

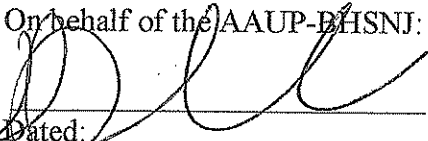
Memorandum of Agreement between the AAUP -BHSNJ and Rowan University, School of Osteopathic Medicine (the University)

- A. This MOA between the American Association of University Professors – Biomedical Health Sciences of New Jersey (AAUP or the Union) and the Rowan University, School of Osteopathic Medicine (the University) covers all full-time and part-time faculty and librarians employed by the University at the SOM as more fully set forth in the Article II – Recognition and incorporates all agreements entered into by the parties during negotiations for a July 1, 2015 through June 30, 2019 successor collective negotiations agreement.
- B. This MOA modifies the terms of the parties’ July 1, 2011 through June 30, 2015 Collective Negotiations Agreement as set forth below. Any terms of the parties’ 2011-2015 Agreement not expressly modified by this MOA remain in full force and effect and shall be incorporated into the parties’ July 1, 2015 through June 30, 2019 Agreement.
- C. The schedules identified in section G below and attached to this MOA shall be incorporated into the parties’ 2015-2019 Agreement.
- D. The economic provisions of this MOA as set forth in section F below shall be incorporated into Article 8 of the 2015-2019 Agreement.
- E. All proposals presented by the parties during negotiations for the 2015-2019 Agreement and not expressly agreed to as reflected in the attached schedules or in section F below, are deemed to be withdrawn.
- F. Economic Provisions**
 - 1. Across-the-board increases
 - a. All negotiations unit members on payroll as of the date of this MOA shall receive a 2% across-the-board increase to base salary effective the first full pay period after July 1, 2017. All employees on payroll as of June 30, 2018, shall receive a 2% across-the-board increase to base salary effective the first full pay period after July 1, 2018.
 - b. The University shall use reasonable efforts to pay unit members all retroactive monies owed pursuant to the above paragraph within sixty (60) calendar days from the date this MOA is ratified.
 - 2. Effective the first full pay period after July 1, 2019, the minimum, mid and maximum salaries set forth in Appendices A-1 through D-7 of the parties’ 2015-2019 Agreement shall be increased by the 1%, 1.75%, 2% and 2% across the board increases provided for in this MOA and in the parties’ predecessor 2011-2015 Agreement.

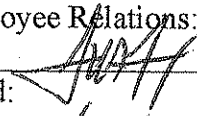
3. The parties agree that all current practices and policies with respect to the payment of clinical incentives shall remain in effect until modified by mutual agreement.
- G. The following TA's are attached to this MOA and shall be incorporated into the parties' 2015-2019 Collective Negotiations Agreement:
1. Preamble (1)
 2. Article II – Recognition (2)
 3. Article III – Policy Statements (3)
 4. Article IV – Personnel Files (5)
 5. Article V – Grievance Procedure (7)
 6. Article VI – Management Rights (13)
 7. Article VII – Association Rights (14)
 8. Article X – Librarian Unit Members (19)
 9. Article XI – Travel (22)
 10. Article XIV – Distribution of Overall Course Schedules (23)
 11. Article XVIII – Neg. Procedure for Future Contracts [numbered as XVII] (24)
 12. Article XIX – Availability of Contracts [numbered as XVII] (25)
 13. Article XX – Patent Policy (26)
 14. Article XXV – Multi-year Contracts for Clinical Educators (27)
 15. Side Letter – Code of Ethics (28)
 16. Appendix D – Outside Employment [deleted] (29)
 17. Side Letter – Recognition [deleted] (30)
 18. Side Letter – Quarterly Meetings [deleted]
 19. Side Letter – Early Retirement [deleted]
 20. Side Letter – Copyright [deleted]
 21. Article VII – Association Rights (31)
 22. Article VIII – Compensation (34) – delete the following sections from the 2011-2015 Agreement: B(4)(c), B(4)(d), B(5), B(8)(d)(second and third paragraphs, B(9)(last sentence of paragraph), and the section entitled “Faculty Management Compensation Study Commission.” All other sections of Article VIII from the 2011-2015 Agreement shall be incorporated into the parties' 2015-2019 Agreement, with such modifications as are necessary to conform the Article to section F of this MOA.
- H. The term of this Agreement shall be from July 1, 2015 through June 30, 2019. Article XVII shall be modified as follows: The last sentence of the first paragraph of the Article shall read: “Such notice shall be given to the other party in writing no later than May 30, 2019, or September 30 of any subsequent year for which the Agreement was automatically renewed.”

I. This MOA is subject to ratification by the members of the AAUP.

On behalf of the AAUP-BHSNJ:


Dated: 3/19/19

On behalf of the Governor's Office of
Employee Relations:


Dated: 3/19/19