

URA News

Union of Rutgers Administrators-American Federation of Teachers, Local 1766

Special Edition | August, 2009

Dear URA-AFT Brothers and Sisters,

Rutgers management does not play fair. For many years any economic rough patch has served as an excuse to freeze our pay AND lay off loyal, high-performing workers. Now, as a union, we have a chance to do something about it. Since January of this year, URA-AFT has been active in the "Fight for America's Future" to fund and protect higher education, preserve jobs and public services.

Since June, URA-AFT has been talking with Rutgers management about our contract. The union is willing to help Rutgers comply with the state budget, which requires that colleges and universities reduce personnel costs in order to obtain stimulus funds. The union offered proposals to improve job security in exchange for deferring part of our negotiated raises. Management responded with proposals that take millions from our members while offering little in return.

Old Queens has its own set of rules:

- 1) **"Because we say so":** On July 10, management broke our contract by not paying our 5% raises. This was done without negotiating or even notifying us. Their justification is the language in the state budget which requires colleges and universities to save as much on personnel costs as the state saves through the CWA furlough program. But Old Queens' proposals to the union would divert millions more out of our paychecks. They say: "It's better for the institution."
- 2) **Heads still roll:** Other New Jersey state unions, including the CWA, AFSCME and AFT's state college locals have signed agreements providing effective no-layoff protection through June, 2011. Old Queens has not offered comparable protection to our members and layoffs here have not stopped.
- 3) **Not state funded? Too bad:** More than 40% of URA bargaining unit is NOT paid from state funds. Where will the savings from holding these raises go? They say: "It could go to supplies... or travel." URA has proposed job security language, bridge funds or severance packages for grant-funded members to no avail.

What can we do to make Old Queens play fair?

Negotiate. In just two years, URA has shown our ability to bring positive change on issues large and small at the bargaining table. The bargaining team will keep talking as long as our membership wants.

Arbitrate. We have filed a grievance against management for failure to honor our contract. This grievance has been submitted for binding arbitration. **This is a crucial, but slow road to a remedy.**

(OVER)



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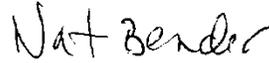


Mobilize. The August membership meeting voted to launch a campaign to mobilize members and raise public awareness. We will circulate an open letter and ask all members to sign. We will spread the word in the media and at public events that Old Queens does not play fair. Please look for details at our website www.ura-aft.org or talk to your shop steward.

In Solidarity,



**Lucye Millerand,
President**



**Nat T. Bender,
Executive Vice President**

Fighting for our Future: Activities since January 2009

Federal and State Political Action

- “Fight for America’s Future; It’s Dollars and Sense” campaign for stimulus funds to higher education, jobs and public services.
- On campus breakfast meetings with legislators in Newark and New Brunswick: Assembly members Diegnan, Giblin, Jasey, Coutinho and Senator Rice.
- Visits to legislators: Assembly members Diegnan, Coutinho, Greenwald, Chivukula, Egan, and Senator Sweeney
- Supported student rally for Higher Education funding in Trenton

On Campus Leadership

- URA-AFT attends President McCormick’s “Budget Advisory Committee”
- URA-AFT speaks at Board of Governors Budget Hearing.
- Results of RU budget survey from more than 600 members presented to Board of Governors.
- Literature table at June 25 Board of Governors meeting
- 1,200 AFT Rutgers members sign petition delivered to Board of Governors July 14 meeting

Working the Contract

- Grievance 70 on withholding July, 2009 raises filed at step three.
- Filed for Arbitration of Grievance 70.