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## Rutgers Council of AAUP Chapters

American Association of University Professors - American Federation of Teachers

Dear Supporter ,

Yesterday, the McCormick administration, acting through Interim Executive Vice President Dick Edwards, made clear their lack of good faith towards the Rutgers University community. They have made a series of inaccurate claims. We want to therefore inform you of the facts:

**They claim:** "The decision to withhold salary increases was a budgetary necessity..."

**Fact:** The University has more than enough funds to pay the increases. They do not dispute this; instead they have stated at a recent arbitration hearing regarding the salary freeze: "The University's ability to pay the raises is not the issue." Why not?

**They claim:** "...the unions have not yet accepted our offers."

**Fact:** We accepted their three-year schedule to restore withheld raises. However, we made a counter proposal because, in effect, Edwards was asking us to take a wage freeze for three years (2010-2013). We asked that new increases be added in the third year to compensate for lost real income and merit raises.

**Fact:** For more than two years, faculty and staff have refrained from responding to the administration's arbitrary abrogation of negotiated salary increases to avoid hurting the University. We have engaged in good faith negotiation and were expecting a resolution in this calendar year.

**The administration's response:** "...we have decided to lay out a plan of salary increases for the over 2000 non-unionized staff..."

**Fact:** We have explained that our members face inflation and a tough economy, but found that we do not have a partner in these negotiations who has the interests of the faculty and students at heart. Instead, throughout our negotiations with the administration we have observed, and have been troubled by, their lack of self-governance and independence from political forces.

It appears that for Edwards, unions exist to accept the employer's take-it-or-leave-it offer, not to negotiate, not to represent their members, not to solve problems, but to accept the one and only offer. As it turns out, the University's take-it-or-leave-it offer to us is worse than their "Salary Improvement Program for Non-Unionized Staff" ([see the table attached](#)).

It is your choice -- do we resist or do we capitulate?

We will be taking a poll of the membership to determine what action we want to pursue. Please keep an eye out for this.

In Unity,

AAUP-AFT Executive Council

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