



New Jersey Legislature
P. O. Box 099
Trenton, New Jersey 08625-0099

January 23, 2007

President Richard L McCormick
Rutgers -The State University of New Jersey
Old Queens – College Avenue Campus
83 Somerset Street
New Brunswick, NJ 08901

Dear President McCormick:

As Senate President and Assembly Speaker, we are concerned to hear allegations of anti-union activity at Rutgers, The State University of New Jersey. It has been brought to our attention that the university has acted in a manner that may discourage administrative staff from joining the Union of Rutgers Administrators/American Federation of Teachers, AFL-CIO.

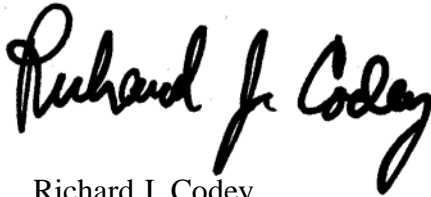
Although unions represent thousands of university employees in this state, Rutgers administrative staff are virtually the only workers in public higher education in New Jersey, without a union. The high concentration of unions in higher education is part of a successful partnership with labor, government, industry, and academia that has been beneficial to New Jersey.

We have been informed that the University's communications may have caused some employees to feel intimidated, and thus are reluctant to express their support for the union. In an effort to clear the air and to reassure the employees that the university will be fair and neutral, I respectfully request that the Rutgers Administration and the URA-AFT work together to:

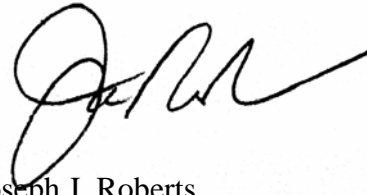
1. Immediately hammer out a pledge of neutrality,
2. Ease employees' concerns by scheduling joint Rutgers administration/URA-AFT meetings to explain neutrality to those employees who are targets of the organizing campaign,
3. Reassure Rutgers employees that their union organizing efforts are protected by our federal and state constitutions.

The State of New Jersey has a long history and tradition of working together with unions and encouraging union membership. In fact, the right to organize is protected in our constitution. We anticipate our proud state university will continue to follow in this tradition.

Sincerely,

A handwritten signature in black ink that reads "Richard J. Codey". The signature is written in a cursive style with a large, prominent initial 'R'.

Richard J. Codey
Senate President

A handwritten signature in black ink that reads "Joseph J. Roberts". The signature is written in a cursive style with a large, prominent initial 'J'.

Joseph J. Roberts
Assembly Speaker