

**STATE OF NEW JERSEY  
PUBLIC EMPLOYMENT RELATIONS COMMISSION**

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<b>In the Matter of</b>	>	
RUTGERS, THE STATE UNIVERSITY OF NJ,	>	
Public Employer,	>	
-and-	>	DOCKET NO. RO-2023-010
RUTGERS COUNCIL OF AAUP CHAPTERS,	>	
AMERICAN ASSOCIATION OF UNIVERSITY	>	
PROFESSORS-AFT, AFL-CIO,	>	
Petitioner.	>	

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**CERTIFICATION OF REPRESENTATIVE  
BASED UPON AUTHORIZATION CARDS**

In accordance with the New Jersey Employer-Employee Relations Act, as amended, and the Rules of the Public Employment Relations Commission, we have conducted an investigation into the Petition for Certification filed by the above-named Petitioner. The Petitioner has demonstrated by card check that a majority of the unit employees described below have designated the Petitioner as their exclusive representative for purposes of collective negotiations, and, no other employee organization has expressed a valid interest in representing these employees.

Accordingly, **IT IS HEREBY CERTIFIED** that

**RUTGERS COUNCIL OF AAUP CHAPTERS, AMERICAN ASSOCIATION OF UNIVERSITY  
PROFESSORS-AFT, AFL-CIO**

is now the exclusive representative of all the employees included below for the purposes of collective negotiations with respect to terms and conditions of employment. The representative is responsible for representing the interests of all unit employees without discrimination and without regard to employee organization membership. The representative and the above-named Employer shall meet at reasonable times and negotiate in good faith with respect to grievances and terms and conditions of employment as required by the Act.

**UNIT: Included:** All clinical, teaching, and/or research faculty and staff librarians employed by Rutgers in legacy UMDNJ positions are added to the existing unit of faculty members, teaching assistants, and graduate assistants.

**Excluded:** Managerial executives and confidential employees within the meaning of the Act; police, craft employees, nonprofessional employees; employees in non-legacy UMDNJ positions who are deans, associate deans, assistant deans, assistants to deans, and academic directors unless they are engaged in instruction or research for fifty percent or more of their time during the academic year; employees in non-legacy UMDNJ positions who are visiting professors unless they were appointed after April 11, 2019 and have served more than three consecutive years; employees in non-legacy UMDNJ positions who are honorary professors, fellows, members of the coadjutant staff who are not required by law to be negotiations unit members, or persons who administer or help to administer a major academic unit or program of Rutgers; employees in legacy UMDNJ positions which carry managerial, administrative, or supervisory responsibility, including President, Vice President, Chancellor, Senior Vice Chancellor, Vice Chancellor, Provost, Dean, Vice Dean, Associate Dean, Associate Vice President, Assistant Dean, Assistant to the Dean, Director, Department Chairperson, Section Chief, Division Chief, Division Director, University Librarian, Assistant University Librarian, Campus Library Director, Personnel Administration Librarian, and Supervising Librarian; legacy UMDNJ faculty members or staff librarians who work on average of fewer than four hours per week over a period of 90 days; legacy UMDNJ employees not employed as faculty or staff librarians; employees in other existing negotiations units except employees in the instant unit who are also included in the Winter and Summer Instructors Unit; and all other employees of Rutgers.

**DATED:** December 8, 2022  
Trenton, New Jersey

  
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Ryan M. Ottavio, Director of Representation

**Attachment:**

**Certification of Representative dated:** December 8, 2022

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-and-

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PROFESSORS-AFT, AFL-CIO

Docket No. RO-2023-010

**Service on the following:**

David Cohen, Esq.  
Associate VP & Senior Counsel  
Rutgers, The State University of NJ  
335 George St Suite 2160  
New Brunswick, NJ 08901

Ira W. Mintz, Esq.  
Weissman & Mintz  
220 Davidson Ave Ste 410  
Somerset, NJ 08873