



# PART TIME LECTURER FACULTY CHAPTER

RUTGERS COUNCIL OF AAUP-AFT CHAPTERS • SPRING 2008

## PTL Professional Development Funds Awarded

Letters went out on March 13 announcing the 2008 PTL Professional Development Fund awards. Thirteen PTLs received awards ranging from \$109 to \$2000 out of a total of 18 applicants. There were fewer applicants this year than in earlier years, perhaps because of the large number of turn-downs previously. A variety of projects and activities were funded:

**Dr. Mi Hye Lee:** \$1,000 to create multimedia material for an Advanced Korean Language class

**Ms. Susan Schuld:** \$600 to attend a workshop related to courses taught at Mason Gross

**Dr. Silke Wehner-Franco:** \$1,100 to offset expenses to attend a convention on teaching foreign languages

**Dr. David Howe:** \$430 to produce a video for use in teaching zoology and limnology courses

**Ms. Dhriti Bagchi:** \$2,000 to develop an interactive multimedia CD-ROM and handbook for teaching an anthropological linguistics course about the Bengali language

**Mr. Paul More, Jr.:** \$109.05 to purchase a book to use in teaching a calculus course

**Dr. Susan Osborn:** \$250 to offset costs of presenting a paper on creative writing

**Mr. Jeffrey Filbert:** \$1,000 to offer a 12-week workshop on Saturdays on figure painting

**Ms. Elizabeth Miller:** \$700 to bring classical chamber music groups to Newark for a concert

**Dr. Aaron Freundsuh:** \$500 to offset costs of presenting a paper on French history

**Dr. Bruce Chadwick:** \$800 to offset travel expenses to conduct research at the Library of Congress on how the states ratified the Constitution

**Dr. William Cahill:** \$500 to offset costs of presenting a paper at a composition conference

**Mr. John Straus:** \$1,000 to conduct a workshop for writing instructors on how to comment on student writing.

The next round of awards will take place in February 2009 and applications are expected to be due by November 30, 2008. We encourage everyone to think about what kind of professional development project might be useful and prepare to submit an application in the fall. The more meritorious applications there are, the easier it is for us to argue at the bargaining table that the PTL Professional Development Fund should be larger.

## Grievances Settled, Arbitrations Avoided

After months of processing three grievances through the steps of the PTL Collective Agreement's grievance procedure, as well as an initial arbitration session on the first grievance, the PTLFC-AAUP-AFT and the Rutgers administration have come to a resolution and arranged a settlement. (continued on page 2, "Grievances")

## JOIN THE PTLFC-AAUP-AFT NOW

[Use the application form in print version or visit <http://www.rutgersaaup.org>, click on Join]

## **There's No Excuse for Late Paychecks**

Whether the assignment comes late or the paperwork is slow, all employees, including PTLs can expect paychecks no more than two weeks after they have worked. In fact, the NJ State Division of Wages and Hours protects that principle with a law that fines employers by the day if they exceed the two weeks. So if your paycheck is more than two weeks late, you can go to the Treasurer's office with documentation of your appointment from your department and request the salary owed you. A check will be cut that day for at least 60% of what's owed you. Some PTLs don't like to go through this process, finding it embarrassing to admit the pay is needed, but think about it this way: it's your money.

## **PTLs Need Health Insurance**

Although the Rutgers administration continues to say "No" to our repeated proposals that PTLs receive pro-rata employer-paid health insurance coverage whenever we are at the bargaining table, this time they did agree to work with us to come up with alternative options in a Labor-Management Committee. The Committee has been meeting, gathering information including through the recent PTL insurance needs survey, and hopes to develop insurance options less costly than the State Health Benefit Plan (SHBP). The SHBP is available to PTLs, and all part-time state employees, at group cost plus a 10% administrative fee as a result of AAUP-AFT legislative work to supplement slow-moving negotiations. The SHBP coverage is excellent but the cost is high, so the L-M Committee hopes to develop less-costly alternatives, although coverage is likely to be less than SHBP. Stay tuned for future updates on this exploration of options.

## **Grievances (from page 1)**

The problem revolved around PTLs in the Music Department of Mason Gross School of the Arts being switched to instructors on less-than-50% of a line. This latter category is the only group of faculty employees that remains unrepresented by AAUP-AFT. The result would have meant a certain group of instructors becoming ineligible for salary increases as well as other benefits, such as the PTL Professional Development Fund. This settlement resolves the situation for the Music Department but we need to continue to be alert to possible similar future occurrences of PTLs being reassigned out of the unit. In fact, we've heard that Tony Bevilacqua in Newark's Urban Education Department was threatened with conversion to hourly employment instead of a PTL contract. Tony, fortunately, objected immediately and prevented any such change. Please let us know if you hear of any attempts to undermine PTLs' representation in the bargaining unit.

