotion and tenure procedures. Together, faculty and administrative personnel review procedures at each level of the evaluation process giving individuals an opportunity to hear from experienced evaluators—from the department level through the Promotion Review Committee.

The AAUP-AFT has recently developed two new resources:

1. Frequently Asked Questions (FAQs). This document presents an overview of the evaluation procedures and process and includes suggestions on what faculty members should consider—from time of hire to submission of the tenure packet and beyond.
2. A Primer for Department Chairs. This document was developed with the help of department chairs and addresses the critical role department chairs play in mentoring junior faculty and providing guidance throughout the probationary period.

http://www.rutgersaaup.org/promotion_and_tenure_resources.htm

Experienced, senior union staff representatives are available year round to consult confidentially with faculty members about individual contracts and/or circumstances related to the terms of an appointment. If you have questions regarding University rules and regulations or the Collective Bargaining Agreement, you may contact these representatives directly by phoning the AAUP-AFT offices: 732-964-1000.

Contingent Faculty: NTT and PTL

The union also represents faculty who are on contingent contracts. The full-time non-tenure track faculty have organized themselves to fight for improved working conditions and serve on the Non-Tenure-Track Task Force. Part-time Lecturers are mobilizing for tuition remission, developing next steps given President McCormick's rejection of the University Senate's recommendation for 50% PTL tuition remission. Find out what you can do at: <http://www.unionvoice.org/campaign/rejection>.

Building on the Contract: Promoting a family-friendly workplace

The “parental leave” provision was a major step towards a family-friendly workplace in the current 2007-2011 contract. The provision was reached as a compromise during negotiations, so it does not contain all that we had envisioned when we initiated the proposal at the bargaining table. Yet, it did take a step towards a greater family-friendly workplace, while promoting quality education through procedures to minimally disrupt classroom instruction. We continue to fight for a truly family-friendly academic workplace. Union representatives currently serve on a University-wide Committee on Work and Family Issues. We are working with Rutgers administration to appoint a new Liaison for Work and Family to be a resource for members when they want to access any of the three types of family leaves.

The AAUP-AFT contract guarantees three forms of family leave for full-time faculty and teaching/graduate assistants, while not precluding arrangements that exceed the minimum:

1. **Paid recuperative leave for 6 weeks (by written notification)** for pregnancy and pregnancy-related disability and release from all teaching, service, and research duties
2. **Paid parental leave for new parents (by written request)** regardless of gender in order to take care of newborn or newly adopted children and grants release from teaching and committee service obligations for up to 8 weeks
3. **Unpaid family leave (by written request)** to provide care for a newly adopted or newborn child or for a family member or same-sex domestic partner with a serious health condition

Faculty members or graduate assistants who do not have classroom teaching or service obligations are not prohibited from receiving paid parental leave. If resources and scheduling allow, this benefit or some variation may be provided. International graduate student employees are eligible for this family leave benefit, too. All TAs/GAs are required to maintain full-time student status, while on a family-related leave.

The contract provides **protection against discrimination** in Article IV, including protection against discrimination on the basis of “race, creed, color, sex, religion, national origin, ancestry, marital status, civil union status, domestic partnership status, familial status, age, disability or atypical hereditary cellular or blood trait, genetic information, refusal to submit a genetic test or make available the results of a genetic test, veteran status, affectional or sexual orientation, gender identity or expression.” You may also want to consult our FAQ’s document on Discrimination and the Law.

Paid Family Leave Insurance will be available in New Jersey by July 1, 2009. This new law provides up to six weeks of paid family leave at two-thirds of an employee’s salary with a cap of \$548/week. We contributed to its passage through strategic coalition building with the American Federation of Teachers and New Jersey Citizen Action. To learn more about family leave benefits in our contract and in New Jersey: <http://rutgersaaup.org/misc/workandfamily.htm>.

Faculty or GAs who do not have classroom teaching or service duties may access paid parental leave, if resources or scheduling in their work area permit.

TAs and GAs, whether domestic or international students, may access paid family leave benefits. They must maintain full-time graduate student status.

