

MEMORANDUM OF AGREEMENT

Agreement made this 23rd day of October, 2024, the American Federation of State, County and Municipal Employees, AFL-CIO, Local 888 (“Union” or “Local 888”) and Rutgers, The State University of New Jersey (“Rutgers”) (collectively referred to as “Parties”);

WHEREAS, Local 888 and Rutgers are parties to a collective negotiations agreement covering the period July 1, 2018 to June 30, 2024 (“2018-2024 CNA”); and

WHEREAS, the Parties have engaged in good faith collective negotiations in an effort to reach agreement or otherwise resolve terms and conditions for a new labor contract for the period of July 1, 2024 to June 30, 2028; and

WHEREAS, the Parties have reached agreement on terms and conditions for a new labor contract for the period of July 1, 2024 to June 30, 2028, subject to ratification by Local 888 membership and approval by Rutgers; and

WHEREAS, the negotiating committees for Local 888 and Rutgers agree to recommend this agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants and undertakings set forth herein the Parties agree to the following:

1. The Parties have a tentative agreement on Article 4 – Grievance Procedure (University Counter Proposal 10/23/24) (see attached).
2. The Parties have a tentative agreement on Article 7 – Seniority (University Counter Proposal 7/10/24) (see attached).
3. The Parties have a tentative agreement on Article 8 – Out of Title (University Proposal 10/23/24) (see attached).
4. The Parties have a tentative agreement on Article 10 – Salary (University Counter Proposal 9/25/24) (see attached).

5. The Parties have a tentative agreement on Article 15 – Hours of Work (University Counter Proposal 10/23/24) (see attached).
6. The Parties have a tentative agreement on Article 19 – Sick Leave (University Proposal 9/25/24) (see attached).
7. The Parties have a tentative agreement on Article 20 – Bereavement Leave (University Counter Proposal 4/30/24) (see attached).
8. The Parties have a tentative agreement on Article 27 – General Provisions (Paragraph 3) (University Counter Proposal 4/30/24) (see attached).
9. The Parties have a tentative agreement on Article 27 – General Provisions (Paragraph 4) (University Proposal 10/23/24 (515pm)) (see attached).
10. The Parties have a tentative agreement on Article 27 – General Provisions (Paragraph 9) (University Counter Proposal 7/30/24) (see attached).
11. The Parties have a tentative agreement on Article 27 – General Provisions (Paragraph 10) (University Counter Proposal 10/23/24) (see attached).
12. The Parties have a tentative agreement on Article 27 – General Provisions (Paragraph 12) (University Proposal 4/30/24) (see attached).
13. The Parties have a tentative agreement on Article 27 – General Provisions (Paragraph 16) (University Proposal 4/30/24) (see attached).
14. The Parties have a tentative agreement on Article 33 – Term (University Proposal 10/23/24) (See attached).
15. The Parties have a tentative agreement on new Appendix G (Job Rate MOA and Salary Tables) (University Proposal 4/30/24).
16. The Parties have a tentative agreement on Side Letter of Agreement-Seniority Units and Position Titles (University Proposal 7/10/24) (see attached)
17. The Parties have a tentative agreement on Side Letter of Agreement-Leaves of Absence Articles (University Proposal 9/25/24) (see attached).

This Memorandum of Agreement represents the entire agreement of the parties in connection with their negotiations. Any and all proposals and counter-proposals not contained

herein are deemed withdrawn, void and without further effect. The Union agrees to withdraw with prejudice all outstanding information requests relating to negotiations for a successor agreement, if any. All other articles from the 2018-2024 CNA not changed by this MOA shall remain unchanged in the 2024-2028 collective negotiations agreement. No other agreement, whether written or oral, between the parties shall be enforceable unless mutually agreed upon.

This Agreement is subject to ratification by the members of the Local 888 negotiations unit employed by Rutgers.

FOR AFSCME Local 888



**MICHAEL MESSNER
PRESIDENT, AFSCME Local 888**

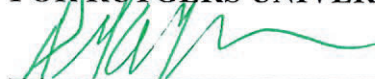


**TERRY WOODROW
PRESIDENT, AFSCME Local 888**

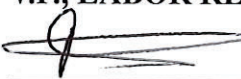


AGUSTIN SANCHEZ

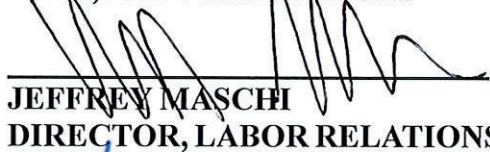
FOR RUTGERS UNIVERSITY



**DAVID A. COHEN
V.P., LABOR RELATIONS**



**HARRY M. AGNOSTAK, J.D.
A.V.P., LABOR RELATIONS**



**JEFFREY MASCHI
DIRECTOR, LABOR RELATIONS**



**JULIE CARTEGNA-JONES
SR. LABOR RELATIONS SPECIALIST**



**CHRISTOPHER ZIGRE
LABOR RELATIONS SPECIALIST**

1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/23/2024 counter proposal.
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4 **Article #4 – Grievance Procedure**

- 5 1. A grievance is defined as any difference or dispute concerning the interpretation,
6 application, or claimed violation of any provision of this Agreement or of any
7 Rutgers policy or an administrative decision relating to wages, hours, or other
8 terms or conditions of employment of the employees, as defined herein. The
9 procedure set forth herein is the sole and exclusive remedy for any and all claims
10 pertaining to the provisions of this Agreement. The purpose of the grievance
11 procedure is to secure promptly, and at the lowest possible level, equitable
12 solutions to the problems which may arise affecting the terms and conditions of
13 employment.
- 14 2. All grievances, regardless of the Step at which they are initiated, must specifically
15 cite which provision of this Agreement and/or Rutgers policy is alleged to have
16 been violated. The Union shall endeavor to set forth specific information
17 indicating the factual nature of the grievance. This language is not intended to
18 preclude the Union from amending its grievance.
- 19 3. A grievance of an employee or of the Union shall be handled in the following
20 manner. Discharge grievances may be presented immediately under the
21 provisions of paragraph 6 below.

22 **Step 1:**

23 An employee having a grievance shall present it in writing in the first instance to
24 the immediate supervisor within fourteen (14) calendar days after the occurrence
25 of the event or knowledge thereof out of which the grievance arises. The
26 immediate supervisor shall within fourteen (14) calendar days arrange a meeting
27 with the employee. The employee shall notify the shop steward of the date and
28 time of the meeting; no meeting shall take place without the steward being
29 present. The immediate supervisor shall attempt to adjust the grievance and shall
30 give a written answer to the employee and to the employee's steward within
31 fourteen (14) calendar days after the meeting.

32 In cases where the event giving rise to the grievance is not initiated by the
33 employee's immediate supervisor, the grievance initially shall be presented to the
34 first level of supervision having authority to effect a remedy.

35 **Step 2:**

36 If the employee or the Union is not satisfied with the Step 1 answer, the Union
37 may advance the grievance to the second level of authority by forwarding the
38 written grievance and written answer to the Office of University Labor Relations,

39 the President of the Union, and the employee's next level of authority within
40 fourteen (14) calendar days after receipt of the written answer. (For the purpose
41 of this grievance procedure, the next level of authority shall be considered to be
42 the employee's Division Head, Department Head, or Section Head.) If a Step 2
43 grievance is filed by an individual employee, the employee shall also send a copy
44 to the Union President. Within fourteen (14) calendar days after receipt of the
45 written grievance, an appropriate union representative (i.e. President of the
46 Union, campus Vice-President's, or designee) will arrange for the Division Head,
47 Department Head, or Section Head to hold a meeting with the employee and a
48 Union officer. The Division Head, Department Head, or Section Head shall give
49 to the employee, to the President of the Union, and to the Office of University
50 Labor Relations a written answer to the written grievance within fourteen (14)
51 calendar days after the date of such meeting.

52 **Step 3:**

53 If the employee or the Union is not satisfied with the written answer of the
54 employee's Division Head, Department Head, or Section Head, the Union may,
55 within fourteen (14) calendar days following the date of the written answer of the
56 employee's Division Head, Department Head, or Section Head, submit to the
57 Office of University Labor Relations a written request for a meeting between a
58 representative of the Office of University Labor Relations and a Council
59 representative of the Union. Such meeting shall occur at a mutually agreeable
60 time and place not later than fourteen (14) calendar days after receipt of the
61 written request for such discussion. The employee shall be entitled to be present
62 at such meeting. The representative of the Office of University Labor Relations
63 shall give a written decision to the employee and the Union within fourteen (14)
64 calendar days after such discussion takes place, or within such additional period
65 of time that may be mutually agreed upon. A general grievance, one that may
66 affect all or a group of employees, may be presented by the Union at Step 3.

67 If the Union believes that the third step Hearing Officer has based their his/her
68 decision on material not presented or referenced at the third step, the Union may
69 request reconvening of the hearing to review or rebut this material.

70 **Step 4:**

71 If the Union is not satisfied with the written decision of the Rutgers
72 representative, the Union may, within thirty (30) calendar days after the receipt of
73 the written decision of the Rutgers representative, submit the grievance to
74 binding arbitration, sending the Office of University Labor Relations a copy of
75 such submission.

76 If Rutgers and the Union agree that the grievance shall be heard by a tri-partite
77 panel, one member of that panel shall be designated by Rutgers, one by the
78 Union and the third will be selected jointly by Rutgers and the Union.

79 Rutgers and the Union agree that the arbitrator to be chosen jointly shall be
80 selected from a panel provided by the Public Employment Relations
81 Commission. The arbitrator will be selected in accordance with the rules and
82 procedures of the agency.

83 The costs and expenses incurred by each party shall be paid by the party
84 incurring the costs except that the fees of the neutral arbitrator and the
85 administering agency shall be borne equally by Rutgers and the Union.

86 When documents are discovered by the University which were not presented at
87 third step but which will be used at arbitration, the University will produce such
88 documents two (2) business days prior to the arbitration hearing, with the parties
89 realizing that situations may necessitate shorter notice.

90 4. Within thirty (30) days following the close of the arbitration hearing, the arbitrator
91 shall render a decision in writing.

92
93 5. No arbitrator functioning under the provisions of this grievance procedure shall
94 have the power to amend, modify, or delete any provision of this Agreement.

95
96 6. In case of disciplinary action of suspension ~~without pay of three (3) or more days,~~
97 ~~suspension where an employee has been permitted to charge accrued paid~~
98 ~~leave time, or discharge, if the grievance is filed within seven (7) calendar days~~
99 ~~after suspension without pay of three (3) or more days, suspension where an~~
100 ~~employee has been permitted to charge accrued paid leave time, or discharge,~~
101 the grievance may begin at Step 3 above. If the grievance is filed by an individual
102 employee, the employee shall send a copy to the Union president, and the
103 hearing representative shall send a copy of the answer to the Union president as
104 set forth in Step 3 above.

