

RUTGERS UNIONS TO UNIVERSITY SENATE

September 18, 2014

Dear University Senator:

We write to you as the leaders of unions representing some 20,000 Rutgers employees. Like you, we have been elected by our constituents to represent their interests and needs. Like you, we have a mutual interest in making Rutgers an outstanding university for all our constituents.

At this time, we want to bring your attention to the state of labor relations at the University. As a result of the Rutgers-UMDNJ merger, some 31 bargaining units now exist within Rutgers. Of those, 28 are now negotiating new collective bargaining agreements. Unique conditions have resulted from the merger, and from Rutgers 2009-2011 “salary freeze” on unionized staff and faculty:

- RBHS faculty in the legacy UMDNJ units and over 1,000 house staff physicians now employed by Rutgers have worked without a contract, and without a raise for over 5 years.
- Legacy Rutgers faculty and staff are now paid at the levels which were originally negotiated for 2011. Those groups have yet to make up for the loss of pay from the “salary freeze”.
- The increases to employee contributions to health insurance and pensions under the 2010 legislation have resulted in net loss of earnings as compared to 2008. *We are taking home less than we did in 2008.*

Instead of expediting this historic round of negotiations, Rutgers management has been slow to schedule bargaining sessions with union bargaining teams, has produced only one economic offer, an insulting 1%, 1% and 1.25% offer to the AAUP-AFT representing legacy Rutgers faculty and graduate employees, and continues to threaten and implement layoffs of staff.

It is imperative that Rutgers move now to negotiate economic settlements with our unions that improve instead of eroding our standard of living.

With hundreds of millions of dollars in unrestricted reserve funds (\$1billion in 2013), Rutgers has the means to compensate faculty and staff at a level that recruits, retains and rewards talent and commitment.

To be a great university Rutgers needs to be a great place to work. We urge you to support your faculty and staff co-workers’ campaign for fair contracts now.

Sincerely,

**Darnell Brown** and **Sarah Ramer**, *Regional Vice Presidents, Committee of Interns and Residents/SEIU Healthcare*

**Sabrina Brown-Oliver**, *President, HPAE Local 5135*

**Judy Cunha** and **Thomas Murphy**, *Co-Presidents, HPAE Local 5094*

**Elmer Daniels**, *President, HPAE Local 5089*

**Ilyssa DeCasperis**, *Executive Director, AAUP-BHSNJ*

**Richard Gomes**, *President, Rutgers AAUP-AFT Part-Time Lecturers Chapter*

**Kathy Hernandez**, *Executive Vice President, CWA Local 1031*

**Lisa Klein**, *President, Rutgers AAUP-AFT*

**Michael Lewis**, *Business Representative, International Union of Operating Engineers Local 68*

**Michael Messner**, *President, AFSCME Local 888*

**Lucye Millerand**, *President, URA-AFT Local 1766*

**Rick Pinto**, *President, Fraternal Order of Police, Lodge 74*

**Adrienne R. Taylor**, *Assistant to the President, CWA Local 1040*

**Permelia Toney-Boss**, *President, AFSCME Local 1761*