

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement, made this 13th day of November 2019, by and between the New Jersey Council 63, American Federation of State, County and Municipal Employees AFL-CIO ("AFSCME") and the New Jersey Institute of Technology ("NJIT"), the Parties.

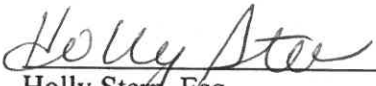
1. This Memorandum of Agreement, together with all Appendices and attachments incorporated and referenced herein, represents the culmination of good faith negotiations between the Parties and constitutes the entire agreement of the Parties relative to terms and conditions of the successor collective negotiations agreement for the term July 1, 2019 to June 30, 2023, hereafter referred to as the "Agreement".
2. Except as otherwise set out hereafter, or specifically left to continuing negotiations between the Parties by specific reference herein, the provisions of the expired Collective Negotiations Agreement, with the term July 1, 2015 to June 30, 2019, shall be recertified to and incorporated into a successor Collective Negotiations' Agreement, the "Agreement", with limited amendments relative to dates and paragraph heading, and amendments necessitated by such revision, additions and inclusions. The Parties agree to use all reasonable diligence to draft and finalize a comprehensive agreement containing all terms and conditions of the successor Agreement in a timely manner.
3. **Agreement Term** - The Agreement shall be for a term of four years, commencing July 1, 2019 and ending June 30, 2023.
4. **Holidays, Article VII** – the following provision will be added to this article: "If a holiday falls on an employee's regular day off, the employee will schedule with his/her supervisor a day off that falls within a week before or after the holiday."
5. **Sick Leave, Article XI** – this article will be revised as follows:
  - a. Section C(2) – remove this article to account for the new bereavement provision below.
  - b. Section D(4) will be modified as follows: "... An employee absent for unanticipated sick leave for any and all periods totaling more than ten (10) days in the previous twelve (12) months may be required to submit a health care provider's statement validating the duration and nature of illness enabling sick leave usage." This updated provision will go into effect on July 1, 2020.
6. **Other Leaves of Absence, Article XII** – a provision will be added entitled "Bereavement Leave" which will allow for up to three (3) paid days of bereavement leave per fiscal year, with a maximum of seven (7) days during the

term of the Agreement (July 1, 2019 through June 30, 2023). This bereavement leave may be used to grieve the death and/or to attend the funeral of the employee's immediate family: father(in-law); mother(in-law); stepparent; spouse; domestic partner or civil union partner (as defined and recognized by State law, respectively); child (naturally or legally recognized); stepchild; brother(in-law); or sister(in-law). For other family members not listed above, an employee may request use of vacation or personal time from their supervisor, and such request shall not be unreasonably denied.

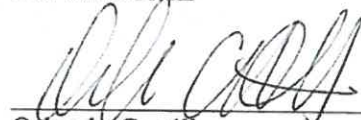
7. **Maternity Leave, Article XVI** – this article will be removed from the Agreement as maternity leave is covered by the university's Family Leave policies.
8. **Pledge Against Discrimination and Coercion, Article XXI** – Section will be revised as follows: "The Employer and the Union agree there shall not be any discrimination, including harassment, based on race, creed, color, national origin, nationality, ancestry, age, sex, marital status, civil union partnership status, domestic partnership status, affectional or sexual orientation, atypical hereditary cellular or blood trait, genetic information, liability for military service, and mental or physical disability, including perceived disability and AIDS and HIV status, political affiliation or union membership or non-membership, assistance on behalf (or restraint from same), pregnancy or breastfeeding, gender identity or expression, or because of the refusal to submit to a genetic test or make available the results of a genetic test to an employer, or any other category prohibited by law."
9. **Salary Program and Compensation, Article XXIII** – this article will be revised as follows:
  - a. Section A – Effective the first full pay of July in each year of the contract: 0.5% increase to the base salaries of eligible employees.
  - b. Section B – remove all reference to step increases
  - c. Section C – The Parties will utilize the updated Evaluation Tool (Attachment A) to determine the distribution of merit for each year of the contract as well as for Outside Training Opportunities.
    - i. Eligible employees whose overall rating is "does not meet expectations" will receive no additional increase; eligible employees whose overall rating is "meets expectations" will receive an additional 1.5% increase; and eligible employees whose overall rating is "exceeds expectations" will receive an additional 2.5% increase. The number of eligible employees who can be given a rating of "exceeds expectations" will be capped at 10% of eligible employees, with at least one employee receiving an "exceeds" rating in each VP area. An overall rating of "meets expectations" is defined as a rating of at least "meets expectations" for at least 50% of the criteria in the evaluation form.
    - ii. The previously agreed upon merit appeal process (Appendix E of the prior Agreement) will be incorporated in the new Agreement.


