

URA NEWS

Union of Rutgers Administrators-AFT, Local 1766 Newsletter

Volume 1, No. 1 | Spring 2009

URA-AFT Annual Report

This report is not organized like a corporate document with reports from officers and committees of how many times they met. It is organized by the four tasks we identified when our executive board met for our first planning retreat on January 29, 2008. We knew then that we needed to:

- 1) **Enforce our contract**
- 2) **Mobilize our members**
- 3) **Structure and build a strong, accountable local**
- 4) **Forge alliances on issues beyond our contract**

Read through these pages and see how far we have come.

The Year In Photos

We are a union full of beautiful people in action. Join in your union's activities for 2009 and get into the picture.

June 21 URA Joins AC Rally



URA-AFT members joined with other AFT affiliates and the state AFL-CIO in support of a fair contract for casino workers.

May 2 Paid Family Leave Victory



NJ Citizen Action recognized URA-AFT's Karen White for her leadership in working for the passage of New Jersey's progressive Paid Family Leave Act. (from left to right) Sangita Koparde, Helen Pirrello, Connie Ellis, Karen White, Lucye Millerand, Heather McKay and Suzanne Eng.

August 30 Membership Appreciation Picnic



More than 100 URA-AFT members and their families came out to swim, eat, dance, play games and celebrate our first Labor Day with a contract. Here Sandra Jenkins (left) and Helen Pirrello (right) share a laugh.



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January 14 Bargaining Team Signs First Contract



Janice DiLella



Theresa O'Neill

Above: Bargaining team members added their signatures to the 2007-2011 contract. See the contract online at www.ura-aft.org

Dear URA Brothers and Sisters:

Not too long ago, administrative staff at Rutgers were invisible. We did not know who “we” were. We work at the end of the wooden foot bridge on the spectacular Great Bay estuary down the shore, on the climbing wall in the College Avenue Gym, on Capitol Hill in Washington DC, inside the ducts of the air handling system—and in a thousand cubicles. We teach horticulture and nutrition, we work with farm and laboratory animals, we report to a chairperson who tells us “you run this department,” and we catalog books. Together, we are building an identity that can make us recognized, respected, and rewarded.

In our first year as unionized professionals at Rutgers, we have begun to change our working lives in deep and long-lasting ways. For the first time in a long time we each knew what our FY09 raise would be and we got it in the first paycheck of the fiscal year. We had greater flexibility to use sick time to care for family members. We had the union on our side when paychecks were miscalculated, overtime laws were broken, or people were laid off or fired with no documented reason.

We have had bitter conflicts with management across the university—just look at the collage in the middle of this report. We have also had cooperation above and beyond what our contract stipulated; I particularly want to acknowledge University Human Resources’ extension of military leave benefits to our part-time member deployed to Iraq.

We still have far to go, and we face a new challenge with the national recession. The drumbeat is constant: “public employees are paid too much.” Like most Americans, we have lived through decades of stagnant salaries and eroding benefits. We too have lost our retirement security. In spite of this, we know our value to New Jersey and the nation. We know higher education is key to any economic recovery. We are proud of Rutgers, we are proud of our union, and after this year together we know who we are.

In Solidarity,

Lucy Millerand, "Sister Pres"

President, Union of Rutgers Administrators-AFT, Local 1766, AFL-CIO

This newsletter is published quarterly by the URA-AFT communications committee. It is written, produced, designed and published by URA-AFT members then and printed and distributed by AFSCME members.

Chair
Annual Report Editors

Lynn Shanko
Lucy Millerand and Kathryn Neal

The communications committee welcomes input on newsletters as well as ideas for future editions. We also encourage interested members to become involved with the committee. To submit comments or participate in creating the next edition, please email union@ura-aft.org.



