

AAUP-BHSNJ @ New Jersey Medical School

Increases to Base Pay

For the 2018-2022 contract we successfully bargained several rounds of pay increases: We were able to achieve these increases while avoiding furlough days for any members and while simultaneously resisting Rutgers proposals to cut your salary. One of such proposals allowed for a 10-12% percent reduction for those with "needs improvement" on any part of their annual evaluation or in the ill-defined area of "professionalism."¹

Our union proposal calls for a 5% increase in addition to an annual cost-of-living adjustment based on inflation.

Maintaining Competitive Clinical Compensation

For the past few decades, the UPA faculty practice has determined how NJMS faculty are compensated concerning the clinical revenue portion of their salary. Further, it has funded numerous research and academic programs at NJMS. And while the UPA model was not perfect, it has also ensured that many faculty are competitively compensated relative to their peers. On July 1, 2020, the UPA become a subsidiary of the RWJBH (Barnabas Health System). The final agreement between Rutgers and UPA known as the "Principle Points" before this acquisition gave the union a role in negotiating clinical compensation for revenue collected after July 1, 2020.

We were able to secure most of the existing collections-based system. It includes variable monthly pay (Fully Variable Supplement - FVS):

The following will be deducted prior to distributing the actual variable pay (FVS) on a monthly basis:

- 10% NJMS Dean's Fund
- 7% NJMS Department
- 3% Professional Liability Coverage
- 6.5% (or actual cost) NJMS collections, revenue cycle, admin functions (MSO)
- 8.5% Billing Services Provider (currently Change Health)

In addition to these Mandatory Taxes, there is a department tax over and above the itemized taxes:

- Voluntary divisional, group, inter-departmental program, practice and other taxes will continue in the same manner as of May 1, 2020.
- These additional deductions are subject to change, as determined by a 60% majority vote of eligible faculty in the pool or department, subject to approval by the Dean.

Presently, for the new contract we are working on protecting tail money received by the clinician. Current tail is only 2-months long and this too short for most specialties.

Establishment of a Pay Equity Program

¹ While we were able to spare most faculty from the worst cuts, there may be a small few RBHS faculty who receive an overall "needs improvement" or "unsatisfactory" that can receive a 0.5% - 1% cut assuming they are not able to appeal their evaluation successfully to a committee of their peers.

We have long advocated for the closing arbitrary pay gaps. We have now been able to win agreement to establish a program to address these discrepancies. Faculty who believe they are not fairly paid can put in for an equity salary request, and also have the right to grieve the determination if it is still not adjusted. We are working closely with the AAUP-AFT, the legacy faculty union to perfect this process at the University.

Improving Incentives and Other Support for Researchers

In the union contract, faculty receive an Extramural Support Incentive Award based on their rFTE adjusted salary on awards as follows:

Percentage of rFTE Adjusted Salary Supported	Percentage Returned to Faculty
1 - 10%	0%
11 - 20%	1%
21 - 30%	2%
31 - 40%	5%
41 - 50%	6%
51 - 60%	15%
61 - 70%	19%
71 - 80%	22%
81 - 90%	25%
91% & above	30%

While an incentive system based on your rFTE component raises some serious concerns, in this contract we have decided to give the administration a chance to prove they will not abuse or take advantage of this by arbitrarily setting minimum expectations for your effort or fail to credit you with increases to your workload. Our contract also includes lump sum incentives for certain faculty with R01s and/or training grants.

For the first time, both the AAUP-AFT and AAUP-BHSNJ proposed an article to the union contract specifically focused on the needs of research faculty. The Article (available at <https://onerutgersfaculty.org/proposals/>) would:

- Appropriate \$5 million University bridge fund for periods where PIs experience a drop in grant funding.
- Establish a dedicated fund to provide monetary relief to faculty to offset State Fringe Rates. The fund shall cover, through direct reimbursement into discretionary spending accounts to PIs, all fringe rate costs above 45%.
- Create a lab space committee in each school to make sure decisions concerning allocation are fair.
- Improve existing research incentives above currently paid to legacy UMNDJ faculty and expand these incentives to legacy Rutgers faculty with 12-month appointments. (Research incentives are bonuses faculty get based on how much salary they put on a grant.)

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In Trenton.

Both the AAUP-AFT and AAUP-BHSNJ, lobbied the Governor and key legislators to create a permanent fix to excess fringe rates increases. Legislation sponsored by Assemblyman Coughlin and Senator Zwick (S2747/A4164) would require that an accurate calculation of retirement benefits as part of the fringe rate and could lower it considerably. Rutgers and President Holloway supported S2747. Our work was critical to getting the bill passed out of committee. Many members also used our online tool setup to write emails to their representatives. Unfortunately, the bill did not come to the floor for a vote, as Rutgers prioritized other matters ahead of it. We need to keep the pressure on the Governor and the Legislature as current fringe rates over 60% are not sustainable.

Resist Double-Taxation

NJMS Dean Robert Johnson is looking to double-tax clinical faculty from July 1, 2021 to June 30th, 2022. That means rather than a 6.5% tax to fund administrative functions, you will pay a 13% tax. We stopped this and returned approximately \$3 million to the faculty.

Job Security for both Tenured and Non-Tenure Track Faculty

Unfortunately, we have represented a number of NTT faculty members which have had their reappointments non-renewed for arbitrary or retaliatory reasons. Renewal of appointments should be based on job performance and nothing else. Currently, AAUP-BHSNJ tenured faculty are subject to less rigorous dismissal procedures than other Rutgers tenured faculty. This should be corrected.

Resist School Merger

The RBHS Chancellor Brian Strom has submitted a report to the University Senate calling a merging the medical schools. A final decision could occur this year. There is little support among patients, students, residents, staff and faculty for such a merger. We oppose any attempts by the University to exploit the merger as a backdoor way to reduce the number of faculty positions, destroy tenure, relocate faculty offices or laboratories without PI consent, and any and all other potentially adverse effects that it may have our faculty.