105
106 If the employee or the Union is not satisfied with the written answer, the
107 grievance procedure above starting with Section 2, Step 4 shall be followed.

108
109 7. If Rutgers should exceed the time limits in replying to any grievance at any step
110 in the grievance procedure, the grievance may be advanced (at the discretion of
111 the Union) to the next step.

112
113 8. No employee shall be discharged, suspended, or disciplined in any way except
114 for just cause. The sole right and remedy of any employee who claims that they
115 ~~he or she has~~ have been discharged, suspended, or disciplined in any way
116 without just cause shall be to file a grievance through and in accordance with the
117 grievance procedure.

118
119 9. Holidays shall not be counted in computing the time limits provided for above.
120 Any written decision or written answer to a grievance made at any step which is

121 not appealed to the succeeding step within the time limits provided, or such
122 additional period of time as may be mutually agreed upon in writing, shall be
123 considered a final settlement and such settlement shall be binding upon Rutgers,
124 the Union, and the employee or employees involved.

125
126 10. An employee shall not lose pay for time spent during **their** his/her regular
127 working hours at the foregoing steps of the grievance procedure. In the event
128 that it is necessary to require the attendance of other employees, during regular
129 working hours, at the Step 4 meeting of the grievance procedure, such
130 employees shall not lose pay for such time.

131
132 11. In the event of the discharge for cause of any employee, Rutgers shall promptly
133 give written notice of the discharge to the shop steward in the employee's
134 seniority unit, **if known**, and attempt to give telephone notice to the President of
135 the Union or to the Vice President of the Union responsible for the campus on
136 which the discharged employee had been employed.

137
138 12. **An employee shall, upon request, be entitled to have a union representative**
139 **present at any investigatory meeting or questioning which the employee**
140 **reasonably believed could result in disciplinary action. During any such**
141 **investigatory meeting, a union representative may assist the employee.**
142 ~~If an employee is being questioned about his/her work performance or conduct~~
143 ~~and if the employee has a reasonable belief that the answer to such questions~~
144 ~~will result in discipline, then the employee may request that a steward be~~
145 ~~present.~~

146
147 13. Rutgers shall provide a copy of any written reprimand which is to be made part of
148 the central file to the employee, to the steward if known, and to the President.
149 Where applicable, a copy will be provided to the Vice President on the Newark or
150 Camden campuses. The employee shall sign such reprimand, the signature
151 serving only to acknowledge that **they have** ~~he or she has~~ read the reprimand
152 and shall not necessarily be considered an agreement with the content thereof.
153 Any employee may file a grievance with respect to any document written to the
154 employee which expresses dissatisfaction with **their** his/her work performance or
155 conduct and with which **they** ~~he/she~~ does not agree.

156
157 ~~The Office of University Labor Relations will once a year in written format inform~~
158 ~~all supervisory personnel of the time limits set in the grievance procedure and~~
159 ~~their obligation to adhere to them or obtain consent from the Union to extend~~
160 ~~them on an individual basis for a specific period of time.~~

161
162 ~~Annually, through a joint letter from the Union and the Office of University Labor~~
163 ~~Relations, employees will be informed that a document from a supervisor to an~~
164 ~~employee which expresses dissatisfaction with the employee's work performance~~
165 ~~or conduct may be grieved under this article.~~

166 When an employee's record is free from any disciplinary action for a period of
 167 one (1) year, any letters of reprimand or documents which express dissatisfaction
 168 with the employee's work performance or conduct in the employee's record shall
 169 be deemed to be removed. When an employee's record is free from any
 170 disciplinary action for a period of three (3) years, any letters of suspension
 171 contained in the employee's record shall be deemed to be removed.
 172

173 14. Grievance meetings and hearings should not be scheduled during employees'
 174 scheduled time off, without the consent of the Union. This provision does not
 175 apply to employees terminated, or employees suspended if the scheduled
 176 meetings and hearings fall during the term of the suspension.
 177

178 15. **Grievances that allege violations of Article 6 (Non-Discrimination) of this**
 179 **Agreement shall be held in abeyance for 60 calendar days if the University**
 180 **or the grievant requests the Office of Employment Equity (OEE) to**
 181 **investigate the allegation(s) and/or if OEE initiates an investigation.**
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183 Agree:

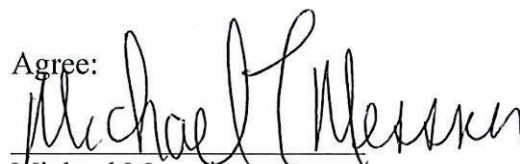
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186 Harry Agnostak

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183 Agree:

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186 Michael Messner

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189 Date

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192 Terry Woodrow

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3

4 **Article #7 – Seniority**

- 5
6 1. All employees shall be considered as probationary employees for the first **one-hundred**
7 **and twenty (120)** ~~ninety (90)~~ calendar days of their employment. Rutgers will not extend
8 such probationary period ~~without concurrence of the Union~~.

9 Probationary employees may be disciplined or terminated at any time for any reason
10 whatsoever at the sole discretion of Rutgers and they shall not be entitled to utilize the
11 provisions of Article 4 – Grievance Procedure.

12 Should a temporary employee receive a permanent appointment, that employee's
13 seniority, after the ninety (90) day probationary period, will include the period of
14 continuous service immediately preceding such appointment up to a maximum of nine (9)
15 months.

- 16 2. Definitions:

- 17 a. Rutgers seniority is defined as the length of time an employee has been
18 continuously employed at Rutgers. In the event two (2) employees have the same
19 seniority, their respective seniority shall be determined by alphabetical order of
20 their last names.
- 21 b. Classification seniority implemented on July 1, 1976 is defined as the length of
22 time an employee has been continuously employed in a specific job classification
23 within a seniority unit. In the event two (2) employees have the same seniority,
24 their respective seniority shall be determined by alphabetical order of their last
25 names.

- 26 3. Seniority units are defined as:

- 27 a. Farm Workers
28 b. Dining Halls and Snack Bars – New Brunswick
29 c. Fire Department
30 d. Dining Hall and Snack Bar – Camden
31 e. **Housing** - New Brunswick ~~Housing~~
32 f. **Facilities Maintenance** ~~Physical Plant~~ – Newark
33 g. Facilities Maintenance – New Brunswick
34 h. Facilities Maintenance – Camden
35 i. Security Officers – Newark
36 j. Security Officers – New Brunswick
37 k. Security Officers – Camden
38 l. Athletics Department – New Brunswick
39 m. **Housing** – Newark

40 **n. Housing – Camden**

- 41
- 42 4. The Office of University Labor Relations shall maintain seniority lists of employees by
- 43 seniority units, copies of which shall be furnished to the Union. Effective one month after
- 44 ratification, separate seniority lists shall be maintained for full-time employees and for
- 45 part-time employees. The Office of University Labor Relations also shall furnish to the
- 46 Union copies of the monthly report reflecting changes in the seniority lists.
- 47 5. An employee’s classification and Rutgers seniority shall cease and **their** his/her
- 48 employee status shall terminate for any of the following reasons:
- 49 a. Resignation or retirement
- 50 b. Discharge for cause
- 51 c. Continuous layoff for a period exceeding six (6) months for employees with less
- 52 than two (2) years continuous service; continuous layoff for a period exceeding
- 53 one (1) year for employees with two (2) years or more continuous service.
- 54 d. Failure of laid-off employee to report for work either (i) on the date specified in
- 55 written notice of recall mailed seven (7) or more calendar days prior to such date,
- 56 or (ii) within three (3) working days after date specified in written notice of recall
- 57 mailed less than seven (7) calendar days prior to such date, unless return to work
- 58 as herein provided is excused by Rutgers. Written notice of recall to work shall be
- 59 sent by Rutgers by certified mail, return receipt requested, to the employee's last
- 60 known address as shown on Rutgers personnel records.
- 61 e. Failure to report to work for a period of three (3) consecutive scheduled working
- 62 days without notification to Rutgers of a justifiable excuse for such absence.
- 63 f. Failure to report back to work immediately upon expiration of vacation, leave of
- 64 absence or any renewal thereof unless return to work is excused by Rutgers, and
- 65 such excuse shall not unreasonably be withheld by Rutgers.
- 66 6. For purposes of layoff and recall, the President, three (3) Vice Presidents, the Secretary-
- 67 Treasurer, the Recording Secretary, all recognized shop stewards and three (3) executive
- 68 board members, and an alternate shop steward temporarily filling the role of the shop
- 69 steward during the absence of the shop steward, shall be granted top classification and
- 70 Rutgers seniority in their seniority units during their terms of office, provided that they
- 71 have the requisite qualifications and ability to perform the work available at the time of
- 72 layoff or recall. The Union will provide the University with a list of the names of these
- 73 persons holding the positions described as being granted top seniority and will keep the
- 74 list current.
- 75 7. General:
- 76 a. When Rutgers decides to lay off employees within a job classification in a
- 77 seniority unit, the employee(s) so affected (“the affected employee”) shall be

78 entitled to exercise classification seniority by displacing the least senior employee
79 in such classification in the seniority unit where such layoff occurs provided the
80 affected employee has the requisite qualifications and abilities to perform the
81 work available. If the affected employee does not possess the requisite
82 qualifications and abilities to perform the work available, the affected employee
83 may then displace the next least senior employee in such classification in the
84 seniority unit, who is less senior in the classification within the seniority unit than
85 the affected employee, provided the affected employee has the requisite
86 qualifications and abilities to perform the work available. This process shall
87 continue until a bump within such classification in the seniority unit, for which
88 the affected employee has the requisite qualifications and abilities to perform the
89 work available, has been identified. If after this process no such bump has been
90 identified, the provisions of paragraph (b) below shall apply. Probationary
91 employees in such classification in such seniority unit shall be laid off first.

- 92 b. Any employee so displaced may exercise their ~~his/her~~ Rutgers seniority to bump
93 the employee with the least classification seniority in an equal or lower rated job
94 title in their ~~his/her~~ seniority unit provided that they have ~~he/she has~~ the ability to
95 perform the job and has greater Rutgers seniority than the employee to be
96 bumped. Any employee exercising their ~~his/her~~ right to bump shall be paid
97 according to the established demotion procedure if the bump is to a lower title.
98 This process shall continue until the last bump is exhausted.

99 If a displaced employee is unable to bump within their ~~his/her~~ own seniority unit,
100 and if the employee has held an equal or lower rated job title in a different
101 seniority unit, the displaced employee may bump the employee with the least
102 classification seniority in that job title in that seniority unit provided they have
103 ~~he/she has~~ the ability to perform the work available.

