

MEMORANDUM OF AGREEMENT

Agreement made this 17th day of October, 2024, the American Federation of State, County and Municipal Employees, AFL-CIO, Local 1761 ("Union" or "Local 1761") and Rutgers, The State University of New Jersey ("Rutgers") (collectively referred to as "Parties");

WHEREAS, Local 1761 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 1761 membership and approval by Rutgers; and

WHEREAS, the negotiating committees for Local 1761 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 – Union Representatives (University proposal 10/17/24) (see attached).
2. The Parties have a tentative agreement on Article 9 – Seniority and Layoff (University proposal 7/29/24).
3. The Union agrees to the University's proposal on Article 13 – Sick Leave (University proposal 7/29/24) (see attached).
4. The Parties have a tentative agreement on Article 14 – Bereavement Leave (University proposal 6/24/24).

5. The Parties have a tentative agreement on Article 16 – Military Leave (University proposal 7/29/24).
6. The Union agrees to the University’s counter proposal on Article 20 – Salary (University’s counter proposal 10/17/24 3:00PM) (see attached).
7. The Parties have a tentative agreement on Article 22 – Anniversary Dates (University proposal 7/29/24).
8. The Parties have a tentative agreement on Article 23 – Promotion Compensation (University proposal 6/24/24) (see attached).
9. The Parties have a tentative agreement on Article 25 – Overtime (University proposal 9/18/24).
10. The Union agrees to the University’s counter proposal on Article 29 – Shift Preference (University proposal 10/17/24, 3:00pm) (see attached).
11. The Parties have a tentative agreement on Article 32 – Job Posting Procedure (University proposal 6/24/24).
12. The Parties have a tentative agreement on Article 42 – General Provisions (Paragraph 4) made on 6/24/24).
13. The Union agrees to the University’s counter proposal on Article 42 – General Provisions (Paragraph 7) made on 10/17/24) (see attached).
14. The Parties have a tentative agreement on Article 42 – General Provisions (Paragraph 10) made on 6/24/24).
15. The Union agrees to the University’s counter proposal on Article 42 – General Provisions (Paragraph 13) made on 10/17/24, 3:00pm) (see attached).
16. The Parties have a tentative agreement on Article 42 – General Provisions (Paragraph 16) made on 6/24/24).
17. The Parties have a tentative agreement on Article 51 – Workplace Democracy Enhancement Act made on 10/17/24.
18. The Union agrees to the University’s proposal on a new Article [XX] – Flexible Work Arrangements made on 10/17/24, 3:00pm) (see attached).
19. The Parties have a tentative agreement on Article 52 – Term (University proposal 7/29/24).

20. The Parties have a tentative agreement on new Appendix G (Job Rate MOA and Salary Tables) (University proposal 6/24/24).

21. The Parties have a tentative agreement on Side Letter of Agreement-Leaves of absence Articles.

22. The Parties have a tentative agreement on Side Letter of Agreement- Letter Agreement to Continue Discussions regarding ELRA Uniforms.

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 1761 negotiations unit employed by Rutgers.

FOR AFSCME Local 1761


MAUREEN CAMPER
PRESIDENT, AFSCME Local 1761


LAKISHIA HAMM


TERRY WOODROW

FOR RUTGERS UNIVERSITY

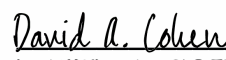

HARRY M. AGNOSTAK, J.D.
A.V.P., LABOR RELATIONS


JEFFREY MASCHI
DIRECTOR, LABOR RELATIONS


JULIE CARTEGNA-JONES
SR. LABOR RELATIONS SPECIALIST


CHRISTOPHER ZIGRE
LABOR RELATIONS SPECIALIST

Signed by:


DAVID A. COHEN
VICE PRESIDENT FOR UNIVERSITY
LABOR RELATIONS AND SPECIAL
COUNSEL FOR LABOR AFFAIRS
SPECIAL COUNSEL TO THE PRESIDENT

Jacqueline Dunn

Lynna Br

Shirley L

Ed Vargas Long

Pamela Joney Bors

Alfreda Richardson

- 1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/17/24 counter proposal.

3 **Article 4 – Union Representatives**

- 4 1. Authorized representatives of the Union, who are not employees of Rutgers, shall be admitted
5 to the premises of Rutgers. At the time of entering the premises of Rutgers, the Union
6 representatives shall make their presence and destination known to the Office of University
7 Labor Relations or the Division Head, or his/her representative responsible for the area to be
8 visited.
- 9 2. Stewards (not to exceed 41 in number throughout the University) shall be designated in
10 specific, geographic areas. Names of the employees selected to act as Stewards and their areas of
11 responsibility and the names of other union representatives who represent employees shall be
12 certified in writing to Rutgers by the local Union.
- 13 3. Stewards shall be granted a reasonable amount of time during their regular working hours,
14 without loss of pay, to interview an employee who has a grievance and to discuss the grievance
15 with the employee's immediate supervisor. The Union President or his/her designee shall be
16 granted a reasonable amount of time during his/her regular working hours, without loss of pay, to
17 present, discuss and adjust grievances with Rutgers, provided such person is an employee of
18 Rutgers. When a designee is assigned to act in a particular grievance, the Union will give
19 Rutgers prior notice. Neither a steward, nor a Union officer nor a designee shall leave his/her
20 work without first obtaining permission of his/her immediate supervisor, which permission shall
21 not be unreasonably withheld.
- 22 4. The Union may have ten (10) members, who are in the bargaining unit covered by this
23 Agreement, on the contract negotiating committee and six (6) members on the economic
24 reopener. Rutgers agrees that these members shall not lose pay for time spent during their regular
25 working hours while serving in such capacity.
- 26 5. Rutgers agrees to permit authorized representatives of the Union employed by Rutgers to take
27 time off without loss of pay for the purpose of attending Union conventions, conferences and
28 educational classes, provided that the total amount of such time off without loss of pay during
29 the period of this Agreement shall not exceed ~~one~~ **two** hundred ~~ninety (190)~~ **200** days. Permission
30 for such time off must be obtained from Rutgers. Such permission shall not be unreasonably
31 withheld. Names of persons attending such activities and time to be charged shall be certified in
32 writing to the Office of University Labor Relations.
- 33 ~~6. The Union shall be permitted to meet with new employees in AFSCME Local 1761 covered~~
34 ~~positions for fifteen (15) minutes immediately following the completion of regularly scheduled~~
35 ~~new employee orientations conducted by University Human Resources. Such new employees~~
36 ~~must report, unless otherwise excused, back to their employing units following said meeting with~~
37 ~~the Union.~~

Key: Regular text is language the parties agree upon.
Bold/underline and ~~strikethrough~~ is Rutgers' 7/29/24 counter proposal.

Article 9 – Seniority and Layoff

1. All employees shall be considered as probationary employees for the first ~~ninety (90)~~ **one hundred and twenty (120)** calendar days of their employment. The probationary period may not be extended, ~~without concurrence of the Union.~~

Probationary employees may be disciplined or terminated at any time for any reason whatsoever at the sole discretion of Rutgers and they shall not be entitled to utilize the provisions of Article 8 – Grievance Procedure. Upon completion of such probationary period, their seniority will be dated as of the date of commencement of their employment. In the event that two (2) employees have the same seniority date, their respective seniority shall be determined by alphabetical order of their last names.

2. Seniority for full time and part time type 1 employees for the purpose of this article shall be based upon an employee's continuous length of service in the bargaining unit, except that employees employed on grant funds shall be credited with their seniority after thirteen (13) months of continuous service in the bargaining unit. ~~Part-time employees' seniority shall be maintained on separate seniority lists for Camden, Newark and New Brunswick.~~
3. The Office of University Labor Relations shall maintain seniority lists of employees by ~~seniority units~~, copies of which shall be furnished to the Union.

~~Seniority units are as defined as follows:~~

- ~~a. Camden~~
- ~~b. Newark~~
- ~~c. New Brunswick~~

4. An employee's seniority shall cease and **their** ~~his/her~~ employee status shall terminate for any of the following reasons
 - a. Resignation or retirement
 - b. Discharge for cause
 - c. Continuous layoff for a period exceeding six (6) months for employees with less than two (2) years continuous service; continuous layoff for a period exceeding one (1) year and one (1) day for employees with two (2) years or more continuous service.
 - d. Failure of laid off employee to report for work either (i) on date specified in written notice of recall mailed seven (7) or more calendar days prior to such date, or (ii) within three (3) working days after date specified in written notice of recall mailed less than seven (7) calendar days prior to such date, unless return to work as herein provided is excused by Rutgers. Written notice of recall to work shall be sent by Rutgers by certified mail, return receipt requested, to the employee's last known

address as shown on Rutgers' personnel records.

- e. Failure to report for work for a period of three (3) consecutive scheduled working days without notification to Rutgers of a justifiable excuse for such absence.
- f. Failure to report back to work immediately upon expiration of vacation, leave of absence or any renewal thereof unless return to work is excused by Rutgers, and such excuse shall not unreasonably be withheld by Rutgers.

