

# **ELECTED MEMBER REPRESENTATIVES HAVE VOTED TO RECOMMEND TENTATIVE AGREEMENTS FOR MEMBER RATIFICATION**

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## **WHAT IS IN THE TA?**



# RAISES BY JOB CATEGORY

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YEAR	TA/GA	WSI	EOF	POSTDOC	NTT/TT FACULTY
2022-23	AY: \$34,678* CY: \$39,655*	\$7,530**	Flat dollar amount increase of \$5,035	Minimum: \$52,500 (5% increase)	Flat dollar amount increase of \$5,035
2023-24	AY: \$35,335 CY: \$40,635	\$7,788	3.5% increase	Minimum: \$56,963 (8.5% increase)	3.5% increase
2024-25	AY: \$36,395 CY: \$41,854	\$8,055	3.5% increase	Minimum: \$61,805 (8.5% increase)	3.25% increase (merit)
2025-26	AY: \$40,000 CY: \$46,000	\$8,331	3.5% increase	Minimum: \$63,968 (3.5% increase)	3.5% increase
%+ OVER LIFE OF CONTRACT	32.6%	44%	~18% on average	27.9%	~14% on average

\* \$33,178 in base pay for AY 2022-23/\$38,155CY, plus a one time bonus of \$1,500.

\*\*Winter/Summer sessions are set to the new PTL course minimum now. Campus cap on pay lifted for full-time faculty teaching summer or winter courses.

# **ARTICLE 8 LANGUAGE ON FUNDING OF RAISES & FISCAL EMERGENCY**

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“The University shall fund contractual salary increases for unit members on grants with budgets approved by funding agencies that are not already accounted for in existing grant funds or unit/department budgets, including start-up funds. This will be accomplished by awarding compensatory funds to cover the difference between budgeted salary increases and negotiated salary increases, if the total amount of the awarded grant funding is not increased by the grantor to cover the negotiated salary raises for the duration of the grant or start-up funds. If unit/department budgets do not have sufficient funds to pay the negotiated increases, the University shall fund those increases.”

## **Fiscal Emergency Language**

- The University will not invoke the “subject to” or fiscal emergency language for FY 2023, 2024, or 2025.

# GRAD WORKER HIGHLIGHTS

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## **Reclassification of Fellows**

- Graduate fellows performing the work of TAs or GAs will be reclassified as TAs or GAs, with full TA/GA pay and health care benefits.
- Fellows who believe they are misclassified can appeal to the provost.

## **COVID Extension of Funding**

- Graduate students whose work was disrupted by the pandemic and who are at the end of their funding in 2022–23 can apply for a one-year extension of funding through a TA/GAship or a fellowship of not less than \$25,000. The EVPAA will coordinate the source of the funding, so it does not come from current department budgets.
- Awards will be determined by a committee that includes the deans of Graduate Schools, faculty who serve as graduate program directors, and graduate students.

## **Five-Year Guarantee of Funding**

- Five years of funding will be guaranteed starting with PhD candidates entering in Fall 2024. The funding will come in the form of TA/GAships or fellowships through the completion of their fifth year.
- A side letter requires establishment of a committee to review the levels of fellowship funding and make recommendations to the EVPAA. The committee will include one of the deans of the graduate schools, faculty serving as graduate program directors, doctoral students appointed by the EVPAA, and representatives of the unions.

# JOB SECURITY & ACADEMIC FREEDOM

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## **NTTs: Longer Appointments and Presumptively Renewable Contracts**

- Minimum appointment length for non-grant funded NTTs of 1 year (first and second), 2 years (second), 3 years (third), 4 years (fourth), and 5 years (fifth).
- New minimum terms of reappointment based on promotion to Assistant (3 years), Associate (4 years), Professor and Distinguished Professor (5 years).
- Presumptively renewable 5-year contracts for non-grant funded NTTs, including teaching, professional practice, and clinical professors, and NTT librarians, upon fifth reappointment, and upon promotion to Associate (4-year contracts) and Professor and Distinguished Professor (5-year contracts).
- NTTs on presumptively renewable contracts can only be non-reappointed for good cause (similar to tenure protections).
- Minimum appointments for grant-funded NTTs increased from six months to one year.
- NTT Instructors can move to assistant rank after four years, a decrease from six years.

# JOB SECURITY & ACADEMIC FREEDOM

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## **Adjuncts: Two- and Four Semester Appointments**

- Two-semester appointments for adjuncts teaching 2-2 for two years and levels 2, 3, 4, and 5.
- Four-semester appointments for those teaching at Rutgers for 12 years or longer.
- Appointment letters to be received a month earlier: by July 1 for fall and December 1 for spring.
- Enforceable standard for the renewal of appointments for the first time.
- Prior service as an NTT counted towards seniority.

## **Postdocs: Appointments and Reappointments**

- Initial appointments increased to two years (from one year), subject to funding needs. Reappointments for at least one year can also be at the discretion of departments.
- Postdocs serving up to four years at Rutgers immediately eligible for promotion to NTT faculty status. Requests for promotion permitted after three years. Language establishes a norm of a five-year maximum for postdoc appointments before advancement.

# JOB SECURITY & ACADEMIC FREEDOM

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## **BHSNJ Faculty: Protection against Union-Busting**

- MoU puts a stop to the University practice of replacing Rutgers clinicians with non-union Barnabas clinicians. All future clinicians with an academic appointment in RWJMS will be hired by Rutgers; as Barnabas clinicians leave, they will be replaced by clinicians hired by Rutgers.

## **Academic Freedom**

- Postdocs and legacy BHSNJ faculty with tenure who are not clinicians will have the same rights and protections under the full-time faculty and graduate workers contract.

