

Higher Education Healthcare Coalition

*Health Professionals and Allied Employees, AFT | Fraternal Order of Police # 74
Communications Workers of America, Local 1031 | NJ State Council of AAUP
The Rutgers Council of AAUP Chapters – AFT | UMDNJ Council of AAUP Chapters Committee of
Interns and Residents, SEIU | Teamsters, Local 97 | Council of New Jersey State College Locals
International Union of Operating Engineers, Local 68 | Union of Rutgers Administrators – AFT
American Federation of State, County, Municipal Employees, Council 52*

A Legislative Framework for the Reorganization of Higher Education in New Jersey

Principles:

1. Any reorganization of higher education in New Jersey must promote quality, affordable, accessible public higher education, maintain the accreditation of all programs and schools, and improve collaboration and innovation among public healthcare facilities and educational institutions to enhance instruction, research, healthcare services, and medical education.
2. There must be a transparent process that includes a comprehensive financial analysis of the impact of any reorganization of higher education on Rutgers University, UMDNJ and Rowan University. Documentation of such analysis, including the impact on tuition, fees, bond ratings, debt distribution, liabilities and net assets of affected higher education institutions must be made available to stakeholders, the Legislature and the public before re-organization is implemented.
3. No layoffs shall result from any reorganization of Healthcare and Higher-Education throughout the state. The jobs and terms and conditions of employment, and current bargaining units and union affiliations of all represented employees at UMDNJ, Rutgers, and Rowan University must be maintained. Transferred Employees will not be treated as new employees for any purpose. Seniority shall be used for purposes of determining eligibility for all benefits, including all paid leave time, longevity increases and promotions. Bargaining units that have Executive Branch status shall retain that status.
4. The higher education bond referendum for capital improvements to all of New Jersey's higher education institutions should move forward as a separate issue, and should not be contingent on the implementation of any reorganization proposals.

Implementation:

5. **UMDNJ** must continue to be viable. Any reorganization must provide adequate funding for all UMDNJ campuses and facilities statewide and public accountability for University Hospital; maintain quality of care and current services both at University Hospital and community clinics throughout the state; and provide for a seamless transition of employees, preserving workplace rights, union standards and collective bargaining agreements.
- * Any merger/reorganization or resulting future reorganization of UMDNJ services with other public institutions and/or to create a Public-Private-Partnership (PPP) at University Hospital must be legislated and not left to the sole authority of UMDNJ's Board of Trustees or University Hospital's Board of Directors or to an Executive Reorganization Plan by the Governor.
- * The State must make a long-term financial commitment to University Hospital and the New Jersey Health Science University (NJHSU), in addition to the existing levels of appropriations, to ensure that the NJHSU will be on equal footing with the other universities and institutions that are part of the omnibus higher education re-organization.
- * University Hospital must remain a primary teaching hospital for UMDNJ's or NJHSU's schools.
- * All current UMDNJ services and clinics, including but not limited to the University Hospital and Robert Wood Johnson Medical School, such as the Chandler Health Center, Vet2Vet, women's health and HIV clinics must be maintained and supported.
- * Subject to the protections laid out in Points 1,2,3 above and in this Implementation Point 5, we support the desires of the faculty of the Robert Wood Johnson Medical School, School of Public Health, and Cancer Institute of New Jersey to merge with Rutgers University
- * Staffing standards currently in place must be protected.
- * University Hospital must remain a public entity and shall continue to be subject to all laws and regulations applicable to public hospitals and public employers. UMDNJ and/or the State shall remain responsible for University Hospital and funding. All employees of UMDNJ and University Hospital shall remain public employees regardless of partnership or merger
- * Any change in management or control of University Hospital must be subject to public review and oversight by the NJ Department of Health and Senior Services (DHSS) and Office of Attorney General. The formation of any public-private partnership to manage University Hospital should meet all of the criteria set forth in the Community Health Care Assets Protection Act.
- * A community oversight board will be established for University Hospital. It shall ensure that the mission of the hospital and the Newark Agreements are upheld, in addition to maintaining and/or improving access to care and essential services. The Board shall have absolute authority to enforce all of their objectives. It will be comprised of nine

members: University Hospital's (UH) Chief Executive Officer, UH's Chief Financial Officer, UH's Chief Medical Officer, UMDNJ's President, two union representatives (selected by the unions currently representing UMDNJ—Newark campus), and three community representatives (selected by community members).

6. **Rutgers Camden** must remain a part of Rutgers University. To support and encourage economic development in South Jersey that part of the State must be afforded a fair distribution of State funding and bond revenues. Partnerships between Rutgers Camden and other higher education institutions should be encouraged and supported. The Coalition of Unions supports the following to enhance higher education in South Jersey:

- A direct appropriation from the State to Rutgers-Camden.
- The establishment of a Rutgers-Camden Governing Council (RCGC), comprised of members of the Rutgers BOG and BOT, as well as representatives from South Jersey and representatives appointed by the Governor and representatives elected by faculty, students and staff.
- The RCGC will be responsible for the appointment of the Chancellor of Rutgers-Camden, exercise control over the state appropriation, approve new credit programs, set fee rates and recommend tuition rates, administer all academic and most support programs, allocate the Rutgers University share of capital and ancillary bond funds, enter into academic and administrative agreements, enter into grant agreements, and enter into agreements with vendors.
- The RU BOG will continue to exercise authority over the final approval of tenure, promotions and degree requirements.
- The BOT will retain its authority.
- The centralized RU administration will continue to be responsible for the administration of the University's libraries, IT functions, joint research, continuing education programs, collective bargaining and HR functions.

The Higher Education Healthcare Coalition (HEHC) is an umbrella group comprised of UMDNJ, Rutgers and Rowan labor organizations. The coalition's mission is to ensure that any reorganization of healthcare education in New Jersey makes each of the institutions stronger and enhances the quality of higher education in New Jersey. The coalition maintains that any reorganization must protect the services currently provided, the skilled professionals who provide those services and the New Jersey communities that rely on these services.