5. When Rutgers decides to reduce the number of employees in any particular job title ~~on a campus (New Brunswick, Newark, Camden)~~, the employee(s) so affected may displace the least senior employee in their ~~his/her~~ job title who is also less senior than the affected employee, on any campus, provided the affected employee ~~he/she~~ has the requisite qualifications and abilities to perform the work available; if the affected employee does not have the requisite qualifications and abilities to perform the work available, the provisions of paragraph (6) shall apply.

Special Conditions

If the job title identified pursuant to the above paragraph has Special Condition(s) that the affected employee cannot perform, the affected employee may then displace the next least senior employee in such job title ~~in the seniority unit~~, who is less senior in the job title than the affected employee, provided the affected employee has the requisite qualifications and abilities to perform the work available. This process in respect of Special Conditions shall continue until a bump within the affected employee's job title in ~~the seniority unit~~, for which the affected employee has the requisite qualifications and abilities to perform the work available, has been identified, or all eligible positions pursuant to this provision have been exhausted. If after this process no such bump has been identified, the provisions of paragraph (6) below shall apply.

6. If the affected employee does not have the requisite qualifications and abilities to perform the work available in order to displace the less senior identified employee(s) in the affected employee's job title, the affected employee may displace the least senior employee, on any campus, who is also less senior than the affected employee, in the next lower rated classification in his/her expanded job family (Appendix B) ~~in the seniority unit~~, for which the affected employee has the requisite qualifications and abilities to perform the work available.

Special Conditions

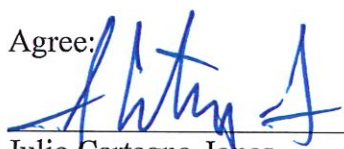
If the job title identified pursuant to paragraph (6) has Special Condition(s) that the affected employee cannot perform, the affected employee may then displace the next least senior employee in such job title ~~in the seniority unit~~, who is less senior in the job title than the affected employee, provided the affected employee has the requisite qualifications and abilities to perform the work available. This process in respect of Special Conditions shall continue until a bump within the affected employee's job title ~~in the seniority unit~~, for which the affected employee has the requisite qualifications and abilities to perform the work available, has been identified or all eligible positions pursuant to this provision have been exhausted.

- 81 7. Any employee(s) so displaced may in turn displace the least senior employee, who is also
82 less senior than the affected employee, on any campus, in the next lower rated
83 classification in ~~their~~ his/her expanded job family ~~in the seniority unit~~ for which they
84 have ~~he/she~~ has the requisite qualifications and ability to perform the work available.
- 85 8. Employees hired on a 10 month basis shall not be entitled to utilize the provisions above
86 during the off season of July and August. Such employees may apply ~~to the Division of~~
87 ~~Personnel~~ for casual work during this period without jeopardizing the status of their
88 regular appointment.
- 89 9. Employees laid off during a layoff which persists for thirty (30) calendar days or less
90 shall not be entitled to displace any other employee during this layoff period. Such
91 temporary layoff is not subject to the notification provisions of Article 30. This paragraph
92 9 which is intended for extraordinary circumstances shall not be utilized to circumvent
93 the other seniority and layoff provisions of this Article.
- 94 10. Any employee exercising their ~~his/her~~ right to displace another employee with less
95 seniority in any lower rated job title shall be paid at the rate of such job in accordance
96 with regulations governing an employee being assigned to a lower rated title, but not
97 more than the maximum of such job.
- 98 11. Employees laid off from Rutgers shall be recalled to work in their seniority unit from
99 layoff in order of their seniority to a position in the same job title as the one vacated at
100 time of layoff provided that they have the requisite qualifications and ability to perform
101 the work available. Such employees may apply ~~to the Division of Personnel~~ for casual
102 work without jeopardizing their rights of recall.
- 103 12. For purposes of layoff and recall, the President, three Vice Presidents, the
104 Secretary/Treasurer, Recording Secretary, Corresponding Secretary and all recognized
105 stewards, or an alternate steward temporarily filling the role of the steward during the
106 absence of the steward, shall be granted top seniority ~~in their seniority units~~ during their
107 terms of office, provided that they have the requisite qualifications and ability to perform
108 the work available at the time of layoff or recall. The Union will provide the University
109 with a list of names and geographic areas of responsibility of these persons holding the
110 positions described as being granted top seniority and will keep the list current.
- 111 13. An employee who is promoted or permanently transferred to a job or position not covered
112 by this Agreement shall retain and accumulate seniority in the seniority unit from which
113 ~~he/she~~ they were was promoted or transferred only for a period of one (1) year from the
114 time of their ~~his/her~~ promotion or transfer, during which period of time the employee
115 may be returned to work in a position comparable to the one which they ~~he/she~~ held at
116 the time of their ~~his/her~~ promotion or transfer.
- 117 14. In determining requisite qualifications and abilities to perform the work available,
118 Rutgers will give the same consideration to employees exercising their seniority rights as
119 they would to new employees in qualifying for the specific position.
- 120 15. If a department lays off an employee but continues to employ a casual employee (Type 4)
121 to perform the same or similar functions as the laid off employee, the department will

offer that employee that work as a Type 4, as an option to termination of employment, if the employee has the qualifications and ability to perform it. The employee will be paid at the rate the casual employee was being paid. An employee who elects to work as a casual employee will remain on the recall list in accordance with the Agreement.

16. When there is more than one vacancy in the job title of an affected employee, all of the vacancies in that title ~~in the seniority unit~~ will be considered the least senior.

Agree:


Julie Cartegna-Jones

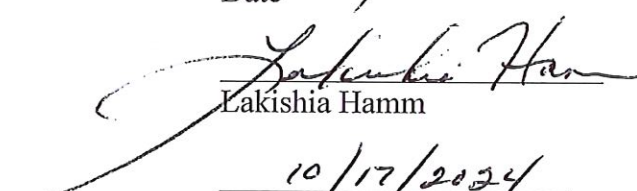
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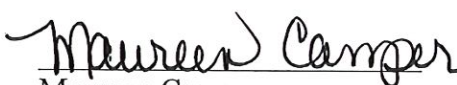
Agree:


Terry Woodrow

Date

10/17/24
Lakishia Hamm

Date

10/17/2024
Maureen Camper

Date

10/17/24

Key: Regular text is language the parties agree upon.
Bold/underline and ~~strikethrough~~ is Rutgers' 7/29/2024 proposal.

Article 13 – Sick Time and Sick Leave

A. Sick Time

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

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

B. Sick Leave

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

Special Circumstances:

1. Emergency Attendance.

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

2. Medically Certified Care.

Employee's attendance upon the employee's seriously ill spouse, parent, or child at a hospital, health care facility, or at home, or the employee's transport of the employee's seriously ill spouse, parent, or child, to medical treatment. **For absences of three (3) or more work days, the employee must provide the supervisor with a completed,** ~~when properly certified by a Health Care Provider on the form designated in Appendix E.~~ **In those instances,** ~~Use of sick time will not be permitted where the employee has failed to provide the certified form.~~

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

C. New Jersey Earned Sick Leave Law

Up to 40 hours of Sick Time per fiscal year may be taken in accordance with the provisions of the New Jersey Earned Sick Leave Law.

For such absences, the employee's absence should be recorded as "NJ Earned Sick Leave," where appropriate.

D. Accrual

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

Unused sick ~~leave~~time is cumulative.

E. Notice and Usage

Employees are expected to notify their supervisor by telephone, email or text as designated by their supervisor at the beginning of the work day on which sick ~~leave~~time is used and to keep the supervisor adequately informed should the absence extend beyond one day.

Employees who require more sick time than accumulated will have their pay adjusted accordingly except that the employee may charge such time to vacation or administrative leave. In such cases, all sick ~~leave~~ policies will apply. Employees may request that the supervisor make available for the employee's review a current record of the employee's sick ~~leave~~time, **and** such request will not be unreasonably denied.

Key: Regular text is language the parties agree upon.

Bold/underline and ~~strikethrough~~ is Rutgers' 4-29-24 counter proposal.

Article #14 – 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.**

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.

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

Agree:

Julie Cartegna-Jones

Date

Agree:

Terry Woodrow

Date

Lakishia Hamm

Date

Maureen Camper

Date

Key: Regular text is language the parties agree upon.
Bold/underline and strikethrough is Rutgers' July 29, 2024 proposal.

Article 16 – Military Leave

Military leave will be governed by University Policy 60.1.21, "Military Leave-Staff" and applicable State and Federal Statute.

1. Training

Any full time regularly appointed employee who is a member of a reserve component of the armed forces of the United States of America shall be entitled to a leave of absence with pay for the usual prescribed training period not to exceed fifteen (15) working days per year. Such leave shall not be charged against vacation time.

The employee must give the supervisor a two (2) week advance notice of such leave and must present to the supervisor a copy of the official governmental orders authorizing the military training.

2. Induction or Enlistment

Any full time regularly appointed employee, excluding grant and temporary employees, who initially enters active service in any branch of the armed forces of the United States of America for more than six (6) months either voluntarily or pursuant to law shall be granted a leave of absence without pay for the period of such service plus ninety (90) days immediately following separation.

