



# Management's Response to All Our Proposals to Date:

	Union Proposal	Management Response
Equal Pay for Equal Work	<ul style="list-style-type: none"><li>“Fractional” non-tenure-track (NTT) appointments for PTLs, paid at a percentage of the NTT salary, so that adjuncts are paid the same for doing the same work.</li></ul>	<b>NO RESPONSE</b>
Job Security	<ul style="list-style-type: none"><li>Appointment letters issued 3 months prior to fall and spring semesters.</li><li>Longer term appointments.</li><li>Appointments shall be "presumptively renewable," except in cases of "just cause."</li></ul>	<b>NO RESPONSE</b>
Health Care	<ul style="list-style-type: none"><li>PTLs teaching at least 50% of the full-time equivalent shall be eligible for the State Health Benefits Program (SHBP).</li><li>PTLs teaching less than 50% to be eligible for the Rutgers Graduate Fellows Student Health Insurance Plan.</li></ul>	<b>NO RESPONSE</b>
One Faculty/ One Union	<ul style="list-style-type: none"><li>Recognition of BHSNJ AAUP-AFT and PTLFC AAUP-AFT as part of the FT/Grad AAUP-AFT bargaining unit, with one contract.</li></ul>	<b>REJECTED</b>



Scan the QR Code to learn more about our contract campaign, or go here:  
**[rutgers-ptlfc.org](http://rutgers-ptlfc.org)**

*Last updated  
November 1, 2022*