- iii. The remaining provisions of this section will remain the same.
  - d. Section D – the Uniform Program and Policy will be revised in accordance with the Settlement Agreement signed by the parties on October 11, 2019, and attached hereto as Attachment B. Article XXIII will be updated to reflect the new program, and Article XXIV, Section C will be removed from the contract.
  - e. Section E – the existing language in this section will be removed and replaced with the following: “Effective July 1, 2019, employees who work a shift where at least fifty percent (50%) of the shift hours fall between the hours of 7PM and 7AM will receive a shift differential of \$50/month for each month worked or for paid excuse therefrom up to \$600/year. This differential will be paid within thirty (30) days following the end of each fiscal year.”
  - f. The updated salary matrices are attached hereto in Attachment C.
10. **Job Titles and Ranges** – the updated list of job titles and ranges are attached hereto in Attachment D, and will replace the existing list found in Appendix B of the prior Agreement.
11. All other terms and conditions previously agreed to in interim agreements during negotiations are incorporated herein.
12. The parties agree to continue negotiations specifically with regard to two open issues as set forth in a Side Letter of Agreement. (Attachment E).
13. Both Management and Union agree to recommend this MOA to their respective constituencies within (30) days for final approval.

**For NJIT**

  
Holly Stern, Esq.  
Interim Vice President, Human Resources

**For AFSCME**

  
Orlando Castillo  
AFSCME President

  
Agustin Sanchez  
AFSCME NJ CO. 63 Staff Rep

**ATTACHMENT A – EVALUATION TOOL**



**NEW JERSEY INSTITUTE OF TECHNOLOGY**

**AFSCME PERFORMANCE EVALUATION FORM**

**C O N F I D E N T I A L**

Employee Information

Name:	Department:
Job Title:	Years in Position:
Immediate Supervisor:	Supervisor Job Title:
Immediate Supervisor Signature:	Date:
Review Dates From: July 1, 2019	To: June 30, 2020

Revised: 9/20/2019

Employee Name:

Rating Period: 7/1/2019 – 6/30/2020

Customer Focus/Service Oriented: Maintains attention to customers' needs. Takes personal responsibility for continuously raising the standard of customer service.

Rating (circle one):      EE      ME      DE

Initiative/Flexibility: Identifies a problem, obstacle or opportunity and takes action to address current or future problems or opportunities, within the scope of position as authorized.

Rating (circle one):      EE      ME      DE

Problem Solving: Understands a situation by breaking it into smaller pieces and solving it in a step-by-step method. Commits to actions after identifying alternative methods based on logical assumptions and information.

Rating (circle one):      EE      ME      DE

Attendance: Punctual in arriving at work, in responding to regular duties and in responding to unexpected circumstances, as well as accountable for their whereabouts at all times while on shift. Remains free from disciplinary action for excessive or patterned abuse of sick leave.

Rating (circle one):      EE      ME      DE

Appearance: Uniforms maintained in excellent condition. Uniform attire including safety shoes and outerwear are worn in appropriate manner. Presents himself/herself, without deviation, in a ready, alert, neat, properly groomed and fully uniformed manner at all times.

Rating (circle one):      EE      ME      DE

Persistence/Tenacity: Works systematically and tirelessly to meet or exceed inherent and stated goals and standards for the position, department and university initiatives. Perseveres after meeting difficult challenges or significant obstacles. Exhibits professional stamina while striving to meet, exceed and master objectives over a long period of time.

