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President's Welcome, Fall 2007

The year has started off hectic as usual. We welcome our new colleagues to campus for the start of a new academic year. The new contracts were ratified by wide margins for the full-time faculty and TA/GA bargaining unit, the part-time lecturer faculty unit, and the Educational Opportunity Fund (EOF) counselors unit. There are many new aspects in the contracts. We'll be highlighting aspects of the contract here and in future issues. We are especially excited about the Faculty Development Fund negotiated by the full-time unit to grow the faculty by at least 100 new tenure-track positions during the four years of the new contract. We are mindful that the Union of Rutgers Administrators-AFT bargaining team is still at the table with Rutgers Administration working on their first contract.

Lisa Klein, President, Rutgers AAUP-AFT
Professor of Materials Science and Engineering

Tuesday, November 6 is Election Day

Support Stem Cell Research: Vote YES on Public Question 2!

The AAUP-AFT urges members to approve Public Question 2 on stem cell research. Voter approval authorizes the State of New Jersey to fund \$450 million in stem cell research over the next ten years. The state has stepped in where the federal government has fallen down, and research funding is important to Rutgers University and to our members. Funding for stem cell research and the search for cures is important for New Jersey and its residents.

For more information on Public Question 2, click [here](#).

New Jersey for Hope, Inc. is accepting donations to educate voters on this public question. This organization was formed to secure passage of Public Question 2. NJ for Hope is an issue-based political committee that does not endorse candidates. Contributions are not tax deductible. Visit their website at www.njforhope.org.

Endorsements for the New Jersey State Legislature

The Rutgers AAUP-AFT Legislative Committee recommended and the Executive Council voted to accept endorsements for the New Jersey State Legislature. If you live in District 14, we would like you to know that we endorse Baroni, Greenstein, and DeAngelo. Assemblyman Bill Baroni is a Republican running for Senate in this Mercer/Middlesex district and Linda Greenstein and Wayne DeAngelo are Democrats running for the General Assembly. Baroni and Greenstein have earned our support for their efforts in Trenton to increase higher education funding and for their advocacy on faculty, student and staff issues. DeAngelo is a union member (IBEW, AFL-CIO) who will bring his strong support of labor and higher education issues to Trenton.

For a complete list of Rutgers AAUP-AFT endorsements, click [here](#).

The Legislative Committee of Rutgers AAUP-AFT invites members to get involved in making our legislative program more effective. Your participation, for example, in Labor Walks—going door-to-door to union households for labor-endorsed candidates and issues—has been valuable for increasing our clout on behalf of higher education and funding for research. Contact Patrick Nowlan, staff representative for legislation at pnowlan@rutgersaaup.org or call the office at 732-445-2278.

Legislative Priorities

The following are priority bills for the Rutgers AAUP-AFT in the coming months. Family Leave Insurance has the highest priority right now and immediately after the Election.

ACTION ALERT: Family Leave Insurance

Family Leave Insurance legislation ([S2249](#)) in the New Jersey legislature provides 10 weeks of pay from the state's Temporary Disability Insurance (TDI) fund for employees to take time off to care for a new child or a sick family member.

Balancing the demands of job and family is a tremendous challenge; for many it is insurmountable under the current rules. More women with children work than ever before and there are more single-parent households. Meanwhile, many businesses find it hard to recruit, train and keep skilled workers. A family leave insurance program means workers, business and government come together to create a winning situation for everyone. Family Leave Insurance is an investment in New Jersey's workers and its economic prosperity.

Tell Your State Senator:

- Support S2249, which will create a Family Leave Insurance program for New Jersey's working families.
- Nobody should have to choose between caring for their loved ones and paying their bills.

Call the Toll Free Hotline Today: 877-696-2282
For more information, visit <http://www.njp4wf.org>

Be sure to leave you name and address and, if no one answers, leave a message on the voicemail.

Non-imposition Legislation

The non-imposition legislation, in Senate bill [S319](#), prohibits unilateral changing of terms and conditions of employment by public employers. Currently, public employers, including higher education, can circumvent the negotiations process by imposing a final offer on faculty and other public employees. New Jersey public school districts currently have the benefit of non-imposition legislation with no adverse effects on the negotiations process.

