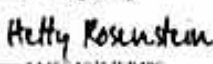


Memorandum of Agreement between the Communications Workers of America, AFL-CIO, the State of New Jersey and Rowan University

To resolve various issues regarding on-going negotiations involving CWA unit members employed at the Rowan University School of Osteopathic Medicine, the parties enter into the following agreement:

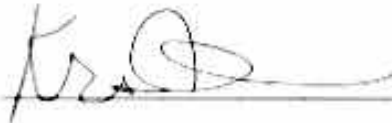
1. The collective negotiations agreement between Rowan University/SOM and CWA that expired on June 30, 2019 shall be extended through June 30, 2020. All terms of the agreement will remain unchanged, with the exception that effective the first full pay period in October 2019 CWA unit members shall receive a 2% increase to base salary. Any unit member on payroll as of June 25, 2020 shall be eligible for a retroactive payment of the October 2019 raise.
2. In accordance with Schedule R to the 2019-2023 Memorandum of Agreement between the State of New Jersey and CWA and pursuant to the Recognition Agreement between CWA and the State of New Jersey, effective July 1, 2020, CWA unit members employed at SOM will be part of the Statewide CWA bargaining units and CWA and the State shall negotiate over the terms and conditions of employment of the employees added. During such negotiations, the terms and conditions of the newly added employees shall remain in effect.
3. CWA unit members at SOM shall be excluded from the June 22, 2020 MOA between the State of New Jersey and CWA.

On behalf of CWA

Designed by

AAEP CA075FE1B49C

Dated: July 16, 2020

On behalf of the State of New Jersey



Dated: July 16, 2020