Rating (circle one):      EE      ME      DE

Absence of Discipline: Remains free from any disciplinary action.

AFSCME Evaluation Form  
Proprietary and Confidential  
Revised: 09/20/2019

Employee Name:

Rating Period: 7/1/2019 – 6/30/2020

Rating (circle one): EE ME DE

Honesty and Integrity: Acts in accordance with all university and department policies, procedures and expectations. Acts in an honest and ethical manner. Keeps commitments and acknowledges their mistakes. Will not compromise one's responsibility to place the best interests of the department and university over personal gain.

Rating (circle one): EE ME DE

Quality Assurance/ Attention to Detail: Accomplishes tasks through concern for all areas and details involved, no matter how small. Shows concern for all the quality aspects of the job. Accurately checks work and tasks and follows up in a timely manner with appropriate persons. Has the desire to see things accomplished logically, clearly with quality and attention to detail.

Rating (circle one): EE ME DE

Teamwork and Collaboration: Works cooperatively with others to complete assignments efficiently and effectively.

Rating (circle one): EE ME DE

Professionalism: Conducts oneself at all times in a professional, committed, personable and customer oriented manner demonstrating respect for the position, fellow colleagues, department integrity and the university's best interest.

Rating (circle one): EE ME DE

Communications: Communicates effectively verbally and in writing. Strives to share information and understand other's perspectives. Keep's supervisor and all necessary parties well informed.

Rating (circle one): EE ME DE

Civility: Treats others with respect and dignity, values diversity in the work place.

Rating (circle one): EE ME DE

Employee Name:

Rating Period: **7/1/2019 – 6/30/2020**

Accountable for Tools and Work Space: Is responsible and accountable for the security and maintenance of the tools needed in their trade or job. Ensures work area is clean and well maintained. Is safety conscious and adheres to all safety regulations.

Rating (circle one):      EE      ME      DE

*Forepersons and Supervisors Only (next four expectations)*

Supervisory 1: Assign and Track Work Tasks: Effectively prioritize, schedule, assign and oversee completion of all required work in a quality, timely and cost effective fashion. Initiate and update required tasks and clearly document actions taken.

Rating (circle one):      EE      ME      DE      NA

Supervisory 2: Order Supplies & Materials: Evaluate and determine required materials, supplies and tools necessary to perform job functions; Request and order these items by means of established procedures and systems while remaining within budgeted cost.

Rating (circle one):      EE      ME      DE      NA

Supervisory 3: Schedule and Account for Staff: Effectively assign staff as needed to complete work assignments; use Time Clock Plus to account for staff and for first level leave time approval.

Rating (circle one):      EE      ME      DE      NA

Supervisory 4: Lead and Train Staff: Use effective interpersonal styles to influence and motivate others. Work with other supervisors and managers to coordinate daily activities of the organization. Effectively train employees in various types of work procedures, methods, equipment use, proper care and safety programs.

Rating (circle one):      EE      ME      DE      NA

**SUMMARY COMMENTS and RATING OF OVERALL PERFORMANCE**

Employee Name:

Rating Period: **7/1/2019 – 6/30/2020**

Overall Rating (circle one):    EE    ME    DE

Summarize and Comment on the employee's overall job performance:  
(Required for EE or DE Overall Rating)



Employee Name: \_\_\_\_\_

Rating Period: **7/1/2019 – 6/30/2020**

**SIGNATURES AND EMPLOYEE COMMENTS**

**EMPLOYEE'S SECTION**

(If additional space is needed to answer any of the following questions, please attach additional sheet.)

This evaluation has been discussed with me and I have been offered the opportunity to comment on it.

I concur with the evaluation: \_\_\_\_\_ I do not concur with the evaluation: \_\_\_\_\_

The following are comments concerning my evaluation:

Comments:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

How do you feel your performance can be improved?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Employee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**UNIVERSITY CERTIFICATION**

NOTE: Perform Steps 1 through 4 below prior to meeting with employee and/or obtaining employee's signature. After meeting with and obtaining employee's signature, return completed form to Human Resources. Human Resources will share information as necessary, with appropriate representatives of the university and/or the employee. Formal, written, timely submitted rebuttals will be shared as appropriate, prior to final certification and filing of the evaluation and prior to final merit award decisions.