Such an employee, unless dishonorably discharged, shall be entitled to reemployment by Rutgers provided application for reemployment is made prior to expiration of the leave.

In case a service connected disability prevents the employee from returning to work within the normally prescribed time, the employee may request that the leave be extended and upon submitting to Rutgers substantiating medical evidence, a six (6) month leave extension may be granted, the total of such extensions not to exceed twelve (12) months from the date of separation.

Upon reemployment, the returning veteran employee's salary shall be adjusted to reflect any normal increments or general adjustments the employee would have received had the employee continued working for Rutgers.

Sick leave days will not accrue during the military service leave but the time will count as University service in applying vacation scales and with regard to seniority.

Agree:

Julie Cartegna-Jones

Date

Agree:

Terry Woodrow

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10/17/24
Date

Lakishia Hamm
Lakishia Hamm
Date 10/17/2024

Maureen Camper
Maureen Camper
Date 10/17/24

Key: Regular text is language the parties agree upon.

Bold/underline and strikethrough is Rutgers' 10/17/24 (3:00PM) counter proposal.

Article #20 – Salary

1. In the case of employees paid from other than State funds, the University will endeavor to persuade funding agencies to conform in accord with the University salary structure.
2. In the event funding agencies do not conform in accord with the University salary structure, the failure to do so will be the subject of a Labor/Management Conference under Article 7.

3. Preface

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

When it is possible to do so, salary detail as to overtime and rates will be printed on check stubs.

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

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

- A. The University shall provide AFSCME Local 1761 with written notice of at least twenty-one (21) calendar days. The Notice shall contain a detailed explanation for the determination by the University that a fiscal emergency exists and shall specify the action the University intends to take to address the fiscal emergency at the conclusion of the twenty-one (21) calendar day notice period.

If due to a reduction in State funding/appropriations to the University for the next fiscal year, the University determines that a fiscal emergency exists and if based on the date the University learns of the reduction it is not possible to provide the full twenty-one (21) calendar days' notice, the University shall provide the maximum notice possible. If the University provides fewer than twenty-one days' notice, upon request of AFSCME Local 1761 negotiations pursuant to paragraph 3 below shall commence within 72 hours; however, the University shall be permitted to delay the implementation of salary increases during the shortened period of negotiations.

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

B. Along with the Notice provided to AFSCME Local 1761 pursuant to paragraph 1 above, the University shall provide the latest available statements/financial documents, as follows:

- The financial information upon which the University relies as the basis for its claim that a fiscal emergency exists;
- The audited financial statements for the prior fiscal year;
- Quarterly Statement of Net Position (Balance Sheet) for the current fiscal year;
- Current projection of the Income Statement for the Unrestricted Educational and General Operating Funds (Operating Budget) for the current fiscal year;
- Quarterly Statement of Cash Flows (Statement of Cash Flows);
- Unaudited End of Year financial statements for the statements listed above;
- University budget request submitted to the Department of Treasury for past, current and upcoming fiscal years; and
- The University's Unrestricted Operating Budget for the current fiscal year and budget for the upcoming fiscal year.

AFSCME Local 1761 may request in writing additional financial information. Disputes over the provision of information shall be decided by the designated arbitrator on an expedited basis.

C. During the notice period, upon written request by AFSCME Local 1761, the University shall commence negotiations over measures to address the fiscal emergency. The University is not obligated to negotiate to impasse in order to withhold any of the economic provisions of this Article. At any point during the notice period AFSCME Local 1761 may file a category one grievance pursuant to paragraph 5 below.

D. AFSCME Local 1761 agrees that during the notice and negotiation period it will not initiate any legal action, in any forum, to challenge the University's intended action other than as specified in paragraph 3 above.

E. If the parties have not agreed upon measures to address the fiscal emergency, AFSCME Local 1761 may file a grievance under Article 8 of the Agreement. The grievance shall proceed directly to arbitration. Such arbitration shall be concluded within ninety (90) days of implementation of the University's decision to withhold any of the economic provisions outlined above in this Article.

The arbitrator shall determine whether a fiscal emergency existed (exists) at the University based on the evidence presented. The arbitrator shall not have the

authority to reallocate University funds. The arbitrator's decision shall be binding on all parties.

The parties designate Arbitrator Bonnie Weinstock to hear disputes that arise under this Article. The parties designate Arbitrator Joseph Licata as an alternate to hear such disputes. If neither arbitrator is available to hear the dispute consistent with the provisions of this Article, the parties shall mutually agree upon another arbitrator.

- F. The University agrees not to invoke the "Application Of The Subject To Language In The Preface To This Article" in Article 20(I) in Fiscal Year 2022-2023 (July 1, 2022 — June 30, 2023) 2025 (July 1, 2024 — June 30, 2025).

II. Salary Program

A. Job Rate System ~~Fiscal Year 2018-2019 (July 1, 2018 — June 30, 2019)~~

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.

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 1761 negotiations unit position on the day of ratification and continues to be on the payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the increment.

2. ~~Effective October 1, 2018, employees who are eligible for the Senior Rate, as set forth in paragraph E below, 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 1761 negotiations unit position on the day of ratification and continues to be on the payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the Senior Rate payment.~~

B. Fiscal Year 2019-2020 (July 1, 2019 – June 30, 2020)

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 1761 negotiations unit position on the payment date of the increment.~~
2. ~~Effective October 1, 2019, employees who are eligible for the Senior Rate, as set forth in paragraph E below, shall receive a 2.5% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the Senior Rate payment.~~

C. Fiscal Year 2024-2025 (July 1, 2024 – June 30, 2025) 2020-2021 (July 1, 2020 – June 30, 2021)

1. Negotiations unit members shall receive a retroactive across the board salary increase in the amount of 3.5%, effective July 1, 2024. To be eligible for this payment, members of the negotiations unit must be on the University's payroll in a negotiations unit position on June 30, 2024, and continue to be on the payroll in a negotiations unit position on the payment date of the increase. The annual base salaries of record for all negotiations unit members will be adjusted accordingly. The new rate of pay will be effective July 1, 2024.
2. Employees who have met the eligibility requirements will progress to Job Rate I or Job Rate II respectively.

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

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

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

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

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 1761 negotiations unit position on the payment date of the increment.~~
2. ~~Effective July 1, 2021, employees who are eligible for the Senior Rate shall receive a 2.75% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the Senior Rate payment.~~
3. ~~Effective March 1, 2022, employees who are eligible for the Senior Rate shall receive a 2.25% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the Senior Rate payment.~~
4. ~~Employees at Step 8 prior to July 1, 2020 who also had anniversary dates in either July or October 2020 will be credited with an additional year of service and will be eligible to receive the Senior Rate increase described above in Paragraph (D)(3).~~

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

1. Negotiations unit members shall receive an across the board salary increase in the amount of 3%, effective July 1, 2026. To be eligible for this payment, members of the negotiations unit must be on the University's payroll in a negotiations unit position on June 30, 2026, and continue to be on the payroll in a negotiations unit position on the payment date of the increase. The annual base salaries of record for all negotiations unit members will be adjusted accordingly. The new rate of pay will be effective July 1, 2026.
2. Employees who have met the eligibility requirements will progress to Job Rate I or Job Rate II respectively.

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 1761 negotiations unit position on the payment date of the increment.~~
2. ~~Effective January 1, 2023, all employees shall receive a 2.0% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date.~~

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

June 30, 2024)

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

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

~~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 1761 negotiations unit position on the payment date of the increment.~~

~~2. Effective July 1, 2023, employees who are eligible for the Senior Rate shall receive a 2.0% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the Senior Rate payment.~~

G. Senior Rate

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

H. Above Job Senior-Rate Promotions and Upgrades

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

I. Salary Schedule

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

Key: Regular text is language the parties agree upon.
Bold/underline and strikethrough is Rutgers' 6/24/24 proposal.

Article #22—Anniversary Dates

A new employee is assigned an initial salary anniversary date based on the effective date of appointment. When the date of appointment is the first day of the calendar quarter, that date, in the next fiscal year, becomes the initial anniversary date. When the date of appointment occurs after the first day of a calendar quarter, the first day of the following calendar quarter, in the next fiscal year, becomes the initial anniversary date. An employee's anniversary date may, however, change as a result of other actions such as promotion or salary adjustments.

Agree:

Julie Cartegna-Jones

Date

Agree:

Terry Woodrow

Date

Lakishia Hamm

Date

Maureen Camper

Date

1 Key: Regular text is language the parties agree upon.

2 **Bold/underline** and ~~strike through~~ is Rutgers' 6/24/24 counter proposal.

3
4 **Article #23 – Promotion Compensation**

- 5
6 1. Upon promotion, an employee **will be placed at the Job Rate I of the new range. In**
7 **the event the employee's current salary is above the Job Rate I of the new range**
8 **they will be placed at Job Rate II of the new range. If the employee's current salary**
9 **is above Job Rate II in the new range, then their salary will be calculated in**
10 **accordance with Article 20, Section II. H.** ~~'s salary is increased one increment in~~
11 ~~his/her present range; then, if no step in the new range is equal to this increased rate,~~
12 ~~his/her salary will be adjusted to the next higher rate.~~
13
14 2. In the case of employees paid from other than State funds, the University will endeavor to
15 persuade funding agencies to conform in accord with the University salary structure.
16
17 3. In the event funding agencies do not conform in accord with the University salary
18 structure, the failure to do so will be the subject of a Labor/Management conference
19 under Article 7.