1. Enforce our contract

URA staff, officers, and stewards fielded an estimated 600 questions and concerns from our members over the course of the year. The most common issues were: hours of work, breaks, holidays, job postings, discipline, calculating raises, tuition benefits, conflicts with supervisors or co-workers, job descriptions, performance review procedures, rights under the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA) or workers' compensation, pensions and benefits. Many of these were answered or resolved informally; others remain to be monitored. In some cases, we invoked our grievance process and other legal avenues, as described below.

Darlene Smith, JD, chairs the grievance committee, which is composed of our lead campus stewards. Under their leadership, we filed 44 grievances at the second step, two arbitration cases, and four unfair labor practices (ULPs) with the state, including:

Grievances and Arbitration

- Secured appropriate pay increases for 24 unit members who had been reclassified into the URA unit from other Rutgers jobs.
- Negotiated an agreement to provide roughly 100 unit members who follow county holiday schedules with equal holiday time.
- Put two members back to work after they were threatened with termination when they needed extended medical leave.
- Ensured that our contract's military leave provision was made available to a part-time employee being sent to serve in Iraq, who otherwise would not have been eligible.
- Corrected the absence records for three employees with work-related illness and injury so they were not charged sick time.
- Obtained remediation of three unsafe or unhealthy worksites that had problems with mold, air quality, leakage, and unsafe electrical systems.
- Grieved in 11 of the 39 cases where members of our unit were laid off last year, challenging the necessity and the procedure of the layoffs.
 - Filed for arbitration over management forcing laid-off employees to use up vacation time prior to their last day of employment.
 - Filed an arbitration case over the replacement of full-time staff with type 4 temporary employees.

Unfair Labor Practice Charges

- Filed charges on behalf of two members who had suffered retaliation for union activity.
- Filed charge over employees being unilaterally removed from our unit. Settlement led to talks with management and greater scrutiny of reclassifications.
- Filed charge over management refusal to provide documents needed to process grievances. Settlement protects our right to information.

Get Involved

Attend the Membership Meetings: General Membership Meetings are held the second Monday of the month at 5:30 p.m. in New Brunswick, Newark and Camden. We usually videoconference to connect the meetings.

Attend Your Campus Meetings: Meetings are held on every campus throughout the year, typically during the lunch hour. Find your campus lead steward on the stewards page of the www.ura-aft.org web site and talk about getting involved on your campus.

Join a Committee: Our work is always done together via the committee system. Even if you are very busy, a committee assignment can be a great way to participate with your unique skills and insight. See the committee page at www.ura-aft.org to find the type of work that interests you.

February 6

URA Receives AFT Charter



Treasurer Greg Rusciano displays URA-AFT's official charter designating our union as American Federation of Teachers, Local 1766. The local's number is a special request recognizing the date of Rutgers founding.

May 17

URA-AFT Members are Grads Too



"I watch the graduates come and go year after year, helping students through the educational process, preparing them for the final production—the graduation walk. The difference is this year, I was actually in the picture...a part of the great movie of being a Rutgers graduate."

BA in Political Science - '08
Gwendolyn Porter Barnes
Rutgers University - Newark

Enforce our contract (continued)

2008 SCP report

Under the staff compensation program (SCP) as stipulated by the URA contract, employees received merit awards from a merit pool of 4% and an across-the-board increase of 1% in July, 2008. This report examines the distribution of merit awards in 2008 in terms of base salary versus bonus. Next it provides the overall distribution of merit increases to base salary. And finally, it looks at merit increases and salary levels for different demographic groups.

The average salary for our unit as of July 1, 2008 is \$54,440.

Of those who were rated as meeting expectations in 2008 (1801), 90% received their merit award as an increase entirely to their base salary. Six percent (6%) received a combination of base increase and bonus. Three percent (3%) received their increase entirely as a bonus.

type of award	no. of employees	% of employees
increase to base only	1626	90.1%
increase to base & bonus	115	6.4%
bonus only	60	3.3%

The following data includes those employees who received some percent merit increase to their base salary in 2008 (1741):

Distribution of merit awards clustered around the middle range: Nearly eight in ten unit members (79%) received a merit increase between 3.0% and 5.9%. Thirteen percent (13%) received 2.9% or less. Eight percent (8%) received 6.0% or higher.

