

PTLFC-AAUP-AFT Contract Proposal #13 – June 3, 2011

Delete current language in X. (Health and Safety) and replace with:

~~If a PTL believes that a safety problem exists, the PTL should report that concern in the first instance to the department chair or his/her designee or if that is not possible, to the Rutgers Environmental Health and Safety Department. If the University determines that a work site is unsafe, the PTL will not be required to teach at that site until the University declares the site to be safe.~~

~~The University will discharge its responsibility for the development and enforcement of occupational safety and health standards to provide a safe and healthful environment in accordance with PEOSHA and any other applicable statutes, regulations or guidelines published in the New Jersey Register which pertain to health and safety matters. This paragraph is not subject to the grievance procedure.~~

- A. The University and the Union share a commitment to a safe work environment for all PTLs and a safe learning environment for all students.**
- B. The University will meet with the Union, as reasonably requested in writing, to discuss employment-related health and safety problems. The Union will provide a written statement, in advance, of the proposed agenda for said meeting.**
- C. If a PTL believes that a health or safety problem exists, the PTL should report that concern in the first instance to their department. If that is not possible, the problem should be reported to the Rutgers Environmental Health and Safety Department. The contact numbers for these offices shall be provided to each Instructor upon appointment.**
- D. No bargaining unit member shall be required to work under conditions where there has been a determination, on a reasonable basis in fact, that those conditions pose an immediate danger to health and safety. The University will relocate PTL and his/her class if the University has determined that conditions in the class pose an immediate danger to health and safety.**
- E. The University will discharge its responsibility for the development and enforcement of occupational safety and health standards to provide a safe and healthful environment in accordance with PEOSHA and any other applicable statutes, regulations or guidelines published in the New Jersey Register which pertain to health and safety matters. Alleged violations of this Article shall be grievable only to Step One of the grievance procedure, except that "class action" grievances may proceed to Step Two and to Step Three of the grievance procedure as set forth in Article V (Grievance Procedure and Labor Management Meetings) of this Agreement. A "class action" grievance is one that alleges facts that are common to two or more members of the bargaining unit and the alleged violation is common to those members of the bargaining unit.**

PTLFC-AAUP-AFT Contract Proposal #14 – June 3, 2011

Modify the second paragraph of XI. (Professional Development Fund) as follows:

Rutgers will provide a Professional Development Fund, in the amount up to ~~\$10,000.00~~ **\$50,000** for each academic year of this contract for professional development activities specifically related to the pedagogic needs of PTLs in connection with and related to their professional activities at Rutgers. The Fund will be administered by the Center for Teaching Advancement and Assessment Research. Only PTLs with bargaining unit status shall be eligible to apply for money from this Fund. Applications by PTLs for funding shall first be submitted to the Department Chairperson or Program Director for review and endorsement consideration. Only applications that are endorsed by the Department Chairperson or Program Director may be submitted to the Center for Teaching Advancement and Assessment Research for consideration. The Center for Teaching Advancement and Assessment Research will award funds only for those proposals that it determines to be meritorious and is not required to award the entire fund amount of up to ~~\$10,000.00~~ **\$50,000** if it determines there are not sufficient meritorious proposals warranting funding. The University shall provide the Union with copies of all award and denial letters to PTLs.

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Add to XII. (Miscellaneous) the following sections:

- K. In the event a PTL is required to participate, as a condition of employment, in a workshop, orientation, or on-line training, the PTL will receive an additional \$50.00 per hour for each hour she/he participates in the workshop, orientation, or on-line training.**

- L. A PTL shall be entitled to 100% tuition remission for any credit graduate course in which he/she enrolls and which is related to the subject matter of courses he/she has taught or is teaching.**