

## PTL Gains Through Rutgers AAUP-AFT

Prior to the Union	Since Unionization in 1988
PTL salaries stagnated	PTL salaries progressively increase; the imposition of the 2010 salary freeze was stopped for PTLs. Effective 2016-17, PTLs who have taught for 12 semesters or more will receive a 5% salary increase, which will affect 2/3 of current PTLs
PTLs often learned indirectly and after the fact that they had not been reappointed	PTLs with 4 consecutive semesters of service must receive written notice of non-reappointment
PTLs had no recourse in the face of apparent unfair treatment	PTLs have access to a grievance procedure culminating in third-party neutral arbitration, which is binding in cases concerning salary and discrimination
PTLs could have the size of their courses doubled with no increase in pay	PTLs are eligible for compensation for oversize classes according to a set formula
Longtime PTLs found new hires were offered their courses first	A PTL with 10 semesters of service cannot be replaced by a PTL with less than 10 semesters, under most conditions
Some PTLs received no written information before their appointment and often did not find out what they were teaching until the semester began	PTLs must receive written information about title, salary, period of appointment, course(s) assigned, approximate number of students, duties, etc. in advance; departments must make a reasonable effort to notify of reappointment 30 days ahead
Many PTLs had no office or access to phone, computer, copying, etc.	All PTLs must have a University space to meet students and access to phone, fax, computer, and printer consistent with departmental practice

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Professional development for PTLs was not recognized through monetary support	Bargaining unit PTLs may apply for awards annually through a PTL Professional Development Fund. The Fund started small and has been progressively increased through union negotiations to its current amount of \$60,000 per year (2015–18).
PTLs did not have a guaranteed right to library privileges or use of recreation facilities; most PTLs were omitted from the faculty directory	PTLs receive ID cards, annual library privileges, access to recreation facilities and are listed in the Rutgers directory
PTLs had no access to health insurance, not even the option to enroll in an employee-paid program	By state law, PTLs have access (at their own expense, paying the premium and an administrative fee) to the State Health Benefit Program at group rates. In 2016–17, a joint committee will look at creation of RU wellness programs and inclusion of PTLs.
Often no compensation for supervising Independent Study	\$300 per credit per student negotiated minimum for Independent Study as of September 2012
No tuition remission	50% Tuition Remission to take classes that relate to the PTL’s area of teaching at Rutgers, as of January 2015
The PTL position is a semester-by-semester, course-by-course, “contingent” category	Creation of a joint labor-management committee on performance evaluations & career advancement that starts in the spring 2016 semester to make recommendations
No mechanism to improve PTL issues	Regular negotiations address PTL concerns