'08 % merit increase to base	no. of employees	% of employees	
7.0 or higher	47	3%	8%
6.0 - 6.9	94	5%	
5.0 - 5.9	238	14%	79%
4.0 - 4.9	748	43%	
3.0 - 3.9	387	22%	13%
2.0 - 2.9	135	8%	
1.9 or less	92	5%	

Average percent merit increases were roughly comparable among male and female employees; however, men earn, on average, \$5,391 (10%) more than women. Women comprise almost three-quarters (74%) of our unit.

gender	'08 average salary	'08 % merit increase to base	no. of employees	% of employees
male	\$58,421	3.9	457	26%
female	\$53,030	4.1	1284	74%

Average percent merit increases were similar between caucasians and people of color; however, caucasians earn, on average, \$4,145 (8%) more than people of color. Almost a third (31%) of our unit are people of color.

race/ethnicity	'08 average salary	'08 % merit increase to base	no. of employees	% of employees
caucasian	\$55,732	4.0	1201	69%
person of color	\$51,586	4.1	540	31%

Among age groups, there was a trend toward higher percent merit increases to base salaries among younger employees. Employees in their thirties received the highest average increase (4.3%), followed by two groups: people in their forties (4.1%) and under age 30 (4.1%). Employees over age 60 received an average increase between 3.0 and 3.6%.

age group	'08 average salary	'08 % merit increase to base	no. of employees	% of employees
70 or over	\$51,597	3.0%	8	1%
60 - 69	\$59,208	3.6%	194	11%
50 - 59	\$57,063	3.9%	517	30%
40 - 49	\$55,740	4.1%	418	24%
30 - 39	\$52,645	4.3%	370	21%
under 30	\$44,415	4.1%	234	13%

Further research will be conducted to determine:

- Are disparities in pay along lines of gender and/or race and ethnicity found to be higher in any particular job title group or division or department? Do these disparities persist when other factors, such as years of experience, are held constant?
- Is the trend toward higher percent merit increases among younger employees due to older employees being at the top of their salary grade, thus receiving their increase as a bonus?

2. Mobilize our members

Legislative action

Under the leadership of legislative committee co-chairs Helen Pirrello and Karen White, the URA focused on three bills before the state legislature:

Paid Family Leave Insurance: URA members took personal time to write letters and travel to Trenton to lobby in support of the recently passed family leave insurance act, signed into law on May 2, 2008. In July, 2009, New Jersey will become the second state in the nation to provide paid leave for care of a sick family member or to bond with a newborn or newly adopted child.

Silver Alert Systems bill A2844: This bill authorizes the broadcast of an emergency alert message if someone over the age of 65 goes missing. This is much needed by our members responsible for elderly relatives.

Bill A1722: This would provide free tuition at our state colleges and universities for surviving spouses and dependent children of military personnel killed in the line of duty. URA members visited the bill's sponsors to urge them to expand its coverage to include military personnel and their families if they become disabled in the line of duty.

Weingarten: Your Right to Union Representation

As a union member, you have Weingarten rights during investigatory interviews.

If you have a reasonable belief that discipline or other adverse consequences may result from what you say when a supervisor questions you, request union representation. Management is not required to inform you of your Weingarten rights; it is your responsibility to know and request.

When you make the request for a union representative to be present management has three options:

(1) it can stop questioning until the representative arrives.

(2) it can call off the interview or,

(3) it can tell the employee that it will call off the interview unless you voluntarily gives up your right to a union representative (an option you should always refuse.)

Here are the words to say: *"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without representation present, then I choose not to participate in this discussion."*

Aft A Union of Professionals

On Campus

THE NATIONAL PUBLICATION OF AFT HIGHER EDUCATION

Staying Safe

How unions work with management to prepare for emergencies

BY BARBARA MCKENNA

Labor professor Amy Bahrnth of Rutgers AAUP-AFT (left) and public safety officer Joyce Saggi of URA-AFT head the unions' joint health and safety committee.



