January 12, 2012

Dear Colleagues:

I am pleased to announce that we have reached an agreement with the URA-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 a similar agreement with the AAUP-AFT. We continue to meet with our other staff unions in an effort to reach similar settlements with those groups in the near future.

The URA-AFT agreement provides salary increases and certain lump sum payments for eligible members. 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 follows:

<table>
<thead>
<tr>
<th>Percentage Increase</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.25%</td>
<td>4/1/2011 (retroactive)</td>
</tr>
<tr>
<td>2.25%</td>
<td>2/1/2012</td>
</tr>
<tr>
<td>2.25%</td>
<td>10/1/2012</td>
</tr>
<tr>
<td>2.25%</td>
<td>7/1/2013</td>
</tr>
</tbody>
</table>

Details on how merit evaluations will be incorporated into the above raises are included in the complete agreement which will be posted on the UHR website.

In addition, each eligible URA-AFT 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.

The agreement also includes several new contract provisions sought by the URA-AFT involving bereavement leave, leave of absence for personal reasons, time-off for union representatives, and time for union representatives to meet with new employees.

The agreement is subject to ratification by URA members, who will receive ratification materials from the URA. In addition, the University will post the complete documents on the UHR 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 URA-AFT and the University is reasonable and equitable. The University looks forward to a speedy and positive ratification vote.

Sincerely,
Richard L. Edwards
Richard L. Edwards, Ph.D.
Interim Executive Vice President for Academic Affairs
Rutgers, The State University of New Jersey
848-932-7821
732-932-5532 (Fax)