- 1) Signature of Assistant Manager: \_\_\_\_\_ Date: \_\_\_\_\_
- 2) Signature of Evaluating Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_
- 3) Signature of Division Head (if different): \_\_\_\_\_ Date: \_\_\_\_\_
- 4) Signature of Associate Vice President: \_\_\_\_\_ Date: \_\_\_\_\_
- 5) Signature of Human Resources: \_\_\_\_\_ Date: \_\_\_\_\_

## ATTACHMENT B – UNIFORM SETTLEMENT AGREEMENT

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New Jersey Institute of Technology

Uniform/Safety Equipment

- and -

PERC Docket No: AR-2019-555

AFSCME New Jersey Council 63,  
Local 2282

Settlement Agreement

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This Settlement Agreement ("Agreement") is made and entered into by and between New Jersey Institute of Technology ("NJIT" or the "Employer") and AFSCME New Jersey Council 63, Local 2282 ("AFSCME" or the "Union") (hereinafter collectively referred to as "parties") in full and final settlement of the Grievance and Request for Arbitration bearing PERC Docket No. AR-2019-555.

In consideration of the mutual promises set forth in this Agreement, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree to the following terms:

1. AFSCME agrees to withdraw the Grievance and Request for Arbitration with prejudice.
2. NJIT's uniform program (e.g. uniforms, safety shoes, safety equipment) will be modified to apply to employees in the AFSCME bargaining unit, as negotiated and

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agreed to in the final Tentative Agreement for the successor collective bargaining agreement for the term of July 1, 2019 to June 30, 2023.

3. AFSCME employees who work in the labs will be provided with the following items that will be laundered and replaced, as needed, by the vendor selected by the NJIT: eleven (11) 100% cotton long sleeve button-down shirts; eleven (11) 100% cotton short-sleeve polo shirts; eleven (11) 100% cotton work pants; one (1) park jacket; and one (1) twill work jacket. The following additional items will be made available to the AFSCME employees who work in the labs: work apron; work gloves; and safety glasses.
4. Pursuant to the existing Uniform Program of the previous collective bargaining agreement for the term of July 1, 2015 through June 30, 2019, AFSCME employees who regularly work outdoors during snow and ice emergencies, including Groundskeepers, will receive two (2) sets of coveralls, when requested, once every three (3) years, upon the employee's request to his/her supervisor or manager.
5. For AFSCME employees working in the positions listed on Schedule A attached hereto, one (1) set of coveralls will be provided, when requested, once every three (3) years, upon the employee's request to his/her supervisor or manager.
6. For AFSCME employees working in the positions listed on Schedule A attached hereto, one (1) set of rain gear (coat, pants and boots) will be provided, when requested, once every three (3) years, upon the employee's request to his/her supervisor or manager.
7. Safety shoes will be provided, when requested, once every year to all AFSCME employees. If an employee opts to purchase her/his own safety shoes instead of NJIT providing the safety shoes, NJIT will reimburse the employee up to ninety dollars (\$90) upon submission of the employee's proof of payment.
8. Each employee in the AFSCME bargaining unit is responsible for wearing proper uniforms and safety shoes on a daily basis, and to inform his/her supervisor or manager if an issue exists that may prevent the employee from doing so. Failure to wear safety equipment, without valid justification, may be used as the basis for

disciplinary action.

9. This Settlement Agreement shall be interpreted, construed, and governed by the laws of the State of New Jersey.

10. The terms of this Settlement Agreement shall be effective immediately and shall be incorporated into the parties' collective negotiations agreement for the period commencing July 1, 2019 and ending June 30, 2023 that the parties are in the process of negotiating.

11. The parties represent and declare that this Settlement Agreement constitutes the sole, exclusive and entire agreement among and between themselves for full and complete settlement of the Grievance. There are no other agreements, promises, understandings, obligations, covenants, or representations between them with respect to such matters.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement this 11 day of OCTOBER, 2019.

