

CNJSCL-AFT FULL-TIME/PART-TIME 2019-2023 STATEWIDE AGREEMENT MOA SUMMARY

PRIMARY ECONOMIC/NON-ECONOMIC ISSUES

RECOGNITION OF NON-TENURE TRACK FACULTY – Article I & LOA XIV

Lecturers, including but not limited to titles such as Clinical/Instructional Specialists, are now included in the Council’s bargaining unit in positions titled Non-Tenured Track Teaching Positions (NTTP). Members in NTTP titles will have their terms and conditions of employment governed and protected by both the statewide contract and by locally negotiated agreements. Further, all locally negotiated Agreements are subject to binding arbitration under Article VI. This newly negotiated Letter of Agreement sets forth minimum salaries, provides across-the-board increases and protects tenure by setting a cap on the number of NTTP hires at each institution, except Thomas Edison.

SALARY INCREASES & INCREMENTS – Article XXI

There will be a two percent (2%) increase in each year of the Agreement, retroactive to the first full pay period in October 2019.

In addition to the across the board increases, employees that have completed at least 24 months at Step 12 in their current title/range on or before October 1, 2021, will receive a one-time payment of \$750. Employees that have completed at least 36 months at Step 12 in their current title/range on or before October 1, 2021, will receive an additional \$250.

Employees who have completed at least 24 months at Step 12 in their current title/range on or before October 1, 2022, will receive a one-time payment of \$750.

INCREMENT PROTECTION – Article XXI

Your negotiations team fought hard for and secured contract language in Article XXI to protect increments after the expiration of all future contracts.

HEALTHCARE – Article XIX

The Council’s bargaining unit members will move away from the Chapter 78 schedule of premium sharing to paying a percentage of salary. The percentages of pay will be considerably less than the percentage of premium sharing. The new PPO health care plan has the EXACT same network providers as in NJ DIRECT 15.

SUMMER SESSION & OVERLOAD – Article XI & Article XII

Summer session and overload pay will increase as follows:

Title	Summer Session				Overload			
	July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022	Spring 2020	Sept 2020	Sept 2021	Sept 2022
Professor, Associate Professor, Assistant Director in the Library (Professor in the Library) Librarian I (Associate Professor in the Library)	\$1575	\$1771	\$1805	\$1805	\$1575	\$1771	\$1805	\$1805
Assistant Professor, Instructor, Librarian II (Assistant Professor in the Library), Librarian III (Instructor in the Library)	\$1525	\$1721	\$1755	\$1755	\$1525	\$1721	\$1755	\$1755
Professional Staff	\$1525	\$1721	\$1755	\$1755	\$1525	\$1721	\$1755	\$1755

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TUITION WAIVER INCREASED & SHORTER ELIGIBILITY PERIOD – LOA IX

Dependent children and spouses will now have a minimum of 60% of their tuition waived by the College/University, up from the previous 40%. Also, new employees will have to wait only three years instead of five for tuition waiver eligibility.

OTHER ECONOMIC/NON-ECONOMIC ISSUES

LEAVE TIME OFF FOR VOTING FOR PROFESSIONAL STAFF & LIBRARIANS – Article XXVI

Professional Staff & Librarians can now use an hour off with pay either at the start or end of the normally scheduled hours of work for voting on Election Day.

DISCIPLINE RIGHTS– Article VII and Article XXIX (Personnel Files)

Employees facing the imposition of discipline will have an opportunity to meet with the Dean or Vice President and the right to be accompanied by a Union representative.

Written warnings and counseling memos will be automatically removed from Personnel Files after five years under certain conditions.

INCREASED TUITION REIMBURSEMENT – Article XXVIII

The Council's bargaining team negotiated an increase in tuition reimbursement to \$175 per credit.

BINDING ARBITRATION for LOCAL NEGOTIATIONS – Articles XX, XXXIII & XXXIV

The terms and conditions for procedures governing Outside-Funded Activities (Article XX), Intellectual Property & Scholarly Works (Article XXXIII) and Online Courses (Article XXXIV) will be negotiated pursuant to Local negotiations. The Local negotiations process will be subject to the Public Employer Relations Commission's (PERC) terminal impasse rules, which prohibits administrations from imposing terms without first exhausting PERC's process. Moreover, locally negotiated rates of compensation established by these local agreements will be subject to binding arbitration.

PROTECTION FROM ARBITRARY REMOVAL FROM THE CLASS ROOM – Article XV

Faculty facing involuntary removal from teaching duties must now be offered an opportunity to meet with the Dean or Vice President regarding the decision.

ANNUAL EVALUATIONS FOR PROBATIONARY PROFESSIONAL STAFF – Article XVI

The Colleges/Universities are now required to provide professional staff in the probationary period of employment with an annual evaluation.

EXPANDED UNION RIGHTS – Article VIII & Article X

Union rights that were expanded by the NJ Workplace Democracy Enhancement Act (WDEA) are now memorialized in the new Agreement. Among newly implemented WDEA terms in the contract is the Union's right to attend the College/Universities' scheduled new employee orientations.

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OTHER CHANGES

INCREASES FOR X RANGE EMPLOYEES – Article XXI

Employees on X range (no increments) MAY receive an increase in salary up to the amount of the average increment available to bargaining unit members.

SPECIAL SICK LEAVE – Article XXIV

Special Sick Leave will now normally be for a full academic semester, but alternate durations, on a case-by-case basis, may be considered by the College/University.

PERSONNEL ACTION DATE CHANGES – ARTICLE XIII & APPENDIX I

Faculty notices of non-reappointment will change from March 1 to April 1 for first & second year appointments and from December 1 to February 1 for third through sixth year appointments. Professional Staff notices of non-reappointment for those with less than two years of service will change from 120 days to 90 days' notice and from 195 to 150 days' notice for those with more than two years of service but less than five years. Professional Staff in their fifth year of service who are not being reappointed will be notified on February 1 instead of December 1.