Subject: Agreement Reached with AAUP-AFT

January 12, 2012

Dear Colleagues:

I am pleased to confirm your union leadership’s announcement that we have reached an agreement with the AAUP-AFT that resolves the outstanding grievances arising out of the salary freeze and that also extends the current contract through August 31, 2014. I am also pleased to report that we reached agreement with the URA-AFT on January 10th. We continue to meet with our staff unions in an effort to reach similar settlements with those groups in the near future.

The AAUP-AFT agreements provide salary increases and certain lump sum payments for eligible faculty, teaching and graduate assistants, and EOF counselors. The economic provisions of this agreement are guaranteed. That is, the University has agreed that these provisions will not be subject to the contract language about adequate State funding. A summary of the economic provisions for the faculty follows:

<table>
<thead>
<tr>
<th>Percentage Increase</th>
<th>Effective Date</th>
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<tbody>
<tr>
<td>2%</td>
<td>4/1/2011 (retroactive)</td>
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<tr>
<td>2%</td>
<td>2/1/2012</td>
</tr>
<tr>
<td>2.1%</td>
<td>10/1/2012</td>
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<tr>
<td>2.15%</td>
<td>7/1/2013</td>
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Details on how the already completed merit evaluations will be incorporated into the above raises are included in the complete agreement which will be posted on the HR website.

In addition, each faculty member will receive the following one-time lump sum payments:

- $1000 upon ratification of the agreement
- $750 paid the first pay period in December 2012
- $500 paid the first pay period in July 2014

EOF counselors will receive raises on the same dates as the faculty based on the raises that were originally included in their 2009 agreement, namely 2.68% on 4/1/2011, 2/1/2012, 10/1/2012, and 7/1/2013 with lump sum payments of $1150 on ratification, $750 in December 2012, and $500 in July 2014.

Teaching and graduate assistants who already received salary increases of 8% per year in each of the years FY2008, FY2009, 2010, and FY2011, will receive 2% raises on July 1, 2012 and on July 1, 2013.
The agreement also includes several new contract provisions sought by the AAUP-AFT involving parental leave provisions and a non-tenure track title series. In addition, the agreement contains a provision by which the University is required to make contributions to the retirement accounts of faculty, retroactive to July 1, 2010, to replace the portion of the contributions previously made by the State, but which it no longer is permitted to make by virtue of legislation that limits the State’s contributions to Alternate Benefit Programs retirement accounts.

The agreement is subject to ratification by AAUP-AFT members, who will receive ratification materials from the AAUP-AFT. In addition, the University will post the complete documents on the HR website.

Further information regarding relevant payroll dates and other matters concerning implementation of the agreements will be forthcoming from University Human Resources.

I believe that the agreement between the AAUP-AFT and the University is reasonable and equitable. The University looks forward to a speedy and positive ratification vote.

Sincerely,
Richard L. Edwards
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