



UNION OF RUTGERS ADMINISTRATORS
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Union of Rutgers Administrators - American Federation of Teachers Contract Negotiations Membership Escalation Plan 2022-2023

Goals

Our union is negotiating for these critical bargaining demands:

1. Raises and longevity pay;
2. Telework with fairness for non-remote staff;
3. Reduce employee's portion of health insurance premiums; and,
4. Well-defined career paths for staff.

Escalating Action

A Union escalation plan guides members in putting pressure on the employer to secure a fair, negotiated contract.

Actions are taken on a schedule that escalates pressure on management in various ways to express that we deserve a fair contract and to show what we are worth.

Principles

Our contract campaign is based on the following principles:

- Majority Membership Decision-making that leads to actions performed by a larger and larger number of members.
- Concerted Action for Healthy Boundaries: adhering to work-to-rule by doing the jobs we are paid for, and no more:
 - No additional responsibilities without additional compensation;
 - Arriving on-time, but not early;
 - Taking a full lunch break away from the desk;
 - Leaving on-time, but not late.
- Workplace Actions: visibility and protest actions that carry our message to management and the public. We will build greater member participation and commitment until we approve a fair contract.
- Staff-centered Timeline and Tactics which respect our labor coalition partners.

Goals and Principles approved February 13, 2023
General Membership Meeting