



March 12, 2015

Dear Colleagues:

We are pleased to announce that the University and the AAUP-AFT have reached tentative agreement on the terms of a successor to the collective negotiations agreement that expired on August 31, 2014. Members of both negotiating teams are to be congratulated and thanked for their hard work, perseverance, and creativity in arriving at the components of the new agreement, which requires ratification by the membership. The major provisions of the agreement are as follows:

--The new agreement will run from September 1, 2014 through June 30, 2018.

--The basic faculty salary provisions are as follows:

--Year One: Across-the-board increase retroactive to September 1, 2014 in the amount of \$2,345.

--Year Two: 2% merit program with increases of up to 10%, payable effective July 1, 2015.

--Year Three: Across-the-board increase of 2.125%, effective July 1, 2016.

--Year Four: 2.125% merit program with increases of up to 10%, effective July 1, 2017.

--2.5% increase for tenure-track assistant professors upon successful reappointment evaluation and for those previously reappointed who have not received more than a 2.77% increase since the time of hire as an assistant professor and who currently earn less than \$89,000.

--Significant increases in minimum salaries for instructors and assistant professors that will greatly benefit our non-tenure-track colleagues.

--Compensation Review for Professors or Distinguished Professors demonstrating sustained excellence in scholarship, teaching, or service, leading to possible salary increases of 1%-2.5%.

--Significantly increased flexibility in setting teaching and graduate assistant salaries, with salaries above the minimum becoming the individual base salary for future appointments.

--Professional Development Fund for teaching assistants and graduate assistants to be used for activities associated with academic progress towards the degree such as summer support, research support, and travel to conferences. The amount of the fund will be set as follows for each of the four years of the contract: \$525,000; \$625,000; \$725,000; and \$825,000.

--The "subject to" language may be invoked only upon a determination by the University that there exists a fiscal emergency. In that event, at least 21 days' notice shall be provided to the union when possible, the University will provide the union with a detailed explanation as to why a fiscal

emergency exists and the financial documents that support that determination, and the University will negotiate with the union over measures to address the fiscal emergency during the notice period. Should the University delay or withhold the salary increases and the AAUP-AFT grieve such action, a 90-day expedited appeal process using binding arbitration will be employed.

--The eight weeks of parental leave currently in the contract may now be used within twelve months from the date the unit member becomes a new parent.

Again, our congratulations and thanks to the parties for fashioning this imaginative and innovative agreement. It is now subject to ratification by the tenured and tenure-track and non-tenure-track faculty represented by the AAUP-AFT, as well as by the teaching and graduate assistants.

We look forward to implementing these new benefits for the membership.

Sincerely,

Richard L. Edwards, Ph.D.
Executive Vice President for Academic Affairs
and
Chancellor--Rutgers University-New Brunswick

Lisa C. Klein, Ph.D.
President
Rutgers AAUP-AFT