For New Jersey Institute of Technology  
2282



SVP, REDCO

For AFSCME NJ Co. 63, Local



Local 2282 President

  
AFSCME Co. 63

**Schedule A**

**Positions to Receive Coveralls and Rain Gear**

<b>Department</b>	<b>Title</b>
BS	Building Services Foreperson
BS	Carpenter
TS	Chief Operating Engineer
TS	Electrical Foreperson
TS	Electrician
BS	Groundkeeper
BS	Groundskeeper Foreperson
TS	HVAC Foreperson
TS	HVAC Technician
TS	Maintenance Mechanic Foreperson
BS/TS	Maintenance Mechanic I
BS/TS	Maintenance Mechanic II
BS/TS	Maintenance Mechanic III
TS	Plumber
TS	Plumbing Foreperson
BS	Senior Carpenter
BS	Senior Custodian II
TS	Senior Electrician
BS	Senior Groundskeeper
TS	Senior HVAC Technician
TS	Senior Plumber

**BS = Building Services**  
**FS = Facility Services**  
**TS= Technical Services**

## ATTACHMENT C – UPDATED SALARY MATRICES

AFSCME New Salary Matrix (FY20)

Range	40 Hours		37.5 Hours		35 Hours	
	Min	Max	Min	Max	Min	Max
8	\$30,150	\$35,535	\$29,145	\$34,505	\$28,140	\$33,475
9	\$35,752	\$44,431	\$34,297	\$42,577	\$32,908	\$40,811
10	\$37,259	\$46,371	\$35,752	\$44,431	\$34,297	\$42,577
11	\$38,894	\$48,406	\$37,259	\$46,371	\$35,752	\$44,431
12	\$40,609	\$50,541	\$38,894	\$48,406	\$37,259	\$46,371
13	\$42,409	\$52,781	\$40,609	\$50,541	\$38,894	\$48,406
14	\$44,294	\$55,129	\$42,409	\$52,781	\$40,609	\$50,541
15	\$46,275	\$57,593	\$44,294	\$55,129	\$42,409	\$52,781
16	\$48,353	\$60,181	\$46,275	\$57,593	\$44,294	\$55,129
17	\$50,534	\$62,896	\$48,353	\$60,181	\$46,275	\$57,593
18	\$52,823	\$65,744	\$50,534	\$62,896	\$48,353	\$60,181
19	\$55,227	\$68,734	\$52,823	\$65,744	\$50,534	\$62,896
20	\$57,749	\$71,875	\$55,227	\$68,734	\$52,823	\$65,744
21	\$60,402	\$75,176	\$57,749	\$71,875	\$55,227	\$68,734
22	\$63,185	\$78,642	\$60,402	\$75,176	\$57,749	\$71,875
23	\$66,110	\$82,281	\$63,185	\$78,642	\$60,402	\$75,176
24	\$69,184	\$86,107	\$66,110	\$82,281	\$63,185	\$78,642
25	\$72,415	\$90,129	\$69,184	\$86,107	\$66,110	\$82,281
26	\$75,811	\$94,355	\$72,415	\$90,129	\$69,184	\$86,107
27	\$79,383	\$98,799	\$75,811	\$94,355	\$72,415	\$90,129
28	\$83,138	\$103,474	\$79,383	\$98,799	\$75,811	\$94,355
29	\$87,086	\$108,389	\$83,138	\$103,474	\$79,383	\$98,799
30	\$91,239	\$113,558	\$87,086	\$108,389	\$83,138	\$103,474
9A	\$36,026	\$44,715	\$34,571	\$42,866	\$33,182	\$41,098
11A	\$39,166	\$48,694	\$37,531	\$46,658	\$36,026	\$44,715
13A	\$42,680	\$53,070	\$40,882	\$50,828	\$39,166	\$48,694

Each Range minimum increases by 0.5% from previous FY Matrix

Each Range maximum increases by 3% from previous FY Matrix

AFSCME New Salary Matrix (FY21)