Key: Regular text is language the parties agree upon.
Bold/underline and ~~strikethrough~~ is Rutgers' 9/18/24 counter proposal.

Article #25 – Overtime

1. Overtime hours requested and authorized by the employee's supervisor beyond forty (40) hours in the standard workweek shall be paid at the rate of one and one half the employee's regular hourly rate. Effective July 1, 2004, hours worked beyond thirty five (35) but less than or equal to forty (40) hours in the standard workweek by employees whose regular workweek is thirty five (35) hours shall be compensated by either paying the employee's regular hourly rate, or by providing compensatory time off at a time and one half rate at the supervisor's discretion. **All compensatory time shall be governed by University Policy 60.3.14.**
2. The standard workweek to be used in computing overtime hours and pay requirements will extend from 12:01 a.m. Saturday through Midnight Friday.
3. Overtime Distribution – Rutgers will make every reasonable effort to provide for an equitable distribution of overtime work among employees in each job classification within each work unit, after taking into consideration the nature of the work to be performed during the overtime hours and the qualifications and abilities of the employees in the work unit. Employees shall be expected to work a reasonable amount of overtime upon request. Any refusal of overtime work shall be recorded as an opportunity to work overtime by the employee. The Union shall have access to the overtime record on a reasonable basis. If, because of refusals to work overtime, there are an insufficient number of employees available to perform the overtime work, Rutgers may assign the overtime work to the necessary number of the least senior employees in the work unit who have the qualifications and abilities to perform the work.
4. Scheduled overtime work, not of an emergency nature, will be offered at least forty-eight (48) hours in advance. When such notice has not been given, scheduled overtime will be on a voluntary basis.

Except for emergency situations, before mandatory overtime is assigned, other services such as voluntary overtime or call-back will be explored.

In a situation where an employee is directed to remain at work beyond ~~their~~ his/her normal shift in a mandatory overtime occurrence, the employee may request to leave at the end of ~~their~~ his/her normal shift. Such a request may not be unreasonably denied.
5. Paid time off for vacation, sick leave, holidays, administrative leave and jury duty is counted as hours worked in determining the number of hours an employee has worked in a given week.
6. Holiday Premium: An eligible employee who is authorized to work on an observed holiday will, in addition to ~~their~~ his/her regular pay for the day, earn compensation at time and one half the employee's normal rate for all hours worked.

Agree:

Julie Cartegna-Jones

Date

Agree:

Terry Woodrow

Date

Lakishia Hamm

Date

Maureen Camper

Date

- 1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/17/24 (3:00PM) counter proposal.

3 **Article 29 – Shift Preference**

4 When a vacancy occurs or a new job is created within a given job classification in a work unit
5 having more than one shift, any employee in the same classification may elect, in accordance
6 with seniority, to change his/her shift to that shift in which the opening occurs, provided in the
7 judgment of supervision that the efficiency of the particular operation will not be impaired by
8 such a change and provided that no employee shall voluntarily exercise his/her seniority rights
9 for such purpose more than once in any year. No employee shall be considered for a change in
10 shift unless he/she shall in writing have requested a change in shift no earlier than six (6) months
11 and no later than two (2) weeks before any such opening occurs.

12 Effective July 1, ~~2024~~ 2007, a shift premium of fifty ~~sixty~~ **sixty** (\$~~0.60~~ 50) cents per hour shall be paid
13 to any full time employee who is regularly scheduled to start work on or after 9:00 p.m. and
14 before 4:00 a.m.

15 Effective July 1, ~~2024~~ 2007, a shift premium of forty ~~fifty~~ **fifty** (\$~~0.50~~ 40) cents per hour shall be paid
16 to any full time employee who is regularly scheduled to start work on or after 3:00 p.m. and
17 before 9:00 p.m.

18 Paid time off is considered to be time worked for eligibility for payment.

19 Employees must be employed on the date of payment in order to receive this payment.

- 1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 6/24/24 proposal.

3 **Article #32 – Job Posting Procedure**

4 The procedure to be used by the employer to indicate a promotional opportunity or a transfer
5 shall be called a "posting procedure." ~~The posting procedure for clerical, office, laboratory and~~
6 ~~technical employees shall be divided into two categories: Promotional Opportunities Vacant~~
7 ~~Positions, and Recruitment Notifications.~~ The posting procedure shall be used in a manner
8 consistent with the goals of the Affirmative Action Program and the provisions of the collective
9 negotiations Agreement between Rutgers and AFSCME Local 1761.

10 **Promotional Opportunities – Vacant Position**

11 Promotional Opportunities – Vacant Positions are defined as those positions within the COLT
12 bargaining unit which are above the elementary level category (see Appendix C) for each job
13 family. When vacancies occur and are to be filled for any of these job classifications, each such
14 promotional opportunity shall be posted on an individual job by job basis in the geographic area
15 concerned (New Brunswick, Newark or Camden) and in one location on each of the other
16 geographic campuses for a period of five (5) work days. The posting shall be **made available on**
17 **the University's applicant tracking system and displayed on the University Human**
18 **Resources website** ~~on a form entitled "Promotional Opportunity Vacant Position"~~ and will
19 include the following information:

- 20 1. Title of Position
- 21 2. Salary Range
- 22 3. Geographic Location
- 23 4. Department
- 24 5. "Scope and Function" and "Requirements" paragraphs of the generic job description.
- 25 6. Date Posted
- 26 7. Workweek designation if other than 35 hours
- 27 8. Expiration Date of Posting
- 28 9. Special Conditions
- 29 10. Specific requirements such as specialized skills, specialized machine capabilities or
30 language skills.
- 31 11. The heading will include "AFSCME Local 1761, AFL CIO."

32 This information is to be prepared by University Human Resources for weekly publication.
33 Positions which are posted are not to be reposted in subsequent weeks if they have not been
34 filled. Copies of all job postings will be provided to the Union President. Copies of all job
35 postings will be provided to all stewards and Vice Presidents in the geographic areas concerned.

36 Rutgers will provide to a Union designee in each seniority unit a list of applicants who were
37 successful in the posting procedure.

38 **Recruitment Notification**

39 ~~At the discretion of the administration, any position vacancy in a classification other than those~~
40 ~~listed in the COLT bargaining unit, or elementary level positions, or confidential positions may~~
41 ~~be made known if such information seems appropriate for distribution. It shall be the~~
42 ~~responsibility of the appropriate Personnel Office to prepare and distribute such recruitment~~
43 ~~notices.~~

44 **General**

45 **Positions to be Posted**

46 All ~~permanent 12 or 10 month~~ vacant positions of twenty (20) hours or more per week that are to
47 be filled and are included within the COLT bargaining unit shall be posted.

48 **Employees Eligible to Use the Posting Procedure**

49 Those Rutgers University employees who are considered eligible to use this posting procedure
50 shall be defined as those employees eligible for inclusion in the COLT bargaining unit, including
51 employees working twenty (20) hours a week or more, and having been employed by Rutgers
52 University on a continuous basis for a period of at least six (6) months. Casual and temporary
53 employees are not eligible to bid. Reclassification shall not be a bar to bidding. Employees
54 holding confidential positions may also use this posting procedure.

55 **How to Apply**

56 Employees covered by this procedure who feel qualified for any posted position may apply for it.
57 Applications for all positions shall be through University Human Resources' Online
58 Employment Application Process. If any interview takes place, the employee shall request
59 permission of their his/her immediate supervisor to be absent for the time required. Permission
60 will not be unreasonably denied.

61 Contents of the job requisition for a position will be shared with an employee at their his/her
62 request ~~in accordance with specific instructions on the posting sheet.~~

63 **Posting Period**

64 All positions which must be posted shall be posted for five (5) consecutive work days.
65 Saturdays, Sundays, and holidays shall not be considered work days for purposes of this
66 procedure.

67 Only if application is made for a posted position during this five (5) day period is there an
68 obligation to consider that applicant for the position.

69 **Selection of Candidates**

70 The selection of the successful candidate will be determined with primary consideration given to
71 performance, demonstrated ability and qualifications. After these factors have been carefully
72 considered, if two or more candidates for the vacancy are equally qualified based on the

aforementioned criteria, then seniority shall be the determining factor in the selection of the successful applicant for the position.

No candidates from outside the bargaining unit will be considered for vacancies or newly created positions until all bargaining unit members who have applied for the position have been reviewed by University Human Resources.

When a vacancy or newly created position is posted and a bargaining unit member is hired into that position, a copy of the job posting shall be placed in the employee's central personnel file maintained by University Human Resources.

Employees covered by this Agreement will be considered for selection regarding vacant Local 888 positions after Local 888 applicants but before applicants from any other sources, provided they apply during the appropriate posting period. Non-selection regarding vacant Local 888 positions will not be subject to the grievance procedure.

