

Summary of Major Contract Provisions 2022-2026 Rutgers AAUP-AFT Contract with Rutgers (As applied to Legacy BHSNJ)

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 Pay Equity Review process
- 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) (Other Call Pay issues at NJMS also reopened)
- 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

Research Incentives and Related Issues

- 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 (i.e. R25)
- 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

Parental Leave

- 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)

Fringe Benefits and 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)

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
 - Universal use of form
 - Higher overload pay

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)

Anti-Union Protections

- CFUP hiring cost the union at least 100-140 faculty members since 2021

- Agreement to stop CFUP hiring and return hiring to Rutgers
- All current CFUPs and those in the pipeline are 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