AMY BAHRNTH



Home
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Rutgers Staff Rings in the New Year with First Union Contract

by Mike Hall, Jan 2, 2008



Contract committee member Darlene M. Smith

Nearly 2,000 Rutgers University administrative workers are celebrating their first-ever union contract. The administrative assistants, program directors, chefs, accountants and other staffers overwhelmingly ratified a four-year pact in late December that improves job security, protects workers' rights and includes pay increases averaging 20 percent.

In June, after a two-year effort to form a union, the workers won a voice at work with the Union of Rutgers Administrators-AFT (URA-AFT). Says URA-AFT President Lucy Miller: "We're not 'at will' employees anymore. We are protected by a university contract. That's additional security for everyone."

("At will" indicates the status of workers without a workplace contract who can be hired for as little or as long as the employer wishes, and an employer is not required to provide any reason for termination so long as the termination isn't illegal.)

THE DAILY TARGUM

SERVING THE RUTGERS COMMUNITY SINCE 1869



The URA-AFT protested outside of Brower Commons Friday, the day of University President Richard L. McCormick's annual address. The union is upset with the state of labor relations.

Speech stricken with rat problem

Protestors employ comedic devices to combat serious worker's rights issues

BY STEVEN WILLIAMSON
MANAGING EDITOR

Members of the United American Teachers Association and Rutgers Administrators-AFT (URA-AFT) protested outside of Brower Commons Friday, the day of University President Richard L. McCormick's annual address. The union is upset with the state of labor relations.

The Star-Ledger

TUESDAY, DECEMBER 23

Stadium oversight isn't only problem

Senate Majority Leader Stephen M. Sweeney has called for the resignation of Rutgers president Richard McCormick for failed oversight of athletic finances while construction of a \$100 million football stadium coincided with cutting academic programs and student services. However, structural reforms at Rutgers are necessary regardless of who is at the helm. Faculty, staff and close observers at Rutgers see the football fiasco as just the latest and greatest example of poor management at Rutgers. A good referee at Rutgers management offices in Camden is busy throwing out bad ideas.



MCCORMICK

national Safety and Health program is investigating management for not having an adequate plan in the event of an emergency when the need for teamwork means the difference between life and death.



HOME NEWS SPORTS WEATHER OBITUARIES OPINION DATA UNIFORM SERVICE

Rutgers protesters smell a 'rat' in layoff of staff

BY CHRISTINE SPARTA • STAFF WRITER • AUGUST 8, 2008

RUTGERS — A giant inflatable rat chomping a cigar temporarily took up Thursday — and it wasn't a fraternity prank.



The rat was a symbol of the Union of Rutgers Administrators-AFT (URA-AFT) protesting the layoff of staff.

RUTGERS FOCUS

Archived Staff Spotlight from September 10, 2008

STAFF SPOTLIGHT Sandra Jenkins

By Stephanie Pariz
Position: Senior admissions officer
Length of Service: In her current position since 1982, from 1979 to 1982, Jenkins was a career counselor at Douglass College.
Residence: Lawrenceville



HOME NEWS Community

FRIDAY, DECEMBER 19, 2008

New game plan needed

State Senate leader Stephen M. Sweeney, D-Salem, Cumberland and Gloucester counties, has called for the resignation of Rutgers President Richard L. McCormick.

THE CHRONICLE OF HIGHER EDUCATION News Blog

Higher-education news from around the Web

November 20, 2008

Rutgers Unions File Complaint Over University's Refusal to Release Emergency Information

May 21

Advanced Grievance Training



Michelle Pinheiro teaches a workshop.

June 17

URA-AFT Supports Community



Rutgers Police Officer & FOP President Alvin Hill accepts check from president Lucye Millerand for the family of 12-year-old Edgar Cruz who drowned on the Rutgers campus.