Funding

If a position is funded as opposed to being supported by a regular budgetary line, a notation should be made on the posting of this fact; in this manner, employees will be aware that this is a term appointment rather than an indefinite one.

Frequency of Applying for a Posted Position

There shall be no limitation on the number of times an individual who is eligible may bid on posted positions, except that after an employee has successfully bid and has been accepted, the employee must wait six (6) months before bidding on another position.

Reclassifications within Departments

Where, because of increase in duties and responsibility or for other bona fide reasons, a department wishes to recommend that a position be reclassified, the reclassification procedure shall be followed. This reclassification cannot be used, however, to promote an existing employee into a vacant position. In such a case, the vacant position must be posted as outlined above.

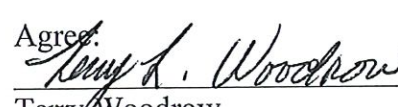
Agree:


Julie Cartegna-Jones

Date

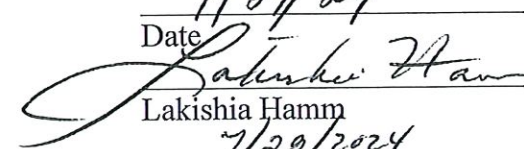
7/29/24

Agree:


Terry Woodrow

Date

7/29/24


Lakishia Hamm

Date

7/29/2024


Maureen Camper

Date

7.29.24

Key: Regular text is language the parties agree upon.
Bold/underline and ~~strikethrough~~ is Rutgers' 6/24/24 counter proposal.

Article #42 – General Provisions

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

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

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

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

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

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

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

Agree:

Julie Cartegna-Jones

Date

Agree:

Terry Woodrow

Date

Lakishia Hamm

Date

Maureen Camper

Date

1 Key: Regular text is language the parties agree upon.
2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/17/24 counter proposal.

3

4 **Article #42 – General Provisions (Paragraph 7)**

5

6 Meal Allowance. Employees, **other than Dining Services employees**, who are required
7 to work for twelve (12) consecutive hours or more shall be entitled to one meal allowance
8 of \$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.**

Key: Regular text is language the parties agree upon.

Bold/underline and ~~strikethrough~~ is Rutgers' 6/24/24 counter proposal.

Article #42 – General Provisions

10. If the University cannot hire a successful applicant unless a salary higher than **Introductory Rate step 1** of the appropriate salary range is offered, the University will immediately notify the Union that it intends to offer or has offered the applicant such a salary **at Job Rate I or Job Rate II**, ~~within that salary range,~~ and will provide the Union with information about the position at issue. If the Union so wishes to negotiate particular future salary adjustments for that individual, the Union shall request such negotiations.

Agree:

Julie Cartegna-Jones

Date

Agree:

Terry Woodrow

Date

Lakishia Hamm

Date

Maureen Camper

Date

1 Key: Regular text is language the parties agree upon.

2 **Bold/underline** and ~~strikethrough~~ is Rutgers' 10/17/24 (3:00PM) proposal.

3
4 **Article #42 – General Provisions (*Paragraph 13*)**

5
6 At the close of the fiscal year, employees shall be refunded the deductions for meals made for
7 regular salaried Dining Services employees for those full days on which an employee was absent
8 from work on account of sickness, vacation, or other excused absence under this Agreement. In
9 order to compensate the Division of Dining Services for said meals, Dining Services employees
10 shall have the below deductions from their wages: \$4.60 per day, effective upon ratification

11 **\$5.25 per day, effective January 1, 2025**

12 **\$6.25 per day, effective July 1, 2026**

Key: Regular text is language the parties agree upon.
Bold/underline and ~~strikethrough~~ is Rutgers' 6/24/24 counter proposal.

Article #42 – General Provisions

16. With the exception of a valid drivers' license, when Rutgers requires license(s) and/or certification(s) for bargaining unit positions, Rutgers will reimburse employees in such positions for the costs **associated with** ~~of~~ **obtaining and** maintaining **any** such required license(s) **and/or** certification(s).

Agree:

Julie Cartegna-Jones

Date

Agree:

Terry Woodrow

Date

Lakishia Hamm

Date

Maureen Camper

Date

Key: Regular text is language the parties agree upon.

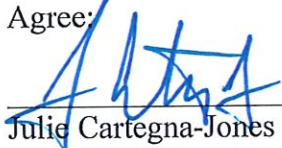
Bold/underline and ~~strikethrough~~ is Rutgers' 10/17/24 counter proposal.

Article 51 - Workplace Democracy Enhancement Act

B. 1. Within 10 calendar days from the date of hire of negotiations unit employees, Rutgers shall provide the following contact information for negotiations unit members to the Union in an Excel file format via the Union Library, if such information is on file with the University: name, job title, work site location, home address, work telephone numbers, home and personal cellular telephone numbers, date of hire, work email address, and personal email address.

2. Every 120 calendar days beginning on January 1, 2019, Rutgers shall provide the Union, in an Excel file format, the following information for all negotiations unit employees: name, job title, work site location, home address, work, home and personal cellular telephone numbers, date of hire, ~~and~~ work email address and any personal email address on file with Rutgers, **grant amount, employee status, and retirement date.**

Agree:


Julie Cartegna-Jones
10/17/24

Date

Agree:


Terry Woodrow

Date

10/17/24


Lakishia Hamm

Date

10/17/2024


Maureen Camper

Date

10/17/24

New Article ## - Flexible Work Arrangements

All negotiations unit employees are eligible to request Flexible Work Arrangements (hereinafter “flexible work arrangement(s)”). Requests for flexible work arrangements shall not be unreasonably denied. This article shall not void any prior designated work schedules. A department may offer a flexible work arrangement based upon the nature of the work performed and departmental and/or university needs. An employee may also initiate a request for a flexible work arrangement with their supervisor. In either case, the department should enter into a University Flexible Work Arrangement, only if it is determined that the employee and the employee’s position are suitable for a flexible work arrangement.

Not all positions are suitable for flexible work arrangements. Suitability for a flexible work arrangement is based upon the operational and service delivery needs of the department, the individual employee, and the employee’s position. In all instances, consideration and approval of remote work arrangements must reflect a focus on mission, service to our students and patients, impact on the communities within which we operate, and a shared responsibility to provide an engaging, vibrant, and connected University experience for our students.

Decisions regarding suitability for flexible work arrangements including, but not limited to, types of remote work arrangements and forms of flexible work schedules shall rest with the University and shall be final.

I. Definitions

Ad Hoc: A work arrangement where employees are permitted or directed by a supervisor to work at an off-campus site, if job duties and technology resources permit such an arrangement, during circumstances such as, but not limited to, special projects or business travel. These arrangements are temporary (not to exceed 20 business days in a calendar year) and require prior approval by the direct supervisor or designee and have no expectation of continuance.

Alternate Work Location: A location other than the official University place of business from which an employee works. Such alternate work locations must (1) be in NJ, NY, PA or DE and (2) be within a reasonable commuting distance to the Assigned Work Location, as mutually agreed upon by the employee and Department Head.

Assigned Work Location: Any on- or off-campus property that is owned, occupied, leased, or used by Rutgers University at which the employee is regularly assigned to attend work. This includes all research sites and all leased indoor and outdoor spaces or spaces occupied with a user permit, license, or contract for the conduct of University business.

Compressed Workweek: A flexible work arrangement available only to those employees with fully in-person schedules. A compressed workweek schedule allows an employee to maintain a full-time schedule, but work hours are performed over less than five days per week or ten days per pay period. For example, a compressed 40-hour workweek can be four 10-hour days Tuesday through Friday and Mondays off. A compressed workweek cannot be combined with any other flexible work arrangement type.

Department Head: The person with the ultimate approval authority in the unit, or designee.

Exempt: Not subject to the overtime provisions of the Fair Labor Standards Act (FLSA). (Employee titles coded as NL, NC, and N4).

Emergency: A crisis or other emergency, including certain inclement weather events, that significantly disrupts a facility or facilities or the physical operation of a department as determined by the university.

Flexible Work Arrangement: Non-standard work arrangements that include but are not limited to Ad Hoc, Compressed Workweek, Flex Workday, Fully Remote, and Hybrid.

Flex Workday: A work schedule whereby an employee works a standard workweek but with start and end times that differ from the regularly scheduled workday. This may include a split schedule where an employee works a full workday in two or more periods (e.g., 9 AM-12 PM and 3 PM-7:30 PM)

Fully Remote: A work arrangement whereby an employee performs job responsibilities at an Alternate Work Location for all scheduled workdays in a workweek. Such alternate work locations must (1) be in NJ, NY, PA or DE and (2) be within a reasonable commuting distance to the assigned work location, as mutually agreed upon by the employee and Department Head. In this work arrangement an employee may be scheduled to work remotely regularly but also required, at times, to attend meetings or work from an on-campus work site as directed by a supervisor or as operationally necessary. Fully remote work arrangements may only be considered under extraordinary circumstances for a period not to exceed one year with the potential for yearly renewals.

