

Professional Development Funds Available

Did you know there is \$350,000 per fiscal year available in our union contract? This can be used for members who have no access to professional development funds through their department. Incredibly, so far, only a small number of members have used this benefit! Requests up to \$1000 can be used for CME related expenses, licensure fees, hospital privilege costs, conference fees and other academic expenses. If you are interested, please email membership@aaupbhsnj.org. Include the amount amounts, what is being requested, when the expense was incurred. Please be sure to keep any receipts and other documentation related to the expenses. We have had 44 faculty that have put in apply so we have more money available before June 30th.

Pay Equity

Today is the last day to put in for a pay equity adjustment. See our other recent emails about this. This process is a new process to our contract and replaced the flawed process that existed in the old contract. You can find more details on the legacy Rutgers union website [here](#) and our website [here](#). We hope to have another information session where you can learn more next month.

MSO Tax Reconciliation for NJMS Clinical Faculty

After much urging by our faculty leaders, the union contract required reconciliation of the MSO Service taxes for FY2022 and FY2023 has been completed and a refund of \$1.55M has been distributed in your March variable pay supplement. This will appear in your physician allocation report labelled MSO Services Refund. The refund amount per faculty member was calculated pro-rata, with faculty receiving a portion of the refund for each year based on their share of 6.5% MSO taxes withheld in that same year. The net result of this refund is that the cost for UPA's MSO Services was 5.95% of collections in FY2022 and 5.91% of collections in FY2023.

FVS for RWJMS Clinicians

See out full statement on the FVS bargaining we sent yesterday. The short of it is that:

"Since November 2023, we have received no response from Rutgers leadership about our proposal other than "they are working on it." We have offered to meet them anytime and anywhere, but still no dates have been scheduled. We are disappointed to hear that Dean Murtha insinuated that FVS negotiations are progressing, when they have not been.

Additionally, in another demonstration of how the Administration tries to circumvent our contract and agreements, CINJ colleagues were told that this year's incentive would have a 25% compensation cap arbitrarily applied to it, even though that is not in the union agreement. This year 2024, we have also seen attempts at expanding clinical workload by increasing cFTEs and clinic sessions, decreasing time allotted for each patient, and moving to private sector 75% RVU benchmarks for evaluations."

Prior Authorization Victory

Good News! At the end of the last session, the legislature passed a bill which would create a quicker prior authorization process. Thank you to all of you who signed the New Jersey Medical Society petition we circulated and were involved in this!! Starting next year, health insurance companies will have three days or sometimes one day to decide on prior authorization. It is excellent when clinicians team up with patients to provide better and more accessible care. Read more here <https://whyy.org/articles/new-jersey-law-health-insurance-prior-authorization/>

The Continual Fight for Fringe Relief

On February 1st, our union had a personal meeting with Governor Phil Murphy about the excessive fringe rates applied to grants. We explained how the newly negotiated federal rate was only a temporary/partial solution and we needed a permanent fix so that our PIs could have stability in their budget planning.

The Governor was supportive. Since then, we have had several follow up communications with his staff on possible regulatory changes. The Governor's state budget proposal includes \$75 million in mitigation funds, up from last year. This is likely not enough and it leaves out many PIs with state-funded grants.

Our next step forward is to reintroduce the legislation that passed the Senate last session with some changes. We hope that it can proceed and pass both houses this time, while at the same time we continue to push work with the Murphy administration for a permanent administrative fix.

The energy around our lobbying efforts has been excellent. Special thanks to Dr. Melissa Rogers, Dr. Derek Sant'Angelo, and Dr. Tulsi Patel who joined us in Trenton.

Sincerely,

AAUP-BHSNJ