Mobilize our members (continued)

Emergency Planning

Under the leadership of Joyce Sagi, the health and safety committee organized members around the issue of emergency planning and established the AFT-Rutgers health and safety coalition, a collaboration with the faculty union AAUP-AFT. The goal is to urge management to adopt best practices in preparing the university to respond to an act of violence, biochemical hazard, fire, natural disaster, pandemic flu, or other crisis or threat. In reviewing information on the university website, the coalition identified gaps in employee awareness, training, drills and communications. Requests to see Rutgers emergency plans were denied by university officials, who contend that they are subject to Homeland Security restrictions.

URA filed a complaint with the Public Employee Occupational Safety and Health Program (PEOSH) of the New Jersey Department of Labor, which is pending. Eight Rutgers unions are now collaborating in the initiative. In December, management finally sat down with union representatives to begin a cooperative process for employee awareness, training and communications.

Ethics

In April, management attempted to impose new reporting requirements on our members under the aegis of the New Jersey Ethics Law, initially requesting personal information about volunteer activities, political or religious groups, and so on. We immediately informed our members that this was a violation of article 49 of our contract, which requires that management negotiate any changes in policies that affect our members. We filed a grievance and urged people to not sign any form.

Our unified position over a six-month period resulted in a settlement with management that guarantees a confidential process (the original one had people giving their forms to their immediate supervisor); no disclosure of voluntary activities; increased administrative protections and options to avoid conflicts of interest; and overall a process that respects the privacy and dignity of our members.

Protests to stop union-busting

In the summer of 2008, URA leadership saw that our contract was being undermined. Two of our activist members were laid off in apparent retaliation for union activity. Four members had been terminated for trivial, unproven charges. Grievances were not being resolved and procedural timelines were not being followed. Borrowing a tactic (and a generator) from the building trades, we launched our “Giant Rat” campaign. Stewards and members protested at Old Queens, Busch Student Center, ASB II and III, and at the president’s state of the university address. Passersby received informational leaflets and the protests were widely covered in the press. While several individual cases remain unresolved, we have seen no more flagrant cases of retaliation and unjust termination.

Communications

Under the leadership of vice president Nat Bender, the communications committee produced 32 editions of our electronic newsletter, which reached more than 2,700 subscribers. In November, the committee redesigned and updated the technology of our website, www.ura-aft.org. Ongoing outreach to the press led to many articles featuring URA. See headlines from the *Chronicle of Higher Education*, *Star-Ledger*, *Home News* and *AFT On Campus* publication in the graphic feature in this report or simply google “ura-aft” and sift through the results. Lucye Millerand and legislative co-chair Karen White were interviewed on WBAI (99.5 fm) radio about our contract and the passage of the Paid Family Leave Act. In September Millerand appeared on NJN News to talk about accountability at Rutgers.

3. Structure and build a strong, accountable local

Membership: URA officers and staff transitioned our membership database from a rudimentary state compiled during the card check campaign to a fully functioning database equipped to manage our 2,100 records. New Brunswick vice president Kathryn Neal and office manager Kathie Hopfel designed the fields, forms, and overall structure, in collaboration with AFT National, which provided programming support. The new database will enable us to track membership, create specialized lists for stewards and committees, and conduct ad hoc data analyses, e.g., the SCP report.

Under the leadership of chair Carolyn Foote, the membership committee designed a union-building workshop for stewards to develop skills in orienting new members to the union. New member packets have been distributed with information about URA goals, contacts, and committees, and information about the national AFT. The committee hosted a member appreciation picnic at the Werblin center in August. In December, Camden stewards and board member Cynthia Davidson organized a holiday luncheon for URA members with special guests from AAUP-AFT and AFSCME. Newark held two “meet and greet” sessions with tables at the Robeson Center for members to sign applications forms and pick up their new member kits. Also in December, the committee organized a holiday card mailing to all our members and a care package campaign for a member serving in Iraq.

In November, as the national recession spread, the executive board voted to support laid-off members by extending their union membership to cover the 18-month recall period. This means that the members can continue to utilize AFT Membership+ insurance programs, medical, credit counseling, and discount advantages. They are also eligible to take part in union activities and meetings.

