



UNION OF RUTGERS ADMINISTRATORS

LOCAL 1766, AFL-CIO

AMERICAN FEDERATION OF TEACHERS

Bargaining Considerations of Returning to School: Rutgers Coalitions of Unions



Coalition of Rutgers Unions

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American Federation of Teachers
(URA-AFT)

Local #1766



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Coalition is comprised of:

AAUP-AFT Full-time Faculty/TA-GA unit

AAUP-AFT PTL FC unit

AAUP-AFT Post-Doctoral unit

AAUP-AFT EOF unit

AAUP-BHSNJ unit

AFSCME Local 888 Maintenance and Service unit

AFSCME Local 1761 Clerical unit

CIR, SEIU – Interns and Residents Unit

CWA Local 1031 Supervisors unit

CWA Local 1040 Mental Health Professional unit

Doctors Council, SEIU Staff Physicians Rutgers Health Services unit

FOP-P Lodge 62 – Primary Police unit

FOP-S Lodge 164 – Supervisors Police unit

HPAE Local 5089 RN unit

HPAE Local 5094 Professional Staff unit

IAFF Local 5082 Fire Fighters unit

IUOE Local 68-68A unit

IUOE Local 68 unit

NJEA unit

OPEIU Local 153 Security Officers and Dispatchers unit

Teamsters 97 unit

URA-AFT 1766 Administrative unit



TOGETHER, WE REPRESENT OVER 20,000 ALIGNED EMPLOYEES AT RUTGERS UNIVERSITY!

Developing the Coalition relationships over the years

- Contract campaigns in the past where we shared information to each other
 - Use information gleaned from each other to craft duplicate proposals and contract language
 - Joint rallies and other work actions
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- Coalition of Rutgers Unions resumed meeting in earnest March, 2020 to respond collectively to COVID-19



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How we work in practice during COVID-19

- Frequent meetings, many times multiple meetings per day
- Frequent conversations with individual leaders
- Demand for representation on Rutgers University task forces
- Demand for Coalition Bargaining
 - Sign a Memorandum of Agreement
- Joint information requests
- Joint actions for specific goals

- Close the libraries
- Demand for PPE
- Car caravans
- Petitions





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We're asking Rutgers to **PUT PEOPLE FIRST**

Learn about the union plan to survive the
COVID crisis, protect our communities,
and ensure the university's future.

RUTGERS**AAUP**.org





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Our joint proposal to Rutgers that encompassed all needs included:

- Work share agreement that would save the University over \$100 million dollars
- No layoffs for FY 21
- Continued health benefits through COVID-19 crisis for furloughed employees
- No declaration of fiscal emergency to withhold negotiated raises
- Representation on PPE taskforce and Reopening Task Force
- Free COVID-19 tests to all employees



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Our joint proposal to Rutgers that encompassed all needs included (cont.):

- Identification of sites to provide testing for community members in all of the cities where our major campuses reside: Newark, New Brunswick, and Camden
- Resolution of all open contracts and open negotiations
- Additional COVID funding for PTLs who were impacted by hiring freeze and had reasonable expectations to teach Fall 2020
- Extended funding for TAs and GAs
- Hardship fund for our international students that were not eligible for CARES Act
- Heroes Pay for employees who provide care through COVID-19 crisis



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Messaging to our members:

- Town Halls
- Membership meetings
- E Newsletters
- Coalition member meetings
- Social media

**How long can they
make the people
with the least
suffer the most?**



#StopTheLayoffs





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Some wins:

- Coalition members have seats on Rutgers Advisory Committees
 - PPE committee
 - Health and Safety Reopening committee
- Union representation on the New Jersey Higher Ed Advisory Committee
- Record attendance and participation at Board of Governors Meeting



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Key takeaways:

- Communication, communication, communication
- Develop an internal strategy
- Develop an external strategy
- Make common demands that address everyone's needs
- Use the talents that the Coalition members' have
- Communication, communication, communication



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