- 104 8. Employees who receive layoff notice and who are laid off from Rutgers, or who displace
105 other employees by utilizing Section 7 above, or who accept a lower-rated job in lieu of
106 being laid off shall be recalled in accordance with #5(c) above in order of their
107 classification seniority to a position in the same job title in their seniority unit as the one
108 vacated at the time of layoff provided they have the ability to perform the work available.
- 109 9. Employees hired on a 10-month basis will not be entitled to utilize the provisions above
110 during the off-season of July and August.
- 111 10. When Rutgers decides to lay off employees for two (2) weeks or less, or during a holiday
112 shutdown, whichever is longer, the employees so affected shall not be entitled to displace
113 any other employee in the seniority unit but may exercise their classification seniority to
114 fill vacancies in their classification within their seniority unit. Employees shall be
115 recalled to work in accordance with departmental schedules.
- 116 11. Summer layoffs in the New Brunswick Dining Halls and Snack Bars will be handled in
117 accordance with Paragraphs #7 and #8 except that a displaced employee may not exercise

118 seniority to displace an employee in a seniority unit outside the New Brunswick Dining
119 Halls and Snack Bars. When the New Brunswick Dining Halls reduce staffing between
120 the Fall and Spring Semesters, during Spring break, and the period from Commencement
121 to June 30, the available work in each job classification will be offered first to the most
122 senior qualified employee in that classification in the dining hall.

123 12. Employees who are laid off during the school summer vacation season shall be offered
124 the opportunity to fill seasonal job openings in other seniority units before Rutgers hires
125 new employees other than students, provided that they have the requisite qualifications
126 and ability to perform the work available. Employees who take advantage of such
127 opportunity shall not have the right to exercise seniority in such other seniority unit.

128 13. Employees cannot exercise classification or Rutgers seniority to displace other employees
129 in existing positions except under the layoff procedure.

130 14. Seniority Upon Promotion

131 a. An employee who is promoted or permanently transferred to a job or position not
132 covered by this Agreement shall retain classification seniority in the seniority unit
133 from which they were ~~he or she was~~ promoted or transferred only for a period of
134 one (1) year from the time of their ~~his/her~~ promotion or transfer, during which
135 period of time the employee may be returned to work in a position comparable to
136 the one which they ~~he or she~~ held at the time of the promotion or transfer. In such
137 promotion or transfer, Rutgers seniority is as specified in #2a.

138 b. An employee who is promoted to a job within the bargaining unit shall retain and
139 accumulate ~~his/her~~ their Rutgers seniority during the probationary period. If the
140 employee is removed from the new job during the probationary period, they
141 ~~he/she~~ will not lose benefits for which they were ~~he/she was~~ eligible before the
142 promotion.

143 15. Rutgers and the Union recognize the commitment of the University to its students to
144 provide part-time employment. Rutgers will not use students to undermine the bargaining
145 unit.

146 16. Accrual:

147 a. Rutgers seniority shall accrue during an authorized leave without pay, maternity
148 leave, sick leave, or vacation as specified in #5c.

149 b. Classification seniority shall accrue only during the time an employee is
150 continuously employed in a specific job title within their ~~his/her~~ seniority unit
151 except as set forth in 16(c), 16(d) and 16(e) below. Such classification seniority
152 ceases when an employee vacates a particular title in a particular seniority unit.
153 Authorized leave without pay, maternity, sick leave, vacation and layoff as
154 limited by #5c. will be considered as continuous employment in a specific job
155 title.

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c. Crafts Trainees.

i. If a Crafts Trainee is given layoff notice during the time they are he/she is in that title, they he/she will be credited with classification seniority in the title from which they he/she entered the program. The amount of credit will be the period of entry into the Crafts Trainee title to the date of layoff notice.

ii. Upon completion of the Crafts Trainee program and entry into the craft title, the employee will be credited with one year of classification seniority in the craft title.

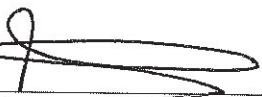
d. Classification Seniority After Bumping.

When an employee bumps into a lower rated job title in accordance with #7b. above, classification seniority previously accrued in that lower rated job title in that seniority unit shall be credited to the employee. If such employee is subsequently recalled to the higher rated job title from which they were he/she was laid off, classification seniority previously accrued in that higher rated job title in that seniority unit shall be credited to the employee.

e. When an employee in the New Brunswick Facilities Maintenance Seniority Unit is promoted from a particular craft title—as set forth in Appendix D—to the Senior title of that same craft, that employee’s classification seniority in the Senior title shall remain the date of classification seniority in the lower-rated crafts title.

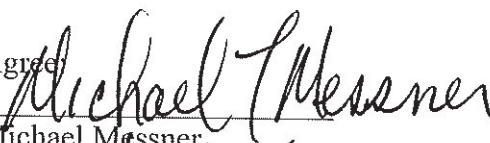
17. Application: Classification seniority shall apply only in layoffs and recalls.

18. When Rutgers decides to lay off employees for more than two (2) weeks, employees will be given at least twenty-five (25) calendar days notice except in the case of an emergency.

Agree: 

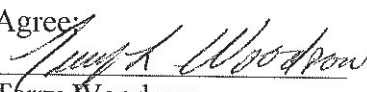
Harry Agnostak
7-10-24

Date

Agree: 

Michael Messner
7/10/24

Date

Agree: 

Terry Woodrow
7/10/24

Date


1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/23/24 proposal.

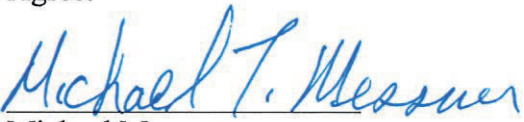
4 **Article #8 – Out of Title**

6 Employees may be temporarily transferred to work in another job title without regard to
7 classification and Rutgers seniority for periods up to **seventy-five (75)** ~~sixty (60)~~ calendar days,
8 and for such additional periods of time as may be mutually agreed upon between Rutgers and the
9 Union. Temporary assignments of employees to work temporarily in other job titles may be
10 made without change in pay rate, except that an employee who is assigned to work in another job
11 title for a period in excess of two (2) continuous working days shall thereafter be entitled to be
12 paid, retroactively to the first day of **their** ~~his/her~~ temporary assignment, a rate of pay which
13 would be equal to the rate the employee would receive if **they** ~~he/she~~ were promoted to the
14 higher title (~~at least one (1) increment above his/her regular rate~~). It is understood that Rutgers
15 will not rotate a temporarily assigned employee for the purpose of avoiding compensation to the
16 employee under this provision. A temporary assignment of an employee to work in another job
17 title for more than two (2) continuous working days shall be put in writing to the employee and
18 the Union by **their** ~~his/her~~ supervisor. If such assignment is not put in writing to the employee,
19 the employee will not be held accountable for performing the higher-level work.

20 Agree:

Agree:

21 
22 _____
23 Harry Agnostak


Michael Messner

24 10/23/24
25 Date

10/23/24
Date

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Terry Woodrow

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10/23/24
Date

1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 9-25-24(215pm) counter proposal.
3

4 **Article #10 – Salary**

5 Preface

6 The following salary adjustments are subject to the appropriation of and allocation to the
7 University by the State of adequate funding for the specific purposes identified for the full period
8 covered by this Agreement.

9 I. Application Of The Subject To Language In The Preface To This Article

10 In the event the University intends to withhold any of the economic provisions of this
11 Article by invoking the “subject to” language in the prefatory paragraph of this Article, it
12 is agreed that the invocation of the “subject to” language will be based on a determination
13 by the University that there exists a fiscal emergency.¹ If the University invokes the
14 prefatory “subject to” language following the determination of a fiscal emergency, the
15 University agrees as follows:

16 A. The University shall provide AFSCME Local 888 with written notice of at least
17 twenty- one (21) calendar days. The Notice shall contain a detailed explanation for
18 the determination by the University that a fiscal emergency exists and shall specify
19 the action the University intends to take to address the fiscal emergency at the
20 conclusion of the twenty-one (21) calendar day notice period.

21 If due to a reduction in State funding/appropriations to the University for the next
22 fiscal year, the University determines that a fiscal emergency exists and if based on
23 the date the University learns of the reduction it is not possible to provide the full
24 twenty-one (21) calendar days’ notice, the University shall provide the maximum
25 notice possible. If the

26 University provides fewer than twenty-one days’ notice, upon request of AFSCME
27 Local 888 negotiations pursuant to paragraph 3 below shall commence within 72
28 hours; however, the University shall be permitted to delay the implementation of
29 salary increases during the shortened period of negotiations.

30 B. Along with the Notice provided to AFSCME Local 888 pursuant to paragraph 1
31 above, the University shall provide the latest available statements/financial
32 documents, as follows:

- 33 – The financial information upon which the University relies as the basis for its
34 claim that a fiscal emergency exists;
- 35 – The audited financial statements for the prior fiscal year;

¹ The determination of whether a fiscal emergency exists shall not be limited to whether there is a reduction in State appropriations/funding.

- 36 – Quarterly Statement of Net Position (Balance Sheet) for the current fiscal
37 year;
- 38 – Current projection of the Income Statement for the Unrestricted Educational
39 and General Operating Funds (Operating Budget) for the current fiscal year;
- 40 – Quarterly Statement of Cash Flows (Statement of Cash Flows);
- 41 – Unaudited End of Year financial statements for the statements listed above;
- 42 – University budget request submitted to the Department of Treasury for past,
43 current and upcoming fiscal years; and
- 44 – The University’s Unrestricted Operating Budget for the current fiscal year and
45 budget for the upcoming fiscal year.
- 46 • AFSCME Local 888 may request in writing additional financial
47 information. Disputes over the provision of information shall be
48 decided by the designated arbitrator on an expedited basis.
- 49 C. During the notice period, upon written request by AFSCME Local 888, the University
50 shall commence negotiations over measures to address the fiscal emergency. The
51 University is not obligated to negotiate to impasse in order to withhold any of the
52 economic provisions of this Article. At any point during the notice period AFSCME
53 Local 888 may file a category one grievance pursuant to paragraph 5 below.
- 54 D. AFSCME Local 888 agrees that during the notice and negotiation period it will not
55 initiate any legal action, in any forum, to challenge the University’s intended action
56 other than as specified in paragraph 3 above.
- 57 E. If the parties have not agreed upon measures to address the fiscal emergency,
58 AFSCME Local 888 may file a grievance under Article 4 of the Agreement. The
59 grievance shall proceed directly to arbitration. Such arbitration shall be concluded
60 within ninety (90) days of implementation of the University’s decision to withhold
61 any of the economic provisions outlined above in this Article.
- 62 The arbitrator shall determine whether a fiscal emergency existed (exists) at the
63 University based on the evidence presented. The arbitrator shall not have the
64 authority to reallocate University funds. The arbitrator’s decision shall be binding on
65 all parties.
- 66 The parties designate Arbitrator Bonnie Weinstock to hear disputes that arise under
67 this Article. The parties designate Arbitrator Joseph Licata as an alternate to hear such
68 disputes. If neither arbitrator is available to hear the dispute consistent with the
69 provisions of this Article, the parties shall mutually agree upon another arbitrator.
- 70 F. The University agrees not to invoke the “Application Of The Subject To Language In
71 The Preface To This Article” in Article 10(I) in Fiscal **Year 2024-2025 (July, 1, 2024**
72 **– June 30, 2025)** ~~2022-2023 (July 1, 2022—June 30, 2023).~~

