

December 6, 2013

Ann Twomey, President
Health Professionals & Allied Employees AFT, AFL-CIO
110 Kinderkamack Road
Emerson NJ 07630

Re: Job Series

Dear Ms. Twomey:

Effective beginning January 1, 2014, if, at the time of layoff, an employee is not offered a vacancy or is not eligible to bump pursuant to Article 4.07 (I) "a" through "g", the employee may then opt to fill a vacancy in a lower classification if his/her job title at the time of layoff is included in one of the Job Series listed in the attachment to this letter of agreement. If there is no such vacancy available in his/her Job Series, the employee may bump down into a lower classification in the Job Series, listed in the attachment to this letter of agreement, which includes his/her title at the time of layoff. Either of these moves will constitute a voluntary demotion, and the employee will no longer have rights to a position in his/her title at the time of layoff, or to a previously held title.

The opportunity to fill a vacancy or bump into a lower classification in the Job Series will only be available to a laid off employee after all other rights to vacancies and bumping in current title and immediate prior title have been exhausted.

There will be no probationary period for employees with 10 or more years of consecutive UMDNJ/RU experience.

All other provisions regarding vacancies, bumping, and part time and full time classification as stated in Article 4.07 will apply.

The Job Series titles shall include Staff Assistants, Accountants, Grants & Contracts Analysts, Habilitation Counselors, and Nutritionists. It is agreed that the title of Staff Assistant shall be revised as indicated below for all present and future employees, in order to appropriately reflect that this is a Job Series.

<i>Staff Assistant I</i>	<i>Grade 21</i>
<i>Staff Assistant II</i>	<i>Grade 20</i>
<i>Staff Assistant III</i>	<i>Grade 19</i>
<i>Staff Assistant IV</i>	<i>Grade 18</i>
<i>Staff Assistant V</i>	<i>Grade 17</i>

Staff Assistant I will be considered the highest level, and Staff Assistant V will be considered the lowest level.

The provisions of this letter will expire with the HPAE 5094 contract on September 30, 2014.

Please indicate your agreement by signature below.

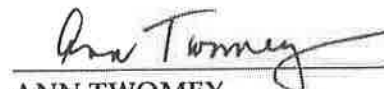
Very truly yours,



Abdel "Abbe" Kanan

Rutgers University

Date: 1/16/14



ANN TWOMEY

HPAE 5094

Date: 12/23/13

Cc: Harry Agnostak

Job Series Titles

Staff Assistants

<i>Staff Assistant I</i>	<i>Grade 21</i>
<i>Staff Assistant II</i>	<i>Grade 20</i>
<i>Staff Assistant III</i>	<i>Grade 19</i>
<i>Staff Assistant IV</i>	<i>Grade 18</i>
<i>Staff Assistant V</i>	<i>Grade 17</i>

Accountants

<i>Sr. Accountant</i>	<i>Grade PS 22</i>
<i>Accountant</i>	<i>Grade PH 18</i>

Grants & Contracts Analysts

<i>Grants & Contracts Analyst I</i>	<i>Grade PS 27</i>
<i>Grants & Contracts Analyst II</i>	<i>Grade PS 24</i>
<i>Grants & Contracts Analyst III</i>	<i>Grade PS 21</i>

Habilitation Counselors

<i>Sr. Habilitation Counselor</i>	<i>Grade PS 22</i>
<i>Habilitation Counselor</i>	<i>Grade PS 19</i>

Nutritionists

<i>Nutritionist I</i>	<i>Grade PS 24</i>
<i>Nutritionist II</i>	<i>Grade PS 22</i>
<i>Nutritionist III</i>	<i>Grade PS 20</i>



UNIVERSITY HOSPITAL

Newark, New Jersey

www.uhnj.org

Human Resources

150 Bergen Street
PO Box 27050
Newark, NJ 07101-6750

December 6, 2013

Ann Twomey, President
Health Professionals & Allied Employees AFT, AFL-CIO
110 Kinderkamack Road
Emerson NJ 07630

Re: Job Series

Dear Ms. Twomey:

Effective beginning December 16, 2013, if, at the time of layoff, an employee is not offered a vacancy or is not eligible to bump pursuant to Article 4.07 (l) "a" through "g", the employee may then opt to fill a vacancy in a lower classification if his/her job title at the time of layoff is included in one of the Job Series listed in the attachment to this letter of agreement. If there is no such vacancy available in his/her Job Series, the employee may bump down into a lower classification in the Job Series, listed in the attachment to this letter of agreement, which includes his/her title at the time of layoff. Either of these moves will constitute a voluntary demotion, and the employee will no longer have rights to a position in his/her title at the time of layoff, or to a previously held title.

The opportunity to fill a vacancy or bump into a lower classification in the Job Series will only be available to a laid off employee after all other rights to vacancies and bumping in current title and immediate prior title have been exhausted.

There will be no probationary period for employees with 10 or more years of consecutive UMDNJ/UH experience.

All other provisions regarding vacancies, bumping, and part time and full time classification as stated in Article 4.07 will apply.

The Job Series titles shall include Staff Assistants, Accountants, Grants & Contracts Analysts, Biomedical Equipment Techs, and Nutritionists. It is agreed that the title of Staff Assistant shall be revised as indicated below for all present and future employees, in order to appropriately reflect that this is a Job Series.


<i>Staff Assistant I</i>	<i>Grade 21</i>
<i>Staff Assistant II</i>	<i>Grade 20</i>
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<i>Staff Assistant IV</i>	<i>Grade 18</i>
<i>Staff Assistant V</i>	<i>Grade 17</i>

Staff Assistant I will be considered the highest level, and Staff Assistant V will be considered the lowest level.

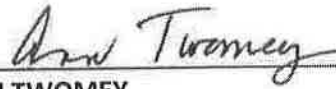
The provisions of this letter will expire with the HPAE 5094 contract on September 30, 2014.

Please indicate your agreement by signature below.

Very truly yours,



GERARD GARCIA
University Hospital
Date: 12/10/13



ANN TWOMEY
HPAE 5094
Date: 12/23/13



UNIVERSITY HOSPITAL

Newark, New Jersey

www.uhnj.org

Human Resources

150 Bergen Street
PO Box 27050
Newark, NJ 07101-6750

Job Series Titles

Staff Assistants

<i>Staff Assistant I</i>	<i>Grade 21</i>
<i>Staff Assistant II</i>	<i>Grade 20</i>
<i>Staff Assistant III</i>	<i>Grade 19</i>
<i>Staff Assistant IV</i>	<i>Grade 18</i>
<i>Staff Assistant V</i>	<i>Grade 17</i>

Accountants

<i>Sr. Accountant</i>	<i>Grade PS 22</i>
<i>Accountant</i>	<i>Grade PH 18</i>

Grants & Contracts Analysts

<i>Grants & Contracts Analyst I</i>	<i>Grade PS 27</i>
<i>Grants & Contracts Analyst II</i>	<i>Grade PS 24</i>
<i>Grants & Contracts Analyst III</i>	<i>Grade PS 21</i>

Biomedical Equipment Technicians

<i>Biomedical Equip Tech I</i>	<i>Grade PH 21</i>
<i>Biomedical Equip Tech II</i>	<i>Grade PH 19</i>

Nutritionists

<i>Nutritionist I</i>	<i>Grade PS 24</i>
<i>Nutritionist II</i>	<i>Grade PS 22</i>
<i>Nutritionist III</i>	<i>Grade PS 20</i>

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