Training: Pursuant to our contract, URA set up and trained a network of 88 volunteer stewards to investigate and resolve violations of our contract and other problems in the workplace at the first step. Our lead campus stewards are: Ginny Caputo, Kathy Goundrey, Dorothy Grauer, Danielle Heggs, Mike Hutton, Francine Laanui, Kathy Licinski, John Muth, Eric Himself, Orlando Rodriguez, and Brandon Chandler (Camden Campus vice president) and Darlene Smith (Newark Campus vice president). Four training sessions designed around our contract were conducted by national trainer Bill Harty of the AFT Union Leadership Institute, local URA officers and staff.

We also sent stewards and rank-and-file members to the Rutgers Union Leadership Academy, Cornell University’s Institute of Labor Relations and the National Labor College. Topics for training included: preparing for arbitration, family and medical leave, grievance handling, and employment law. URA members also attended national AFT conferences on collective bargaining, union organizing in higher education, steward management and health and safety in the workplace.

Constitution: Under the leadership of chair Lynn Shanko, the constitution committee (Janice DiLella, Danielle Heggs, and Jim Kirchner) drafted 15 articles that eventually formed our governing constitution, including: objectives of the organization, membership guidelines, officer elections and duties, the establishment of 12 standing committees, contract ratification, and affiliation with other labor organizations. The process took seven months and involved multiple presentations at membership meetings. The committee conscientiously answered member questions and concerns and incorporated people’s comments throughout the process. The resulting document, ratified on March 25, 2008, has effectively guided us through our first year, attesting to the diligence of the committee and the thoughtful participation of hundreds of URA members. Visit www.ura-aft.org to download a copy of the constitution.

URA-AFT Fast Facts

Name: Union of Rutgers Administrators-American Federation of Teachers (URA-AFT).

Local #: 1766 (year of Rutgers start).

Contract period: July 1, 2007 through June 30, 2011.

Union start date: The URA-AFT officially certified as a union in June, 2007.

Affiliations: American Federation of Teachers (www.aft.org), a professional union representing 1.4 million workers.

AFL-CIO (www.aflcio.org), The AFL-CIO union movement represents 10.5 million members in 56 national and local labor unions.

June 19

Stewards Training At Rutgers Garden



Twyla Bartlett, Keith Johnson and Kathryn Neal



Sonya Ristau introduces a new topic for discussion

Structure and build a strong, accountable local (continued)

Secretary: Secretary Theresa O'Neill has created a standardized system for recording the minutes of monthly executive board and general membership meetings, a total of 24 meetings per year. Included in this system is the submission of minutes for approval by the board and members. Copies of minutes are available at each meeting and in binders at the URA main office at 75 Paterson Street in New Brunswick. Secretary O'Neill also monitors the union@ura-aft.org mailbox, answering member questions and concerns on an ongoing basis.

Treasurer: URA began financial operations in January of 2008. Treasurer Greg Rusciano implemented the following procedures to establish our local: formulated an interim budget, registered with the IRS and the state of New Jersey, opened the necessary bank accounts, and set up accounts receivable and payroll processing. As a union, we are a 501c5 organization for tax purposes. AFT Financial Services trained and advised our local during start-up to ensure compliance with AFT and accounting standards. On February 1st we obtained our charter from the national AFT as URA-AFT local 1766.

Membership voted to establish a July 1 to June 30th fiscal year and to adopt the interim budget for the 3rd and 4th quarters of FY08. Treasurer Rusciano formulated a budget for FY09 and submitted it for comment to the membership and the executive board in April. Membership approved the FY09 budget in May. Financial reports are presented at every monthly membership meeting and all executive board meetings to provide an ongoing opportunity for questions and feedback.

Please see the fiscal year report for FY08, which spanned January through June of 2008. Also included is the budget for FY09 to show anticipated increases for our first full fiscal year. This report has been reviewed and accepted by AFT Financial Services. Fiscal year 2008 and 2009 will be audited together by an independent certified public accountant in September 2009 and every year thereafter.

