## URA-AFT BARGAINING UPDATE
### APRIL 2023

<table>
<thead>
<tr>
<th>Type of Proposal</th>
<th>URA Proposals</th>
<th>Management Response</th>
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| Salary Improvements | - 23% salary increase over four year contract  
- Equal dollar raises of $1500 in July 2022 and $750 in July 2024  
- Longevity raises:  
  - Midpoint for members with ten years at Rutgers  
  - Maximum for members with twenty years at Rutgers | 11.5% salary increase over 4 years, as well as 3% lump sum in the first two years that doesn’t go to our base salary. |
| Healthcare, Financial Emergency, Language, Health and Safety (Coalition Bargaining) | - Healthcare:  
  - NJ Direct/2019 (Union negotiated health plan): 1.5% of base salary; NJ Direct 15: 2.5% of base salary  
- Financial Emergency:  
  - Limitations on the University’s ability to declare a fiscal emergency, including more justification and information on the existing state of their finances, as well as arbitrator  
- Environmental Health and Safety  
  - Establish process in which members can remove themselves from unhealthful or unsafe work locations and work from an alternative location, as well as a process for inspecting work locations | Agreement on healthcare pricing; little to no progress on other proposals subject to the state agreeing to take on the difference of costs. |
| Alternative Work Arrangements & Telework (Coalition Bargaining) | - 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 | No response |
| Reclassification & In-Grade Salary Adjustments | - Clearer definition of the criteria for reclassification and salary adjustments, creation of self-initiated process and enforcement mechanism for In-Grade 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 | Acceptance of some language related to workload for In-Grade Salary Adjustment |
| Other Career Pathways | - 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 |
| Layoffs & Job Openings | - Opportunity to slot into open jobs for employees laid off from their previous position  
- Guaranteed interviews for URA employees applying to URA bargaining unit positions | Acceptance of some language |