

Comparison: PTLs Before and After Unionization at Rutgers

Before the Union, prior to 1988	With the Union, 1988-2011
PTL salaries stagnated for almost 20 years	Most PTL salaries have more than quadrupled; every PTL receives a salary increase each semester; collective agreement was strong enough to stop 2010 salary freeze
PTLs often learned indirectly and after the fact that they had not been reappointed	PTLs with 4 consecutive semesters of service must receive written notice of non-reappointment
PTLs had no recourse in the face of apparent unfair treatment	PTLs have access to a grievance procedure culminating in third party neutral arbitration, which is binding in cases concerning salary
PTLs could have the size of their courses doubled with no increase in pay	PTLs are eligible for compensation for over-size classes according to a set formula
Longtime PTLs found new hires being offered their courses first	A PTL with 12 semesters of service cannot be replaced by a PTL with less than 12 semesters under most conditions
Some PTLs received no written information before their appointment and often did not find out what they were teaching until the semester began	PTLs must receive written information about title, salary, period of appointment, course(s) assigned, approximate number of students, duties, etc. in advance; departments must make every effort to notify of reappointment 30 days ahead
Many PTLs had no office or access to phone, computer, copying, etc.	All PTLs must have a University space to meet students and access to phone, fax, computer, and printer consonant with departmental practice
Professional development for PTLs was a mystery	Bargaining unit PTLs may apply for awards annually through a PTL Professional Development Fund
PTLs did not have a guaranteed right to library privileges or to use recreation facilities; most PTLs were omitted from the faculty directory	PTLs receive ID cards, annual library privileges, access to recreation facilities and are listed in the Rutgers directory
PTLs had no access to health insurance, not even the option to enroll in an employee-paid program	PTLs have access (at their own expense) to the State Health Benefit Program at group rates; full members have access to other affordable options through HCH and AFT