Rutgers AAUP-AFT 2009 Election

Ballots for the 2009 election of AAUP-AFT Council, chapter, and EC positions were mailed on April 6 to the home addresses for full dues-paying members as recorded officially with Rutgers University Human Resources. **Ballots must be returned by April 24 at 4 PM. Ballots may be mailed via conventional or campus mail to the AAUP-AFT office** at 11 Stone Street, New Brunswick, NJ 08901.

The bylaws changes to be voted on include a new associate membership category and a change that would permit electronic balloting for future local AAUP-AFT elections.

A vote on changes in the full-time unit bylaws is also included in the election packet. Among the proposed changes is one that would permit electronic balloting for future elections. Note that the national AAUP is experimenting with an electronic ballot for their 2009 election. Here on the local level, we will be evaluating mechanisms for electronic balloting to see how feasible they might be, including requirements under federal labor law for the conduct of fair union elections.

Another important bylaws change is the creation of a new category of associate membership. This category would allow retired faculty members or former teaching or graduate assistant members of the union to remain active in the union. For example, a possible situation could be TA/GA members elected to office or to serve on the TA/GA steering committee whose terms have not yet expired when they are awarded fellowships. The former TA/GAs would have the right to finish up their term of office as associate members as long as they continue to be matriculated graduate students.

Information about the Rutgers AAUP-AFT election is available on our web site and includes details about all bylaws changes and biographical information about the candidates. Visit the website: <http://www.rutgersaaup.org/election.htm>. If you have not received your election materials in the mail or have other questions, please contact Denise at deniseb@rutgersaaup.org or call 732-964-1000.

Slate of officers nominated to serve, 2009-2011

President:

Adrienne Eaton, Labor Studies and Employment Relations (SMLR),
New Brunswick/Piscataway

Vice President:

Joseph Dwyer, TA/GA, Political Science, New Brunswick/Piscataway

Secretary:

Haim Baruh, Mechanical and Aerospace Engineering, NB/Piscataway

Treasurer:

Patrice Mareschal, Public Policy & Administration, Camden

Legislative Activities

New Jersey State Budget

AAUP-AFT's response to the proposed state budget and its potential impact on the Rutgers University budget response must be strategic. Although the state budget has always been a fight, the process is an advocacy opportunity of special importance this year. This is the year to make it a priority to attend a legislative breakfast and get involved.

Our legislators need to hear directly from faculty, staff, undergraduates, and graduate student employees. Senior administration at the University should not be the only voice heard about Rutgers. Here are four ways to speak directly to state legislators:

1. Attend a legislative breakfast near you.
2. Arrange a legislative campus tour with state legislators. AAUP-AFT can help facilitate this tour. Contact Patrick, pnowlan@rutgersaup.org or 732-964-1000.
3. Write up your story on the impact of budget cuts. We will be able to use the information in budget hearings or in advocacy visits with legislators.
4. Meet your legislators in Trenton. Your presence at strategic points in the process could be invaluable.

Horizon Conversion Watch: "Fairness Analysis" Bill Needed

In August 2008, New Jersey Horizon Blue Cross/Blue Shield (responsible for administering the State Health Benefits Plan "Direct15" that most of our members depend upon for health care) began the process of seeking permission from the State to convert to a for-profit health insurance company. Rutgers AAUP-AFT has been monitoring the application process as a member of the Horizon Watch Coalition.

Our efforts over the fall and early spring have led us to support a "fairness analysis" bill introduced by Senator Loretta Weinberg (S2532/A3729) because the core question of the impact of the conversion on access to health care coverage is not being given adequate attention by the regulatory agencies, the Department of Banking and Insurance and the Office of the Attorney General. Learn more and read the bill: http://rutgersaup.org/horizon_watch_coalition.html

AFT Committee on Political Education (AFT /COPE)

Join the AAUP-AFT COPE today. Your contributions will help us run effective campaigns on legislative and budget issues. Questions? Call 732-964-1000.