Hours Worked: For fixed workweek staff; hours are computed by adding all hours actually worked during the workweek plus any paid time off, such as vacation and sick time, except as modified by collective negotiations agreements.

Hybrid: A work arrangement where an employee is both regularly scheduled to work at an assigned work location for a minimum number of days during a workweek and at an alternate work location for the remaining scheduled workdays in a workweek.

Non-exempt: The employee's position is subject to the overtime provisions of the Fair Labor Standards Act (FLSA). (Employee titles coded as 35, NE, and 40).

Standard Hours Workweek: The standard hours for work in a workweek are set forth in University Policy 60.3.14, University Policy 60.9.27, and/or the appropriate collective negotiations agreements.

II. Remote Work

A. Types of Remote Work Arrangements:

Remote work shall be scheduled as follows:

1. **Ad Hoc:** A work arrangement where employees are permitted or directed by a supervisor to work at an off-campus site, if job duties and technology resources permit such an arrangement, during circumstances such as, but not limited to, special projects or business travel. These arrangements are temporary (not to exceed 20 business days in a

calendar year) and require prior approval by the direct supervisor or designee and have no expectation of continuance.

2. Hybrid:

a. 1-2 Remote Workdays: A Department Head, or designee, may approve a work arrangement where an employee is both regularly scheduled to work at an assigned work location for a minimum of 3 days during a workweek and regularly scheduled to work at an alternate work location for a maximum of 2 days during a workweek. Employees must live in NJ, NY, PA, or DE and within a commutable distance to the employee's Assigned Work Location to participate in a hybrid work arrangement.

b. 3-4 Remote Workdays: Subject to Department Head, or designee, and approval from the appropriate Cabinet Officer, a work arrangement will be permitted where an employee is both regularly scheduled to work at the employee's assigned work location for less than 3 days during a workweek and regularly scheduled to work at an alternate work location for more than 2 days during a workweek. Employees must live in NJ, NY, PA, or DE and within a commutable distance to the employee's Assigned Work Location to participate in a hybrid work arrangement.

3. **Seasonal:** Remote work arrangements may be modified in accordance with the seasonal business needs of the department for a period not to exceed three (3) months each fiscal year with the potential for yearly renewals.

4. **Emergency:** Remote work that is precipitated by a crisis or other emergency, that significantly disrupts a facility or facilities, or the physical operation of a department as determined by the university. When needed to achieve business continuity and to maintain critical functions, operations, and services, remote work arrangements may be established during an emergency as defined in Section I above until normal operations can be restored at the Assigned Work Location or until a different Assigned Work Location is designated by the university.

5. **Fully Remote:** The appropriate Cabinet Officer and Senior Vice President of Human Resources may approve a fully remote work agreement for a period not to exceed one year and may be renewable on a yearly basis. These employees perform job responsibilities at an alternate work location in NJ, NY, PA, or DE within a commutable distance to the employee's assigned work location. In this work arrangement an employee may be scheduled to work remotely regularly but also required, at times, to attend meetings or work from an on-campus work site as directed by a supervisor or as operationally necessary.

B. Effect on Employee's other Terms and Conditions of Employment

In all cases, remote work arrangements are revocable and can be discontinued at any time when it is in the judgment of the department or the university that it is in the best interest of

the University to do so. Departments should give a minimum of 14 calendar days' notice of discontinuance unless extenuating circumstances make such notice impracticable.

Remote work does not change an employee's terms and conditions of employment, including required compliance with or the application of University policies. Additionally, an employee's compensation and/or benefits do not change as a result of a remote work arrangement.

C. Effect on Employee's Leave

Remote work is not intended to circumvent any leave that an employee has requested and is entitled to pursuant to State and/or federal law, University policy, or prevailing collective negotiations agreements.

D. Alternate Work Location

The alternate location from which an employee works remotely should be a predetermined site, such as a home office, and should have a fixed work area that will provide the employee with adequate access to the tools necessary for remote work, such as a telephone, computer, internet connection, etc.

The alternate work location must be within an environment that is free of disruptions and provides the appropriate level of privacy when discussing confidential or sensitive matters.

A supervisor or other appropriate University official may arrange to visit the alternate work location both prior to and after a flexible work arrangement has been approved if there are worksite-related concerns.

Employees with approved remote work arrangements should not hold business visits or in-person meetings with professional colleagues, customers, or the public at alternate work sites; exceptions to this provision must be approved in advance by the department.

A remote work arrangement does not convert the alternate work location into a University place of business.

E. Equipment, Costs, and Expenses

Except as set forth below, employees must provide their own computer, telephone, telephone service, internet connection, and any other equipment necessary to facilitate the remote work arrangement, unless otherwise expressly agreed to and approved. The University does not assume responsibility for the cost of employee-provided equipment or its repair or service.

The University will supply IT equipment, non-IT equipment, and office supplies, at its discretion, only for the employee's primary Assigned Work Location, be it on-campus or remote. The University will not reimburse employees for out-of-pocket expenses for materials and supplies that are normally available at the employee's assigned work location. Any additional equipment is the responsibility of the employee. There will be no reimbursement for printing, cell phone, internet or home-office furniture set up. Except as provided above, all costs, whether relating to the initial set-up or the maintenance of an alternate work location, will be borne by the employee. The University does not assume

responsibility for operating costs, home maintenance, or other costs incurred by employees in the use of their homes or other alternative work locations.

Departments are not prohibited from using University funds for reasonable expenses that are necessary to facilitate the remote work arrangement, if there is a legitimate business need and adequate funding exists. Such expenses must be consistent with existing University policies regarding purchasing and business expenditures and equitable across employee groups.

When available, and at its discretion, departments may issue University-owned equipment to an employee for use in remote work arrangements; however, the equipment is to be used only by the employee to perform authorized University business. When University-owned equipment is issued to an employee for remote work, the employee is responsible for protecting it from theft, damage, and unauthorized use. University-issued equipment used in the normal course of employment will continue to be supported by the department.

Employees must utilize all equipment in accordance with all University and OIT Policies and Procedures.

F. Accountability and Availability

In general, remote work should not change the regular days and hours that an employee is expected to be working. All employees working remotely are required to submit an application in an approved university system detailing workdays, hours, and location, and must receive approval prior to commencing their remote work schedules. Such arrangements must be revisited and approved on a yearly basis. If it is found that an employee is not performing work during the remote work hours, or is not at their designated Alternate Work Location during remote work hours, their flexible work agreement can be revoked.

An employee with an approved remote work arrangement shall be available for communication and contact during the scheduled workday, regardless of work location. An employee with an approved remote work arrangement shall report to the regularly assigned work location on non-remote workdays. In addition, supervisors may require that on a regular remote workday an employee must report to the regularly assigned work location or elsewhere as needed for work-related meetings or other events. In that event, the supervisor should give the employee as much notice as is practicable.

Employees with approved remote work arrangements must adhere to the established standards and protocol relating to information protection, security, and technology. Failure to adhere to the standards and protocol may result in revocation of the University Remote Work Agreement and appropriate disciplinary action.

G. Assessment

Certain adaptations may be necessary in how supervisors communicate expectations and assignments, and provide ongoing assessment and feedback, due to the fact that the employee with approved remote work arrangement is not always physically present in the regular Assigned Work Location. The supervisor and the employee with approved remote work arrangement should agree upon a workable means for delivering such information, such as regular meetings or status emails. Likewise, supervisors should also review and/or revise the

208 criteria that will be utilized for annual performance appraisals where applicable. Such criteria
209 should be clearly defined and measurable in terms of quantity, quality, or time to complete.

210 **III. Flexible Work Schedules**

211 The definitions for all terms utilized in this section are the same as those utilized in the
212 Definitions section above unless otherwise noted.

213 **A. Forms of Flexible Work Schedules**

214 **1. Flex Workday**

215 The features of a Flex Workday are as follows:

216 a. A variable daily schedule with a pre-defined start and end time that may
217 differ from the regularly scheduled workday but revolves around a fixed
218 number of hours, which may vary by employee; or

219 b. A spilt schedule whereby an employee works a full workday with a
220 specific number of hours in two or more periods; and

221 c. A meal break of at least thirty (30) consecutive minutes.

222 **2. Compressed Workweek**

223 **a. Features of a Compressed Workweek**

224 i. A regularly-repeating weekly, or bi-weekly, schedule that is
225 shorter than five uniform and consecutive days in one workweek,
226 or ten uniform and consecutive days in two workweeks,
227 respectively;

228 ii. A regular workweek (e.g., 35, 37.5 or 40 hours) that is executed
229 over the shortened period of time so that there are fewer but longer
230 days in the new workweek(s);

231 iii. A workday that is for a specific number of hours, not including
232 a meal break, during which the employee must be at work;

233 iv. A meal break of at least thirty (30) consecutive minutes; and

234 v. One regularly-scheduled day off that the employee receives as a
235 result of the compression of the workweek(s). The regularly
236 scheduled day off may be any day during such workweek(s),
237 mutually agreed upon by the employee and their supervisor, which
238 shall repeat with regularity.

