

SETTLEMENT AGREEMENT

Rutgers, the State University of New Jersey, (hereinafter the "employer") and the Union of Rutgers Administrators, AFT, AFL-CIO, (hereinafter the "union") are parties to a collective negotiations agreement. The agreement contains a Grievance Procedure in Article 12. The union filed an unfair practice charge with the Public Employment Relations Commission regarding the application of Article 12 and the parties agreed to submit the issues in dispute to the arbitrator. The parties then further agreed to hold the arbitration in abeyance and attempt to settle the issue regarding the conduct of the parties at grievance meetings according to the following provisions:

1. The employer understands and agrees that the union is an equal party in all labor meetings, including but not limited to, grievance meetings. The purpose of the Grievance Procedure is to resolve issues in an informal manner. The conduct of all parties shall be respectful of each other and at no time will either party attempt to intimidate the other party.
2. Both parties must have the ability and authority to settle a grievance at any of the steps in the Grievance Procedure.
3. The employer can facilitate the meetings at the different steps of the grievance procedure. In grievances involving disciplines, the employer will present its case first. In grievances involving contract disputes, the union will present its case first. Everyone attending the meeting who wishes to speak will have an opportunity to speak.
4. The union and the employer shall have the opportunity to fully present any and all information they deem relevant to the issues involved in the grievance.
5. The employer agrees that it will provide information requested by the union as required under New Jersey law, including but not limited to OPRA, the common law, and the PERC Act.

By executing this document, the parties agree that the arbitration regarding the Grievance Procedure issues and the unfair practice charge with PERC Docket No. CO-2011-216 are fully resolved.

For the Union



Date 12/17/13

For the Employer



Date 12-17-13