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II. Salary Program

A. Job Rate System

1. Effective January 1, 2024, the range and step salary guide contained in the 2018-2024 collective negotiations agreement was replaced by a Job Rate salary program, consisting of three (3) job rates. (See Appendix G.) The three job rates that will apply to all current employees as of January 1, 2024 and employees hired into negotiations unit positions after January 1, 2024, will be as follows:

a. Introductory Rate

- i. Twelve-month employees will be paid at the Introductory Rate of pay for the first 180 calendar days of employment.
- ii. Ten-month employees will be paid at the Introductory Rate of pay for the first 150 calendar days of employment.

b. Job Rate I

- i. Twelve-month employees hired at the Introductory Rate of pay will move to Job Rate I after completing 180 calendar days of employment.
- ii. Ten-month employees hired at the Introductory Rate of pay will move to Job Rate I rate of pay after completing 150 calendar days of employment.

c. Job Rate II

- i. Employees will move to Job Rate II rate of pay after completing 36 months of employment at Job Rate I.
- ii. All employees hired after January 1, 2024, and all employees on Steps 1 through 8 prior to January 1, 2024, shall not move beyond Job Rate II.

2. Upon promotion, an employee will be placed at the Job Rate I of the new range. In the event the employee's current salary is above the Job Rate I of the new range, they will be placed at Job Rate II of the new range. If the employee's current salary is above Job Rate II in the new range, then their salary will be calculated in accordance with Section H.

Fiscal Year 2018—2019 (July 1, 2018—June 30, 2019)

1. ~~Each eligible employee will receive a normal merit increment on the appropriate anniversary date provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations unit position on the payment date of the increment.~~
2. ~~Effective October 1, 2018, employees who are eligible for the Senior Rate, shall retroactively receive a 2.5% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations~~

115 unit position on the day of ratification and continues to be on the payroll in an
 116 AFSCME Local 888 negotiations unit position on the payment date of the Senior
 117 Rate payment.

118 **B. Craft Trainee Program**

119 **1. Effective January 1, 2024, for employees hired or progressing in the Craft**
 120 **Trainee Program, the following will apply:**

- 121 a. **Year 1 – Introductory Rate for the first 180 calendar days and the**
 122 **remaining 6 months at Job Rate I Range 12 (for a total time of 12**
 123 **months).**
 124 b. **Year 2 – Job Rate I Range 14**
 125 c. **Year 3 – Job Rate I Range 16**
 126 d. **Year 4 – Job Rate I Range 17**
 127 e. **Starting in Year 5, the employee will be at Job Rate I Range 18 for 3**
 128 **years of service before moving to Job Rate II.**

129 **Employees hired into the Craft Trainee Program with a current Job Rate**
 130 **higher than the Year 1 Introductory Rate and/or Year 1 Job Rate I will**
 131 **remain at their current rate for one (1) year. After completion of one year in**
 132 **the program, the employee will move to Year 2 Job Rate I, then will proceed**
 133 **to follow the job rate progression set forth above for the following years. If**
 134 **upon progression through the Craft Trainee Program an employee’s salary**
 135 **exceeds the Job Rate I of the respective Year, the employee shall remain at**
 136 **their current rate.**

137 Fiscal Year 2019—2020 (July 1, 2019—June 30, 2020)

- 138 1. ~~Each eligible employee will receive a normal merit increment on the appropriate~~
 139 ~~anniversary date provided that the eligible employee is on the University’s payroll~~
 140 ~~in an AFSCME Local 888 negotiations unit position on the payment date of the~~
 141 ~~increment.~~
 142 2. ~~Effective October 1, 2019, employees who are eligible for the Senior Rate, shall~~
 143 ~~receive a 2.5% increase to their base salary provided that the eligible employee is~~
 144 ~~on the University’s payroll in an AFSCME Local 888 negotiations unit position~~
 145 ~~on the payment date of the Senior Rate payment~~

147 C. Fiscal Year **2024-2025 (July 1, 2024 – June 30, 2025)** ~~2020—2021 (July 1, 2020—~~
 148 ~~June 30, 2021)~~

- 149 1. **Negotiations unit members shall receive an across the board salary increase**
 150 **in the amount of 3.5%, effective July 1, 2024. To be eligible for this payment,**
 151 **members of the negotiations unit must be on the University’s payroll in a**
 152 **negotiations unit position on June 30, 2024, and continue to be on the payroll**
 153 **in a negotiations unit position on the payment date of the increase. The**

154 annual base salaries of record for all negotiations unit members will be
 155 adjusted accordingly. The new rate of pay will be effective July 1, 2024.

156 2. Employees who have met the eligibility requirements will progress to Job
 157 Rate I or Job Rate II respectively.

158 There shall be no merit increment movement or payment during this Fiscal Year and
 159 there also shall be no increases to base salary during this Fiscal Year.

160 D. Fiscal Year 2025-2026 (July 1, 2025 – June 30, 2026) ~~2021—2022 (July 1, 2021—~~
 161 ~~June 30, 2022)~~

162 1. Negotiations unit members shall receive an across the board salary increase
 163 in the amount of 3.5%, effective July 1, 2025. To be eligible for this payment,
 164 members of the unit must be on the University's payroll in a negotiations
 165 unit position on June 30, 2025, and continue to be on the payroll in a
 166 negotiations unit position on the payment date of the increase. The annual
 167 base salaries of record for all negotiations unit members will be adjusted
 168 accordingly. The new rate of pay will be effective July 1, 2025.

169 2. Employees who have met the eligibility requirements will progress to Job
 170 Rate I or Job Rate II respectively.

171
 172 ~~1. Each eligible employee will receive a normal merit increment on the appropriate~~
 173 ~~anniversary date provided that the eligible employee is on the University's payroll~~
 174 ~~in an AFSCME Local 888 negotiations unit position on the payment date of the~~
 175 ~~increment.~~

176 ~~2. Retroactive to July 1, 2021, employees who are eligible for the Senior Rate shall~~
 177 ~~receive a 2.75% increase to their base salary provided that the eligible employee~~
 178 ~~is on the University's payroll in an AFSCME Local 888 negotiations unit position~~
 179 ~~on the payment date of the Senior Rate payment.~~

180 ~~3. Effective March 1, 2022, employees who are eligible for the Senior Rate shall~~
 181 ~~receive a 2.25% increase to their base salary provided that the eligible employee~~
 182 ~~is on the University's payroll in an AFSCME Local 888 negotiations unit position~~
 183 ~~on the payment date of the Senior Rate payment.~~

184 ~~4. Employees at Step 8 prior to July 1, 2020 who also had anniversary dates in either~~
 185 ~~July or October 2020 will be credited with an additional year of service and will~~
 186 ~~be eligible to receive the Senior Rate increase described above in paragraph~~
 187 ~~(D)(3).~~

188
 189 E. Fiscal Year 2026-2027 (July 1, 2026 – June 30, 2027) ~~2022—2023 (July 1, 2022—~~
 190 ~~June 30, 2023)~~

191 1. Negotiations unit members shall receive an across the board salary increase
 192 in the amount of 3%, effective July 1, 2026. To be eligible for this payment,
 193 members of the negotiations unit must be on the University's payroll in a
 194 negotiations unit position on June 30, 2026, and continue to be on the payroll
 195 in a negotiations unit position on the payment date of the increase. The

196 **annual base salaries of record for all negotiations unit members will be**
 197 **adjusted accordingly. The new rate of pay will be effective July 1, 2026.**

- 198 2. **Employees who have met the eligibility requirements will progress to Job**
 199 **Rate I or Job Rate II respectively.**

201 ~~1. Each eligible employee will receive a normal merit increment on the appropriate~~
 202 ~~anniversary date provided that the eligible employee is on the University's payroll~~
 203 ~~in an AFSCME Local 888 negotiations unit position on the payment date of the~~
 204 ~~increment.~~

205 ~~2. Effective January 1, 2023, all employees shall receive a 2.0% increase to their~~
 206 ~~base salary provided that the eligible employee is on the University's payroll in an~~
 207 ~~AFSCME Local 888 negotiations unit position on the payment date.~~

- 209 F. Fiscal Year **2027-2028 (July 1, 2027 – June 30, 2028)** ~~2023–2024 (July 1, 2023–~~
 210 ~~June 30, 2024)~~

211
 212 1. **Negotiations unit members shall receive an across the board salary increase**
 213 **in the amount of 3%, effective July 1, 2027. To be eligible for this payment,**
 214 **members of the unit must be on the University's payroll in a negotiations**
 215 **unit position on June 30, 2027, and continue to be on the payroll in a**
 216 **negotiations unit position on the payment date of the increase. The annual**
 217 **base salaries of record for all negotiations unit members will be adjusted**
 218 **accordingly. The new rate of pay will be effective July 1, 2027.**

- 219 2. **Employees who have met the eligibility requirements will progress to Job**
 220 **Rate I or Job Rate II respectively.**

221
 222 ~~1. Each eligible employee will receive a normal merit increment on the appropriate~~
 223 ~~anniversary date provided that the eligible employee is on the University's payroll~~
 224 ~~in an AFSCME Local 888 negotiations unit position on the payment date of the~~
 225 ~~increment.~~

226 ~~2. Effective July 1, 2023, employees who are eligible for the Senior Rate shall~~
 227 ~~receive a 2.0% increase to their base salary provided that the eligible employee is~~
 228 ~~on the University's payroll in an AFSCME Local 888 negotiations unit position~~
 229 ~~on the payment date of the Senior Rate payment.~~

- 230
 231 G. Senior Rate

232 Effective September 1, 2014, **through December 31, 2023**, there shall be a new
 233 category in the salary guide identified as the "Senior Rate". Following service of one
 234 year at Step 9 of the Salary Guide contained in Appendix C an employee shall move
 235 to the Senior Rate on the appropriate anniversary date. **Eligibility for movement to**
 236 **the Senior Rate ceased on December 31, 2023.**

- 237 H. **Above Job** ~~Senior~~-Rate Promotions and Upgrades

238 In the event that an employee **whose current salary is above Job Rate II** at the
 239 ~~Senior Rate~~ receives a promotion or upgrade to a new salary range, said employee
 240 shall receive a ~~1.5-~~**2.5%** increase to **their** his/her current base salary or shall be
 241 placed at the appropriate **Job Rate** step of the new salary range on the salary table,
 242 whichever is greater.