Legislative Breakfasts 8-9:30 AM

Fliers & RSVP information for legislative breakfasts:
<http://www.rutgersaup.org>

Wed, April 8

Rider University

Mercer Room
Daly's Dining Hall
Rider Lawrenceville Campus
2083 Lawrenceville Road
Lawrenceville, NJ 08648

Tues, April 14

Rowan University

Mark M. Chamberlain Student
Center, Room 144
201 Mullica Hill Road
Glassboro, NJ 08028

Wed, April 15

Rutgers-Newark

The Center for Law and
Justice Atrium
123 Washington Street
Newark, NJ 07102

Tues, April 21

New Brunswick

Labor Education Center
Room 130/131
Rutgers-Cook/Douglass
50 Labor Center Way
New Brunswick, NJ 08901

Note:

Following legislative breakfast
at 9:30: Keddie Scholarship
Awards & EC meeting

**To learn about
AFT/COPE, visit
www.rutgersaup.org
click on COPE**

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11 Stone Street
New Brunswick, NJ 08901

Phone: 732-964-1000

Fax: 732-964-1032

aaup@rutgersaaup.org

Dr. Lisa Klein, President
Fulltime Chapter

lisa@rutgersaaup.org

Mike Slott, President
Part-Time Lecturer Chapter

msslott@hpae.org

TA/GA Steering Committee

taga@gsa.rutgers.edu

EOF Counselors

pnowlan@rutgersaaup.org

Wells H. Keddie Scholarship

Scholarships are awarded to undergraduate students at Rutgers who combine solid scholarship with social activism in honor of Wells H. Keddie who was a Labor Studies professor and past president of Rutgers AAUP. Applications are accepted every year in February.

If you wish to contribute to this scholarship, please send your tax deductible check to Wells H. Keddie Scholarship, c/o Rae Tellefsen, Rutgers AAUP-AFT, 11 Stone Street, College Ave Campus, New Brunswick, NJ 08901

Who We Are

The Rutgers AAUP-AFT represents full-time faculty, part-time faculty, teaching and graduate assistants, and Educational Opportunity Fund (EOF) counselors on the Rutgers Camden, Newark, and New Brunswick/Piscataway campuses. We stand for the strength of unity while respecting our diversity in order to address issues of academic freedom, faculty governance, and improvements in terms and conditions of employment. AAUP's strong defense of academic freedom is joined with AFT's excellence in negotiations and legislative advocacy.

The history of unionization at Rutgers accounts for the complexity of our organization. The first bargaining unit of the American Association of University Professors (AAUP) to win recognition at Rutgers was the full-time faculty in 1970. Graduate student employees were added to the full-time unit in 1972. Part-Time Lecturers won the right to representation in 1988, forming a separate AAUP chapter/bargaining unit. The Educational Opportunity Fund (EOF) Counselors won the right to become a bargaining unit in 1989 and were added to the full-time unit. In 2005, Rutgers AAUP members voted to add national affiliation with the American Federation of Teachers (AFT, AFL-CIO) and made it permanent in 2008. Adding the AFT affiliation means that full-time faculty, TA/GAs, and EOF Counselors can access AFT membership privileges as members of AFT Local #6323, while Part-Time Lecturer Faculty Chapter can do the same as members of AFT Local #6324. In 2009, AAUP-AFT won the right to represent instructors who teach in summer and winter sessions and we are in the process of negotiating these terms and conditions of employment. Also in 2009, we formed AFT Rutgers to coordinate our goals and actions with our AFT sister local, the Union of Rutgers Administrators (URA-AFT Local #1766), which won union recognition for administrative staff in 2007. We evolve to meet the challenges of today and tomorrow.

Rutgers AAUP-AFT Trustees Announce the 2009 Wells H. Keddie Scholarship Winners

Martha Guarnieri, Labor Studies, \$2,500
Parisa Kharazi, Middle Eastern Studies, \$1,250
Stephanie Loh, Biomedical Engineering, \$750

Visit us on the web:

www.rutgersaaup.org