

URA NEWS

SPECIAL EDITION

JUNE, 2010

URA Calls for Respect at Rutgers

As you know by now, on Thursday, June 10, Dr. Phil Furmanski announced that Rutgers management **has chosen** to break last year's Memorandum of Agreement and withhold our 5% raise (initially due on July 1, 2009). URA-AFT leadership immediately started coordinating a response, including reaching out to our state and national AFT affiliates, other campus unions, legal counsel, our stewards and executive board.

What is to be done?

1. **Call for Respect at Rutgers Now:** Since Rutgers management cannot be trusted to adhere to a simple agreement, we are asking you to join us in appealing directly to state legislators to ask that they call Dr. McCormick and Dr. Furmanski and demand they honor their agreements and respect Rutgers workers. Select the "click2call" at www.ura-aft.org and we will pay for the call and provide talking points.
2. **Rally at the Board of Governors Tuesday:** Call for Rutgers Board of Governors members to exercise

their authority for the legal and contractual dealings of the university on June 22 at 11:30 a.m. outside Winants Hall on College Avenue. Our message must be clear—we are committed to our careers and to Rutgers and demand that management simply honor our contracts.

3. **We are Engaging a Legal Strategy:** We have filed for arbitration and have requested an expedited schedule. We believe the language in our agreement last year is sound and will be upheld, but the pressure campaign on the legislature and Board of Governors would provide our most immediate remedy and save the university and the union legal fees.

We are working with other unions in AFT Rutgers (faculty and staff) and the Rutgers Labor Coalition (AFSCME and SEIU) to oppose this raise grab. We all signed deferral agreements based on the state model that even Governor Christie admits are binding. We need to ask why Rutgers is the only institution in the state renegeing on last year's deferral agreement.

Members' Responses to Furmanski Message

The following comments were excerpted from members' emails about Rutgers pay grab.

- "I am writing to ask that this year, the Union DOES go after our raises, and unfortunately, if that means that some of our members get laid off, then that will be what it means. I know that the whole idea behind a Union is to unite, one for all. I just cannot afford not getting my DE-SERVED raise this year."
- "It seems the university is playing press politics. The bullying continues."
- "If there were an immediate freeze on all discretionary spending, I have no doubt that Rutgers would be able to keep the bargain they struck with our union."
- "This is unacceptable for all of us who have been counting the days to get a small raise to help our families. For what? To see that they are re-turfing the baseball field in Newark for the five people who go watch the games. Not to mention the insane salaries of the high administrators who get paid six figures and up!"

Q&A: What Happened to Our Raises?

I am mad about this, but what can I say without being targeted for retaliation?

Please call your state representatives as a part of our Call for Respect at Rutgers campaign. As a constituent, these are your elected representatives who

depend on your vote. Politely and firmly ask they call Rutgers management to demand that their executives honor contracted raises. Come to a rally for respect at the June 22, 12:00 noon Board of Governors meet-

ing at Winants Hall on College Avenue. There is safety in numbers and we are working with 5,500 of our colleagues in the Rutgers Council of AAUP-AFT Chapters and another 2,500 in AFSCME 888 and 1761. Together we are more than 10,000 strong. *[continued on back]*

Q&A: What Happened to Our Raises?

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If this freeze is instituted, will it save jobs?

Old Queens has not made any offer to save jobs.

Why did you lead us to believe that our raises would be coming July 1?

URA has had several discussions with management on related issues over the last six months. UHR representatives met with us to review simple changes such as,

members would be advised of their raises on June 18 by email, not letter; where the Paid Leave Bank days would appear on the ARS record and we have seen SCP recommendation forms which were submitted. We read many internal memos from University Human Resources vice president Vivian Fernandez and others with information about implementing the raises. Union leaders have continually advised members that “everything appears to be on track for implementing the MOA” because that has been the best information available to us.

Make the Call - Attend the Rally

If you are as angry and upset with Rutgers management’s decision, we need you to call your legislators, join the June 22 rally and be heard. It is only by showing the strength of our union that we will be able to change the direction Rutgers Administration has chosen to take.



Call for Respect at Rutgers

When Rutgers management announced it was breaking last year’s deferral agreement and our contracts, it made a bad call. We all deserve respect for the work we do at Rutgers—whether it is cleaning the campus, counseling students, keeping financial records, or teaching classes. Rutgers management is showing a basic lack of respect for workers and the integrity of a contract.

The Rutgers Labor Council, representing more than 10,000 unionized workers in AFT and AFSCME, is calling on state legislators to demand that Rutgers management reverse the decision to withhold negotiated raises. Please make the call right now.

1. Call your state legislators today (Find the numbers and talking points at www.aftrutgers.org)
2. Ask them to call President McCormick and Executive VP Furmanski to demand that they pay the contracted raises
3. Join us at the Board of Governors for a union rally

Tuesday, June 22 at 11:30 a.m. at Winants Hall

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