

THE RUTGERS ADJUNCT FACULTY UNION IS FIGHTING FOR:

**Equal Pay for Equal Work.
Job Security.
Health Care.**

EQUAL PAY FOR EQUAL WORK

- To be recognized as Non-Tenure Track (NTT) faculty (what we have titled "Fractional NTTs").
- To be paid on the same scale as NTT faculty, based on a % of full-time equivalent NTT salary. The starting salary for a Fractional NTT teaching one 3-credit course would be \$9,909. Current PTL 2s and 3s would be higher.
- Long-term, multi-year contracts.
- Winter and summer semesters shall be counted the same as fall and spring semesters for compensation, seniority, and promotion.
- Promotion to be based on years of service as PTLs or NTTs.
- Studio and lab teaching to be paid by the hours worked, not credits earned by students.
- Pay periods to begin two weeks before the first day of class.
- Increased compensation for class cancellations.
- Increased compensation for class size that exceeds prior semesters.
- Teaching Assistants to be assigned to classes over 30 students.
- Caps on writing-intensive classes.
- Full tuition remission for any course at Rutgers.
- Increased professional development funding from \$75k to \$240k and a standardized approval process.
- Free parking.
- Timely appointment letters.



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JOB SECURITY

- Appointment letters issued three months prior to fall and spring semesters; Oct 1 for winter semester, April 1 for summer semester.
- First and second appointments to be for a single semester; third appointment for a full year; all subsequent appointments for at least three years each.
- Reappointment "shall be presumptively renewable." Non-reappointments must be for "just cause for reasons related to performance or conduct."
- Each appointment shall offer "at least as many courses" as prior semesters.
- Full-time positions to be offered to long-serving Fractional NTTs, according to seniority.

HEALTH CARE

- Fractional NTTs teaching at least 50% of the full-time equivalent shall be eligible for the State Health Benefits Program (SHBP) at the same contribution rates as other faculty.
- Fractional NTTs teaching less than 50% of the full-time equivalent to be eligible for the Rutgers University Graduate Fellows Student Health Insurance Plan.
- Faculty to be empowered to flag health and safety concerns and administration to be accountable to resolve issues in a timely fashion.

#OneFaculty #OneUnion
#RecognizeOurMerger
#EqualPay4EqualWork



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