Range	40 Hours		37.5 Hours		35 Hours	
	Min	Max	Min	Max	Min	Max
8	\$30,301	\$36,601	\$29,291	\$35,540	\$28,281	\$34,479
9	\$35,931	\$45,764	\$34,468	\$43,854	\$33,072	\$42,035
10	\$37,446	\$47,762	\$35,931	\$45,764	\$34,468	\$43,854
11	\$39,088	\$49,858	\$37,446	\$47,762	\$35,931	\$45,764
12	\$40,812	\$52,057	\$39,088	\$49,858	\$37,446	\$47,762
13	\$42,621	\$54,365	\$40,812	\$52,057	\$39,088	\$49,858
14	\$44,516	\$56,783	\$42,621	\$54,365	\$40,812	\$52,057
15	\$46,507	\$59,321	\$44,516	\$56,783	\$42,621	\$54,365
16	\$48,594	\$61,986	\$46,507	\$59,321	\$44,516	\$56,783
17	\$50,787	\$64,783	\$48,594	\$61,986	\$46,507	\$59,321
18	\$53,087	\$67,716	\$50,787	\$64,783	\$48,594	\$61,986
19	\$55,503	\$70,796	\$53,087	\$67,716	\$50,787	\$64,783
20	\$58,038	\$74,032	\$55,503	\$70,796	\$53,087	\$67,716
21	\$60,704	\$77,431	\$58,038	\$74,032	\$55,503	\$70,796
22	\$63,501	\$81,001	\$60,704	\$77,431	\$58,038	\$74,032
23	\$66,440	\$84,749	\$63,501	\$81,001	\$60,704	\$77,431
24	\$69,530	\$88,690	\$66,440	\$84,749	\$63,501	\$81,001
25	\$72,777	\$92,833	\$69,530	\$88,690	\$66,440	\$84,749
26	\$76,190	\$97,186	\$72,777	\$92,833	\$69,530	\$88,690
27	\$79,780	\$101,763	\$76,190	\$97,186	\$72,777	\$92,833
28	\$83,553	\$106,578	\$79,780	\$101,763	\$76,190	\$97,186
29	\$87,522	\$111,641	\$83,553	\$106,578	\$79,780	\$101,763
30	\$91,695	\$116,964	\$87,522	\$111,641	\$83,553	\$106,578
9A	\$36,206	\$46,057	\$34,744	\$44,151	\$33,348	\$42,331
11A	\$39,362	\$50,155	\$37,718	\$48,058	\$36,206	\$46,057
13A	\$42,894	\$54,662	\$41,087	\$52,353	\$39,362	\$50,155

Each Range minimum increases by 0.5% from previous FY Matrix

Each Range maximum increases by 3% from previous FY Matrix

AFSCME New Salary Matrix (FY22)