FACE Legislation

The Faculty and College Excellence (FACE) package of bills has been introduced in the New Jersey legislature. These bills aim to restore the ranks of tenured faculty, while bringing equity to part-time and other contingent faculty.

The FACE concepts are currently expressed in separate bills, but there are plans to combine them into one comprehensive package:

[S1725](#) provides that pay and benefits for part-time lecturers/adjuncts be pro-rated to the compensation for a full time equivalent position.

[A4192](#) provides state health benefits coverage paid on a pro-rata basis for part-time lecturers and adjuncts whose course load is 25% or more of a full time equivalent position.

[A4364](#) calls for public colleges and universities in New Jersey to achieve a ratio of 75% of undergraduate courses taught by tenured/tenure-track faculty by 2013. The goal is to increase the number of tenured/tenure-track faculty incrementally and move away from the overuse/abuse of contingent faculty. It further calls for the state to set up a fund to create new tenure-track positions. The legislation also contains a provision that calls on colleges/universities to give consideration to qualified part-time lecturers and adjuncts.

Visit the AFT FACE website at <http://face.aft.org>, and you're invited to get into the discussion on the FACE [blog](#).

Talk-to-2 Membership Campaign

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 the Rutgers community. "Talk to 2" promotes colleague-to-colleague discussion of union and professional issues.

A "Talk to 2" activist simply speaks 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



URA-AFT Bargaining Progress & Membership Drive

The Union of Rutgers Administrators, American Federation of Teachers (URA-AFT) bargaining team has been making steady progress towards its first contract since starting negotiations with the university in August. The URA-AFT is a diverse unit, which consists of more than 1,800 administrative workers at Rutgers with job titles ranging from administrative assistants to assistant deans and several hundred others, including project coordinators and business assistants.



university's willingness to negotiate. Meanwhile, the URA-AFT is launching its membership campaign, rallying members to now officially join the union they recently created.

"URA-AFT members will look for AAUP/AFT members to support us in our membership drive and encourage their co-members to sign their membership applications," said Millerand. "We want to build a strong union

After certification of its majority decision to unionize in June, the URA-AFT has been busy formulating proposals and watching closely as the university settled the rest of its contracts in the succeeding months. A second unit, consisting of first-level supervisors is still organizing to achieve recognition.

The Administrative unit bargaining team has reached agreement on important topics including developing a process for self-initiated reclassification requests for promotions, extending sick leave provisions and bereavement leave.

"We are about building a strong union," said bargaining team chair Lucye Millerand of Alexander Library. She noted that union stewards throughout the university will have time to solve problems or to process grievances if informal discussions fail to resolve issues favorably. "We are a member-driven organization and committed to educating our members about our rights under a contract," she said.

Millerand said that the bargaining team has identified key demands which currently remain on the table:

- A fair system of pay increases with across the board guarantees replacing subjective performance-based pay;
- An impartial third-party legal decision as the final resolution to grievances;
- Clear overtime and comp time policies for unit members; and
- Strong language protecting non-hostile workplaces so members are treated with respect.

Further proposals with protections for grant-funded employees have been sent back to the dean's council for input. The URA-AFT has crafted a progressive policy that provides flexibility in maintaining stability for grant-funded employees and continuity for the university between funded projects. Bargaining sessions are scheduled for every Tuesday and Thursday in November (except for Thanksgiving), so there will be more to report soon. The bargaining team sees this month as a test of the

presence throughout Rutgers University and to reinforce the great New Jersey labor community, which gave us so much support in our initial organizing."

Find more information about the Union of Rutgers Administrators, American Federation of Teachers at www.ura-aft.org or call the URA-AFT office at 732-745-0300.

Highlights of Full Time Faculty & TA/GA 2007-2011 Contract

Sabbaticals

We successfully defended the right to sabbatical during this round of negotiations.

