

# Summary of Tentative Agreement between HPAE 5094 Professionals and Rutgers

June 3, 2019

Our current contract remains the same except for the following modifications:

1. **Wages: 12.2% increase on average** throughout the life of the contract.

**Effective July 1 2018: 3% across the board** increase. All members will receive retro increase to July 1 2018 or their date of hire if hired after July 1.

**Effective July 1 2019:** Average increase of **3.9%** (2% across the Board and a **Step Increase** (avg 1.9%\*), a \$1200 lump sum for top step).

**Effective July 1 2020:** Average increase of **2.3%** (0.5% across the Board and a **Step Increase** (avg 1.9%\*), a \$1200 lump sum for top step).

**Effective July 1, 2021: 2.5% across the board** increase.

*\*Calculation based on current full-time salaries on PS & PH Scale*

The increases are above the wage pattern for the vast majority of members. In addition, many members on the low end the step scales will see **increases as high as 13.1% over the four years.**

2. **Tuition Remission:** Effective July 1, 2020, members will be eligible for tuition remission. This is effectively an increase from \$3120 to as much as \$14,372 (current Rutgers annual tuition).
3. **Vision Care:** Members will now be eligible for the Rutgers Vision Care program (up to \$50 reimbursement for corrective lenses).
4. **Sick Leave:** Annual accrual increased by three (3) days, from 12 to 15. Usage of sick leave expanded to include care for seriously ill family members. New Jersey Sick Leave law incorporated into contract. Language confirming that members will stay in the UMDNJ Legacy Staff Leave Donation Program.
5. **Bereavement Leave:** Up to three (3) days of true bereavement leave, up to five (5) days if in a distant location.
6. **Mandatory Leave Days:** One more day if facility is closed for more than four days over the Holidays.
7. **Health Insurance:** Language committing to negotiating reductions in health care costs at a joint union table.
8. **Joint Negotiations over RBHS/Barnabas Affiliation:** Rutgers committed to continuing negotiations over the impact of the Barnabas affiliation at a joint table with all affected unions.
9. **Seniority, layoff protections, and bumping:** Added one additional title to the "Job Series" (giving members the ability to bump into a lower grade in the title if needed): Cancer Registry Info Specialist I, II, and III.
10. **Medical Leave:** No cap on leave using accrued sick time; twelve-week extension with donated sick time, protecting all members for up to half a year. Members can also request an accommodation under the Americans with Disabilities Act or other applicable laws, which shall not be unreasonably denied.
11. **Inter-campus transfers:** Members temporarily reassigned to a different campus will be reimbursed for the increased mileage.
12. **Work outside of Job Classification/Salary Adjustment:** Clarified the process for the various types of claims.
13. **Workplace Democracy:** Language incorporating rights under the WDEA, including: a) inclusion of previously non-represented employees into our union, b) extension of guaranteed time to orient new hires to the union, c) the right to hold union meetings on employer premises, e) additional information to be provided to the union.
14. **Severability:** In the event any laws are passed that would invalidate parts of our contract, this savings clause protects the unaffected parts of the contract.
15. **Housekeeping:** Global name change referring to our bargaining unit and the staff in it as "Negotiations Unit" and "Negotiations Unit Employee," as in state law.
16. **Term of contract:** July 1, 2018 to June 30, 2022.
17. **Side Letters:**
  - a. **Lactation Spaces:** Rutgers policy to confirm to state law.
  - b. **Parking:** Right to re-open the issue of parking fees.
  - c. **Non-Represented Employees:** Negotiation of working conditions for unrepresented members newly added to our bargaining unit by the Workplace Democracy Enhancement Act are to be completed within 90 days of ratification of this agreement.
  - d. **Secondary Appointments:** Within 90 days of ratifications, Local will meet to discuss the issue of Secondary Appointments.