

July 7, 2016

Mr. Hector Bahamonde
Santa Amalia 1064 Casa 42
La Florida
Santiago De Chile 8300032

Dear Mr. Bahamonde:

I am pleased to offer you an appointment as a Teaching Assistant in the Department of Political Science, School of Arts and Sciences for the 2016-2017 academic year. Your appointment ratio is 100% time. Your appointment for the 2016-2017 academic year will be effective August 25, 2016 through Commencement 2017. The salary for this position is scheduled to be \$25,969. Your pay period will commence on September 1, 2016 and end on June 30, 2017.

Your duties as a Teaching Assistant will include teaching activities appropriate for your discipline and under the supervision of your faculty advisor. If you have primary responsibility for a section you shall normally be notified in writing of your assignment four weeks prior to the beginning of the semester. All other Teaching Assistants who do not have primary responsibility for a section shall normally be notified of their assignments at least five working days before the first day of classes. It is understood that unexpected circumstances may require modification of assignments. If your assignment is changed substantially subsequent to notification, you will receive notification in writing of the change.

Although it is understood that weekly workload will fluctuate during the term of appointment, you will be expected to work no more than an average of fifteen (15) hours a week during the term of your appointment (or a prorated portion thereof if the appointment is less than full-time) on specifically assigned duties related to your appointment, excluding non-TA related activities associated with academic progress toward the degree. If you believe that your specifically assigned duties routinely require hours that cumulatively exceed an average of fifteen (15) hours per week (or a prorated amount), you may bring the matter to the attention of Professor Richard Lau.

Full-time Teaching Assistants are entitled to full tuition remission and fee waiver. Part-time Teaching Assistants may be responsible for certain costs of tuition and fees as a condition of employment. For further information regarding tuition and fees, please refer to <http://studentabc.rutgers.edu>. In addition, both full and part-time Teaching Assistants are eligible for health and certain other benefits and must be enrolled in and continue in good standing in the Graduate School - New Brunswick. For more benefits information, please refer to <http://uhr.rutgers.edu/teaching-assistants-graduate-assistants>.

You should have received a statement of departmental criteria for reappointment of Teaching Assistants from the department. This employment relationship is governed by and subject to the provisions of the collective negotiations agreement between the University and the Rutgers Council of the American Association of University Professors - American Federation of Teachers (AAUP-AFT). For further information about the AAUP-AFT, please refer to <http://www.rutgersaaup.org>. To access the current Rutgers-AAUP-AFT contract, please refer to <http://academiclaborrelations.rutgers.edu/AcademicLaborContracts.htm>.

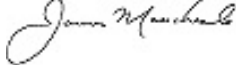
For New Employees: The Immigration Reform and Control Act of 1986 requires all employers to certify the identity and work eligibility of all new employees. This offer or appointment is therefore subject to your presentation of proper documentation, as required by law. The Employment Eligibility form (Form I-9) is an online process, and all new employees must present the required documents to the employing department, in person, within three days of the employment start date. Accordingly, please present the required documents to Nikki O'Mealley.

In addition to the Form I-9, all new employees are required to have their employment eligibility verified through government databases using E-Verify. E-Verify compares information from your Form I-9 to data from the U.S. Department of Homeland Security and Social Security Administration records to confirm employment eligibility. In the event that the E-Verify system of the U.S. Citizenship and Immigration Services (USCIS) gives Rutgers a "Temporary Non-Confirmation (TNC)" of your eligibility for this job, you will be notified by your employing department and given the opportunity to respond to USCIS within the required timeframe. If subsequent to a TNC on your case the E-Verify system gives Rutgers a "Final Non-Confirmation (FNC)" of your eligibility for the job, your employment in this position will be subject to immediate termination as required by USCIS regulations. For information on the Form I-9, E-Verify and the list of acceptable documents, please visit the U.S. Citizenship and Immigration Service website <http://www.uscis.gov/portal/site/uscis>.

Pursuant to N.J.S.A. 34:11-4.1 et seq.; and 34:11-56a et seq. we are providing information for your review concerning the Employer Obligation to Maintain and Report Records regarding wages, benefits, taxes and other contributions and assessments. You may access this information from the University Human Resources website at: <http://uhr.rutgers.edu/ee/noticepostings.htm>.

Kindly indicate your acceptance of this appointment and its terms and conditions by signing the enclosed acceptance and waiver and returning it to Professor Lau on or before July 21, 2016. Your papers cannot be processed until the signed waiver is received as indicated. If you have questions regarding your appointment, please contact Professor Lau at 848-932-9262.

Sincerely,



James Masschaele
Executive Vice Dean

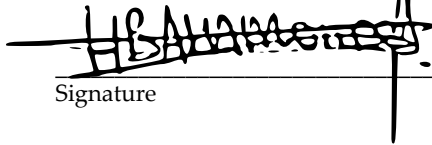
Enclosure:
Waiver

c: Richard Lau

WAIVER, FAMILY EDUCATION RIGHTS AND PRIVACY ACT

I, Hector Bahamonde, accept the appointment as a Teaching Assistant and the terms and conditions set forth in the attached letter. I hereby authorize the University to release to the Rutgers Council of AAUP-AFT Chapters, my bargaining agent, the following information about me required by the AAUP-AFT in order to represent me: name, social security number, status, job class number, title, campus and home address, unit and department of assignment, membership dues, salary, appointment, expiration and employment date.

I understand that the AAUP-AFT will use this information merely to represent me and will not release such information to any third party in a way in which I will be individually identified without my consent.



07-07-2016

Signature

Date

I do not accept the appointment.

Signature

Date

Return By: July 21, 2016

TO: Professor Richard Lau, Chair
Department of Political Science
Hickman Hall
Douglass Campus
89 George Street
Rutgers University
New Brunswick, NJ 08901