243 ~~I. Salary Schedule~~

244 ~~Effective July 1, 2006, a ninth step will be added to the salary schedule in effect on~~
 245 ~~June 30, 2006.~~

246 DocuSigned by:
 247 *Harry Agnostak*
 248 CDA7A1D7D2B451...
 Harry Agnostak
 249 10/24/2024
 250 _____
 Date

Signed by:
Michael Messner
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 MICHAEL MESSNER
 10/24/2024

 Date

Signed by:
Terry Woodrow
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 Terry Woodrow
 10/24/2024

 Date

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1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and strikethrough is Rutgers' 10-23-24 counter proposal.
3

4 **Article #15 – Hours of Work**

5 1. Work Week:

- 6 a. The normal work week of all regular full time employees shall consist of five (5)
7 consecutive days.
- 8 b. Except as set forth in paragraph c below, to the extent possible Rutgers will use its
9 best efforts to schedule employees to work Monday through Friday inclusive,
10 with the understanding, however, that employees, whose five (5) consecutive
11 work day schedules include Saturdays and Sundays, will be required to work as
12 scheduled.
- 13 c. The work week for the Division of Dining Services is Sunday through Saturday
14 inclusive.

15 2. Rest Periods:

16 All full-time employees shall be entitled to a fifteen (15) minute rest period during the
17 first half of their shift and an additional fifteen (15) minute rest period during the second
18 half of their shift. Regular part-time employees who are scheduled to work twenty (20)
19 hours or more per week shall be entitled to one fifteen (15) minute rest period during
20 their shift. Rest periods shall be taken at the discretion of the employee's supervisor.

21 An employee who is assigned to work for four (4) hours or more beyond the end of the
22 regularly scheduled shift is entitled to a fifteen (15) minute rest period during that period,
23 at a time designated by the supervisor.

24 3. Call-back Pay:

25 Any employee who is called back to work after completing **their** ~~his/her~~ regular shift and
26 has left **their** ~~his/her~~ place of work shall be guaranteed a minimum of four (4) hours work
27 or pay in lieu thereof. Such employee shall be required to work all hours, in addition to
28 the four (4) minimum guaranteed, which are required by the supervisor.

29 4. Overtime:

- 30 a. For the purpose of computing overtime, the standard work week shall be 12:01
31 a.m. Saturday to midnight Friday. Paid time off such as vacation, sick leave,
32 holidays, administrative leave, bereavement leave, and jury duty is counted as
33 hours worked in determining the number of hours an employee has worked in a
34 given week.
- 35 b. (1) Overtime requested and authorized by the employee's supervisor
36 shall be compensated for in cash at time and one half the employee's
37 regular hourly rate for hours worked in excess of the prescribed work
38 week.

- 39 (2) For those employees receiving shift differential, such differential shall be
- 40 added to their regular hourly rate when computing their overtime rate.
- 41 c. Rutgers will make every reasonable effort to provide for an equitable distribution
- 42 of overtime work among employees in a work unit in a seniority unit, after taking
- 43 into consideration the nature of the work to be performed during overtime hours
- 44 and the qualifications and abilities of the employees in the seniority unit. Any
- 45 refusal of overtime work shall be recorded as overtime worked by the employee.
- 46 If, because of refusals to work overtime, there are an insufficient number of
- 47 employees available to perform the overtime work, Rutgers may assign the
- 48 overtime work to the necessary number of employees in the work unit who have
- 49 the qualifications and abilities to perform the work. For the term of this
- 50 Agreement such assignment will rotate from the least senior employee in the work
- 51 unit to the most senior employee in the work unit. A record of the monthly
- 52 overtime in the work unit shall be posted on available bulletin boards.
- 53 d. Rutgers will examine the overtime records November 1st and March 1st of each
- 54 year. Where there is an imbalance of the overtime distribution of more than forty
- 55 (40) hours within a shift in a particular job classification in a seniority unit, on a
- 56 campus (the "Facilities Maintenance – New Brunswick" seniority unit consists of
- 57 Busch/Livingston Campus, College Avenue Campus, and Cook/Douglass
- 58 Campus) Rutgers will assign scheduled overtime work (in accordance with (b)
- 59 above) during the following two (2) months in such a way as to alleviate that
- 60 imbalance as much as is practicable. This provision does not include the New
- 61 Brunswick Athletic Department or Winants Hall on the College Avenue Campus.
- 62 e. Scheduled weekend overtime work, not of an emergency nature, will be offered at
- 63 least forty-eight (48) hours in advance.
- 64 Except for emergency situations, before mandatory overtime is assigned, other
- 65 services such as voluntary overtime or call-back will be explored.
- 66 In a situation where an employee is directed to remain at work beyond their
- 67 ~~his/her~~ normal shift in a mandatory overtime occurrence, the employee may
- 68 request to leave at the end of their ~~his/her~~ normal shift. Such a request may not be
- 69 unreasonably denied.

70 5. Shift Differential:

71 ~~Effective July 1, 2018, a shift premium of seventy cents (\$0.70) per hour shall be paid to~~

72 ~~any full-time employee who is regularly scheduled to start work on or after 9:00 p.m. and~~

73 ~~before 4:00 a.m.~~

74

75 ~~Effective July 1, 2018, a shift premium of sixty cents (\$0.60) per hour shall be paid to~~

76 ~~any full-time employee who is regularly scheduled to start work on or after 3:00 p.m. and~~

77 ~~before 9:00 p.m.~~

78
79 ~~Effective July 1, 2019, a shift premium of seventy five cents (\$0.75) per hour shall be~~
80 ~~paid to any full time employee who is regularly scheduled to start work on or after 9:00~~
81 ~~p.m. and before 4:00 a.m.~~
82
83 ~~Effective July 1, 2019, a shift premium of sixty five cents (\$0.65) per hour shall be paid~~
84 ~~to any full time employee who is regularly scheduled to start work on or after 3:00 p.m.~~
85 ~~and before 9:00 p.m.~~
86
87 ~~Effective July 1, 2020, a shift premium of eighty cents (\$0.80) per hour shall be paid to~~
88 ~~any full time employee who is regularly scheduled to start work on or after 9:00 p.m. and~~
89 ~~before 4:00 a.m.~~
90
91 ~~Effective July 1, 2020, a shift premium of seventy cents (\$0.70) per hour shall be paid to~~
92 ~~any full time employee who is regularly scheduled to start work on or after 3:00 p.m. and~~
93 ~~before 9:00 p.m.~~
94
95 ~~Effective July 1, 2021, a shift premium of eighty five cents (\$0.85) per hour shall be paid~~
96 ~~to any full time employee who is regularly scheduled to start work on or after 9:00 p.m.~~
97 ~~and before 4:00 a.m.~~
98
99 ~~Effective July 1, 2021, a shift premium of seventy five cents (\$0.75) per hour shall be~~
100 ~~paid to any full time employee who is regularly scheduled to start work on or after 3:00~~
101 ~~p.m. and before 9:00 p.m.~~
102
103 **Effective 30 days after ratification, a shift premium of one dollar (\$1.00) per hour**
104 **shall be paid to any full time employee who is regularly scheduled to start work on**
105 **or after 9:00 p.m. and before 4:00 a.m.**
106
107 **Effective 30 days after ratification, a shift premium of ninety cents (\$0.90) per hour**
108 **shall be paid to any full time employee who is regularly scheduled to start work on**
109 **or after 3:00 p.m. and before 9:00 p.m.**
110
111 **Effective July 1, 2025, a shift premium of one dollar and five cents (\$1.05) per hour**
112 **shall be paid to any full time employee who is regularly scheduled to start work on**
113 **or after 9:00 p.m. and before 4:00 a.m.**
114
115 **Effective July 1, 2025, a shift premium of ninety-five cents (\$0.95) per hour shall be**
116 **paid to any full time employee who is regularly scheduled to start work on or after**
117 **3:00 p.m. and before 9:00 p.m.**
118

119 Effective July 1, 2026, a shift premium of one dollar and ten cents (\$1.10) per hour
120 shall be paid to any full time employee who is regularly scheduled to start work on
121 or after 9:00 p.m. and before 4:00 a.m.

122
123 Effective July 1, 2026, a shift premium of one dollar (\$1.00) per hour shall be paid to
124 any full time employee who is regularly scheduled to start work on or after 3:00
125 p.m. and before 9:00 p.m.

126
127 Full time employees regularly assigned to rotating shifts will be considered to be
128 regularly scheduled for purposes of this provision.

129 6. Changes to Work Shifts or Work Week:

130 Prior to effecting a change of one (1) hour or more in the regular starting time of work
131 shifts or a change in work week, Rutgers will consider classification seniority and give a
132 two-week notice to the affected employee or employees and will discuss such change and
133 the need for same with representatives of the Union, unless circumstances, such as in
134 emergency situations, make such notice and prior discussion impracticable.

135 7. Shift or Schedule Preference:

136 When a vacancy occurs or a new job is created within a given job classification having
137 more than one (1) shift or schedule, any employee in the same classification may elect, in
138 accordance with seniority, to change ~~their~~ his/her shift or schedule to that shift or
139 schedule on which the opening occurs, provided that the efficiency of the particular
140 operation will not be impaired by such change and provided that no employee shall
141 voluntarily exercise ~~their~~ his/her seniority rights for such purpose more than once in any
142 year. No employee shall be considered for a change in shift or schedule unless ~~they~~
143 ~~he/she shall in writing~~ have requested, in writing, a change in shift or schedule no earlier
144 than six (6) months and no later than two (2) weeks before any such opening occurs.
145 (Refer to Shift/Schedule Change Form in Appendix B).

146 When an employee who has an active Shift/Schedule Change Form on file and accepts a
147 new change in shift or schedule in accordance with this provision, the employee shall be
148 precluded from submitting a new Shift/Schedule Change Form for one (1) year from the
149 effective date of the new shift or schedule.

150 When an employee who has an active Shift/Schedule Change Form on file and declines a
151 requested change in shift or schedule in accordance with this provision, the employee
152 shall be required to wait one (1) year from the date of refusal before submitting a new
153 Shift/Schedule Change Form.

154 8. Major Change in Schedule:

155 For employees working in a seniority unit on a seven (7) day work week schedule with
156 fixed days off each week, where a major change in schedule affecting a majority of
157 employees in the seniority unit requires employees to work more than five (5)


158 consecutive days during the initial transitional week, overtime is to be paid for the
159 employee(s) working six (6) and seven (7) consecutive days during such transitional
160 week.

161 9. Work Day:

162 For the sole purpose of determining administrative leave, personal holidays, holidays,
163 vacation and sick leave as set forth in this Agreement, a work day for employees who work a
164 forty (40) hour work week will be eight (8) consecutive hours.