## **Bridge Funding**

- Agreement to compile data on existing bridge funding for grant-funded researchers across the university and meet to further negotiate over centralization of funding.



# PROMOTING EQUITY AND JUSTICE

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## **Diversity**

- Establishes the “Cheryl Wall Faculty Fellowships,” in the form of a course release, for faculty who mentor, advise, and outreach to underserved, first-generation, and/or underrepresented students.
- The union and university will seek state funding for TAships, GAships, or university-sponsored fellowships for 25 alumni of the Educational Opportunity Fund (EOF) program.

## **Protection against Caste Discrimination**

- Establishes protection against caste-based discrimination and harassment, with a grievance procedure for victims of caste discrimination. Creation of a task force to consider broader university policies that would make the protections universal at Rutgers.

## **Visa Support**

- Side letter establishes a committee to study issues related to immigrants and international students and employees and recommend changes in university policy.



# PROMOTING EQUITY AND JUSTICE

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## **Campus Equity**

- Faculty pay equity process will include an improved appeals process won during the pay equity lawsuit, including a Salary Equity Review Committee that includes members of the faculty.
- Clarified language confirms that the program should address campus inequities.

## **EOF Counselors: Equity Review**

- All EOF counselors who did not receive an in-grade adjustment in 2022-23 will receive an equity review within 45 days of ratification of new contract, with adjustments retro to ratification date.

# COMMON GOOD OF OUR STUDENTS AND OUR COMMUNITY

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- **Common Good Community Fund**

- Inaugural state funding of \$600,000 for a administered through a 501(c)(3) organization and renewable annually for the duration of the contract.

- **Student Fees**

- Advisory letter stating that the university will no longer withhold transcripts or access to diplomas due to outstanding balances from unpaid, university-issued fines, fees, and parking citations and will no longer restrict registration due to unpaid parking citations.

# MOA ON INFOSILEM AND SCHEDULING

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## **Brings back faculty participation in scheduling:**

- Before scheduling, faculty can block off times for a variety of university, school, departmental, and other professional obligations; accommodation for a qualifying disability or religious belief or practice; and approved leaves ranging from personal illness to parenting and caregiving.
- Chairs will have the ability to make changes to the schedule. The Chairs' changes will be approved unless no room is available at the requested time/day.
- Establishes a process for faculty members who object to their schedule.

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# PAID TIME OFF, LEAVES, AND SUPPORT

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## Library Faculty Vacation Carryover

- Library faculty may carry over up to one month of vacation days into the next fiscal year. Notice of carryover to be submitted by June 1. Scheduling of carried-over vacation days by mutual agreement.

## Parental and Caregiver Leaves and Support

- Parental leave (both recuperative and bonding leave) now available to biomedical faculty who had previously been denied this leave.
- Establishes the university's current Care.com program offering five days of subsidized backup care per year as a contractual obligation for all union-represented workers.
- Short-term grant of \$250 for TA/GAs who are caregivers when traveling to present a paper at a professional conference.

## TA/GA Vacation Policy

- TA/GAs will not be required to work when the University is closed.

# PAID TIME OFF, LEAVES, AND SUPPORT (CONT.)

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## **Postdocs: Paid Time Away from Work**

- Calendar-year postdocs entitled to one month (22 days) of vacation time, an increase of seven days, with the time prorated for appointments or reappointments that are less than a calendar year.
- Additional rights to bereavement time: expanded to include more family members; increased time to initiate bereavement leave; window to use bereavement time increased to 120 calendar days).

## **EOF Counselors: Paid Time Away from Work**

- Bereavement leave within 120 days with extensions allowed for religious, cultural, or travel reasons, an improvement from seven days to use with no extensions.
- Adds Juneteenth as an official holiday and allows use of paid time off for Election Day or religious/cultural holidays.

# ADDITIONAL WORKING CONDITIONS /QUALITY OF LIFE ISSUES

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## **Adjuncts: Office Space**

- Access to office space to engage in confidential communications with their students.

## **Parking and Carpooling**

- Parking fees based on a percentage of annual salary, with the option to pay the annual amount through a deduction from each paycheck.
- To encourage carpooling, a single parking registration can apply to two or more vehicles, provided they aren't parked on campus together.

# UNION RIGHTS

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## Expanded Bargaining Unit

- Legacy BHSNJ biomedical faculty formally included in the full-time faculty and graduate worker contract, with a process created to challenge removal from the bargaining unit.
- Union representation for 180 RBHS postdoc fellows under the postdoc contract, guaranteeing the same minimum salaries and raises as postdocs currently covered under the contract.

## Union Representation

- Increased paid release time for union officers and others, including BHSNJ officers, with a portion paid for by the university.
- Access for union representatives to locked/secure buildings where members work.

## Adjuncts: Grievance Procedure and Job Protections

- Stronger grievance procedure, with binding arbitration for the first time.
- Automatic notification when documents are placed in their personnel file alleging misconduct; or negative performance.
- Peer-reviewed evaluations, with decreased reliance on student evaluations.



# UNION RIGHTS

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## **Full-Time Faculty and Grad Workers: Grievance and Arbitration**

- Allegations of harassment made by a unit member now grievable to binding arbitration.
- Improved definition of harassment. Unit member does not need to be in a protected category (eg, race, gender, or nationality) to allege a violation.
- Administration must provide copies of investigative reports and letters of determination when allegations of discrimination are included in a grievance.
- Release language asked for by the administration following resolution of a grievance must be acceptable to both parties on a case-by-case basis.
- Establishes a process for TT and NTT faculty grievances related to discrimination while an investigation takes place and a process for challenging a decision of the Office of Employment Equity.