Work-Family Leave

For both faculty and TA/GAs, the contract provides (without restrictions on gender) that new parents, biological or adoptive, will be eligible for up to 8 weeks of paid leave from classroom/lab teaching obligations and from committee service. These 8 weeks are in addition to existing contract provisions for 6 weeks paid leave from all work duties (labeled as disability leave) for biological mothers. This means a total of 14 weeks—a full semester. Also unit members may request unpaid leave and/or exclusion of time from the probationary period in order to care for a family member with a serious illness. A jointly appointed Liaison Officer for Work and Family Issues is being determined. The union is strengthening our internal working group on work-family issues to prepare us to work effectively with the formal university-wide committee negotiated in the new contract. For the committee, contact Mary Gibson at margib@rutgersaaup.org and Scott Bruton at sbruton7@hotmail.com; however, please contact Patrick Nowlan at pnowlan@rutgersaaup.org to discuss utilizing the family leave provision.

Non-Tenure Track Faculty

The contract creates a University-Wide Task Force on Non-Tenure Track Faculty Issues charged by President McCormick to start work this fall and complete its

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Part-Time Lecturer Faculty Chapter News

Results of PTL Contract Ratification Vote

The members of the part-time lecturer faculty chapter voted overwhelmingly to ratify their contract with 94% voting yes. Implementation is proceeding. The complete contract language will be posted to the website as soon as possible.

PTL Salary Increase

Negotiated PTL salary increases should appear on the November 2 paycheck. The retroactive payment (back to September 1st) should appear on this paycheck; however, if payroll cannot complete the work by that date, they have indicated that the "retro" part of the increase may be delayed until the November 16 paycheck. If you have any questions about verifying the amount on your paycheck, please contact the HR office and, if the issue is not clarified, contact the AAUP-AFT. Also, please be aware that we negotiated salary minimums for PTLs, which means that the contract does not prohibit a department or unit from paying a part-time lecturer more than the stated minimum.

Upcoming opportunities and projects:

- Guidelines for the PTL Professional Development Fund, newly improved through negotiations, will be available soon.
- We are working with the University Senate on a charge to explore tuition remission for part-time lecturer faculty. Read the [charge](#) on the Senate website.
- "[Teaching at Rutgers](#)" has been submitted to the University Senate, which seeks to strengthen undergraduate education at Rutgers through conversion of some part-time lecturer appointments to full-time ones and of some full-time non-tenure track appointments to tenure track.
- Our Campus Equity Week activity this year is an organizing effort rather than an event. We are seeking student interns who will circulate a petition among undergraduate students, asking permission to contact their parents on quality of education issues.

For information, contact Karen Thompson (PTL in English & staff rep) at kgt@rci.rutgers.edu or call 732-445-2278.

Campus Equity Week

Campus Equity Week is designed to educate campus communities, the public, and policymakers about contingent academic employment issues. Campus Equity Week (CEW), often called Fair Employment Week (FEW), will be October 29 to November 4, 2007, in the United States and Mexico, and it was an organizing focus the week before in Canada. CEW/FEW has been an annual week to raise awareness and facilitate organizing since

2001 and is a movement of working people from all walks of life seeking to address the inequities of contingent work.

Campus Equity Week promotes fair employment conditions, quality education, and the adoption of equitable labor policies and standards that encourage fairness and dignity for all members of the campus community. It takes issue with declining labor standards and increasing use of temporary and part-time labor for all campus work.

National AAUP prepared a [bar graph](#) to show what has happened gradually over the last 30 years in the growth of contingent faculty and a reduction of tenured and tenure-track (T/TT) faculty. The bar graph shows the data of the transformation in the American faculty by comparing 1975 with 2005, the latest year for which figures are available. In 1975, tenured and tenure-track were 57% of the faculty nationwide; but, by 2005, the T/TT have been reduced to 32% and contingent faculty have grown from 43% to 68% of the professoriate.

National AFT's new [report](#) on the erosion of academic freedom details specific standards for protecting the academic freedom of all faculty and instructional staff, particularly the instructional workforce nationwide who do not have the protections of tenure.

A Multi-Pronged Strategy to Deal with Contingency

Dealing with the impact of contingency on higher education requires a multi-pronged strategy, which we are pursuing through our joint affiliation with the American Federation of Teachers (AFT) and the American Association of University Professors (AAUP).