Range	40 Hours		37.5 Hours		35 Hours	
	Min	Max	Min	Max	Min	Max
8	\$30,452	\$37,699	\$29,437	\$36,606	\$28,422	\$35,514
9	\$36,110	\$47,137	\$34,640	\$45,170	\$33,238	\$43,296
10	\$37,633	\$49,195	\$36,110	\$47,137	\$34,640	\$45,170
11	\$39,283	\$51,354	\$37,633	\$49,195	\$36,110	\$47,137
12	\$41,016	\$53,619	\$39,283	\$51,354	\$37,633	\$49,195
13	\$42,834	\$55,996	\$41,016	\$53,619	\$39,283	\$51,354
14	\$44,738	\$58,486	\$42,834	\$55,996	\$41,016	\$53,619
15	\$46,739	\$61,101	\$44,738	\$58,486	\$42,834	\$55,996
16	\$48,837	\$63,846	\$46,739	\$61,101	\$44,738	\$58,486
17	\$51,041	\$66,726	\$48,837	\$63,846	\$46,739	\$61,101
18	\$53,352	\$69,748	\$51,041	\$66,726	\$48,837	\$63,846
19	\$55,780	\$72,920	\$53,352	\$69,748	\$51,041	\$66,726
20	\$58,328	\$76,253	\$55,780	\$72,920	\$53,352	\$69,748
21	\$61,007	\$79,754	\$58,328	\$76,253	\$55,780	\$72,920
22	\$63,819	\$83,431	\$61,007	\$79,754	\$58,328	\$76,253
23	\$66,773	\$87,291	\$63,819	\$83,431	\$61,007	\$79,754
24	\$69,878	\$91,351	\$66,773	\$87,291	\$63,819	\$83,431
25	\$73,141	\$95,618	\$69,878	\$91,351	\$66,773	\$87,291
26	\$76,571	\$100,101	\$73,141	\$95,618	\$69,878	\$91,351
27	\$80,179	\$104,815	\$76,571	\$100,101	\$73,141	\$95,618
28	\$83,971	\$109,775	\$80,179	\$104,815	\$76,571	\$100,101
29	\$87,959	\$114,990	\$83,971	\$109,775	\$80,179	\$104,815
30	\$92,154	\$120,473	\$87,959	\$114,990	\$83,971	\$109,775
9A	\$36,387	\$47,439	\$34,918	\$45,476	\$33,515	\$43,601
11A	\$39,558	\$51,660	\$37,907	\$49,499	\$36,387	\$47,439
13A	\$43,108	\$56,302	\$41,292	\$53,924	\$39,558	\$51,660

Each Range minimum increases by 0.5% from previous FY Matrix

Each Range maximum increases by 3% from previous FY Matrix



AFSCME New Salary Matrix (FY23)

Range	40 Hours		37.5 Hours		35 Hours	
	Min	Max	Min	Max	Min	Max
8	\$30,605	\$38,830	\$29,584	\$37,705	\$28,564	\$36,579
9	\$36,291	\$48,551	\$34,814	\$46,525	\$33,404	\$44,595
10	\$37,821	\$50,670	\$36,291	\$48,551	\$34,814	\$46,525
11	\$39,480	\$52,894	\$37,821	\$50,670	\$36,291	\$48,551
12	\$41,221	\$55,228	\$39,480	\$52,894	\$37,821	\$50,670
13	\$43,048	\$57,676	\$41,221	\$55,228	\$39,480	\$52,894
14	\$44,962	\$60,241	\$43,048	\$57,676	\$41,221	\$55,228
15	\$46,973	\$62,934	\$44,962	\$60,241	\$43,048	\$57,676
16	\$49,081	\$65,761	\$46,973	\$62,934	\$44,962	\$60,241
17	\$51,296	\$68,728	\$49,081	\$65,761	\$46,973	\$62,934
18	\$53,619	\$71,840	\$51,296	\$68,728	\$49,081	\$65,761
19	\$56,059	\$75,107	\$53,619	\$71,840	\$51,296	\$68,728
20	\$58,620	\$78,540	\$56,059	\$75,107	\$53,619	\$71,840
21	\$61,312	\$82,146	\$58,620	\$78,540	\$56,059	\$75,107
22	\$64,138	\$85,934	\$61,312	\$82,146	\$58,620	\$78,540
23	\$67,107	\$89,910	\$64,138	\$85,934	\$61,312	\$82,146
24	\$70,227	\$94,091	\$67,107	\$89,910	\$64,138	\$85,934
25	\$73,507	\$98,487	\$70,227	\$94,091	\$67,107	\$89,910
26	\$76,954	\$103,104	\$73,507	\$98,487	\$70,227	\$94,091
27	\$80,580	\$107,960	\$76,954	\$103,104	\$73,507	\$98,487
28	\$84,391	\$113,069	\$80,580	\$107,960	\$76,954	\$103,104
29	\$88,399	\$118,440	\$84,391	\$113,069	\$80,580	\$107,960
30	\$92,614	\$124,087	\$88,399	\$118,440	\$84,391	\$113,069
9A	\$36,569	\$48,862	\$35,092	\$46,840	\$33,682	\$44,909
11A	\$39,756	\$53,210	\$38,097	\$50,984	\$36,569	\$48,862
13A	\$43,324	\$57,991	\$41,499	\$55,542	\$39,756	\$53,210