165

166 Agree:

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168 _____
169 Harry Agnostak

170 10-23-24
171 Date

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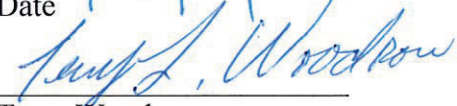
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Agree:



Michael Messner

10/23/24
Date



Terry Woodrow

10/23/24
Date

1 Key: Regular text is language the parties agree upon.
 2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 9/25/24 proposal.

4 **Article 19 – Sick Time and Sick Leave**

6 A. Sick leave **time** is defined as a necessary period of absence **for an employee to recover**
 7 **from their** ~~because of the employee's own illness or~~ **injury.** ~~for exposure of the~~
 8 ~~employee to contagious disease.~~

9 B. Sick leave **time** may also be used for **the employee's** pre-planned medical (including
 10 physical therapy) and dental appointments provided that the employee submits a request
 11 as soon as is practical with the expectation that the employee shall provide at least one
 12 week's notice if possible. Requests shall not be unreasonably denied. All requests shall be
 13 consistent with medical confidentiality. Upon request, the employee shall provide
 14 verification from the employee's medical or dental provider of the date and time of the
 15 appointment. If a request is initially denied and the employee provides verification of the
 16 medical necessity of the specific date and time of the appointment, the employee's request
 17 to utilize sick time for that date shall not be denied.

18 C. ~~The meaning of Sick time leave may~~ **also be used as sick leave** ~~extended to include a~~
 19 ~~charge to the employee's accrued sick leave time to provide medical care to a seriously ill~~
 20 ~~family member as defined in the special circumstances described below. Any such sick leave~~
 21 **used will be charged against the employee's accrued sick time balance.** The number of
 22 days of **accrued sick time that** the employee may ~~charge to accrued~~ **use as** sick leave ~~time~~
 23 for the special circumstances described in sections 1 and 2, below, shall not exceed a total of
 24 fifteen (15) days per fiscal year.

25 Special Circumstances:

26 1. Emergency Attendance.

27 Employee's emergency attendance on a member of the employee's immediate family (mother,
 28 father, spouse, child, step child, foster child, sister, brother, grandmother, grandfather) who is
 29 seriously ill.

30 2. Medically Certified Care.

31 Employee's attendance upon the employee's seriously ill spouse, parent, or child at a hospital,
 32 health care facility, or at home, or the employee's transport of the employee's seriously ill
 33 spouse, parent, or child, to medical treatment, when properly certified by a Health Care Provider
 34 on the form designated in Appendix E. **In those instances,** ~~Use~~ of sick **leave time** will not be
 35 permitted where the employee has failed to provide the certified form.

36 Medically certified care does not cover such situations as illness not defined as seriously ill,
 37 matters unrelated to medical needs, baby-sitting, running errands, and/or running a business for
 38 the family member while **their** ~~he/she~~ is ill.

39 **D. New Jersey Earned Sick Leave Law**

40 **Up to 40 hours of accrued sick time per fiscal year may be taken in accordance with the**
41 **provisions of the New Jersey Earned Sick Leave Law.**

42 **For such absences, the employee’s absence should be recorded as “NJ Earned Sick Leave,”**
43 **where appropriate.**

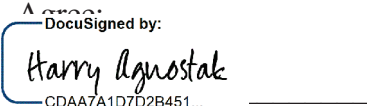
44 **E. Accrual**

45 Full-time employees earn fifteen (15) days of sick ~~leave~~**time** in each fiscal year at the rate of 1-
46 1/4 days per month. During the first year of employment, employees will earn sick ~~leave~~**time** at
47 the rate of one (1) day per month of service except that employees appointed on July 1 will earn
48 sick ~~leave~~**time** at the rate of 1-1/4 days per month.


49 **F. Unused sick leave-time** is cumulative.

50 **G. Notice and Usage**

51 Employees are expected to provide notice to their supervisor, or designee, by the method of
52 communication (telephone, text message or email) designated by the supervisor, prior to the start
53 time of their scheduled shift on the day sick **time or sick** leave is used. Employees must also
54 keep their supervisor adequately informed should the absence extend beyond one day.
55 Employees are expected to personally notify the supervisor or the person(s) designated by the
56 department to receive such notification, unless they are physically unable to do so. An employee
57 who is physically unable to notify such person personally shall explain the circumstances upon
58 return to work.

59
60 
61 DocuSigned by:
62 CDA7A1D7D2B451...
63 Harry Agnostak
64 01/31/2025
65 _____
66 Date


Signed by:
Michael Messner
C2D775BAB95F4DF...
02/03/2025


Signed by:
Agustin Sanchez
F495470404FE4CF...
02/06/2025

72

Key: Regular text is language the parties agree upon.
Bold/underline and ~~strikethrough~~ is Rutgers' 4/30/2024 counter proposal.

Article #20 – Bereavement Leave

An employee who is absent from work due to death in the immediate family (mother, father, spouse, domestic partner, partner in a civil union, step mother, step father, child, step child, ward, foster child, foster mother, foster father, sister, brother, grandmother, great grandmother, grandfather, great grandfather, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, any relative of the employee residing in the employee's household, child of a partner in a civil union, child of a domestic partner, parent of a partner in a civil union, parent of a domestic partner, step sister or step brother) may charge up to three (3) days for such absence to attend the funeral or for mourning. ~~Such time must be initiated within seven (7) calendar days from notice of the date of death. If such notification exceeds the date of death by more than seven (7) days, a department may require verification of notification.~~ However, in the event that the funeral of a member of the immediate family is held at some distant location, and the employee will attend, an exception to the above may be requested by the employee to provide for up to five (5) days of absence to be charged to bereavement leave. **All bereavement leave must be utilized within 120 calendar days of the date of death but requests for an extension to utilize bereavement leave due to a public health emergency that delays funeral or memorial observance, or for religious, cultural or travel reasons shall not be unreasonably denied. A department may require verification.**

If an employee requests to use available vacation time, administrative leave, or personal holiday time, to extend the bereavement leave, it will not be unreasonably denied.

In the event of the death of an employee's brother-in-law or sister-in-law, the employee may request to use one (1) day of available vacation time, administrative leave, or personal holiday time. Such request will not be unreasonably denied.

Agree:



Harry Agnostak

5-21-24

Date


Agree:



Michael Messner

5-21-24


Date



1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 4/30/24 counter proposal.

3
4 Article #27 – General Provisions (Section 4) ³ *JCS*

5
6 3. Rutgers will have available foul weather clothing for use by farm workers, or other
7 employees, when needed. Rutgers will provide a raincoat to each custodian and
8 groundsworker. The custodian and groundsworker will be responsible for the security,
9 maintenance, and care of the raincoat. **Employees may request a replacement raincoat.**
10 Replacement raincoats will be provided at the discretion of the university.


11 Agree:
12 

13 Harry Agnostak
14 5-21-24

15 Date

Agree:


Michael Messner
5-21-24

Date


1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/23/24 (515pm) proposal.
3

4 **Article #27 – General Provisions (Section 4)**
5

6 4. At the close of the fiscal year, employees shall be refunded the deductions for meals
7 made for regular salaried Dining Services employees for those full days on which an
8 employee was absent from work on account of sickness, vacation, or other excused
9 absence under this Agreement. In order to compensate the Division of Dining Services
10 for said meals, Dining Services employees shall have the below deduction from their
11 wages as follows:

12 \$4.60 per day, effective upon ratification

13 **\$5.25 per day, effective January 1, 2025**

14 **\$5.75 per day, effective July 1, 2026**
15

16 Agree:

17 
18

19 Harry Agnostak

20 10-23-24

21 Date
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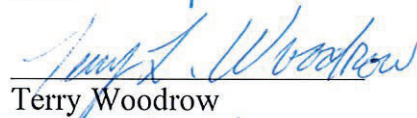
Agree:



Michael Messner

10/23/24

Date



Terry Woodrow

10/23/24

Date

1 Key: Regular text is language the parties agree upon.
2 Bold/underline and ~~strikethrough~~ is Rutgers' 4/30/24 proposal.
3

4 **Article #27 – General Provisions (Section 9)**
5

6 9. Effective July 1, 2023, to the extent permitted by law, employees who pay the annual
7 motor vehicle registration fee for the use of surface campus parking facilities by way of
8 payroll deduction shall be given the option of paying said fee by way of a pretax payroll
9 deduction from their bi-weekly pay in 26 equal payments. Employees hired during the
10 Fiscal Year and employees who register a motor vehicle after the beginning of the Fiscal
11 Year, shall pay a motor vehicle registration fee and are responsible only for the bi-
12 weekly pay periods remaining in the Fiscal Year Registration of vehicles and
13 corresponding bi-weekly payments shall automatically renew, and the University shall
14 provide at least ten business days' notice to employees of automatic renewal through a
15 general email announcement to university employees.

16 A. Employees may cancel registration for parking during a Fiscal Year by notifying the
17 Rutgers Department of Transportation Services by opening a case via its customer
18 service portal. Other forms of notification such as email, telephone call, text message or
19 in-person will not be accepted. Said notification will become effective as soon as
20 operationally feasible after the request has been made. Employees who cancel
21 registration for parking during a Fiscal Year shall not be responsible for the bi-weekly
22 parking fee payroll deductions remaining in the Fiscal Year.

23 B. Separation from Rutgers will automatically terminate bi-weekly deductions after the
24 point the notification of termination becomes effective, and the employee is no longer
25 receiving regular pay from the university.

26 C. Employees who do not pay the annual motor vehicle registration fee may purchase
27 up to ten (10) daily permits each Fiscal Year at the rate(s) established by the Rutgers
28 Department of Transportation.

29 The annual motor vehicle registration fee for employees wishing to register their vehicles for
30 the use of surface campus parking facilities shall be 1/10th of 1% of the employee's annual
31 salary for employees earning less than \$25,000. Thereafter, beginning January 1993, for
32 salaries from \$25,000 to \$29,999 the rate shall be 11/100th of one percent (.0011). For
33 salaries from \$30,000 to \$34,999, the rate shall be 12/100th of one percent (.0012). For
34 salaries from \$35,000 to \$39,999 the rate shall be 14/100th of one percent (.0014). For
35 salaries from \$40,000 to \$44,999 the rate shall be 16/100th of one percent (.0016). For
36 salaries from \$45,000 to \$49,999 the rate shall be 18/100th of one percent (.0018). Thereafter,
37 the rate shall increase 2/100th of one percent (.0002) for each additional \$10,000 of salary or
38 portion thereof, the new rate to be applied to the entire salary.
39

40 The fee shall be based on the employee's annual salary at the time of billing.
41

42 To the extent permitted by law, effective with the registration next following January 1, 2000,
43 employees who pay the motor vehicle registration fee for the use of campus parking facilities
44 by way of payroll deduction shall be given the option of paying said fee by way of a pretax
45 payroll deduction.