In the national bank liquidity crunch in October, the officers distributed our accounts between several banks in order to offset instability from any one institution.

In the summer, treasurer Rusciano convened a committee that included Elizabeth Folk, Helen Pirrello, Darlene Smith and Dale Tomchuck to recommend terms and conditions of employment for URA's paid officers and staff. These included, for example, vacation and sick leave accrual, holiday schedule, and a base workweek similar to Rutgers NL. The guidelines were adopted by the board in October.

Office Manager: Hiring committee members Janice DiLella, Theresa O'Neill, Sylvia Cordero and Helen Pirrello created and posted the position of URA office manager and received over 100 resumes. After a careful review of credentials and interviews with several candidates, the committee recommended Kathleen Hopfel be offered the position, which she accepted. She started in June and, as mentioned above, was instrumental in developing the URA membership database. Overall, she has thoroughly organized the office and now keeps daily operations running smoothly.

Executive Director: Our organizing campaign revealed the need for additional professional staff for our local. A cost-sharing agreement with AFT's Northeast Regional Organizing Project enabled the URA to hire an executive director. Over five years the URA will assume a greater share of the executive director's compensation, until the sixth year, when we will finance the entire package. Hiring committee members Brandon Chandler, Tara Kelley, Lucye Millerand, Amanda Nail and Orlando Rodriguez conducted a careful review of credentials and interviewed three candidates. The committee recommended Bob Cousins be offered the position, which he accepted. Cousins came to us with ten years of experience as a local union president in the machinists union and a staff organizer with the AFT. Bob started in July and has provided crucial expertise in identifying and handling contract violations and unfair labor practices.

Treasurer's Report

<i>Account</i>	<i>FY08 Budget Amt. (Jan. - June 08)</i>	<i>Actual Expenses/ Income (Jan. - June 08)</i>	<i>FY09 Budget Amt. (July 08- June 09)</i>	<i>Notes</i>
Per Capita Dues	\$ 1,963.50	\$ -	\$ 4,409.00	AFT-NJ & Middlesex Labor Council
AFT Dues	\$154,625.63	\$ 121,644.21	\$ 354,989.00	National AFT, AFL-CIO & AFT member benefits
Business Expenses	\$ 100.00	\$ 130.00	\$ 400.00	Includes business registration fees
Professional Services	\$ 11,125.00	\$ 4,029.56	\$ 67,420.00	Legal, accounting & arbitration not incurred through June 2008
Facilities and Equipment	\$ 22,000.00	\$ 11,031.56	\$ 38,452.00	Includes furniture, rent, parking & computer hardware
Operations	\$ 11,790.00	\$ 8,367.38	\$ 36,500.00	Includes office supplies, phone & printing
Other	\$ 4,000.00	\$ -	\$ 3,000.00	
Donations	\$ -	\$ 150.00	\$ -	
Payroll Expenses	\$ 68,501.00	\$ 68,402.77	\$ 308,778.33	Includes full-time staff and officer salaries, officer stipends, and union-paid leave for stewards
Payroll Taxes	\$ 7,200.76	\$ 7,672.81	\$ 34,367.03	FICA, FUTA, SUI, & SDI
Fringe Benefits	\$ 20,353.87	\$ 20,506.08	\$ 108,090.33	Medical Ins., Dental Ins., 401(K), Workers' Comp. Ins.
Travel & Meeting	\$ 15,000.00	\$ 10,099.38	\$ 32,960.00	Major expenses include AFT conferences & training
Membership	\$ -	\$ -	\$ 44,500.00	New Category starting FY09
Pre-Paid	\$ -	\$ -	\$ 62,500.00	Includes hardship, legal defense, fuel & salary funds
TOTAL EXPENSES	\$316,659.76	\$ 252,033.75	\$1,096,365.69	
Income	\$429,000.00	\$ -	\$ 98,702.00	AFT grant funds for salary support (FY09)
Interest Income	\$ -	\$ 1,303.59	\$ 3,000.00	
Program Income	\$ -	\$ -	\$ -	
Agency Fees Income	\$ -	\$ 226,614.56	\$ 484,611.00	
Dues Income	\$ -	\$ 261,010.31	\$ 578,828.00	
TOTAL INCOME	\$429,000.00	\$ 488,928.46	\$1,165,141.00	

July 11-14

AFT Convention Elects President Weingarten



Lucy Millerand accepts Higher Education activism award on behalf of URA-AFT delegation.



