



Tentative Agreement Summary between HPAE Local 5094 and Rowan University

November 1, 2023

Below is a summary of the 2023-2027 Tentative Agreement (TA) between HPAE Rowan 5094 and Rowan University. For this tentative agreement to go into effect, members must vote "yes" to ratify the contract. The negotiations committee for HPAE Rowan Local 5094 recommend a vote of "Yes" for this contract settlement.

1. Wages:

Fiscal Year 2024

Effective July 1, 2023, all employees will receive a 3.5% ATB increase. All employees hired prior to 7/1/22 will receive a step movement. Retro payment from date of payout back to 7/1/23.

Fiscal Year 2025

Effective July 1, 2024, all employees will receive a 3.5% ATB increase. All employees hired prior to 7/1/23 will receive a step movement.

Fiscal Year 2026

Effective July 1, 2025, all employees will receive a 3.5% ATB increase. All employees hired prior to 7/1/24 will receive a step movement.

Effective July 1, 2025, employees on Step 20 for at least 24 months shall receive \$750. For employees on Step 20 for at least 36 months, they will receive an additional \$250.

Fiscal Year 2027

Effective July 1, 2026, all employees will receive a 3.5% ATB increase. All employees hired prior to 7/1/25 will receive a step movement.

Effective July 1, 2026, employees on Step 20 for at least 24 months shall receive \$750.

2. **NO CONCESSIONS!!!** We gave nothing back to Rowan. Maintained or improved all aspects of the contract.
3. **NO MORE PARKING FEES!!! Effective 7/1/2024, HPAE employees will no longer pay for parking!!**
4. **Holidays:** added one additional float holiday with additional language in a side letter to ensure that it can be used on Juneteenth (observed on the 3rd Friday of June) if an employee chooses.
5. **Bereavement:** employees will now get 1 free PTO day for bereavement leave per calendar year, in addition to the existing contract language which allows us to use up to 3 accrued days to take off to mourn a loved one.
6. **Flexible Work Arrangements:** confirms that HPAE employees are eligible for Rowan's flexible work arrangement policy.
7. **Reassignment:** when Rowan determines a reassignment is necessary, they need to inform the employee of the duties of the new assignment and, if the new assignment is temporary, the anticipated duration. Reassignments are now grievable up to step 2 of the grievance process.
8. **Subcontracting protections:** removed language that did not hold Rowan to the higher standards as required by law and added language that Rowan will follow all laws related to subcontracting.
9. **Layoff notice:** Increased layoff notice from 28 to up to 35 days, as long Rowan is aware of a layoff more than 28 days in advance. Minimum notice is still 28 days.

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10. **Recall rights for researchers:** strengthened the recall language for research staff by ensuring Principal Investigators review all resumes of negotiations unit researchers on the recall list prior to filling a vacancy.
11. **Vacation payout:** ensures employees terminated for performance-related issues can get their accrued vacation time paid out.
12. **Health and Safety:** Improved health and safety language by requiring the University to acknowledge all reported health and safety problems within 2 business days and requiring them to respond with a timeline and explanation of how the conditions will be remedied.
13. **Information and data:** Management will provide additional information to union leadership regarding negotiations unit employees that will enhance representation of our unit.
14. **Term of contract:** Retroactive to July 1, 2023, and expires June 30, 2027.