

AAUP-UMDNJ

MARCH 3, 2011

NEWSFLASH

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AAUP Challenges UMDNJ's Refusal to Provide Information and to Negotiate over the Reorganization of RWJMS Faculty Practice Plan

Since November 30, 2010 AAUP-UMDNJ has requested the University to provide information on its proposed operational and financial reorganization of your faculty practice plan and has formally demanded to negotiate over the impact of these changes on your terms and conditions of your employment (*i.e.* salary). To date, the University has refused to provide the AAUP with the requested information and has refused to negotiate.

The University's actions have resulted in the AAUP's Council approving the filing of an unfair practice charge with the Public Employment Relations Commission (PERC). The filing of this claim will ensure faculty will have input into changes to the RWJMS faculty

practice plan. After the AAUP filed the claim, on March 1, 2011, the University provided the AAUP with a 1-page document: "Operational and Financial Reorganization of the RWJMG," summarizing the changes to the faculty practice plan, providing few details. The document *does* propose that funds from collections shall be apportioned to departments based on an allocation formula developed by the Finance Committee of the Board of Governors, which shall take into account factors such as where the revenue is generated (inpatient *vs.* outpatient), outpatient expense contribution and salary expenses. The formula for such a calculation is not discussed.

It is likely such a formula will have an im-

act on your salary and/or department incentive plans and, therefore AAUP is seeking to negotiate over its impact. Faculty input is very important. Please provide Alex Bernstein, AAUP's Executive Director, with your thoughts.

AAUP is in the process of arranging a meeting with Dr. Scardella to discuss the details of the proposed restructuring and to reinforce the need to negotiate over the impact of the changes.

We will keep you posted and will continue to take all appropriate actions to ensure you have a say in and approval of any proposed modifications to your faculty practice plan. Please call AAUP at 732-235-4196 or 973-972-5875 with any questions.

This is one of the many reasons your full membership is important.

Please join! We urge you to become a voting member of the AAUP. WE NEED YOUR SUPPORT!

If you are paying \$22.10 per pay period, you are paying a representation fee, not AAUP dues. AAUP dues are \$26.00 per pay period (only \$3.90 more per pay period for full membership) for 26 pay periods per year.

Dues include local, state and national AAUP membership fees. Members can vote in chapter elections and on contract ratification. Members also learn about **AAUP member benefits** through *Academe*, the AAUP's national magazine.

Once you join, the AAUP will send you a gift to express our appreciation to you for becoming a member.

To join the AAUP, just fill out this authorization form and return it to us at the address below.

UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)
PAYROLL DEDUCTION AUTHORIZATION

Please print clearly:

NAME _____
(last) (first) (middle)

ADDRESS _____
(street) (city) (state) (zip)

HOME PHONE _____ OFFICE PHONE _____

ACADEMIC RANK _____ DEGREE _____

SCHOOL _____ DEPARTMENT _____

CAMPUS ADDRESS _____
(building) (city)

PERCENTAGE OF FULL TIME EMPLOYED BY UMDNJ _____ SEX: M F

UMDNJ I.D. NUMBER _____ DATE HIRED _____

EMAIL ADDRESS _____ BIRTH DATE _____

(All of the above information will remain in the strictest confidence unless we are otherwise instructed by you.)

I hereby authorize my AAUP Chapter to have deducted from my earnings twenty-six dollars (\$26.00) dues per pay period, which includes national, state and local AAUP membership dues.

This authorization shall remain in effect unless terminated by me upon written notice of withdrawal or by termination of my employment. The filing of notice of withdrawal shall be effective to halt deductions as of the July 1st or January 1st next succeeding the date on which the notice of withdrawal was filed.

While contributions or gifts to the UMDNJ Council of AAUP Chapters are not tax deductible as charitable contributions for Federal income tax purposes, they may be tax deductible under other provisions of the Internal Revenue Code.

SIGNED _____ DATE _____

PLEASE RETURN TO:

American Association of University Professors
Council of Chapters, UMDNJ
30 Bergen Street
ADMC Bldg. 14, Rm. 1426
Newark, NJ 07103