Brandon Chandler reads award while Carolyn Foote looks on.

August 30

URA-AFT Membership Appreciation Picnic



More than 100 URA-AFT members and their families came out to swim, eat, dance, play games and celebrate our first Labor Day with a contract.

September 19

Supporting Workers' Rights



URA-AFT members join the newly organized workers from the Heldrich Hotel in New Brunswick at contract bargaining training

4. Forge alliances on issues beyond our contract

AFT National: Our parent union AFT unites more than 1.4 million members. The URA sent seven delegates to the AFT national convention in July. Highlights included the election of new national AFT leaders and passage of resolutions to build environmentally sustainable schools and institutions. At the convention, URA received the Norman Swenson Award, given annually to a local in higher education which demonstrates outstanding member mobilization.

AFT-New Jersey: URA officers attended AFT-NJ meetings to collaborate and share information with local unions from New Jersey's state colleges and UMDNJ. URA's health and safety committee led a workshop on emergency planning at AFT-NJ's statewide conference in October.

AAUP-AFT: In April, the faculty union AAUP resolved to become a permanent member of the AFT. We are now working closely on shared issues such as safety, legislation, and Rutgers accountability. In November, URA and AAUP presidents wrote a joint opinion article that appeared in the *Star-Ledger*, *Home News*, *Daily Record* and *Asbury Park Press* about challenges the unions face with university management.

New Jersey AFL-CIO: The NJ AFL-CIO has more than one million members across the state and provided crucial support to URA from the beginning. The URA sent delegates to the AFL-CIO state convention in June and its legislative conference in October. In the public employees committee, URA meets with unions that represent workers at the various state departments of New Jersey and gets reports from labor's representatives to the state pension and health care benefit boards.

Middlesex County Central Labor Council: Meeting monthly with public and private sector unions, we support each other's organizing and contract campaigns, as well as political, legislative and community outreach activities.

UNITE HERE Heldrich Hotel workers: This group organized a union in their downtown New Brunswick development shared with Rutgers Heldrich Center for Workforce Development. We supported them with letters, emails, and meeting space; we have also sent observers to three of their bargaining sessions.

UAW Casino Dealers: In June, a dozen URA members joined thousands of union members from around the country and marched in Atlantic City to support casino dealers recently organized by the United Auto Workers in their fight for a contract.



URA-AFT members (left to right) Audrey Boyd, Darlene Smith, Joyce Sagi and Lucye Millerand (kneeling)

COPE and the 2008 presidential election: The Committee on Political Education (COPE) held a workshop in August on the legal and practical aspects of union political action. Stewards identified three priority issues: workers' rights, including health and safety, retirement security and the economy. Beginning in September, URA volunteers participated in Labor-to-Labor walks every Saturday. We targeted NJ Congressional Districts 5 and 7 where pro-labor candidates were vying for open seats, and Philadelphia. Our "Road Trip Down the Shore" brought URA and AAUP-AFT members to Toms River with Monmouth/Ocean Labor Council.

Obama-Biden signs and t-shirts were provided to members. Issue-based comparisons of the presidential candidates were distributed. URA members joined Get Out the Vote (GOTV) phone banks in New Brunswick with AAUP-AFT, and in Newark with Newark Teachers' Union. On November 4, Election Day, 15 members took a GOTVvacation day.

Over 40 URA members have pledged to the URA COPE fund, which is a special fund designated to support political candidates.