

**MEMORANDUM OF AGREEMENT**

**Between**

**THE STATE OF NEW JERSEY / ROWAN UNIVERSITY  
SCHOOL OF OSTEOPATHIC MEDICINE**

**And**

**THE COMMITTEE OF INTERNS AND RESIDENTS**

This constitutes the Memorandum of Agreement made and entered into this 20th day of June, 2024, by and between the State of New Jersey/Rowan University School of Osteopathic Medicine (the “University”) and the Committee of Interns and Residents (“CIR”).

**WHEREAS**, the University and the CIR are parties to a Collective Negotiations Agreement covering the employees represented by the CIR that is in effect from July 1, 2020 through June 30, 2024 (the Agreement”); and

**WHEREAS**, Pursuant to Article V.B.6 of the Agreement, the CIR requested to reopen the agreement; and

**WHEREAS**, following the CIR’s request to reopen the agreement under Article V.B.6 of the Agreement, the University and the CIR have negotiated in good faith;

**NOW THEREFORE**, Following the Parties’ good faith negotiations, the University and the CIR agree to modify the Agreement as follows:

1. Article V (Compensation Plan and Program) is revised as follows:

**ARTICLE V  
COMPENSATION PLAN AND PROGRAM**

\* \* \*

B. Subject to the legislative enactment providing appropriation of funds for these specific purposes the following benefits will be provided, during the term of this Agreement, effective at the time stated herein:

1. Effective the first full pay period after July 1, 2020, 2021, 2022, ~~and 2023~~ and 2024, on or after the dates set forth below, the basic salaries for active Housestaff shall be as follows:

	7/1/2023*	7/1/2024
PGY1	59,500	---
PGY2	62,500	---
PGY3	65,500	---
PGY4	69,000 <u>71,991</u>	---
PGY5	72,000 <u>74,871</u>	<u>77,490</u>
PGY6	74,750	---
PGY7 and up	77,750	---

\* Basic salaries for Housestaff in years 2020, 2021 and 2022 remain unchanged. The salaries listed above apply only to those Housestaff who were active employees as of 8/1/2023.

\* \* \*

~~6 During the term of this Agreement, in the event that Housestaff Officers not employed by the University, but who are in the same residency program and the same PGY year, as the Housestaff Officers employed by the University and covered by this Agreement, are compensated with a salary, educational allowance and/or hazard pay that is more or less than such compensation received by the Housestaff Officer employed by the University in the same PGY year and covered by this Agreement, then the Union or the Employer may request to reopen the agreement only for the purpose of negotiating such salary, educational allowance and/or hazard pay. The parties further agree that a change in the salary scale that increases or decreases the salary rate of one PGY year over a higher or lower PGY year is subject to this reopener. The parties shall begin meeting within sixty (60) days upon notification by the Union or the Employer to the other party of its intent to re-open the agreement.~~

\* \* \*

2. Article XXIX (Term of Agreement and Renewal) is revised as follows:

**ARTICLE XXIX**

**TERM OF AGREEMENT AND RENEWAL**

This Agreement shall remain in full force and effect from the date of execution thereof through the later of June 30, ~~2024~~ 2025 or, the date the last Housestaff Officer completes their residency program. ~~The Agreement shall automatically be renewed from year to year thereafter, unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Such notice shall be given to the other party in writing by certified mail no later than February 1, 2024 or February of any subsequent year for which this Agreement was automatically renewed. Official notice to the State shall be made by addressing the notice to: Director, Office of Employee Relations, Governor's Office, 240 West State Street, 16<sup>th</sup> Floor, PO Box 228, Trenton, New Jersey 08625. Official Notice to the CIR shall be made by addressing the notice to: President of the CIR.~~

3. Any language in the Agreement not expressly changed herein will remain unchanged.  
4. This Memorandum of Agreement is subject to ratification by the CIR membership and approval by the Governor of the State of New Jersey.

Tentative Approval on behalf of:

Russell Warburton  
Committee of Interns & Residents

6/20/2024  
Date

\_\_\_\_\_  
Committee of Interns & Residents

\_\_\_\_\_  
Date

Gyovonne D. Catley  
State of New Jersey / Rowan University

6/20/24  
Date

Charles B. T. II  
State of New Jersey / Rowan University

6/20/24  
Date