

# AAUP NEGOTIATIONS UPDATE

September 23, 2013

## AAUP INITIATES NEGOTIATIONS WITH RUTGERS

On September 18, 2013, the AAUP Contract Negotiation Team met with Rutgers representatives. This was the first session with Rutgers as the employer of the legacy UMDNJ Faculty and Librarians.

The following is a summary of what occurred:

- (1) AAUP requested that Rutgers immediately provide you with a 9% salary increase effective July 1, 2013. This increase is intended to recognize your hard work for the past 4½ years (2% per year).
- (2) AAUP presented and discussed with Rutgers the priorities that over 450 of you identified in our Negotiation Priority Survey. AAUP made clear that these priorities could change as more Faculty and Librarians participate in the survey.

The current priorities are: salary increases, maintaining health insurance benefits and reducing premium contributions, increasing job security for non-tenure track faculty, tuition remission/reimbursement, pension contributions above the \$141,000 cap, reasonable workload standards, and faculty control over faculty practice income.

- (3) The AAUP provided Rutgers with a comprehensive proposal that addressed the priorities you identified in the Survey.
- (4) Rutgers did not provide the AAUP with a substantive written proposal.
- (5) Rutgers expressed an interest to “align” your current contract with the Rutgers AAUP-AFT contract, but did not provide sufficient details.
- (6) Rutgers advised us that they could not meet again until after October 15, 2013. The AAUP has offered prospective negotiation dates and expects to meet again with Rutgers prior to end of October 2013.

We will continue to update you on our negotiations and encourage you to:

- (1) If you have not already done so, respond to our survey at <http://www.surveymonkey.com/s/AAUPFullMemberPrioritySurvey>
- (2) Become a full member by filling out and faxing the full member form;
- (3) Get involved in our **Contract Campaign**;
- (4) Attend our **Negotiations Update Meetings** on November 5 @ 12:30 in Newark - Medical Science Building Room 554 and on November 6, 2013 @ 12PM in New Brunswick - Medical Education Building Room 102.