

Bargaining over re-opening and returning to campus

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Coalition of Rutgers Unions



There is no scope of bargaining



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If you organize, you can bargain over everything

- Clearly negotiable issues
- Possibly negotiable issues
- Allegedly non-negotiable issues



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Re-opening issues

Really pandemic and post-pandemic issues

- Closing and safely re-opening buildings
 - Libraries
- Rescind layoffs
- Safe workplaces
 - Testing; HVAC; cleaning; etc
- Grad funding extensions
- Remote instruction issues (IP, technology, etc.)



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Organizing and bargaining for safe re-opening and beyond

- Labor councils in units
 - Multi-union meetings in colleges, libraries as long term organizing strategy
 - Leadership development
 - Include not (yet) represented employees where possible
- Voices at bargaining table (even if bargaining table is useless)



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Organizing for safe re-opening and beyond

- Actions
 - Car caravan; WebEx Board of Governors meeting
- Messaging
 - Targeting our members and broader public
- Political relationships
- Do Black Lives Matter on our campuses?
- People-Centered Management
 - Moral high ground



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Thank you!



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A Progressive People-Centered Approach to the Covid Crisis

WHAT WE'RE FIGHTING FOR

PROTECT THE VULNERABLE

- No staff layoffs and rescind adjunct layoffs for the fall
- A compensation fund for adjuncts denied work and a hardship fund for international and undocumented students not eligible for CARES Act support
- Hazard pay for Rutgers health care workers
- Extension of doctoral student funding packages for one year
- Covid testing for all members of our communities, regardless of health care coverage

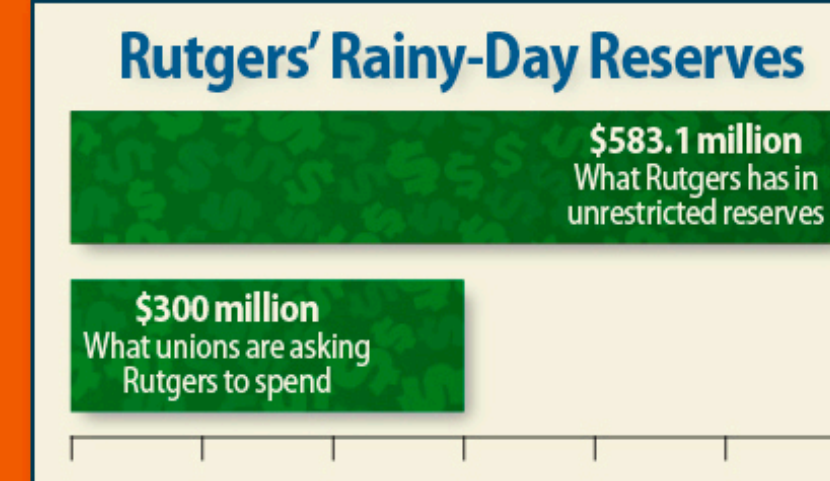
PROVIDE DIGNITY AND VOICE

- Give Rutgers health care workers control over health and safety measures, including PPE and employee testing
- Give impacted Rutgers students a central role in distributing CARES Act and hardship funds
- Settle all outstanding union contracts
- Renegotiate more affordable health benefits for Rutgers workers

HOW WE'LL MAKE IT HAPPEN

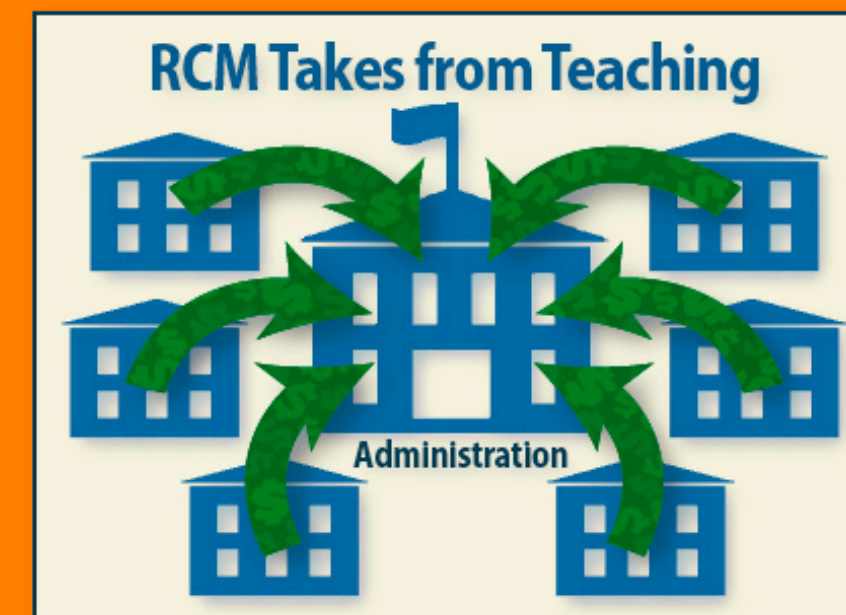
SPEND UNRESTRICTED RESERVES

Rutgers has close to \$600 million in unrestricted reserves. This money was accumulated from previous budget surpluses, including \$74 million from last school year, and set aside for unexpected expenses and special projects. The administration can easily spend at least half of these reserves to address any revenue shortfalls. This is exactly what they are there for!



