

AAUP-BHSNJ @ School of Nursing

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

Given that faculty salaries at SON are 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.

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.

Workload Article

The new collective bargaining agreement contains an updated workload policy, which also updates overload pay amounts. We largely accomplished our objective of closing previous inequities that existed between AAUP-BHSNJ and AAUP-AFT faculty.

Job Security for both Tenured and Non-Tenure Track Faculty

Unfortunately, we have represented a number of 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. Our union contract will have a limited appeal process for faculty whose appointment is non-renewed. However, it is not binding on the University. We are also working to strengthen protections for tenured faculty. Currently, they are afforded fewer due process rights than their legacy Rutgers colleagues (AAUP-AFT).

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.