

SUMMARY OF NJCU-AFT 1839 MEMORANDUM OF AGREEMENT

On August 31, 2022, Local 1839 and the Council reached a tentative Memorandum of Agreement with the New Jersey City University regarding unpaid furlough days and other cost savings measures. We reached this type of Agreement to protect as many jobs as possible by avoiding mass layoffs as the University deals with an approximate \$20 million dollar budget shortfall. Below are the terms of the Agreement.

FURLOUGH DAYS

Base annual salary range	Furlough Days
\$80,000 to \$99,999	Five (5)
\$100,000 to \$119,999	Ten (10)
\$120,000 to \$149,999	Twelve (12)
\$150,000 and above	Fifteen (15)
X-range salary above \$177,000	At least eighteen (18), more at mgt's discretion

Professional staff must take a minimum of 5 days before October 31, 2022, and another 5 by February 17, 2023. The balance of time must be taken before June 1, 2023.

Faculty must take a minimum of ten (10) unpaid furlough days before January 17, 2023. Their respective balance of time must be taken before June 1, 2023. Faculty unpaid furlough days may not be scheduled during a period of assigned instruction.

PENSION AND HEALTH CARE

Pension and health care coverage will continue during the furlough days.

All unit members will accrue service credit for the purpose of anniversary date increases, including credit towards or under a multi-year contract.

PAID LEAVE BANK

The University will establish a paid leave bank. The terms will be negotiated by November 30, 2022 and will be established during calendar year 2023.

JOB PROTECTING/NO LAYOFF

In exchange for accepting unpaid furlough days, there will be no layoff notices of furloughed employees prior to December 14, 2022, for faculty and November 29, 2022, for professional staff.

Anyone who used any or all designated unpaid furlough days and then receives a retrenchment notice will not be required to take the balance of unused furlough days. Anyone who receives a

layoff notice will be reimbursed for the value of used furlough days. Payment will be made on the date of the involuntary separation from employment.

OTHER COST SAVINGS ITEMS

Professional staff: There will be voluntary 12-month professional staff conversions to 10-month or 11-month appointments.

Overload: Overload requests will be subject to Provost in consultation with Deans and Chairs.

Coordinator Stipends: There will be a targeted suspension of coordinator stipends, whether in released time or cash payments. The Union and the University will meet to negotiate a coordinator stipend agreement by October 1, 2022.

Released Time: Untenured faculty released time suspended for AY22-23. All reappointment evaluations will be weighted towards service for AY22-23.

Range Adjustments: Suspended for AY22-23

Promotions/Sabbaticals: Suspended for AY23-24

Faculty Travel: Suspended for AY22-23 *does not include assigned travel performed within scope of employment

Summer Chair Compensation: The University and Union will negotiate a FY23/24 agreement by December 31, 2022.

(Expired) Faculty Dissertation Compensation Agreement: *terms effective to December 31, 2024 and will be renegotiated prior to end of 2024.

In load released time on a case-by-case basis

If not assigned in-load, stipend 50% of one (1) teaching credit per semester per dissertation.

Second and third members of committee receive 50% of one (1) teaching credit each per dissertation distributed equally over three (3) semesters.

Individual supervision up to six (6) dissertations and reading no more than eight (8) additional dissertations at one time.

NTTP Memorandum of Agreement shall be modified as follows: *overload terms and credit assignments effective until the end of December 31, 2024.

Increased lecturer cap to 28% from 25%

No overload assignments

10-month position teaching load of a minimum of 30 credits.

12-month position teaching load of a minimum of 33 credits.

After MOA expires on June 30, 2023, there will be a moratorium on NTTP hires until the cap is at or below the negotiated 25% cap