

AAUP-BHSNJ @ School of Health Professions

Increases to Base Pay

- For the 2022-2026 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)

Set Minimum Salary Benchmark at 35% AAMC Rank (or applicable school benchmark)

SHP faculty are poorly paid relative to their colleagues nationally. To offset this, we were able to secure contractually mandated minimum benchmarks for total fixed compensation (base salary plus faculty practice supplement, if applicable) to 35% of the relevant school benchmark for rank and specialty.

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

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 improved this even further with better enforcement.

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.