

AAUP-BHSNJ @ Robert Wood Johnson 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

Set Minimum Salary Benchmark at 25% AAMC Rank

RWJMS faculty are poorly paid relative to their colleagues nationally. To offset this, we were able to secure contractually mandated minimum benchmarks for total fixed compensation (*base salary plus faculty practice supplement*, if applicable) to 25% of the AAMC benchmark for rank and specialty. We believe they are still too low, and our proposal for the new union contract calls for the minimum salary to be set at the median of the AAMC rank and specialty.

Establishment of a Pay Equity Program

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 Research Incentives and Support

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

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.

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 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.