

URA-AFT Membership Application Form

Existing members who resubmit this form to update contact info. will not be charged double dues.

Name (please print)

First _____ Middle _____

Last _____

Campus: New Brunswick Newark Camden Off-Campus

Email address (work): _____

Email address (home): _____

Home Phone: _____

Cell Phone: _____

Yes, I would like to receive occasional text messages from the URA-AFT

Home Address: _____

City _____ State _____ Zip Code _____

URA-AFT Membership Application and Dues Deduction Authorization

I, undersigned, hereby apply for membership in the Union of Rutgers Administrators, American Federation of Teachers (URA-AFT). My membership shall remain in effect unless terminated by me upon written notice of withdrawal provided to the URA-AFT between July 1 and July 15 of any calendar year or by termination of employment. The filing of withdrawal shall be effective to halt full dues deductions as of August 1 immediately following the date on which notice of withdrawal is filed.

Concurrently, I undersigned, also hereby authorize Rutgers, The State University of New Jersey to deduct from my earnings an amount as shall be certified by the URA-AFT. The weekly amount deducted shall be paid to the URA-AFT. This authorization shall remain in effect until withdrawn by my submitting such withdrawal in writing to URA-AFT for transmittal to the University.

Signature of Employee _____

Date _____

Return to URA-AFT via campus or regular mail (57 Paterson St, 2nd Fl, New Brunswick, NJ 08901) or FAX (732-745-0400). Questions? Call 732-745-0300.



UNION OF RUTGERS ADMINISTRATORS
AMERICAN FEDERATION OF TEACHERS
57 PATERSON STREET, 2ND FLOOR
NEW BRUNSWICK, NJ 08901
PHONE: 732-745-0300 FAX: 732-745-0400
WWW.URA-AFT.ORG



UNION OF RUTGERS ADMINISTRATORS
LOCAL 1766, AFL-CIO
AMERICAN FEDERATION OF TEACHERS

A Union Contract Makes a Difference

The URA-AFT (Union of Rutgers Administrators) was established 10 years ago. Standing together as brothers and sisters, we were able to accomplish the following:

Sick Leave

- Won the right to use our sick time for all medical appointments.
- Increased our right to use sick leave for family emergencies from 5 to 15 days

Time Off

- Protection against unreasonably denied vacation requests
- Pay out of unused vacation time for laid off members.
- Right to call out from work when classes are cancelled due to weather emergencies (for non-essential staff).

Worker Rights

- A contractual process for hostile work environments and bullying.
- Overtime/Workload protections to stop abuse due to "Cornerstone Crisis"
- Over \$300k in unpaid overtime recovered by members.

Salary Increases

The URA contract guarantees our negotiated raises unless management proves a fiscal emergency. In the past, Old Queens would withhold raises with no rhyme or reason. We work hard; we deserve to be paid for our work. All who "Meet Standards" get merit pay.

Grievance Procedure

Our grievance procedure allows binding arbitration for most contract violations. Letters of reprimand are removed from file after 1 year, suspensions after 3 years without additional discipline.

We have resolved grievances with: back pay, placement into new positions, vacation or educational leave approved, and cash settlements.

Professional Development

URA offers a network of co-workers and specific professional development tools for a better workplace, career success and work/life balance. These include: supplemental Cornerstone training, empowerment training; workshops on Overtime, Family Leave, Health and Safety, Merit Pay and Reclassification procedures.



“Union representation allowed me to fight back against unfair treatment and violations of family leave laws. Rights to family leave is so important, but having a union to enforce those rights is even better”

—Dawn Wilson, Rutgers—Newark

“Without Unions most organizations will take their most valuable resource for granted which are their employees.”

—John Sarti, SEBS

Our union contract will expire on June 30, 2018.

Now is the time to prepare for a new contract, better pay and working conditions. **First Step:** Fill out the attached issue survey and return to your nearest steward or building rep, bring to the next union meeting on your campus, or return to the URA office by campus mail.

Rank these bargaining issues. (1 is highest, 5 is lowest):

- ___ Fair raises
- ___ Respect on the job (protections from harassment, bullying and discrimination)
- ___ Health insurance costs
- ___ Accurate job descriptions and titles
- ___ Workload, Workweek and Overtime protections
- ___ Job security and layoffs
- ___ Other: _____

Can we count on you to:

- Like us on Facebook (URA1766) ; share messages on your social media
- Opt in to text messages from URA-AFT
- Speak to co-workers about joining URA-AFT as a full member
- Sign a petition in support of a fair contract
- Write a personal statement about a union issue
- Be visible in photos and video
- Attend a union rally or picket
- Bring co-workers to an event
- Serve as a department rep for the contract campaign
- Serve on the contract committee or bargaining team
- Whatever it takes to get a fair contract in 2018!

Non-members: complete and return the membership form (over)

Current members: Recommit to membership and update your contract info (over)