Legislative: Rutgers AAUP-AFT is part of a New Jersey effort to secure passage of legislation that supports the key value of Faculty and College Excellence (FACE). FACE is a national AFT initiative to encourage state-level proposals that mandates full time faculty teaching 75% of undergraduate courses. (See article in this newsletter under Legislative Priorities for FACE details).

At the bargaining table: Rutgers AAUP-AFT's full-time faculty bargaining unit addressed the issue through negotiating an innovative Faculty Development Fund (FDF) in the new contract recently ratified. The FDF commits Rutgers University administration to growing the full-time, tenure-track faculty by 100 or more new tenure-track faculty positions over the 4-year period of the contract. This innovative model is already attracting attention at other unionized universities.

Governance: We continue to work together with University Senate and the New Brunswick Faculty Council to raise the issues through initiatives such as the "Teaching at Rutgers" conversion proposal. The Non-tenure Track Caucus is gearing up for participation in the NTT Task Force, which resulted from contract negotiations. For NTT issues, contact Rich Moser at moser@rutgersaaup.org.

Rutgers Council of AAUP Chapters

American Association of University Professors - American Federation of Teachers

Wells H. Keddie Scholarship

Dear Colleague,

AAUP/AFT is proud to announce the availability of the Wells H. Keddie Scholarship. The scholarship, awarded each year in the Spring, 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 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 15, 2008. The award will be announced and distributed in the Spring 2008 semester.

The application/nomination process consists of the following:

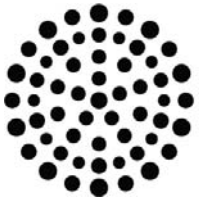
- a letter of nomination by a faculty member, describing the student's involvement in activism, whether on/off-campus, and explaining why the student would be a good choice for this particular award
- a personal statement by the student, regarding both current activism and long-term goals
- a copy of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



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Full-Time Faculty & TA/GA Contract Highlights (continued)

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recommendations by December 1, 2008. The contract specifies that Task Force recommendations are subject to mandatory negotiation and, therefore, must be negotiated with the AAUP-AFT. We and our NTT caucus are committed to the active vigilance required to monitor the progress of this Task Force and negotiate its recommendations as soon as they are made. With both our and the Administration's commitment on this issue—and with this dual commitment specified in the contract—we are confident of achieving significant contract language specific to NTT faculty within this contract cycle. President McCormick's supportive response to the University Senate recommendations on NTT issues is also now included in the contract. While we pushed repeatedly and unsuccessfully for greater strides on NTT inclusion in the contract, what we have achieved is an important first step in establishing full, functional contract language for a long underrepresented sector of our bargaining unit.

Faculty Development Fund

The AAUP-AFT and the Administration have agreed upon the creation of a Faculty Development Fund (FDF). The FDF guarantees an increase of no less than \$12,000,000 to the salary base of our bargaining unit over the four years of the contract; this increase is in addition to what will result from the salary increases provided for individual current members and estimated normal turnover. The \$12 million must come in regular, contractual additional faculty salaries; the Administration will pay separately for all costs

of start up, research funds, summer salaries, hiring of support personnel, and recruitment associated with filling these positions. While the contract language sets a minimum of 100 additional tenured and tenure-track faculty, we hope to see a much larger number, perhaps 150 or even more.

For many years, AAUP-AFT has highlighted the erosion of our tenured and tenure-track ranks here at Rutgers and nationally. With this contract, we chose to put some of our money on the table—opting in progressive union tradition to actively prioritize growing our labor force in a meaningful way with high-quality positions. The Administration doubled the amount of money we put on the table—matching our \$6 million with \$6 million from their own funds. We look forward to working with them on making Rutgers University a stronger institution by significantly augmenting its core faculty. The entire \$12 million builds the faculty salary base, which will increase from a projected \$271,938,819 without the fund to \$283,938,819 with the fund. In the unlikely event that there are unspent monies in FDF at the end of the contract, the unspent residue—including the Administration's contribution—will be paid as additional faculty salary increases proportional to the increases earned in the last year of the contract.

TA/GA Workload and Partial TA/GA Protections

We radically improved TA/GA workload protections and partial TA/GAs will receive, at no cost to them, health care under the same high-quality plan that is available to postdocs and recipients of major outside fellowships.