

# **AAUP-BHSNJ @ New Jersey Medical School**

## **Increases to Base Pay**

- For the 2018-2022 contract we successfully bargained several rounds of pay increases: \$5035 for FY23, 3.5% for FY 24, 3.25% for FY 25 (merit), and 3.5% for FY 26.
- Expanded Out-of-Cycle Language

## **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)

## **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.

## **Maintaining Competitive Clinical Compensation**

For the past few decades, the UPA faculty practice has determined how NJMS faculty are compensated concerning the clinical revenue portion of their salary. Further, it has funded numerous research and academic programs at NJMS. And while the UPA model was not perfect, it has also ensured that many faculty are competitively compensated relative to their peers. On July 1, 2020, the UPA became a subsidiary of the RWJBH (Barnabas Health System). The final agreement between Rutgers and UPA known as the "Principle Points" before this acquisition gave the union a role in negotiating clinical compensation for revenue collected after July 1, 2020.

We were able to secure most of the existing collections-based system. It includes variable monthly pay (Fully Variable Supplement - FVS):

The following will be deducted prior to distributing the actual variable pay (FVS) on a monthly basis:

- 10% NJMS Dean's Fund
- 7% NJMS Department
- 3% Professional Liability Coverage
- 6.5% (or actual cost) NJMS collections, revenue cycle, admin functions (MSO)
- 8.5% Billing Services Provider (currently Change Health)

In addition to these Mandatory Taxes, there is a department tax over and above the itemized taxes:

- Voluntary divisional, group, inter-departmental program, practice and other taxes will continue in the same manner as of May 1, 2020.

- These additional deductions are subject to change, as determined by a 60% majority vote of eligible faculty in the pool or department, subject to approval by the Dean.

Presently, for the new contract we got tail monies extended from 2 to 6 months.

### **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:

<b>Percentage Salary Support on Award(s)</b>	<b>Percent Returned to Faculty</b>
Percentage of rFTE Adjusted Salary Supported on Awards	Percentage Returned to Faculty
1% to 9.99%	0%
10% to 19.99%	3%
20% to 20.99%	6%
30% to 39.99%	10%
40% to 49.99%	15%
50% to 59.99%	19%
60% to 69.99%	21%
70%-79.99%	24%
80%-89.99%	25%
90% and 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.

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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.

### **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. Currently, AAUP-BHSNJ tenured faculty are subject to less rigorous dismissal procedures than other Rutgers tenured faculty. We recently secured tenured protection based on Policy 60.5.1, which is a much stronger form of protection.

### **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.