

URA-AFT Contract At-a-Glance

Following are the major improvements that will become URA administrative unit rights when the proposed four-year contract is ratified Saturday. Your involvement made it possible for your union to reach this agreement. Now it is up to you to ratify.

Professional Advancement

- Self-initiated reclassification procedure. Designated timeline for UHR to respond.
- URA unit members have priority consideration for internal hiring.
- Agreed consideration for flexible work schedules to allow members to take for-credit, continuing education, or professional development classes during working hours.

Job Security

- No termination without just cause: URA employees are no longer “at will” employees.
- Union representation guaranteed in all disciplinary actions.
- One week notification for each year of seniority up to 125 days maximum in any layoff situation. *Minimum* 30 days notice, including employees in grant-funded positions.
- Seniority honored in layoff situations
- Minimum 14 days notice required prior to any permanent change in a employee's schedule/hours; seniority gets priority for preferred hours.

Job Clarity and Quality

- Agreement that *all* URA unit members have the right to a non-hostile work environment, free of harassment or discrimination.
- Job descriptions will become part of personnel file for consistency and to reference for accurate job responsibilities.
- Employees have access to their own personnel file.

Grievance Procedure with Binding Arbitration

- Multipart grievance procedure to enforce terms of the contract *and* standing university policies. Administration must discuss policy changes with union prior to enacting.
- Union representation in any disputes.
- Grievances will be settled by an impartial arbitrator and will be *legally binding*.
- URA stewards permitted time during working hours to conduct union business.

Improved Leave Policies

- NE employees begin to accrue fourth week of vacation after 10 years (previously 12).
- Up to 15 days sick leave per year to care for a family member (prior limit was 5 days).
- Bereavement expanded to three days for sole domestic partners, foster children, step children, step parents, in-laws, grandparents, great grandparents, and grandchildren. Five day allowance if funeral requires travel.
- When university is officially closed, employees do not have to charge personal leave time to avoid loss of pay (e.g., we will be paid for Christmas Eve this year).
- Employees may now request up to 30 days leave without pay.

Improved Benefits

- Tuition remission for employee dependents who are attending Rutgers part time (previously required student be taking at least 12 credits).

Salary Increases

- 4.5% across-the-board increase for the first year retroactive to July 1, 2007.
- \$500 bonus.
- Combined across-the-board *and* merit increases for each year of the contract.
- Merit pool amounts *guaranteed* (no more “no money this year”).

	Across the Board	Minimum Merit Award	Maximum Merit Award	Minimum Raise	Maximum Raise	Bonus
Year 1	4.50%	0%	0%	4.5%	4.50%	\$500
Year 2	1.00%	1%	8%	2%	9%	
Year 3	1.50%	1%	7%	2.50%	8.50%	
Year 4	2.00%	1%	6%	3%	8%	
Total	9%	3%	21%	12%	30%	
Compounded	9.3%	3%	22.5%	12.5%	33.5%	

	Beginning Salary Minimums	Beginning Salary Maximums	Ending Salary Minimums	Ending Salary Maximums	Bonus
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Example 1, starting salary \$35,000

Year 1	\$ 35,000.00	\$ 35,000.00	\$36,575.00	\$36,575.00	\$500
Year 2	\$ 36,575.00	\$ 36,575.00	\$37,306.50	\$39,866.75	
Year 3	\$ 37,306.50	\$ 39,866.75	\$38,239.16	\$43,255.42	
Year 4	\$ 38,239.16	\$ 43,255.42	\$39,386.33	\$46,715.85	

Example 2, starting salary \$50,000

Year 1	\$ 50,000.00	\$ 50,000.00	\$52,250.00	\$52,250.00	\$500
Year 2	\$ 52,250.00	\$ 52,250.00	\$53,295.00	\$56,952.50	
Year 3	\$ 53,295.00	\$ 56,952.50	\$54,627.38	\$61,793.46	
Year 4	\$ 54,627.38	\$ 61,793.46	\$56,266.20	\$66,736.94	

Example 3, starting salary \$65,000

Year 1	\$ 65,000.00	\$ 65,000.00	\$67,925.00	\$67,925.00	\$500
Year 2	\$ 67,925.00	\$ 67,925.00	\$69,283.50	\$74,038.25	
Year 3	\$ 69,283.50	\$ 74,038.25	\$71,015.59	\$80,331.50	
Year 4	\$ 71,015.59	\$ 80,331.50	\$73,146.06	\$86,758.02	

Overtime Compensation

- NE employees guaranteed comp time or monetary compensation at time-and-a-half rate for work beyond their weekly allotment.
- NE employees guaranteed four hours compensation in the event of being called back to work after regular hours, even if the work takes less time.
- NL employees guaranteed a minimum one-hour comp time for a call-back.
- NL employees now have the right to request a review in cases they find themselves working more than 40 hours/week on a regular basis and will be given support, relief of extra duties, or comp time if it is mutually determined workload is excessive. NL employees will have union representation at all such reviews.