

AAUP-BHSNJ @ School of Health Professions

One Faculty

Our “one faculty” petition was accepted as PERC. We are now bargaining one contract for all Rutgers faculty. The objective is to finish the new union contract by the end of this 2023 Spring semester.

Increases to Base Pay

Given that faculty salaries at SHP are so low relative to other RBHS Faculty salaries, we proposed considerable increases to the minimum salaries set by the contract. Also, our union proposal calls for a 5% increase in addition to an annual cost-of-living adjustment based on inflation.

Workload

Our current union contract MOA on Faculty Effort Distribution on workload covers how credits are assigned to you. Our most recent agreement provides for a Committee to hear appeals when faculty are not properly assigned time. Faculty are encouraged to reach out to our union if they think there is an issue in the making of their assignments. The agreement also provides for an increase for faculty overload pay. For the new contract, we are working on improving this article even further.

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 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.

Travel

Our union has received report that faculty are unable to travel since various benefits provided to faculty to do this are not being provided. Under labor relations law, the University cannot end a past practice of providing a benefit without negotiating with our union. Equally, the Article entitled “Travel” of our collective bargaining agreement may have provisions that are applicable. In particular, it states that “travel expenses will be reimbursed to bargaining unit members as per University Policy Number 40.4.1.” If faculty are having issues concerning travel, they should contact our Union.

Tuition Remission

Under our collective bargaining agreement, “employee tuition remission or reimbursement will be provided for AAUP-BHSNJ unit members who are required to either obtain a more advanced degree or undergo professional development/continuing education in order to remain or advance in their RBHS position.” The underlined language is the only prerequisite for qualifying for the tuition remission. This benefit should not be taxable.

