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**Rutgers Staff Union Agrees to Defer Wages for Job Security**  
*Asks for commitment from management to limit executive compensation*

NEW BRUNSWICK... The staff union representing 2,000 workers at Rutgers University voted to accept an agreement to delay contracted raises in each of two years in exchange for job security, according to Union of Rutgers Administrators-American Federation of Teachers (URA-AFT) executive director Bob Cousins. "Rutgers management asked us to renegotiate the last two years of a four-year deal citing the poor economic outlook," said Cousins. "Our members decided that sacrificing money by accepting this deal made sense to save those who might otherwise be laid off."

While the no-layoff pledge will protect most members from layoffs until January, 2011 grant-funded employees may still lose their jobs if their funding dries up.

Language in the state budget required public universities to reduce overall spending on salaries. However, URA-AFT president Lucye Millerand pointed out that no givebacks from managers and executives at Rutgers have been disclosed. After months of negotiations where university management called for shared sacrifice, Millerand asked whether the university would exact salary savings from high-level managers. "We have received no answer," she said. "Union workers have agreed to substantial concessions for the good of Rutgers. It seems only fair for executive compensation to be curtailed as well," said Millerand. She said a commitment from management to cut executive compensation would reinforce public trust in the university.

URA-AFT is a progressive, activist union of 2,000 administrative support workers at Rutgers, The State University. URA-AFT members work in academic offices to help advise, mentor and direct students. Others conduct research to improve community services, social programs or agriculture. The union represents members in the university's external relations, communications and recreation departments as well as budget and financial service workers. From conducting nutrition and agricultural lessons for children and parents to administering economic development programs, the union's members are making a significant contribution to the greater society.

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