



URA-AFT BARGAINING UPDATE

NOVEMBER 2022

Type of Proposal	URA Proposals	Management Response
Salary Improvements	<ul style="list-style-type: none"> • 24% salary increase over four year contract • Equal dollar raises of \$1500 in July 2022 and \$750 in July 2024 • Longevity raises: <ul style="list-style-type: none"> ◦ Midpoint for members with ten years at Rutgers ◦ Maximum for members with twenty years at Rutgers • Removal of the “subject to” language that allows the University to declare a Fiscal Emergency and delays or cancels raises which has happened twice in last four contracts 	<p>Proposed a 7.5% salary increase over 4 years</p> <p>Rejected equal dollar raises, longevity, and removal of “subject to” language</p>
Reclassification & In-Grade Salary Adjustments	<ul style="list-style-type: none"> • Further defined the criteria for reclassification and salary adjustments • Minimum of 15% and a maximum of 25% salary increase for in-grade salary adjustments • Minimum of 20% and a maximum of a 30% salary increase (or the midpoint of a the new salary range) for promotions 	Rejection & No response
Other Career Pathways	<ul style="list-style-type: none"> • Further definition of “interim” and “acting” positions • A 10-20% salary increase for “acting pay” and a 15-25% increase for “interim pay” 	No response
Job Protections	<ul style="list-style-type: none"> • Expansion of progressive discipline and elimination of layoffs/downgrades as discipline • Clearer language to define harassment, abuse, threat, or retaliation • Establish process in which members can remove themselves from unhealthy or unsafe work locations and work from an alternative location 	Rejection & No Response
Alternative Work Arrangements & Telework	<ul style="list-style-type: none"> • Flexible, employee-led process with a recommended three remote days, open to exempt and nonexempt employees • Ability to establish 4+1 or 9+1 schedules for essential, in-person employees • Equity for essential employees with additional days off and 2.5x pay during University closings 	Rejection & No response
Health Benefit Contributions	<ul style="list-style-type: none"> • NJ Direct/2019 (Union negotiated health plan): 1.5% of base salary • NJ Direct 15: 2.5% of base salary • Tiered Network Plans: 0.8% of base salary 	Rejection
Subcontracting	<ul style="list-style-type: none"> • Limit RU’s ability to hire subcontractors to do URA bargaining unit work 	Rejection