

Dear Full-Time Faculty Members,

The Executive Council of the Rutgers AAUP-AFT is writing to recommend that you vote to ratify the two tentative agreements that represent a comprehensive settlement of the labor disputes between Rutgers management and the Rutgers AAUP-AFT. It is a package deal in two parts: the first part of the settlement addresses the salary freeze and the second part sets out the new contract terms.

The Executive Council voted 15 to recommend ratification, 8 against recommendation, with one abstention. The majority recommended ratification based on their assessment that this is the best agreement we could win given the political context. We are asking you to make a difficult judgment.

The Executive Council also voted to share with you a full list of arguments both in favor of and against ratification. Thus, in addition to the highlights listed below, you may read a [list](#) of pros and cons. A [summary](#) of the settlement presents the highlights in a different, chronological format. The full agreements are also provided for your review: [settlement of salary freeze](#) and [successor contract, 2011-2014](#). You may also link to all documents from the electronic ballot (click on “details” on the ballot to link to the documents). This is a comprehensive settlement: a vote to “accept” means that you ratify both of the agreements that comprise the settlement. Below is the link to the ballot and your credentials for voting:

Login URL:

Ballot Name: Faculty-TA Salary Freeze Settlement & New Contract Ratification 2012

Your Username:

Your Password:

The deadline for voting is 4:00 p.m. on Friday, January 27, 2012. A majority of voting union members is required to ratify the agreements. Chapter meetings to further discuss the details will be held during the first week of classes on each campus. A notice with dates and times will follow.

The settlement described below was the outcome of extensive negotiations over the last few months but builds on the union’s prior achievement in June 2011, when the wage freeze for TA/GAs, newly promoted faculty and those at the salary minimums was favorably settled.

#### Highlights of the Comprehensive Settlement

- If ratified, these agreements will supersede the legal arbitration case the union is pursuing against Rutgers’ management.
- The new agreements will suspend the “subject to” language in the old contract that management has argued links salary increases to state funding, and cited when it froze salaries. The administration is prohibited from invoking this language for the life of the new agreements.
- All frozen salary increases, both enhanced (merit) increases and regular (across-the-board) increases, will be paid to those still on payroll– spread out over four payments and finished by July 1, 2013. The first payment will be retroactive to April 1, 2011, but the three remaining payments are not retroactive.
- Full-time Faculty are owed two enhanced increases averaging 2.75% each but ranging for individuals with awards from 1% to 13.75% (only individual awards previously announced will

be paid) and one 2.75% regular increase (received by all faculty on payroll at time of payment). After many attempts to simplify the agreement, we reluctantly accepted management's overly complicated formula. See the [summary](#) for a chronological listing of payments. The three increases have been re-divided and will be disbursed on four payment dates as described below:

- The first 2.75% enhanced increase will be staggered as follows: 2% with retroactive payment to April 1, 2011 upon ratification and the remaining .75% due on February 1, 2012.
  - The across-the-board increase will be staggered as follows: 1.25% on February 1, 2012 and the remaining 1.5% due on October 1, 2012.
  - The second 2.75% enhanced increase will be staggered as follows: .6% on October 1, 2012 and the remaining 2.15% due on July 1, 2013.
- The new contract term will be July 1, 2011 – August 31, 2014. The contracts for the State unions will likely expire on June 30, 2015, meaning that for the first time we will at the bargaining table well in advance of the State unions with a contract expiration date that coincides with the beginning of the fall semester.
  - There will be three lump sum/bonus payments for full-time faculty totaling \$2,250 not added to your base salary. \$1,000.00 will be paid upon ratification of the agreements. \$750.00 will be paid in December 2012 and \$500.00 will be paid on July 1, 2014.
  - For TA-GAs, there is new money in the successor agreement for raises but no lump sum payments. TA-GAs will receive two salary increases, one 2% increase on July 1, 2012 and another 2% increase on July 1, 2013—these two salary increases are to be applied to base salaries and the contractual minimum salaries will also be increased 2% for each year.
  - For the first time at Rutgers, the 800 full time non-tenure-track faculty will have a promotion pathway to recognize and reward their contributions to Rutgers.
  - Librarians and Extension Specialists will have access to the same family leave benefits enjoyed by classroom faculty.
  - Members earning over \$141,000 will retroactively receive the 8% ABP employer contribution on their entire base salary, up to the federal maximum, as they did prior to the cap imposed by Governor Christie on July 1, 2010.

The continuing economic and political crises have made an already difficult process more so. We resisted the worst of management's proposals (including attempts to restrict sabbaticals, eliminate binding arbitration, and significantly reduce faculty oversight of the out-of-cycle process) and fashioned a settlement we believe is the best we could get without waiting another six months for an arbitrator's ruling that carries risks and uncertainties.

We extend our thanks to thousands of union members, supporters, and student activists who attended rallies and meetings, wrote letters and emails, circulated and signed petitions, contacted legislators and otherwise aided the effort to resolve the crisis. While your steadfast support was an essential ingredient in reaching an agreement, a far higher level of activism will be required to defend and improve faculty rights

in the future. We are proud to be part of the Rutgers One coalition and will continue our common efforts to make Rutgers a better place to work and study.

We are grateful for the enormous patience and generosity of the faculty and staff at Rutgers, some of whom (PTLs and Post-Docs) are still negotiating contracts. We understand the sacrifices all have made. The history of the past two years demonstrates more than ever that Rutgers is its faculty, students and staff.

Without *us*, Rutgers *does nothing* and *is nothing*.

Sincerely,

Adrienne Eaton, President, and the Executive Council of Rutgers AAUP-AFT

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