

November 15, 2011

UMDNJ Update

Negotiations

We are scheduled to meet with UMDNJ on Wednesday, November 16, 2011, and the details of the HPAE Nurses and Professionals contracts that are being ratified are now available. The two bargaining units are voting on monetary packages that have increases in 2012, 2013 and 2014. The increases will cost UMDNJ 2% in 2012, 2% in 2013, and 1% in 2014. The two HPAE bargaining units will have their raises processed by a step system that has been in place for years, but was frozen. As a result, some of their membership will receive raises of less than 2% and a few of their members will receive raises of more than 2%. However, the overall cost to UMDNJ is 2%.

At our last bargaining session, CWA communicated to UMDNJ that the CWA Supervisors should not be held to a raise system that could result in a Supervisor receiving less than the people they supervise. We also pointed out that the Operating Engineers and the Teamsters have a job rate system that gives them additional raises.

We do not know if the financial package that UMDNJ will offer on Wednesday, November 16th, will be better than the 2%, 2% and 1% that is out there. The bargaining team will fight for the best contract we can obtain, but we are also aware that the Interim Report by the UMDNJ Advisory Committee is being implemented and RWJMS, the School of Public Health and the Cancer Institute are moving to Rutgers effective July 1, 2012.

UMDNJ Advisory Committee Interim Report

The Coalition of UMDNJ Unions met with Senior Management at UMDNJ on Wednesday, November 9th. UMDNJ announced that Governor Christie requires the recommendations from the Interim Report to be implemented and he has charged UMDNJ and Rutgers with the task of creating integration teams to make this happen. UMDNJ went on to state that they are cooperating fully with Rutgers.

Many questions were asked. UMDNJ responded to these questions. Below are some of the key points that came out of this meeting.

- Some of the Unions have settled contracts and are in the process of ratifying them. These contracts have a monetary increase effective July 1, 2012. Will this be honored? UMDNJ responded that the State and Rutgers know that UMDNJ is settling contracts.

- Will the employees of RWJMS, SPH and the Cancer Institute be new employees? What happens to their years of service, vacation allotments, etc.? If they are new employees, they will pay more for health benefits. UMDNJ responded that they are discussing this with Rutgers and have taken the position that all employees will not be new employees.
- How many employees will be transferred to Rutgers? Does this include Central Administration employees? UMDNJ responded that 3,200 employees will be transferred. These employees are employed by the RWJMS, SPH and CI of NJ, and does not include Central Administration at this time.
- Will UMDNJ and Rutgers meet with the Unions? Can we be part of the steering committees? UMDNJ responded that they will meet with the Unions, but stopped short of agreeing to put the Unions on the steering committees. The Coalition of UMDNJ Unions is speaking with the Rutgers Unions to push this.
- What about the finances and bond issues of UMDNJ? UMDNJ has a steering committee looking into these details.
- If the Unions settle contracts, will each Union continue to represent their workers? UMDNJ responded that they were unsure.
- What will this cost? The Governor says that this will not cost the State of NJ anything. The cost to UMDNJ and Rutgers is still unknown.
- What will happen to Newark, SOM, and the UBHC? UMDNJ responded it is too soon to know, but accreditation is tied to financial stability and they will not let Newark or the other components of UMDNJ be destroyed.
- What about St. Barnabas? There is no deadline for St. Barnabas to make any decisions and talks are ongoing.
- Does the transfer of part of UMDNJ need to be legislated? It can be accomplished with an Executive Order. If the Executive Order is not challenged within 60 days, then it will become law.
- Since this meeting, it has come out that the UMDNJ Board of Trustees does not agree that parts of UMDNJ should be handed over to Rutgers. What does this mean? This information came out after the Unions met with Senior Management. We do not know if this will have an impact on a merger.

All of the Unions are trying to protect their members. If we settle a contract, it may give you protections that you would not otherwise have if/when the merger takes place.