

## **RESOLUTION ON THE PRESIDENT'S ROLE IN CONCLUDING CONTRACT NEGOTIATIONS FAIRLY AND EQUITABLY**

WHEREAS: The three Rutgers University academic worker unions (AAUP-AFT, PTLFC-AAUP-AFT and BHSNJ), representing approximately 9,000 employees, will have been without a contract for ten months on May 1, 2023; and

WHEREAS: The Rutgers University Administration and Rutgers University academic worker unions announced on April 15, 2023 that they had agreed on a "framework" agreement to settle the contract negotiations, and committed to one additional week of good-faith bargaining to come to final terms on a full temporary agreement to be ratified by the end of the current term; and

WHEREAS: As of the time of this filing, the additional week has passed without reaching a final agreement in these negotiations; and

WHEREAS: President Jonathan Holloway has repeatedly informed the University Senate as well as the broader Rutgers University community that he is in regular communication with the legal team representing his Administration in these negotiations; and

WHEREAS: President Holloway holds ultimate authority over his Administration's positions and willingness to actively negotiate with respect to labor-management bargaining sessions; and

WHEREAS: The last day of classes for the current academic term is May 1, 2023, the first day of final exams is May 4, 2023, and final grades will be due May 12, 2023; and

WHEREAS: Failure to finish negotiations swiftly and efficiently could lead to significant untoward consequences for the entire University community, including additional work stoppages, difficulties in processing final grades for the Spring 2023 semester, a delay of planned commencement proceedings, among other potential harms; and

WHEREAS: Such a failure to effectively lead our institution jeopardizes the University calendar, the oversight of which is the responsibility of the University Senate per Rutgers Policies 10.2.6 and 50.2.2.A; and

WHEREAS: The Rutgers University Senate represents faculty, students, staff, and alumni, and is charged with ensuring the best interests of the University;

BE IT RESOLVED that the University Senate implores President Holloway to:

1. Ensure that contract negotiations between academic worker unions and the administration be resolved fairly and equitably on or before 5:00 PM on Tuesday, May 2, 2023.

2. Provide daily, emailed updates on the progress of negotiations to the Executive Secretary of the University Senate for distribution to the entire membership of the Senate.

BE IT FURTHER RESOLVED that if contract negotiations have not been completed by 5:00 PM on Tuesday, May 2, 2023, the University Senate shall meet in emergency session prior to the first day of final exams, at 1:00 PM on Wednesday, May 3, 2023; the agenda for this meeting shall focus on a discussion concerning the University Senate's continued confidence in the leadership of President Holloway.