



RUTGERS The State University of New Jersey

Dear AAUP-BHSNJ Members:

We are pleased to announce the settlement of the AAUP-BHSNJ contract with Rutgers, RBHS.

We are writing to provide you with a summary of the terms of the collective negotiations agreement between the University and the AAUP-BHSNJ faculty, who comprise the vast majority of the faculty in RBHS. This tentative agreement was reached late on Monday night; we believe it is a very good agreement, both for the AAUP-BHSNJ and for the University.

The basic terms of the agreement are as follows:

Contract term: July 1, 2013—June 30, 2018

Compensation:

July 1, 2014: 2.0% across-the-board increase to academic base

July 1, 2015: 2.0% across-the-board increase to academic base

July 1, 2016: 2.125% merit pool for increases ranging from 1% to 7.5%

July 1, 2017: 2.125% merit pool for increases ranging from 1% to 7.5% (with an agreement to have a subcommittee make recommendations regarding the process to determine merit increases.)

Lump Sum Payment: Those faculty who were in the collective negotiations unit on July 1, 2013 and continue to be in the unit on the date of payment will receive a one-time lump-sum payment totaling \$2000, paid out as follows: \$1000 paid as soon as practicable following ratification of the agreement, and \$1000 paid effective the first full pay period following July 1, 2016.

Removal of the faculty salary maxima: We have an agreement to the removal of faculty salary maxima in the contract. This allows those faculty who have historically “bumped against” the maxima and have been subject to receiving a “lump sum” bonus, to receive the same salary increases as their colleagues.

Extramural Research Incentive Program: Our new agreement calls for the creation of a subcommittee regarding a new incentive program that will properly incentivize grant activity. The new program will be created by a small joint labor/management committee which will make its recommendations for a new incentive program to Senior Vice President Chris Molloy. The newly-developed Extramural Support Incentive Award will apply to all proposals submitted after November 15, 2015.

Appointments and Promotions Guidelines: The AAUP-BHSNJ negotiated the negotiable portions of the A&P Guidelines which include additional job security and multi-year contracts. In addition, we adopted the Rutgers formal grievance procedure to help ensure the integrity of the reappointment, promotion and tenure procedures.

At-Will and Qualified Titles: There will no longer be “at-will” or “qualified title” appointments. We also agreed on a “safety net” for those faculty who are currently on an “at-will” contract.

Grievance Process: The new agreement has a more effective grievance process and a clause for “Termination for Cause.”

Holidays: Good Friday is no longer considered a “holiday.” Instead, the number of float holidays have been increased from three (3) to four (4).

Employee Benefits: Donut hole provision: Effective January 1, 2018, these faculty may participate in the Rutgers University Alternate Benefit Program and Trust (ABP Trust). Those currently participating in the former UMDNJ Benefits Assistance Program (BAP) will have a one-time option to choose, as of January 1, 2018, whether to continue to participate in the BAP or to participate in the ABP Trust going forward from that date. The BAP will no

longer be available to employees hired on or after January 1, 2018.

Tuition Remission/Reimbursement: Dependent children of AAUP-BHSNJ unit members will be eligible for tuition remission as of the beginning of the semester immediately following ratification of the agreement. Employee tuition remission or reimbursement will be provided for AAUP-BHSNJ unit members who are required to obtain a more advanced degree or undergo professional development/continuing education in order to retain or advance in their RBHS position. This benefit will also apply as of the beginning of the semester immediately following ratification of the agreement.

Faculty Transition to Retirement Program: There will be a new Faculty Transition to Retirement Program for retirements effective beginning July 1, 2016, wherein a faculty member may elect to take retirement and then be hired back by the University for an appointment of up to 50% load and 50% salary. The identical program was negotiated for the AAUP-AFT (legacy Rutgers) faculty. In order to be eligible faculty must be at least 55 years of age and have at least 10 years of service at the time of program application. Applications are due April 1, 2016 for the first year of the program. Details regarding program implementation will be forthcoming in the coming weeks.

Professor Emeritus: This status will align with the “Legacy Rutgers” policy.

“Subject to” Language: We agreed to “Subject To” language in the event of fiscal exigency. This language provides for a specific process and document production, along with a dedicated panel of arbitrators.

Subcommittees: Subcommittees have been established to further discuss and come to agreement on matters pertaining to:

- The School of Nursing
- Librarians
- School of Health Related Professions
- Merit Based Increase for 2017
- Extramural Support Incentive Awards

NJMS Titles: The titles of Section Chiefs, Division Chiefs and Division Directors are being removed from Union membership. However, the parties agreed that this will not take effect until three months after ratification and that these faculty will receive the same lump sum bonuses on the dates shown above and the 2014 and 2015 across-the-board raises.

Summary: As noted above, we believe this is a very good contract for the AAUP-BHSNJ and for the University. We look forward to implementing the agreement and to continue the highly collaborative relationship that we forged in the spring, which allowed us to accomplish in six months (from April to September) what had not been accomplished in six years (the length of time this faculty had been working without a contract).

Obviously, labor negotiation is a team endeavor. Without the superb assistance and good will of the negotiating teams, none of this would have been possible. Please join us in congratulating the AAUP-BHSNJ's Team: Ilyssa DeCasperis, AAUP-BHSNJ Executive Director, Dr. Cheryl Biber, President, AAUP Board of Governors, Dr. Roger Johansen, Vice President, AAUP Board of Governors, Dr. Ann Murphy, AAUP Council, Dr. Catherine Monteleone, AAUP Council, Bob Witkowski, AAUP Senior Labor Rep and the University's Team: Dr. Karen Stubaus, Vice President of Academic Labor Relations and Administration, David Cohen, Associate Vice President and Senior Counsel for Labor and Employment, Lisa Bonick, Executive Director Academic Labor Relations, Lisa Wahler, Associate Vice President and Deputy General Counsel, Kathy Bramwell, Chief Financial and Administrative Officer, Vivian Fernandez, Vice President for Faculty and Staff Resources and Shannon Kenny, Labor Relations Specialist on this great achievement. The contributions of each were absolutely necessary in order to get us to this place.

Sincerely,

Stephen J. Moorman, Ph.D.
AAUP-BHSNJ Council President and
Lead Negotiator

Dr. Brian L. Strom
Chancellor, RBHS