Each Range minimum increases by 0.5% from previous FY Matrix

Each Range maximum increases by 3% from previous FY Matrix

# ATTACHMENT D – JOB TITLES AND RANGES

Department	Title	Bargaining Unit	Range	Coveralls and Raingear
BS	Custodian	AFSCME	8	
BS	Senior Custodian I	AFSCME	9	
BS	Senior Custodian II	AFSCME	11	*
BS	Senior Custodian Foreperson	AFSCME	13	
BS	Custodial Supervisor	AFSCME	16	
BS	Groundskeeper	AFSCME	14	*
BS	Senior Groundskeeper	AFSCME	16	*
BS	Groundskeeper Foreperson	AFSCME	19	*
BS	Painter	AFSCME	14	
BS	Senior Painter	AFSCME	16	
BS	Carpenter	AFSCME	16	*
BS	Senior Carpenter	AFSCME	17	*
BS	Building Services Foreperson	AFSCME	20	*
BS/TS	Maintenance Mechanic I	AFSCME	14	*
BS/TS	Maintenance Mechanic II	AFSCME	16	*
BS/TS	Maintenance Mechanic III	AFSCME	17	*
BS/TS	Maintenance Mechanic Foreperson	AFSCME	20	*
TS	Electrician	AFSCME	16	*
TS	Senior Electrician	AFSCME	17	*
TS	Electrical Foreperson	AFSCME	20	*
TS	Plumber	AFSCME	16	*
TS	Senior Plumber	AFSCME	17	*
TS	Plumbing Foreperson	AFSCME	20	*
TS	HVAC Technician	AFSCME	16	*
TS	Senior HVAC Technician	AFSCME	18	*
TS	HVAC Foreperson	AFSCME	20	*
TS	Chief Operating Engineer	AFSCME	21	*
FS	Locksmith	AFSCME	17	
FS	Locksmith Foreperson	AFSCME	19	
OS	Mail Services Specialist	AFSCME	13	
OS	Foreperson (Mail Services)	AFSCME	15	
TR	Driver 1	AFSCME	14	
TR	Driver 2	AFSCME	13	
PE	Sr Recreation Equipment Specialist	AFSCME	13	
NCE	Senior Lab Services Worker	AFSCME	9	

NCE	Electronics Technician	AFSCME	18	
NCE	Principal Electronics Technician	AFSCME	20	
NCE	Lead Technical Specialist	AFSCME	22	
CSLA	Theatre Technician	AFSCME	16	
CSLA	Principal Lab Technician	AFSCME	19	

BS = Building Services

FS = Facility Systems

OS = Office Services

TR = Transportation

TS = Technical Services

PE = Physical Education

NCE = Newark College Engineering

CSLA = College of Science and Liberal Arts

Coveralls and Raingear = Employees eligible for

Coveralls & Raingear

## **ATTACHMENT E – SIDE LETTER OF AGREEMENT**

The parties covenant in good faith to continue discussions on the following topics, and will incorporate further changes to this agreement, based on the outcome of these further negotiations:

- 1) Article XXIII, Section E – Shift Differential – the parties will enter into a separate agreement to settle the claims of five employees who did not receive the shift differential pay in FY2016 through FY2019.
- 2) Article XXVIII – Health Benefits – the parties agree that upon ratification of this Agreement, they will contact the State Division of Pension and Benefits to request that AFSCME members be entitled to participate in the health benefits program made available to State AFSCME employees. Upon approval of such application, the parties will negotiate language changes in the CBA to authorize participation in such program.

**For New Jersey Institute of Technology**

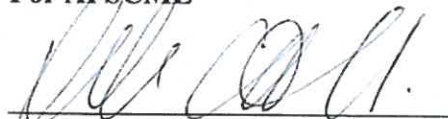


Holly Stern, Esq.

Interim Vice President Human Resources

Date 11/13/19

**For AFSCME**



Orlando Castillo

AFSCME President

Date 11/13/19



Agustin Sanchez

AFSCME NJ CO 63 Staff Rep

Date 11/13/19