

**The State of New Jersey & Council of New Jersey State College Locals, AFT, AFL-CIO (State Colleges/ Universities Unit)**

**Summary of 2023-2027 Contract Changes**

- Article 1 (Recognition and Definition of Terms) - updates for clarity as to part-time personnel.
- Article 5 (Academic Freedom) - updated for clarity as to the instructional settings where academic freedom applies.
- Article 6 (Dues Deduction) - updates for clarity as to the biweekly deduction amounts.
- Article 8 (Union-Employer Information Exchange)
  - four additional items of information added to the required register of employees.
  - Professional staff job descriptions now only required to be sent after any substantive change or upon request of the employee or union.
  - Generally applicable rules and policies can be maintained electronically or physically in a central location.
- Article 9 (Union- Board Relations) - minor clean up for consistency.
- Article 11 (Employee Rights)
  - Paragraph C - session contracts (e.g., summer and winter sessions) shall be paid at the applicable overload rate as outlined in Article 12.B.3.
  - Paragraph D - made applicable to all negotiations unit members.
  - Paragraph F - provides that the college may pass along the costs of replacement of employee identification cards where the employee is at fault for the loss.
- Article 12 (Faculty Responsibilities)
  - Paragraph A.1 - provides that in the circumstance where a faculty member does not satisfy the 24-credit basic academic year teaching load during the period of instruction, the faculty member shall satisfy the deficiency before the start of the fall semester in the following calendar year.
  - Paragraph B.3 - increases to the applicable overload compensation rates per teaching credit hour

- Article 13.O - percentage of 13.O appointments reduced to 4% of the regular full time faculty lines at the college, except that a college may go up to 6% if the percentage of NTTPs is reduced such that the aggregate of NTTPs and 13.O employees does not exceed 44% of the regular full time faculty lines.
- Article 16 (Professional Staff)
  - Paragraph B - professional staff employees must receive 30 calendar days' notice of a change in hours/shifts, absent exigent circumstances.
  - Paragraph C- requires that instances of out of title work identified by the union must be brought to the attention of the college in writing.
  - Paragraph F- requires professional staff employees to also notify the office of human resources when applying for a position reclassification. Should a reclassification be granted the employee shall be compensated to the date of the decision but no later than 91 days from the date of the employee's application.
- Article 17 (Librarians) - Updates to the applicable salary ranges for purposes of librarian range adjustments. Note, Librarians currently in a range that is being eliminated from this Article are not permitted to rely upon these changes as the basis for a future range adjustment.
- Article 18.G (Department Chairpersons) - New requirements added for faculty and employees in non-tenure track teaching positions to meet with their department chairperson for purposes of professional growth and success.
- Article 19.D (Eye Care Program) – increases to the applicable reimbursement rates for prescription eyeglasses and examinations
- Article 21 (Salary and Fringe Benefit Agreement)
  - 3.50% across the board salary increases effective on the first full pay period in each July of the 4-year contract (September for 10-month employees)
  - A 13th step is added to the salary guides effective July 1, 2025. Eligible employees advance to the new step 13 if warranted by performance as follows:

- Employees who have completed at least five or more years of service at step 12 of the same range as of July 1, 2025 advance to the 13th step on the first full pay period on or after July 1, 2025.
  - Employees who have completed at least four or more years of service at step 12 of the same range as of July 1, 2026 advance to the 13th step effective the first full pay period on or after July 1, 2026.
  - After July 1, 2026 employees who have been at the 12th step of the same range for 104 full pay periods are eligible to move to the 13th step if warranted by performance.
- Article 22 (Anniversary Dates, Pay Adjustments and Payroll) clean-up for clarity.
- Article 25 (Holidays) - Juneteenth added to the list of holidays and Columbus Day clarified as Columbus Day/Indigenous People's Day.
- Article 26 (Leave of Absence) - new paragraph I added to provide for up to three days of leave for a death in the family.
- Article 28 (Tuition Reimbursement) - now provides for tuition reimbursement for graduate degree or certificate program directly related to the area of teaching or work and increases the reimbursement rate to \$200 per credit.
- Article 29 (Personnel files)
  - Colleges no longer required to maintain table of contents in employee personnel files.
  - provides that a written warning cannot be removed from an employee's personnel file if the employee is served with another written warning for the same offense within five years from the first written warning.
- Article 30 (Safe Conditions) - now provides that college policies and procedures on safety shall be made available to employees pursuant to procedures locally negotiated.
- Article 41 (Retrenchment)
  - Minimum required notice for retrenchment of a tenured faculty member for financial reasons reduced to 150 days.

- Required notice for retrenchment of professional staff employees on multi-year contracts reduced to 150 days.
- To the extent required by law, parties will locally negotiate over the impact of retrenchment relating to any matters not covered in this Agreement if the union requests such negotiations within 30 days of receipt of retrenchment notices.
- Updated reemployment lists shall be provided to the local union at the start of each academic year.
- The college must notify the union when an offer of reemployment is made and whether the offer was accepted or rejected.
- Article 42 (Negotiation Procedures) - updates as to the dates.
- Article 43 (Duration and Termination) - updates as to the dates.
- Appendix 2 (Career Development Program) - updated to make applicable to employees in non-tenure track teaching positions.
- Letter of Agreement 2 (Institutional Goals) - updated to make applicable to employees in non-tenure track teaching positions.
- Letter of agreement 9 (Tuition Waiver for Dependent Children, Spouses and Parties to a Civil Union) - new section added to provide the opportunity to apply for the continuation of dependent child tuition waiver if an employee is placed on a reemployment list or non-reappointed for fiscal reasons.
- Letter of Agreement 13 – deleted language that limited the parties’ intent to “during the term of this Agreement,” as to the provisions of this LOA.
- Letter of agreement 14 (Non-Tenure Track Teaching Positions)
  - Total number of permitted NTTP's increased to 40% of the regular full time faculty lines at a college. As of July 1, 2023, if a college exceeds the NTTP cap, unless otherwise locally negotiated, no new NTTP appointments can be made until the existing NTTP total falls below the 40% limit.
  - Effective July 1, 2023 the minimum salary for 10-month NTTPs is increased to no less than \$54,000 and the minimum salary for 12-month NTTPs is no less than \$62,000.
  - Certain additional articles of the master agreement identified as applicable to NTTPs.

- Each college that employs NTTPs shall locally negotiate a range adjustment program.
- Each college that employs NTTPs shall locally negotiate advancement procedures for NTTPs.
- NTTPs who are reappointed shall be appointed to a multi-year contract of no less than three years upon completion of five years of service at the same college. Procedures for reappointment shall be locally negotiated. Where a local agreement provides for appointment to a multi-year contract under more favorable terms, that locally negotiated agreement shall govern.
- Appendix 5 (Healthcare Reopener) - additions to provide for information to be supplied to the union, as well as other clean up changes for clarity and consistency.