

## NJLA Speaker questions for 1761

1. Name of Union:
  - AFSCME COLT (CLERICAL, OFFICE, LABORATORY & TECHNICAL) Local 1761
2. Dues
  - Dues are currently 22.03 per pay period, our dues are a set cost and not based on income percentage.
3. How long have you been representing library workers?
  - COLT has been representing library workers for Rutgers since 1984.
    - I have been affiliated with union since 2004 and representing since 2018.
4. Who does COLT Represent?
  - Rutgers has a large number of jobs and titles as an employer. Library workers are a part of what COLT is representing. We have over 110 titles and over 800 employees that are eligible for our union representation.
5. Which library workers are not represented by 1761?
  - Rutgers' University Libraries staff members actually have 3 unions representing them – AFSCME Local 1761, URA & teamsters. Full time Library staff are represented by one of these unions. The exception to this is the managerial positions with the title of “supervisor” & faculty members some of our larger libraries rent space to different departments in the university and those staff members are not affiliated with the union. Additionally, Rutgers has a federal work study program that employs students - these are considered part time workers and are not affiliated with a union.
6. Union benefits
  - At will employees could be terminated at any time.
  - As researchers and librarians, I'm sure most people in this room recognize the importance of unions -historically, and today. Rutgers' AFSCME members are one of the few bargaining units that still have access to **Public Employees Retirement System (PERS)**. This is a huge benefit and something Rutgers has gotten rid of for many of its employees. We have to fight to keep it in our contract.
  - Across the university, not everyone is entitled to a **breaks**. COLT members have 2 fifteen-minute breaks accounted into their time during the workday.
  - Our members get **vacation time, Administrative Leave & Personal time. We also have Sick days**. Many employers have dissolved this type of time off- We fight to avoid PTO time. Sick time isn't a vacation, it shouldn't be considered one or in the same category.
  - AFL-CIO & AFSCME backup
  - Comp time for volunteer time.

## 7. Challenges.

- Working out of title & other duties
- Fighting for jobs titles not to be eliminated
- Intimidation by upper management
- Recruitment: Like many unions, membership has become a challenge. After the Janus decision in 2018, recruiting has become more cumbersome. Recruitment is difficult, especially at a place like Rutgers. Rutgers is home to 11 libraries spread across 3 campuses. It can be difficult to organize and get the word out because everyone is spread out. You can have 10 COLT members in one location, or you can have 1. We need members to engage virtually and that can be difficult.

## 8. Contract Ratification

- Negotiations, then a tentative agreement, and a ratification that involves the membership voting to approve contract this can be done in-person or via online voting.

## 9. Civil service has their only union at Rutgers.