

Summary of Tentative Agreement between HPAE Local 5094 and Rutgers

June 30, 2023

Below is a summary of the 2022-2026 Tentative Agreement (TA) between 5094 and Rutgers University. For this tentative agreement to go into effect, members must vote "yes" to ratify the contract. The negotiations committee for HPAE Local 5094 recommend a vote of "Yes" for this contract settlement.

1. Wages:

Fiscal Year 2023

Retroactive to July 1, 2022, a 4% across the board (ATB) salary increase to base salary.

Fiscal Year 2024

Effective July 1, 2023, all eligible employees will receive a step move and a 1.85% ATB increase.

Effective July 1, 2023, employees on Step 20 of the PH or PS Salary scale shall receive a 1.9% lump sum payment based on their salary of their June 30, 2023 salary (not to be added to the base salary).

Fiscal Year 2025

Effective July 1, 2024, all eligible employees will receive a step move and a 1.6% ATB increase

Effective July 1, 2024, employees on Step 20 of the PH or PS Salary scale shall receive a 1.9% lump sum payment based on their salary of their June 30, 2024 salary (not to be added to the base salary).

Fiscal Year 2026

Effective July 1, 2025, all eligible employees will receive a step move and a 1.6% ATB increase

Effective July 1, 2025, employees on Step 20 of the PH or PS Salary scale shall receive a 1.9% lump sum payment based on their salary of their June 30, 2025 salary (not to be added to the base salary).

2. **Retirees:** Retroactive pay for those negotiations unit employees who retire July 1, 2023 or later until date of payment. First time retro pay has been won for those who retire prior to date of payment.
3. **NO CONCESSIONS!!!** We gave nothing back to Rutgers. Maintained or improved all aspects of the contract.
4. **DEFEATED!!!!** Rutgers attempts to limit Weingarten Rights and union representation.
5. **Per Diems:** Added previously excluded Professional Per Diems to the bargaining unit and incorporated them into elements of the contract.
6. **Preservation of Unit Work:** Continued negotiations regarding the Master Affiliation and RWJBarnabas integration.
7. **Telework:** Continued union coalition negotiations for remote and flex work schedules
8. **Continuing Education:** New side letter providing UBHC employees with free or low-cost continuing education classes and list of classes on centralized website. Twice a year, University will reach out to employees to expand the list of available classes.
9. **Compensatory time for exempt employees:** can be accrued in half day increments (previously could only accrue if an employee worked a full day beyond the normal work week).
10. **Layoff/Bumping Rights for FXB/Child Health Unit:** Created regions to prevent wide spread reorganizations in the event of a layoff.
11. **Promotions and Transfers:** lowered the probation extension period that a voluntarily transferred or promoted employee could serve from 90 to 30 days.
12. **Reassignment:** Reassignments of 5 or more employees in a single department are able to request a labor relations conference to discuss the reassignment.
13. **Layoff/Bumping Rights for entire unit:** Increased layoff notice from 28 to 30 days. If you bump into a position due to a layoff, probation will only be 3 months (originally was 6 months) and it is possible to bid on other positions after 6 months (originally was 1 year).
14. **Pay period:** decreased the turnaround time for payroll to fix and issue a corrected paycheck from 1 full pay period (i.e. two weeks) to 3 payroll working days.
15. **Holidays:** Juneteenth (observed on the 3rd Friday of June) added. Additional consideration for time off for Election Day.
16. **Bereavement:** allow for the use of bereavement leave for 120 days following the death of a family member.
17. **Meal period:** clearly states that exempt staff shall not work during their lunch period unless required by their supervisor and if required, they will be paid.

18. **Resignation:** allow for the use of 3 paid leave days following submission of resignation, increased from 2 days.
19. **Unit/School Labor Management Committees:** language now includes all schools and units in the bargaining unit and increases the number of union representatives from 5 to 8.
20. **Inclusive contract language:** Change all current gender references to gender neutral references
21. **Term of contract:** Retroactive to July 1, 2022 and expires June 30, 2026.