



**AAUP-BHSNJ**

Rutgers Biomedical and Health Sciences

**May 3, 2023**

**Tentative Agreement Town Hall**

# AAUP-BHSNJ

## ABOUT US

The American Association of University Professors – Biomedical and Health Sciences of New Jersey (AAUP-BHSNJ) is an independent, non-profit organization that represents 1500 faculty at Rutgers/Rowan Universities. These faculty teach the next generation of doctors, nurses, scientists, and health professionals. The Association furthers the interests of faculty by bargaining for improvements in clinical compensation, researcher incentives, work/life balance, and other benefits. We also defend members from discriminatory treatment and provide individual advice on an array of issues. Finally, we advocate for our students, patients, and colleagues in Trenton by advancing legislation which promotes their interests.

# AAUP-BHSNJ

## OUR VISION

**We at AAUP-BHSNJ believe in a vision where our universities are models for faculty engagement and provide a high-quality work environment for everyone. Quite simply, if Rutgers and Rowan are to become among the best academic health centers, they must start by becoming national leaders in their treatment of faculty.**

# AAUP-BHSNJ

## OVERVIEW

- **One Faculty Campaign Successful!**
- **Vote for dues paying members starts tomorrow and runs through Monday at noon.**
- **Contract materials for vote <https://aaupbhsnj.org/2022-2026-tentative-union-contract/>**
- **Contract runs from July 1, 2022 – June 30, 2026**
- **Contract can be implemented after a positive ratification vote. However, different provisions may have different effective/implementation date.**

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**Only Voting Members Vote on any Tentative Agreement reached.**

**Please Join and get Colleagues to become  
Voting Members of the Union.**

**<http://aaupbhsnj.org/electronic-membership-form.html>**

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## WHAT IS COLLECTIVE BARGAINING?

**“Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more. Collective bargaining is a way to solve workplace problems. It is also the best means for raising wages in America. Indeed, through collective bargaining, working people in unions have higher wages, better benefits and safer workplaces.”**

**-AFL-CIO**

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## A LONG ROAD TO VICTORY



**Rutgers union leaders approve tentative agreement with school less than a month after historic strike (CNN)**

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## A LONG ROAD TO VICTORY



Rutgers unions picket as medical faculty remain frustrated at lack of contract progress (NorthJersey.com)



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## NEW COLLECTIVE BARGAINING AGREEMENT (COMPENSATION)

- **\$5035 Across-the-Board increase to academic base salary (retroactive to July 1, 2022)**
- **3.5% Across-the-Board increase to academic base salary (July 1, 2023)**
- **3.25% Merit increase to base salary (based on evaluation year ending June 30, 2024, effective July 1, 2024)**
- **3.5% Across-the-Board increase to base salary (July 1, 2025)**
- **FY23-25 raises protected from Fiscal Emergency**
- **New Equity Review Process**

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## NEW COLLECTIVE BARGAINING AGREEMENT (COMPENSATION CONT'D)

- **RBHS faculty paid below the 35% of the AAMC Public Benchmark or applicable school table will be given a raise to that 35% benchmark (could help up to a quarter of RBHS faculty)**
- **Fully Variable Supplement reopener (RWJMS Clinical Faculty)**
- **Increase in tail payments from 2 months to 6 months (NJMS Clinical Faculty)**
- **New Professional Development Fund for those without access presently.**
- **Maintains Value Incentives**

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## RESEARCH

- **Obtained a commitment from the administration to fully fund all salary increases for workers on grants or startup funds for the life of these sources.**
- **Improved incentive award returned to faculty who put salary on grants**
- **Extended incentive award to all RBHS faculty with 12-month appointments (Pharmacy and Nursing)**
- **More types of grants covered by training grant incentive**
- **Obtained a commitment from the administration to examine university-wide bridge funding mechanisms and discuss potential ways to improve the programs**
- **Agreed to joint legislation to lower the fringe rate for New Jersey research colleges and universities**

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## COLLECTIVE BARGAINING AGREEMENT ACTUAL (EXTRAMURAL INCENTIVE)

<b>Percentage of rFTE Adjusted Salary Supported on Awards</b>	<b>Percentage Returned to Faculty</b>
<b>1 to 9.99%</b>	<b>0%</b>
<b>10 to 19.99%</b>	<b>3%</b>
<b>20 to 29.99%</b>	<b>6%</b>
<b>30% to 39.99%</b>	<b>10%</b>
<b>40% to 49.99%</b>	<b>15%</b>
<b>50% to 59.99%</b>	<b>19%</b>
<b>60% to 69.99%</b>	<b>21%</b>
<b>70% to 79.99%</b>	<b>24%</b>
<b>80% to 89.99%</b>	<b>25%</b>
<b>90% and above</b>	<b>30%</b>



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## PARENTAL LEAVE

- We fought to so that RBHS faculty could have the same access to parental leave as legacy Rutgers faculty.
- Click [Medical Student Parental Leave Video](#) supporting AAUP-BHSNJ
- 6 – weeks paid recuperative (use of sick days if you have, paid time off if you do not have sick days)
- 8 – weeks paid bonding (no use of sick, vacation, float)



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## FRINGE BENEFITS & RSDM

- **Makes sick days, vacation days, and holidays and other fringe benefits available to those with less than 0.5 FTE**
- **Raises will also be applied to those less 0.5 FTE**
- **More promotion of RSDM Faculty Practice**
- **Small changes to International DMD Program**
- **More flexibility with tuition reimbursement/remission (SHP, SON)**

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## WORKLOAD

- **Protected academic time language (cFTE issue reopened at RWJMS)**
- **School of Nursing**
  - Primary advisors/chairs for DNP projects that are outside the sequenced courses will receive 1 TCH per student per semester
  - Overload pay now at higher PTL rate
  - Time in schedule for those completing an advanced degree
- **School of Health Professions**
  - Commitment to better enforce workload article provisions
  - Increased overload pay

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## JOB SECURITY

- **Legacy AAUP-BHSNJ faculty, awarded tenure by Rutgers on or after July 1, 2013 and who do not have (and never had) a degree or license allowing them to treat patients, shall be subject to the AFT dismissal process under University Policy 60.5.1**
- **NTT Assistant Professors with nine years of service will receive appointments of at least two years. (Will help 130 faculty members)**

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## ANTI-UNION BUSTING

- **CFUP hiring cost the union at least 100-130 faculty members since 2021**
- **Agreement to stop CFUP hiring and return hiring to Rutgers**
- **All current CFUPs and those in the pipeline grandfathered in.**
- **New Rutgers hires post October 2023 will afford RWJBH some more flexibility**
- **Process for removing faculty from the union if assuming management titles**

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**Other Questions**

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