239 **b. Examples of Compressed Workweek Arrangements**

240 i. 4&1 Compressed Workweek Arrangement: In a 4&1
241 Compressed Workweek Arrangement, the employee will work four
242 (4) days and receive one (1) regularly scheduled day off in each
243 workweek.

244 An employee who is in a 35-hour per week position and who is
245 placed on a 4&1 Compressed Workweek Arrangement will work
246 four 8.75 days per workweek.

247 An employee who is in a 37.5-hour per week position and who is
248 placed on a 4&1 Compressed Workweek Arrangement will work
249 four 9.38-hour days per workweek.

250 An employee who is in a 40-hour per week position and who is
251 placed on a 4&1 Compressed Workweek Arrangement will work
252 four 10-hour days per workweek.

253 ii. 9&1 Compressed Workweek Arrangement: In a 9&1
254 Compressed Workweek Arrangement, the employee will work
255 nine (9) days and receive one (1) regularly scheduled day off in
256 every two consecutive workweeks. A 9&1 Compressed Workweek
257 Arrangement must correlate with an employee's pay period as
258 defined in the Definitions section above. A 9&1 Compressed
259 Workweek Arrangement is not available to overtime-eligible
260 employees.

261 NL employees: NL employees have a minimum average workweek
262 of 37.5 hours. Accordingly, an NL employee who is placed on a
263 9&1 Compressed Workweek Arrangement will work nine days of
264 at least 8.33 hours per two consecutive workweeks.

265 N4 employees: N4 employees are required to work a minimum of
266 40 hours per workweek because their primary function is to
267 directly supervise non-exempt, 40-hour, fixed workweek
268 employees. Accordingly, an N4 employee who is placed on a 9&1
269 Compressed Workweek arrangement will work nine 8.9- hour days
270 per two consecutive workweeks.

271 **B. Flexible Work Arrangements for Part Time Employees**

272 Compressed Workweek and Flex Workday Arrangements can be implemented for part-
273 time employees by following the same guidelines set forth in section A above, prorated
274 according to the employee's part-time percentage.

275 **C. Holidays and other Paid Leave Days**

276 1. The value of a holiday or paid leave day is equal to 1/5 of the employee's
277 regular workweek.

278 2. If a holiday falls, or paid leave day is taken, on an employee's regularly
279 scheduled day of work, the employee shall receive the day off. If due to the
280 Compressed Workweek Arrangement the length of the employee's workday is
281 greater than the value of the holiday or paid leave day, the difference must be
282 charged to another form of time or to leave without pay.

283 3. If a holiday falls on an employee's regularly scheduled day off, the employee
284 shall receive an alternate day off within the same workweek. If due to the
285 Compressed Workweek Arrangement the length of the employee's workday is
286 greater than the value of the holiday, the difference must be charged to another
287 form of time or to leave without pay.

288 4. If an employee is directed to work on a holiday, the employee shall receive pay
289 for the holiday. Additionally, if non-exempt, the employee shall receive time-and-
290 one-half premium pay for all hours worked on such holiday.

291 5. Current University policies for recording holiday time remain applicable.

292 **IV. Process**

293 Approval of flexible work arrangements must follow the established processes as set forth by the
294 University.

295
296 If an employee's request for a flexible work arrangement is denied, a written explanation shall be
297 provided to the employee along with the notice of denial. The Department Needs Assessment
298 and Team Agreement may serve as the written explanation.

299
300 If a flexible work arrangement request cannot be supported given the results of the Department
301 Needs Assessment and Teams Agreement, an employee may still submit the request into the
302 Flexwork@RU System. The employee must attest to understanding the department operational
303 needs, wants to submit a request based on specific circumstances, and provides supporting
304 details for the request in the Flexwork@RU System. Department Heads will need to review the
305 application and make a determination if the flexible work arrangement can be supported based
306 on the additional details provided by the employee.

307
308 Any requests for a reasonable accommodation must be submitted to the Office of Employment
309 Equity in University Human Resources.

310
311 A University Flexible Work Agreement may be discontinued by either the employee or the
312 department upon written notice via email or some other method. Departments should give a
313 minimum of fourteen (14) calendar days' notice of discontinuance unless extenuating
314 circumstances make such notice impracticable. The employee should give as much notice as is
315 reasonably necessary to facilitate resumed reporting to the work location.

316 **V.** This Article supersedes and replaces any current and existing articles in the signatories'
317 collective negotiations agreements related to flexible work arrangements (if any), including but
318 not limited to flexible work schedules and remote work.

319 **VI. Dispute Resolution**

320 Grievances alleging a violation of a University or Department's substantive determination under
321 this Article shall be concluded at the step of the grievance procedure with the Office of
322 University Labor Relations as set forth in the applicable collective negotiations agreement and
323 shall not be eligible for arbitration. If a grievance alleging a violation of the definitions or

324 processes of this Article proceeds to arbitration, an arbitrator's remedial authority is limited to
325 directing the University to comply with this Article's definitions and processes.

Key: Regular text is language the parties agree upon.
Bold/underline and ~~strikethrough~~ is Rutgers' 7/29/24 proposal.

Article 52 – Term

This Agreement shall be effective from July 1, **2024** ~~2018~~ until 12:00 midnight on June 30, **2028** ~~2024~~.

Agree:

Julie Cartegna-Jones

Date

Agree:

Terry Woodrow

Date

Lakishia Hamm

Date

Maureen Camper

Date



RUTGERS

Office of University
Labor Relations

Office of University Labor Relations
Rutgers, The State University of New Jersey
Liberty Plaza
335 George Street, Suite 2200
New Brunswick, NJ 08901-8554

p. 848-932-1813
f. 732-932-0018

October 17, 2024

Maureen Camper
President, AFSCME Local 1761

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

Dear Maureen,

The parties agree to meet within 45 days of ratification of this Agreement in order to negotiate/discuss Leave of Absence articles: Article 15 – Pregnancy/Childbirth/Adoption/Child Care Leave, Article 17 – Leave of Absence without Pay, and Article 50 – Federal Family and Medical Leave, New Jersey Family Leave, New Jersey SAFE Act Leave.

Please indicate your agreement below.

Thank you,

Julie Cartegna-Jones
Sr. Labor Relations Specialist
Rutgers University Office of University Labor Relations

Maureen Camper
President, AFSCME Local 1761

10.17.24

Date

October 17, 2024

Maureen Camper
President, AFSCME Local 1761

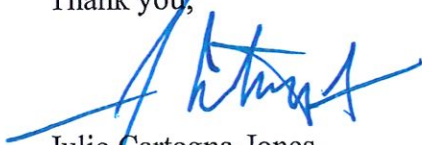
Re: Letter Agreement to Continue Discussions regarding ELRA Uniforms

Dear Maureen,

The parties agree to meet within 45 days of ratification of this Agreement in order to discuss clothing, including footwear, that may be required by the University at the Early Learning Research Academy (ELRA).

Please indicate your agreement below.

Thank you,



Julie Cartegna-Jones
Sr. Labor Relations Specialist
Rutgers University Office of University Labor Relations

Maureen Camper
President, AFSCME Local 1761

Date

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 Camper

Robert Ham

For AFSCME Local 888

Michael Messner 12-22-23

Tim L. Woodrow 12-22-23

For Rutgers University

Antonio Calcade

Appendix D

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 1761

FISCAL DAYS: 261

RANGE	STEP	1	2	3	4	5	6	7	8	9
5	ANNL	26168.05	27247.13	28325.11	29385.62	30461.42	31531.76	32597.72	33853.91	34937.38
	BIWK	1002.61	1043.95	1085.25	1125.89	1167.10	1208.11	1248.95	1297.08	1338.60
	35HR	14.32	14.91	15.50	16.08	16.67	17.26	17.84	18.53	19.12
	40HR	12.53	13.05	13.57	14.07	14.59	15.10	15.61	16.21	16.73
6	ANNL	27256.97	28386.35	29514.63	30638.54	31766.82	32890.73	34020.10	35338.61	36460.34
	BIWK	1044.33	1087.60	1130.83	1173.89	1217.12	1260.18	1303.45	1353.97	1396.95
	35HR	14.92	15.54	16.15	16.77	17.39	18.00	18.62	19.34	19.96
	40HR	13.05	13.59	14.14	14.67	15.21	15.75	16.29	16.92	17.46
7	ANNL	28408.21	29587.87	30767.55	31955.96	33131.25	34316.38	35500.42	36886.72	38070.77
	BIWK	1088.44	1133.64	1178.83	1224.37	1269.40	1314.80	1360.17	1413.28	1458.65
	35HR	15.55	16.19	16.84	17.49	18.13	18.78	19.43	20.19	20.84
	40HR	13.61	14.17	14.74	15.30	15.87	16.44	17.00	17.67	18.23
8	ANNL	29609.74	30851.73	32095.90	33336.79	34586.43	35824.03	37070.39	38521.20	39763.18
	BIWK	1134.47	1182.06	1229.73	1277.27	1325.15	1372.57	1420.32	1475.91	1523.49
	35HR	16.21	16.89	17.57	18.25	18.93	19.61	20.29	21.08	21.76
	40HR	14.18	14.78	15.37	15.97	16.56	17.16	17.75	18.45	19.04
9	ANNL	30869.22	32176.80	33476.73	34786.50	36084.24	37386.36	38696.13	40204.87	41511.37
	BIWK	1182.73	1232.83	1282.63	1332.82	1382.54	1432.43	1482.61	1540.42	1590.47
	35HR	16.90	17.61	18.32	19.04	19.75	20.46	21.18	22.01	22.72
	40HR	14.78	15.41	16.03	16.66	17.28	17.91	18.53	19.26	19.88
10	ANNL	32194.29	33558.72	34926.44	36300.72	37668.43	39030.68	40392.92	41996.79	43363.40
	BIWK	1233.50	1285.77	1338.18	1390.83	1443.23	1495.43	1547.62	1609.07	1661.43
	35HR	17.62	18.37	19.12	19.87	20.62	21.36	22.11	22.99	23.73
	40HR	15.42	16.07	16.73	17.39	18.04	18.69	19.35	20.11	20.77
11	ANNL	33590.44	35021.56	36457.05	37889.28	39324.77	40760.27	42184.83	43865.23	45297.45
	BIWK	1286.99	1341.82	1396.82	1451.70	1506.70	1561.70	1616.28	1680.66	1735.53
	35HR	18.39	19.17	19.95	20.74	21.52	22.31	23.09	24.01	24.79
	40HR	16.09	16.77	17.46	18.15	18.83	19.52	20.20	21.01	21.69

