



URA-AFT BARGAINING UPDATE

APRIL 2023

Type of Proposal	URA Proposals	Management Response
Salary Improvements	<ul style="list-style-type: none"> • 23% 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 	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)	<ul style="list-style-type: none"> • Healthcare: <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 • Financial Emergency: <ul style="list-style-type: none"> ◦ 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 <ul style="list-style-type: none"> ◦ 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)	<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 	No response
Reclassification & In-Grade Salary Adjustments	<ul style="list-style-type: none"> • 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	<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
Layoffs & Job Openings	<ul style="list-style-type: none"> • 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