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Agree:



Harry Agnostak

7-30-24

Date

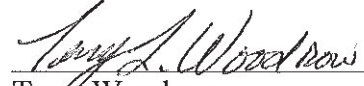
Agree:



Michael Messner

7/30/24

Date



Terry Woodrow

7/30/24

Date

1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strike through~~ is Rutgers' 9/25/24 counter proposal.
3

4 **Article #27 – General Provisions (Section 10)**

5 10.
6 ~~settled~~
7 ~~yes~~

7 Meal Allowance. Employees, other than Dining Services employees, who are required to
8 work for twelve (12) consecutive hours or more are entitled to one meal allowance of
9 \$8.50 effective upon ratification.

9 **Effective January 1, 2025, employees, other than Dining Services employees, who**
10 **are required to work for twelve (12) consecutive hours or more are entitled to one**
11 **meal allowance of \$10.00 (ten dollars).**
12

13 Agree:

14 

15 Harry Agnostak

16 10-23-24

17 Date

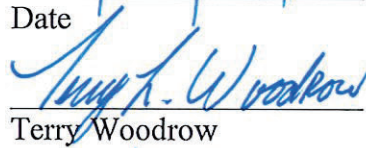
13 Agree:

14 

15 Michael Messner

16 10/23/24

17 Date

18 

19 Terry Woodrow

20 10/23/24

21 Date

22

23

24

1 Key: Regular text is language the parties agree upon.
 2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/23/24 proposal.
 3

Article #27 – General Provisions (Section 11)

11. Clothing Allowance. A Clothing Allowance shall be paid as follows to each full- time employee who is on the payroll as of the date of payment as follows:

~~\$120 effective July 1, 2018~~

~~\$120 effective July 1, 2019~~

~~\$120 effective July 1, 2020~~

~~\$120 effective July 1, 2021~~

~~\$120 effective July 1, 2022~~

~~\$120 effective July 1, 2023~~

\$120 effective July 1, 2024

\$120 effective July 1, 2025

\$120 effective July 1, 2026

\$120 effective July 1, 2027


Notwithstanding the above provision, the Clothing Allowance for Dining Services employees shall be \$100.00 per year.

Agree:

Agree:



 Harry Agnostak



 Michael Messner

10/23/24

 Date

10/23/24

 Date



 Terry Woodrow

10/23/24

 Date

1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strike through~~ is Rutgers' 4/30/24 counter proposal.
3

4 **Article #27 – General Provisions (Section 12)**

5 12. For the term of the Agreement, if, in recruiting employees at range ~~II~~ and above, the
6 University cannot hire the successful applicant unless a salary higher than the **Introductory**
7 **Rate** ~~step one~~ of the appropriate salary range is offered, the University will immediately
8 notify the Union that it intends to offer or has offered the applicant such a salary up to ~~step 5~~
9 **Job Rate II** of the range and will provide the Union with information about the position at
10 issue. If the Union wishes to negotiate particular future salary adjustments for that
11 individual, the Union shall request such negotiations.

12 Agree:

13 

14 Harry Agnostak

15 5-21-24

16 Date

Agree:



Michael Messner

5-21-24

Date



1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 4/30/24 counter proposal.

3
4 **Article #27 – General Provisions (Section 16)**

5 ~~16. The Union shall be permitted to meet with new employees in AFSCME Local 888 covered~~
6 ~~positions for fifteen (15) minutes immediately following the completion of regularly~~
7 ~~scheduled new employee orientations conducted by University Human Resources. Such new~~
8 ~~employees must report, unless otherwise excused, back to their employing units following~~
9 ~~said meeting with the Union.~~

10 Agree:

11 

12 Harry Agnostak

13 5-11-24

14 Date

Agree:



Michael Messner

5-21-24

Date



1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/23/24 proposal.
3

4 **Article 33 – Term**
5

6 This Agreement shall be effective from July 1, 2024 ~~8~~ until 12 midnight on June 30,
7 2028 4.
8

9 Agree:

Agree:

10 
11 _____

12 Harry Agnostak

13 10-23-24

14 Date



Michael Messner

10/23/24

Date



Terry Woodrow

10/23/24

Date

21

Appendix G *Sum.* 

4/30/24

Proposal to AFSCME Local 1761 and AFSCME Local 888

December 21, 2023

Rutgers University proposes the following changes to the current salary provisions of the negotiated agreements between the university and AFSCME Local 1761 and AFSCME Local 888:

1. Effective January 1, 2024, the current range and step salary guide in the existing collective negotiations agreements (Article 10(II) and Appendix C of the Local 888 Agreement and Article 20 (II) and Appendix D of the Local 1761 Agreement) between the University and AFSCME Locals 1761 and 888 will be replaced by a Job Rate salary program, consisting of three (3) job rates as described below. There shall be no step movement under the current range and step salary system on January 1, 2024, for those negotiations units' employees in Steps 1 through 8 of their respective salary range.
2. The Job Rate salary program will apply to employees hired after January 1, 2024.
3. The three job rates that will apply to all current employees as of January 1, 2024, and those hired into negotiations unit positions after January 1, 2024, will be as follows:
 - a. An Introductory Rate of pay for the first 180 days (6 months) of employment (equivalent to the current (as of the date of the execution of this Agreement) step 1 of the appropriate range as set forth in the 2018 to 2024 AFSCME 1761 and 888 agreements respectively).
 - b. After 180 days (6 months) of employment, employees will move to Job Rate I rate of pay (movement to a salary which is the equivalent of a step 5 of the appropriate range set forth in the 2018 to 2024 AFSCME 1761 and 888 agreements respectively).
 - c. After 36 months (3 years) at Job Rate I, employees will move to Job Rate II rate of pay (movement to a salary which is the equivalent of a the current (as of the date of execution of this Agreement) step 9 of the appropriate range set forth in the 2018 to 2024 AFSCME 1761 and 888 agreements respectively).
 - d. Notwithstanding the above, employees in ten (10) month positions will be at the Introductory Rate of pay for the first 150 days (5 months) of employment.

4. Employees hired before January 1, 2024, will be placed in the appropriate job rate as follows:
 - a. Effective January 1, 2024, all employees currently in an AFSCME position in Steps 1-4 of the existing range and step salary guide will move to Job Rate I (equivalent to Step 5 of their respective range). As a result of this movement, and as soon as operationally feasible, employees will receive pay retroactive to January 1, 2024 to account for movement to the new job rate as on January 1, 2024. However, employees hired before January 1, 2024, and who have not completed 180 days of service will not be eligible to move to Step 5 (Job Rate I) of their respective range until such time that they have completed 180 days of service.
 - b. Notwithstanding the above, employees in ten (10) month positions hired before January 1, 2024, and who have not completed 150 days of service will not be eligible to move to Step 5 (Job Rate I) of their respective range until such time that they have completed 150 days of service.
 - c. Those employees whose salaries are currently below the projected New Jersey state minimum wage requirement will be compensated at \$15.13 per hour until such time that they are eligible to move to the Job Rate I rate of pay.
 - d. Effective January 1, 2024, all employees currently in an AFSCME position in Steps 5-8 of the existing range and step salary guide will move to Job Rate II (equivalent to Step 9 of their respective range). As a result of this movement, and as soon as operationally feasible, employees will receive pay retroactive to January 1, 2024 to account for movement to the new job rate as on January 1, 2024.
 - e. Effective January 1, 2024, all employees currently in an AFSCME position at Step 9 and at the Senior Step of the existing range and step salary guide will receive a 3.75% increase to their base salaries. As a result of this movement, and as soon as operationally feasible, employees will receive pay retroactive to January 1, 2024, to account for movement to the new job rate as on January 1, 2024.

- f. After thirty-six months (3 years) at Job Rate I (Step 5), all employees in paragraph 4(a) above will move to Job Rate II (Step 9), as set forth in the existing range and step salary guide, of their respective range.
5. All employees hired after January 1, 2024, and all current AFSCME employees on Steps 1 through 8 prior to January 1, 2024, shall not move beyond Job Rate II.
6. For Local 888 represented employees in the Craft Trainee Program, the following will apply:
 - i. Year 1- Introductory Rate 180 dates (6 months) and the remaining 6 months Job Rate I Range 12 for a total time of 12 months.
 - ii. Year 2- Job Rate I Range 14
 - iii. Year 3- Job Rate I Range 16
 - iv. Year 4 Job Rate I Range 17
 - v. Starting in Year 5, the employee will be at Job Rate I Range 18 for 3 years of service before moving to Job Rate II

Employees hired into the program with a current Job Rate higher than the Year 1 Introductory Rate and/or Year 1 Job Rate I, will remain at their current rate for one (1) Year. After completion of one year in the program, the employee would then move to Year 2 Job Rate I, then would proceed to follow the proposed job rate progression set forth above for the following years.

7. All employees will receive future wage increases in the form of a negotiated across the board increase. Employees will also receive their movement on the job rate salary program.
8. Article 27 (12) of the Collective Negotiations Agreement between Local 888 and Rutgers University will be replaced and amended to state as follows: "For this term of Agreement, if, in recruiting employees the University cannot hire the successful applicant unless a salary higher than Introductory rate of the appropriate range is offered, the University will immediately notify the Union that it intends to offer or has offered the applicant such a salary up to Job Rate II of the range and will provide the Union with information about the position at issue. If the Union wishes to discuss the

offering made by the University a meeting will be scheduled.”

9. The university will comply with the new New Jersey minimum wage rates on January 1, 2024, regardless of whether an agreement is reached regarding a Job Rate system before January 1 or after.
10. An agreement regarding the Job Rate System will not change the expiration date of the Agreements between the University and AFCME Locals 1761 and 888, which is June 30, 2024, and the parties may engage in negotiations for successor agreements to be effective at a date on or after July 1, 2024.