RANGE	STEP	1	2	3	4	5	6	7	8	9
12	ANNL	35044.52	36549.99	38052.17	39562.02	41063.11	42569.68	44065.31	45823.33	47327.70
	BIWK	1342.70	1400.38	1457.94	1515.79	1573.30	1631.02	1688.33	1755.68	1813.32
	35HR	19.18	20.01	20.83	21.65	22.48	23.30	24.12	25.08	25.90
	40HR	16.78	17.50	18.22	18.95	19.67	20.39	21.10	21.95	22.67
13	ANNL	36574.04	38150.57	39739.13	41321.13	42904.22	44488.41	46072.59	47923.55	49502.26
	BIWK	1401.30	1461.71	1522.57	1583.18	1643.84	1704.54	1765.23	1836.15	1896.64
	35HR	20.02	20.88	21.75	22.62	23.48	24.35	25.22	26.23	27.09
	40HR	17.52	18.27	19.03	19.79	20.55	21.31	22.07	22.95	23.71
14	ANNL	38183.37	39843.00	41503.71	43163.33	44826.24	46486.96	48156.41	50082.81	51755.54
	BIWK	1462.96	1526.55	1590.18	1653.77	1717.48	1781.11	1845.07	1918.88	1982.97
	35HR	20.90	21.81	22.72	23.63	24.54	25.44	26.36	27.41	28.33
	40HR	18.29	19.08	19.88	20.67	21.47	22.26	23.06	23.99	24.79
15	ANNL	39868.14	41609.76	43350.29	45103.93	46837.90	48586.09	50335.36	52357.96	54100.67
	BIWK	1527.51	1594.24	1660.93	1728.12	1794.56	1861.54	1928.56	2006.05	2072.82
	35HR	21.82	22.77	23.73	24.69	25.64	26.59	27.55	28.66	29.61
	40HR	19.09	19.93	20.76	21.60	22.43	23.27	24.11	25.08	25.91
16	ANNL	41640.37	43478.20	45317.13	47147.31	48986.23	50820.79	52649.87	54797.10	56633.84
	BIWK	1595.42	1665.83	1736.29	1806.41	1876.87	1947.16	2017.24	2099.51	2169.88
	35HR	22.79	23.80	24.80	25.81	26.81	27.82	28.82	29.99	31.00
	40HR	19.94	20.82	21.70	22.58	23.46	24.34	25.22	26.24	27.12
17	ANNL	43504.44	45435.21	47364.87	49289.07	51213.27	53140.76	55070.42	57319.34	59246.81
	BIWK	1666.84	1740.81	1814.75	1888.47	1962.19	2036.04	2109.98	2196.14	2269.99
	35HR	23.81	24.87	25.92	26.98	28.03	29.09	30.14	31.37	32.43
	40HR	20.84	21.76	22.68	23.61	24.53	25.45	26.37	27.45	28.37
18	ANNL	45466.91	47484.04	49505.55	51531.42	53547.46	55564.59	57589.37	59939.96	61962.56
	BIWK	1742.03	1819.31	1896.76	1974.38	2051.63	2128.91	2206.49	2296.55	2374.04
	35HR	24.89	25.99	27.10	28.21	29.31	30.41	31.52	32.81	33.91
	40HR	21.78	22.74	23.71	24.68	25.65	26.61	27.58	28.71	29.68
19	ANNL	47523.40	49637.83	51761.01	53887.48	56008.48	58120.72	60243.90	62721.31	64836.84
	BIWK	1820.82	1901.83	1983.18	2064.65	2145.92	2226.85	2308.20	2403.12	2484.17
	35HR	26.01	27.17	28.33	29.50	30.66	31.81	32.97	34.33	35.49
	40HR	22.76	23.77	24.79	25.81	26.82	27.84	28.85	30.04	31.05
20	ANNL	49673.92	51907.51	54134.56	56368.17	58595.21	60817.88	63055.86	65653.53	67880.57
	BIWK	1903.22	1988.79	2074.12	2159.70	2245.03	2330.19	2415.93	2515.46	2600.79
	35HR	27.19	28.41	29.63	30.85	32.07	33.29	34.51	35.94	37.15
	40HR	23.79	24.86	25.93	27.00	28.06	29.13	30.20	31.44	32.51



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: 235 and 240 – AFSCME Local 1761

Effective Date: JANUARY 1, 2024

RANGE				
		Introductory Rate	Job Rate I	Job Rate II
05	ANNL	31,470.40	31,470.40	34,937.38
	BIWK	1210.40	1210.40	1343.75
	35HR	17.29	17.29	19.20
	40HR	15.13	15.13	16.80
06	ANNL	31,470.40	31,766.82	36,460.34
	BIWK	1210.40	1221.80	1402.32
	35HR	17.29	17.45	20.03
	40HR	15.13	15.27	17.53
07	ANNL	31,470.40	33,131.25	38,070.77
	BIWK	1210.40	1274.28	1464.26
	35HR	17.29	18.20	20.92
	40HR	15.13	15.93	18.30
08	ANNL	31,470.40	34,586.43	39,763.18
	BIWK	1210.40	1330.25	1529.35
	35HR	17.29	19.00	21.85
	40HR	15.13	16.63	19.12
09	ANNL	31,470.40	36,084.24	41,511.37
	BIWK	1210.40	1387.86	1596.59
	35HR	17.29	19.83	22.81
	40HR	15.13	17.35	19.96

RANGE				
		Introductory Rate	Job Rate I	Job Rate II
10	ANNL	32,194.29	37,668.43	43,363.40
	BIWK	1238.24	1448.79	1667.82
	35HR	17.69	20.70	23.83
	40HR	15.48	18.11	20.85
11	ANNL	33,590.44	39,324.77	45,297.45
	BIWK	1291.94	1512.49	1742.21
	35HR	18.46	21.61	24.89
	40HR	16.15	18.91	21.78
12	ANNL	35,044.52	41,063.11	47,327.70
	BIWK	1347.87	1579.35	1820.30
	35HR	19.26	22.56	26.00
	40HR	16.85	19.74	22.75
13	ANNL	36,574.04	42,904.22	49,502.26
	BIWK	1406.69	1650.16	1903.93
	35HR	20.10	23.57	27.20
	40HR	17.58	20.63	23.80
14	ANNL	38,183.37	44,826.24	51,755.54
	BIWK	1468.59	1724.09	1990.60
	35HR	20.98	24.63	28.44
	40HR	18.36	21.55	24.88
15	ANNL	39,868.14	46,837.90	54,100.67
	BIWK	1533.39	1801.46	2080.80
	35HR	21.91	25.74	29.73
	40HR	19.17	22.52	26.01
16	ANNL	41,640.37	48,986.23	56,633.84
	BIWK	1601.55	1884.09	2178.22
	35HR	22.88	26.92	31.12
	40HR	20.02	23.55	27.23

RANGE				
		Introductory Rate	Job Rate I	Job Rate II
17	ANNL	43,504.44	51,213.27	59,246.81
	BIWK	1673.25	1969.74	2278.72
	35HR	23.90	28.14	32.55
	40HR	20.92	24.62	28.48
18	ANNL	45,466.91	53,547.46	61,962.56
	BIWK	1748.73	2059.52	2383.18
	35HR	24.98	29.42	34.05
	40HR	21.86	25.74	29.79
19	ANNL	47,523.40	56,008.48	64,836.84
	BIWK	1827.82	2154.17	2493.72
	35HR	26.11	30.77	35.62
	40HR	22.85	26.93	31.17
20	ANNL	49,673.92	58,595.21	67,880.57
	BIWK	1910.54	2253.66	2610.79
	35HR	27.29	32.20	37.30
	40HR	23.88	28.17	32.63