



BARGAINING UPDATE: WHAT ARE WE FIGHTING FOR?

SALARY IMPROVEMENTS

YEAR	URA	RUTGERS
1	5.0 % ATB Retro 7/1/18	1.6 % ATB Retro 7/1/18
2	3.5 % ATB 10+ years service to midpoint 1% towards healthcare rebate pool	1.6 % MERIT Distribution between 1% - 3%
3	4.0 % ATB 1% towards healthcare rebate pool	1.6 % MERIT Distribution between 1% - 3%
4	3.5 % ATB 15+ years service to top of range 1% towards healthcare rebate pool	1.35 % MERIT Distribution between .75% - 2.5%

SALARY ADJUSTMENTS	For in-grade adjustments volume and workload to be a consideration	NO
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FMLA	Employee option of use sick first, then invoke FMLA statute for job protection	Concurrent usage of sick time, reduce job security
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PARKING	Freeze parking contributions at its current contribution	No answer since April 9, 2018
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VISION CARE	Increase Rutgers reimbursement to \$150	No answer
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We've been in negotiations since LAST APRIL. There are outstanding items on the table that directly impact YOU. What are you willing to do to help management understand that we are a valuable part of the operations of the University?

- ACTIONS:**
- Wear your URA button every day in April and send a photo of you & colleagues #BUTTONupApril to Facebook: URA1766 and Twitter @union1766
 - Take your lunch hour every day
 - Come to a solidarity event and tell management that we should be a priority!

Come support the bargaining team at ASB II on May 1st at 12:30pm. Please rsvp to union@ura-aft.org. Let's show our strength to management!