



Rutgers Council of AAUP Chapters

American Association of University Professors • American Federation of Teachers

Rutgers AAUP-AFT

11 Stone Street
New Brunswick, NJ 08901-1113

Phone: 732-964-1000
Fax: 732-964-1032

E-mail: aaup@rutgersaaup.org
Web: www.rutgersaaup.org

ARTICLE IX FILING FORM

Date Filed: June 16, 2010

THE UNION WAIVES STEP ONE AND REQUESTS THAT THIS GRIEVANCE BE EXPEDITED TO BINDING ARBITRATION.

- Category 1
 Category 2
 Categories 1 and 2

Mediation Requested Yes No
Step One Meeting Requested Yes No

This grievance is filed by:

- Individual Bargaining Unit Member(s)
 The AAUP-AFT
 Jointly by the AAUP-AFT and the Unit Member(s)

Grievant's Name(s): The Rutgers Council of AAUP Chapters, AFT

Address for Mail c/o AAUP-AFT

TO: Sean Spinello, Assistant Vice President for Academic Affairs

FROM: Adrienne Eaton, President, Rutgers AAUP-AFT

DATE: June 16, 2010

RE: Article IX, Category One Grievance of the Rutgers Council of AAUP Chapters, American Association of University Professors, American Federation of Teachers, AFL-CIO

We hereby file this Article IX, Category One Grievance charging violation of Article VIII of the 2007-2011 Collective Agreement (Attachment A) between Rutgers, the State University and the Rutgers Council of AAUP Chapters, AAUP-AFT.

The AAUP-AFT requests that this matter be expedited to binding arbitration (Step Two) and waives Step One of the grievance process. If denied, we request the grievance be heard on an accelerated schedule and that a Step One decision issue within 15 working days of the filing of this statement [Article IX.D.7].

Violations:

1. Article VIII, PART ONE: FACULTY SALARY PROVISIONS, Section V, Faculty Promotional Salary Adjustments, Section D, provides as follows:

For promotions effective July 1, 2010

- 1. The faculty member will receive the salary increase effective July 1, 2010 appropriate to his/her 2009-2010 salary as provided in IV. above.*
- 2. The faculty member will then receive a promotional increase equal to 10% of his/her salary in effect on July 1, 2010.*

2. Article VIII, PART ONE: FACULTY SALARY PROVISIONS, Section VI, Minimum Salaries (Attachment A, Pages 2 and 3).

3. Article VIII, PART THREE: TEACHING AND GRADUATE ASSISTANTS – SALARY PROVISIONS, Section IV, provides as follows:

Fiscal Year 2010-2011

- A. For all persons who held appointments as teaching or graduate assistants during the 2009-2010 fiscal year and who received appointments as teaching or graduate assistants during the 2010-2011 fiscal year, there shall be an 8% across-the-board increase in salary effective July 1, 2010.*
- B. Effective July 1, 2010, the starting salary for full-time teaching and graduate assistants also shall be increased 8% to \$24,961 for an academic-year appointment and \$28,455 for a calendar-year appointment.*

- C. *In addition, the total salary base for Teaching and Graduate Assistants in 2010-2011 will include a competitiveness pool of \$798,600. [footnote: Nothing herein precludes teaching/graduate assistants supported by grants from receiving grant-funded competitiveness supplements.]*

Facts:

On June 10, 2010, the University notified the University community of a “salary freeze across the university, in every area and at every level.” (See Attachment B - letter from Executive Vice President Philip Furmanski). This “salary freeze” violates the provisions of Article VIII referenced above.

Remedy Requested:

The University shall pay the promotional salary adjustments due to be paid on July 1, 2010, the 8% across-the-board increases to the salaries of TAs and GAs due to be paid on July 1, 2010 and the increases to minimum salaries due to be implemented on July 1, 2010 pursuant to Article VIII of the Collective Negotiations Agreement.