Using the grievance procedure, with the threat of arbitration, is central to any union's work. All that we negotiate in a collective agreement is not worth much if we cannot make sure all provisions are implemented fairly. Defending the terms of the negotiated agreement can often be done without resort to the grievance procedure or arbitration, if discussion and informal settlements achieve the appropriate end. Or, as the case of being threatened with conversion to hourly employment illustrates, sometimes beginning the process can result in a resolution without going through all formalities. What's most important is that members be familiar with the collective agreement and watch to see that its terms are respected.

## **PART-TIME PROFILE: Richard Gomes**

When the word went out that PALS (Program in American Language Studies, the Rutgers



program responsible for English as a Second Language instruction) needed a PTLFC-AAUP-AFT representative, Richard

Gomes immediately came forward. PALS had been suffering from what appeared to be poor representation since previous years' salary increases were less than those of most PTLs.

It was difficult to recruit a PALS representative since ESL instructors work long hours, teach lots of classes, and often hold multiple positions beyond a full-time load. For Richard, putting in the extra hours seemed beside the point: PALS instructors need to be represented and he is going to make sure that it happens.

Richard served on the PTLFC Bargaining Team in the last round where salary increases for PALS PTLs grew on par; he ran for the PTLFC Executive Board to become the Newark Representative; he volunteered for the Labor Management Health Benefits Committee that is exploring additional less-costly options for PTL health insurance. Now, he's going on to represent Rutgers PTLs at national events. And if that's not enough, he has decided to run for PTL representative to the University Senate.

When Richard represents RU PTLs, he puts forth a multiplicity of profiles: ESL instructor at Rutgers and Montclair State University with degrees from MSU and (soon) Hunter College in NYC; world traveler to conduct workshops on ESL teaching in Brazil, Mexico, China, and the US; fluent speaker of Portuguese,

English, and Spanish; and businessman directing his own Modern Language Institute providing coursework in English, Brazilian Portuguese, Spanish and French for employees of multinational companies.

Richard feels it is important "to build a bridge between the cultural realities of international students and their academic experience." He has also shown us all how to step forward in the labor arena to ensure that everyone is represented fairly. When asked why he thinks the PTLFC-AAUP-AFT is an important organization, he points out: "Building bridges, representing the under-represented, learning new languages, speaking up on crucial issues, it is all about the same thing: making connections to improve lives. That's what a good professional organization or union should do."

## **PTL Reps at State and National Events**

AAUP-AFT PTLs were part of a joint dialogue of AFT representatives with Jane Oates, head of New Jersey's Commission on Higher Education, in March 2008. Gov. Corzine is planning a town hall meeting to seek input from faculty and staff, including development of a white paper, on possible long-term solutions to New Jersey's budget crisis that would ensure effective support for higher education.

The AFT Higher Education Conference met in Washington, DC March 27-30. Amy Bahruth, our president, and Richard Gomes, our Newark Rep, were there to represent the PTLFC-AAUP-AFT and brought back helpful ideas and materials.

Karen Thompson will represent New Jersey on the National AAUP Executive Council at the national AAUP Annual Meeting in early June.

In July, when the AFT National Convention is held in Chicago, Rutgers PTLs will have a few representatives and also, in August, at the Coalition of Contingent Academic Labor (COCAL) gathering in San Diego.

Rutgers Council of AAUP-AFT Chapters  
Part-Time Lecturer Faculty Chapter  
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## **Results of the Affiliation and By-Laws Amendment Balloting**

The Part-Time Lecturer Faculty Chapter will continue its joint affiliation agreement with the American Federation of Teachers. The vote in favor was overwhelming with 97% of the members voting yes on this question in the balloting that concluded on April 4, 2008. The full-time chapter will be conducting a vote on this same question; results will be known after the balloting period ends on May 1.

The second question on the ballot also was approved; 88% of those voting approved a by-laws change to eliminate term limits for elected officers.

The dues rate remains unchanged. Although the full-time faculty chapter voted recently to increase their dues, the PTLFC did not put this question to its members.

**Members will receive a hard copy of the 2007-2011 PTLFC Contract (or Collective Agreement) with this newsletter.**

**Representation fee payers who have not yet joined will receive a membership application with this newsletter.**

### **NON-MEMBERS, JOIN TODAY!**

Please join! A strong membership is vital!

### **MEMBERS, GET INVOLVED! Contact us:**

Karen Thompson: [karent@rutgersaaup.org](mailto:karent@rutgersaaup.org).

**Know your contract. Salary increases were negotiated for every semester. For Spring 2008, the salary increase is 2.5%; another one is coming fall semester. The 2007-2011 PTLFC Collective Agreement with Rutgers Administration is also online; click on "Your Contract" at [www.rutgersaaup.org](http://www.rutgersaaup.org).**