For AFSCME Local 1761

Maurice Campar

Robert Hamer

For AFSCME Local 888

Michael Messner 12-22-23

Timothy Woodrow 12-22-23

For Rutgers University

Antonio Calcado

Appendix G

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY
THE OFFICE OF THE EXECUTIVE VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS
COMPENSATION SCHEDULE - ANNUAL SALARIES
EFFECTIVE JANUARY 1, 2023

SALARY TABLE: AFSCME LOCAL 888		FISCAL DAYS: 261								
RANGE	STEP:	01	02	03	04	05	06	07	08	09
6	ANNL	27226.36	28350.27	29476.36	30605.73	31725.27	32853.55	33986.21	35227.10	36349.91
	BIWK	1043.16	1086.22	1129.36	1172.63	1215.53	1258.76	1302.15	1349.70	1392.72
	40HR	13.04	13.58	14.12	14.66	15.19	15.73	16.28	16.87	17.41
7	ANNL	28376.50	29555.08	30740.21	31925.35	33101.73	34285.77	35465.44	36778.49	37960.34
	BIWK	1087.22	1132.38	1177.79	1223.19	1268.27	1313.63	1358.83	1409.14	1454.42
	40HR	13.59	14.15	14.72	15.29	15.85	16.42	16.99	17.61	18.18
8	ANNL	29583.50	30818.92	32065.28	33309.46	34553.62	35796.71	37045.25	38407.50	39658.22
	BIWK	1133.47	1180.80	1228.55	1276.22	1323.89	1371.52	1419.36	1471.55	1519.47
	40HR	14.17	14.76	15.36	15.95	16.55	17.14	17.74	18.39	18.99
9	ANNL	30850.63	32145.10	33454.87	34762.45	36063.47	37364.49	38673.17	40101.01	41403.13
	BIWK	1182.02	1231.61	1281.80	1331.89	1381.74	1431.59	1481.73	1536.44	1586.33
	40HR	14.78	15.40	16.02	16.65	17.27	17.89	18.52	19.21	19.83
10	ANNL	32177.90	33547.79	34912.22	36277.76	37646.56	39010.99	40367.78	41884.18	43254.08
	BIWK	1232.87	1285.36	1337.63	1389.95	1442.40	1494.67	1546.66	1604.76	1657.24
	40HR	15.41	16.07	16.72	17.37	18.03	18.68	19.33	20.06	20.72
11	ANNL	33568.57	35010.62	36436.29	37871.78	39309.46	40744.96	42174.99	43751.52	44472.01
	BIWK	1286.15	1341.40	1396.03	1451.03	1506.11	1561.11	1615.90	1676.30	1703.91
	40HR	16.08	16.77	17.45	18.14	18.83	19.51	20.20	20.95	21.30
12	ANNL	35031.40	36536.87	38045.61	39553.27	41051.08	42557.64	44059.84	45713.99	47219.46
	BIWK	1342.20	1399.88	1457.69	1515.45	1572.84	1630.56	1688.12	1751.49	1809.17
	40HR	16.78	17.50	18.22	18.94	19.66	20.38	21.10	21.89	22.61
13	ANNL	36568.57	38148.39	39730.39	41317.85	42894.39	44476.39	46063.85	47808.75	49387.47
	BIWK	1401.09	1461.62	1522.24	1583.06	1643.46	1704.08	1764.90	1831.75	1892.24
	40HR	17.51	18.27	19.03	19.79	20.54	21.30	22.06	22.90	23.65
14	ANNL	38182.27	39843.00	41503.71	43163.33	44826.24	46486.96	48156.41	49973.47	51762.11
	BIWK	1462.92	1526.55	1590.18	1653.77	1717.48	1781.11	1845.07	1914.69	1983.22
	40HR	18.29	19.08	19.88	20.67	21.47	22.26	23.06	23.93	24.79
15	ANNL	39894.38	41611.95	43353.57	45107.22	46847.74	48593.74	50338.64	52249.71	53993.53
	BIWK	1528.52	1594.33	1661.06	1728.25	1794.93	1861.83	1928.68	2001.90	2068.72
	40HR	19.11	19.93	20.76	21.60	22.44	23.27	24.11	25.02	25.86
16	ANNL	41653.50	43496.79	45330.25	47158.24	49001.53	50831.71	52664.08	54680.12	56516.85
	BIWK	1595.92	1666.54	1736.79	1806.83	1877.45	1947.58	2017.78	2095.02	2165.40
	40HR	19.95	20.83	21.71	22.59	23.47	24.34	25.22	26.19	27.07
17	ANNL	43526.31	45454.88	47376.90	49305.47	51232.96	53161.53	55085.73	57212.19	59136.40
	BIWK	1667.67	1741.57	1815.21	1889.10	1962.95	2036.84	2110.56	2192.04	2265.76
	40HR	20.85	21.77	22.69	23.61	24.54	25.46	26.38	27.40	28.32
18	ANNL	45489.87	47515.75	49524.13	51550.01	53569.33	55591.93	57611.24	59825.17	61851.05
	BIWK	1742.91	1820.53	1897.48	1975.10	2052.46	2129.96	2207.33	2292.15	2369.77
	40HR	21.79	22.76	23.72	24.69	25.66	26.62	27.59	28.65	29.62
19	ANNL	47551.83	49669.54	51779.61	53907.15	56021.59	58146.96	60258.11	62577.00	64695.81
	BIWK	1821.91	1903.05	1983.89	2065.41	2146.42	2227.85	2308.74	2397.59	2478.77
	40HR	22.77	23.79	24.80	25.82	26.83	27.85	28.86	29.97	30.98
20	ANNL	49719.83	51939.23	54144.41	56382.38	58599.58	60828.81	63040.55	65456.74	67680.50
	BIWK	1904.97	1990.01	2074.50	2160.24	2245.19	2330.61	2415.35	2507.92	2593.12
	40HR	23.81	24.88	25.93	27.00	28.06	29.13	30.19	31.35	32.41



RUTGERS

UNIVERSITY HUMAN RESOURCES

Rutgers, The State University of New Jersey

Office of the Senior Vice President for Human Resources and Organizational Effectiveness

Salary Table: 140 – AFSCME Local 888

Effective Date: JANUARY 1, 2024

RANGE				
		Introductory Rate	Job Rate I	Job Rate II
06	ANNL	31,470.40	31,725.27	36,349.91
	BIWK	1,210.40	1,220.20	1,398.07
	40HR	15.13	15.25	17.48
07	ANNL	31,470.40	33,101.73	37,960.34
	BIWK	1,210.40	1,273.14	1,460.01
	40HR	15.13	15.91	18.25
08	ANNL	31,470.40	34,553.62	39,658.22
	BIWK	1,210.40	1,328.99	1,525.32
	40HR	15.13	16.61	19.07
09	ANNL	31,470.40	36,063.47	41,403.13
	BIWK	1,210.40	1,387.06	1,592.43
	40HR	15.13	17.34	19.91
10	ANNL	32,177.90	37,646.56	43,254.08
	BIWK	1,237.61	1,447.94	1,663.62
	40HR	15.47	18.10	20.80
11	ANNL	33,568.57	39,309.46	44,472.01
	BIWK	1,291.10	1,511.90	1,710.46
	40HR	16.14	18.90	21.38

RANGE				
		Introductory Rate	Job Rate I	Job Rate II
12	ANNL	35,031.40	41,051.08	47,219.46
	BIWK	1,347.36	1,578.89	1,816.13
	40HR	16.84	19.74	22.70
13	ANNL	36,568.57	42,894.39	49,387.47
	BIWK	1,406.48	1,649.78	1,899.52
	40HR	17.58	20.62	23.74
14	ANNL	38,182.27	44,826.24	51,762.11
	BIWK	1,468.55	1,724.09	1,990.85
	40HR	18.36	21.55	24.89
15	ANNL	39,894.38	46,847.74	53,993.53
	BIWK	1,534.40	1,801.84	2,076.67
	40HR	19.18	22.52	25.96
16	ANNL	41,653.50	49,001.53	56,516.85
	BIWK	1,602.06	1,884.67	2,173.73
	40HR	20.03	23.56	27.17
17	ANNL	43,526.31	51,232.96	59,136.40
	BIWK	1,674.09	1,970.50	2,274.48
	40HR	20.93	24.63	28.43
18	ANNL	45,489.87	53,569.33	61,851.05
	BIWK	1,749.61	2,060.36	2,378.89
	40HR	21.87	25.75	29.74
19	ANNL	47,551.83	56,021.59	64,695.81
	BIWK	1,828.92	2,154.68	2,488.30
	40HR	22.86	26.93	31.10
20	ANNL	49,719.83	58,599.58	67,680.50
	BIWK	1,912.30	2,253.83	2,603.10
	40HR	23.90	28.17	32.54

July 10, 2024

Michael Messner, President

AFSCME Local 888

Re: Letter Agreement Regarding Seniority Units and Position Titles

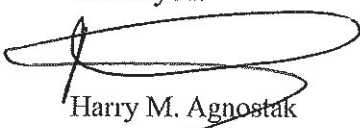
Dear Mike,

During our most recent negotiations for a successor labor agreement, AFSCME Local 888 raised questions about whether certain employees that the Union represents are correctly placed in appropriate seniority units and job titles. In order to address those concerns, the University proposes the following:

1. The University and Local 888 (the "Parties") will meet and discuss any employees the Union or University believes are not currently placed in the correct seniority unit and/or title. This would include those employees the Union or University believes should be placed into the two new seniority units (agreed to by the Parties in the current negotiations). Local 888 will provide a list to the University in advance of the meeting of those employees it has identified and believes are either in the wrong seniority unit or in the wrong job title.
2. The Parties agree that if any employees have their job titles updated as a result of this exercise (e.g., Custodian to Custodian-Housing) their classification seniority in the new title will reflect their current title classification seniority.
3. The Parties further agree that any changes in title, seniority unit, or classification seniority would be prospectively applied for all purposes, such as, but not limited to, bidding for positions.
4. The Parties further agree that any new bargaining unit titles that may be established as a result of this agreement would be done in accordance with Article 25 of the collective negotiations agreement.

If you are in agreement with this proposal, please add your signature below.

Thank you.



Harry M. Agnostak

Associate Vice President for Labor Relations

Rutgers University Office of University Labor Relations



Michael Messner

September 25, 2024

Michael Messner
President, AFSCME Local 888


Re: Letter Agreement to Continue Discussions regarding Leaves of Absence Articles

Dear Mike,

The parties agree to meet within 45 days of ratification of this Agreement in order to negotiate/discuss Leave of Absence articles: Article 11 – Leave of Absence, Article 12 – Pregnancy/Childbirth/Adoption/Child Care Leave, and Article 31 – Federal Family and Medical Leave, New Jersey Family Leave, New Jersey SAFE Act Leave.

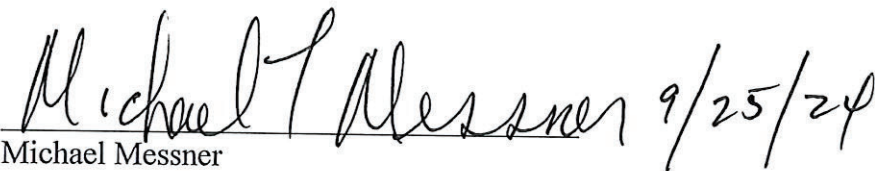
Please indicate your agreement below.

Thank you,



Harry M. Agnostak

Associate Vice President for Labor Relations
Rutgers University Office of University Labor Relations



Michael Messner 9/25/24

Michael Messner
President, AFSCME Local 888