

## Background

The Rutgers University administration has acknowledged that 1400 Rutgers Biomedical Health Science (RBHS) faculty are “heroes” in recognition of their outstanding performance and sacrifice during this COVID-19 crisis. Our RBHS colleagues are risking their health and indeed their lives every day fighting on the front lines of this pandemic.

It is therefore especially concerning that rather than recognizing these extraordinary contributions and sacrifices by our faculty, the administration of the medical schools has chosen to use this crisis as an opportunity to advance its anti-collective bargaining agenda. Not only are they refusing to agree to a contract that would provide the medical school faculty with the usual benefits and protections that almost all faculty have, including the faculty of legacy Rutgers, but they are now negotiating in a way that will make it more difficult than ever to reach an agreement. Several weeks ago, they withdrew the main proposal that they had previously offered to the faculty and are now insisting on a draconian proposal that would cut salaries and impose other hardships on the faculty for years to come. This approach to negotiations is completely inconsistent with the dedication and sacrifices of the RBHS faculty who have performed so valiantly during this critical time. It is time that Rutgers stands by its faculty heroes, not just with words but with actions.

## Resolved

The University Senate calls on the administration to negotiate with the RBHS faculty in good faith and to make every effort to reach a fair settlement as soon as possible.