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From: **Richard L. Edwards** <accafai@rutgers.edu>

Date: Thu, Dec 1, 2011 at 10:51 AM

Subject: Salary Improvement Program for Non-Unioned Staff

To: ADMINISTRATIVE_ALL@rams.rutgers.edu

December 1, 2011

To: Members of the University Community

From: Richard L. Edwards, Ph.D.
Interim Executive Vice President for Academic Affairs

Subject: Salary Improvement Program for Non-Unionized Staff

As you may know, over the past months we have been working with our faculty and staff unions in hopes of settling the grievances related to the recent withholding of salary increases in response to severe fiscal challenges facing our University. The decision to withhold salary increases was a budgetary necessity that averted furloughs, other salary reductions, large layoffs, and damaging cuts to programs and services that many other universities across the country have had to enact. It was our sincere hope to resolve these grievances in time to pay increases prior to the holiday season and the end of the calendar year. However, that does not appear likely at this time.

Although we have been meeting with our largest staff and faculty unions that represent the majority of our unionized employees for the past several months, the unions have not yet accepted our offers. We will continue to work hard toward a fiscally responsible resolution of our outstanding labor issues, and will keep you apprised as we can. For now, after much deliberation, we have decided to lay out a plan of salary increases for the over 2000 non-unionized staff who have also been impacted by the withholding of those increases. The increases are comparable to those already offered to, but thus far rejected by, our unions.

Increases for non-union staff will range from 2% to 2.25% depending on salary, and will be paid in accordance with the following schedule:

Earning	<u>Percentage Increase</u>		<u>Effective</u>
	<u>Less than</u> <u>\$100,000</u>	<u>\$100,000</u> <u>or more</u>	<u>Date</u>
FY2011	2.25%	2%	4/1/2011
FY2012	2.25%	2%	2/1/2012
FY2013	2.25%	2.10%	10/1/2012
FY2014	2.25%	2.15%	7/1/2013

In addition, each non-union eligible employee will receive a one-time payment of \$500, which will be reflected in December 23 paychecks.

The President, Vice-Presidents, Chancellors, Deans of academic units, and other high-level administrators will not be receiving increases at this time. University Human Resources will provide more information on the implementation of these increases in the near future.

In this vitally important time for the University and its future, and a time of continuing economic stress across the globe, we thank each and every one of you for your hard work and dedication. Your contributions allow Rutgers to support its mission to its students, its faculty, and to the community as a whole. I hope that we will be able to extend salary increases to our remaining valued employees soon.

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