# Bargaining Update: What Are We Fighting For?

## Salary Improvements

### Year 1
- **URA**: 5.0% ATB  
  Retro 7/1/18
- **Rutgers**: 1.6% ATB  
  Retro 7/1/18

### Year 2
- **URA**: 3.5% ATB  
  10+ years service to midpoint  
  1% towards healthcare rebate pool
- **Rutgers**: 1.6% MERIT  
  Distribution between 1% - 3%

### Year 3
- **URA**: 4.0% ATB  
  1% towards healthcare rebate pool
- **Rutgers**: 1.6% MERIT  
  Distribution between 1% - 3%

### Year 4
- **URA**: 3.5% ATB  
  15+ years service to top of range  
  1% towards healthcare rebate pool
- **Rutgers**: 1.35% MERIT  
  Distribution between .75% - 2.5%

### Salary Adjustments
- For in-grade adjustments volume and workload to be a consideration  
  NO
- FMLA: Employee option of use sick first, then invoke FMLA statute for job protection  
  Concurrent usage of sick time, reduce job security
- PARKING: Freeze parking contributions at its current contribution  
  No answer since April 9, 2018
- 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!