

## Memorandum of Agreement

### Four-Year Extension of the Post Doc Collective Negotiations Agreement

The parties agree to extend the 2012-15 collective negotiations agreement for four years through June 30, 2019. All provisions of the 2012-15 collective negotiations agreement shall remain in full force and effect, except as modified below:

1. Effective July 1, 2015, the minimum salary for bargaining unit employees shall be \$40,000 per year for a calendar year appointment. Salaries for bargaining unit employees on academic year appointments shall be subject to University conversion guidelines.
2. Effective July 1, 2015, bargaining unit employees shall receive salary increases as follows:
  - a. Unit employees whose salaries are below the minimum salary shall receive the minimum salary or an increase of 2.0%, whichever is greater;
  - b. Unit employees whose salaries are above the minimum salary shall receive a salary increase of at least 2.0 %;
  - c. Any unit member whose funding source provides for a salary increase in excess of the increases provided for in paragraphs a. or b. above shall receive the increase provided by the funding source.
3. [EXTEND THE FRAMEWORK IN #2 ABOVE FOR THE NEXT 3 YEARS, FOLLOWING THE AAUP-AFT FACULTY CONTRACT, SO IT WOULD BE 2.0% FOR JULY 1, 2016; 2.125% FOR JULY 1, 2017; AND 2.125% FOR JULY 1, 2018.]
4. The parties agree that the needs of University research programs require access to broad visa options and support. Members of the bargaining unit shall be sponsored for visas based on research needs, Principal Investigator support, departmental and decanal unit support, and consideration of member preferences.

For Rutgers, The State University:

Glenn W. Stutano

Date: 9/8/15

For Rutgers AAUP-AFT:

Patricia Plunk

Date: 9-8-15

# Side Letter of Agreement

## Post Doc Support Services

The parties agree to meet at least once per semester during the 2015-16 academic year to discuss the coordination of Post Doc support services across the university system and to determine the viability of a Post Doc office.

For Rutgers, the State University:

Glenn P. Strubens

Date: 9/8/15

For Rutgers AAUP-AFT:

[Signature]

Date: 9-8-15