ELIMINATE RCM BUDGETING

Under the Responsibility Center Management (RCM) budgeting system, a relic of the Christie-Barchi administration, each unit of the university that teaches students or receives income from grants pays a “cost



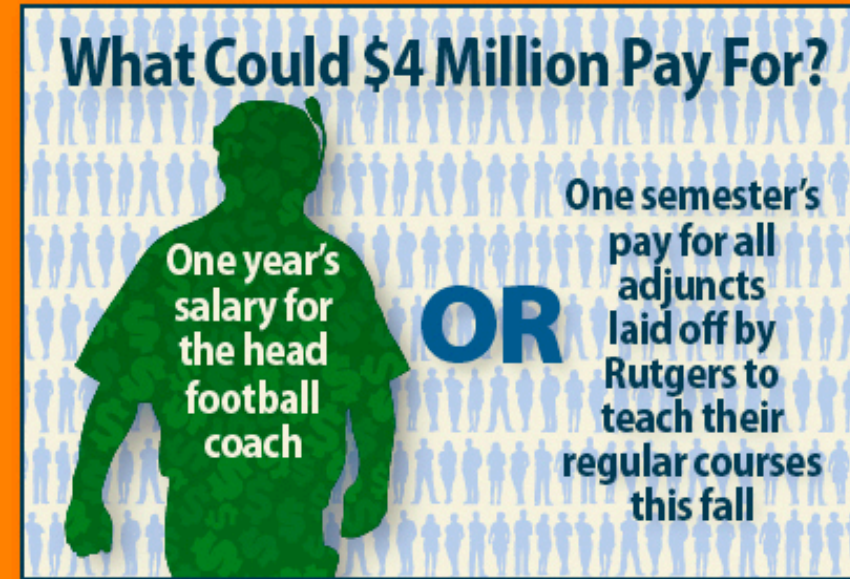
pool transfer” tax, up to 25 percent of revenues, that disappears into the coffers of the central administration. The units have to balance their after-tax budgets, but the administration never has to tighten its belt—they just take more from where teaching and research happen. We need people-centered management that prioritizes the core mission of the university.

CHOP FROM THE TOP

Our members are being asked to participate in shared sacrifice. We expect the sacrifices to start at the top. We expect our adjuncts to be rehired or made whole. Rutgers has the largest management bloat among Big Ten schools; the number of high-level managers has ballooned to 312—and their salaries alone cost \$65.3 million every year.



CLOSE THE ATHLETICS SINKHOLE



During President Barchi's tenure, Rutgers Athletics has incurred ever-increasing deficits—more than \$200 million since 2013. No other Big Ten public school spends even half as much as Rutgers does every year to subsidize its athletics program. The annual salary of the new Rutgers football coach alone would pay for nearly all of the laid-off adjuncts to teach their regular courses this fall.

IMPLEMENT WORK-SHARING

The Coalition of Rutgers Unions is proposing a novel work-sharing program that would protect the income of all Rutgers union employees while saving the university tens of millions of dollars. This program will be in effect until July 25, 2020. If Rutgers commits to this plan, all employees under work-share would be able to replace lost Rutgers income through state unemployment benefits, boosted by a federal supplement enacted in the first economic relief bill passed by Congress. That supplement is currently set to expire in July, so Rutgers needs to act now to seize this opportunity.

Here's How Work-Share Works

Annual Salary	Weekly Base Pay	Maximum Time on Furlough*	Pay after Maximum Furlough	Total Jobless Benefits**	Weekly Take-Home Pay	Difference from Base Pay
\$40,000	\$769.23	60%	\$307.69	\$876.92	\$1,184.62	+\$415.38
60,000	1,153.85	60	461.54	1,015.38	1,476.92	323.08
80,000	1,538.46	60	615.38	1,027.80	1,643.18	104.72
100,000	1,923.08	40	1,153.85	885.20	2,039.05	115.97
120,000	2,307.69	20	1,846.15	742.60	2,588.75	281.06
140,000	2,692.31	20	2,153.85	742.60	2,896.45	242.60
160,000	3,076.92	20	2,461.54	742.60	3,204.14	127.22
180,000	3,461.54	20	2,769.23	742.60	3,511.83	50.29
200,000	3,846.15	10	3,461.54	671.30	4,132.84	286.68

*Maximum time to break even or better **State unemployment plus federal supplement

BUILD A BETTER RUTGERS

With these savings, Rutgers would be well-prepared to weather any future revenue shortfalls from this pandemic. Budget systems and proposals are statements of collective priorities and values. Let's put Rutgers students and university workers at the center of our moral universe. A people-centered approach to this crisis can be a game changer.



AAUP-AFT
RUTGERS

American Association of University Professors
American Federation of Teachers • AFL-CIO

THE CHRONICLE REVIEW



Will the University That Survives Have Been Worth Saving?

Our budgets are a statement of our values. Put people first.

By *Rebecca Kolins Givan* | JUNE 02, 2020 ✓ PREMIUM

