

MEMORANDUM OF AGREEMENT

Memorandum of Agreement between the State of New Jersey/Rowan School of Osteopathic Medicine and Teamsters Local 97 ("Teamsters") for the agreement that expired on June 30, 2020; and

WHEREAS, the parties' desire to enter into a successor collective negotiations agreement;

NOW, THEREFORE, Teamsters and the State/Rowan School of Osteopathic Medicine enter into the following Memorandum of Agreement ("MOA"):

1. **Term.** The term of this agreement shall be July 1, 2020 through June 30, 2023.
2. **Across-the-Board Increases to Base Salary.**
 - a. Effective the first full pay period after July 1, 2021, the base salaries of all Teamsters negotiations unit members shall be increased by two percent (2%).
 - b. Effective the first full pay period after December 1, 2021, the base salaries of all Teamsters negotiations unit members shall be increased by two percent (2%).
 - c. Effective the first full pay period after July 1, 2022, the base salaries of all Teamsters negotiations unit members shall be increased by two percent (2%).
 - d. All job rates shall be increased by the above across-the-board rates.
 - e. Effective the first full pay period after July 1, 2021, the two year rate shall be a minimum of \$15.00 an hour.
3. Delete Article VI, Section E, except Shift Differential Section, in entirety and replace with the following:

It is agreed that during the term of this Agreement, July 1, 2019 through June 30, 2023, the salary, and off base payments shall be provided to eligible employees in the unit within the applicable policies and practices of the State/University and in keeping with the conditions set

forth herein. Subject to the appropriation and allocation of full funding for these specific purposes, the State/University agrees to provide the following benefits effective at the time stated here or, if later, within a reasonable time after enactment of the appropriation. In the event the full funding for the specific purposes set forth is not allocated and appropriated, the State/University shall have no obligation to provide said benefits, and payments for any such benefits shall be at the sole discretion of the State/University. In the event the State/University provides any of the benefits set forth below in any fiscal year when full funding has not been appropriated, such provision shall not be construed or interpreted to indicate the State/University has waived its right to withhold payment in the future if full funding is not appropriated.

3. **Off-Base Payments to Employees.**

a. Employees shall receive a \$650.00 lump sum payment, subject to normal deductions, after this agreement is ratified so long as the employees are actively employed on the date payment is made. Part-time employees, if any, shall be eligible for a pro rata lump sum payment. The aforementioned lump sum payment shall not be included in base salary.

b. Employees with one year of service on the date of ratification of this agreement shall receive a \$575.00 lump sum payment, subject to normal deductions, on the first full pay period after July 1, 2022, so long as actively employed on the date payment is made. Part-time employees, if any, shall be eligible for a pro rata lump sum payment. The aforementioned lump sum payment shall not be included in base salary.

4. **Article XI, Staff Benefits.** Add to paragraph E:

During the term of this Agreement, full time employees in the titles of Certified Medical Assistant, Coding Specialist, Lead Medical Health Care Technician, LPN, and Senior LPN, required to obtain continuing certification shall be eligible for a one time lump sum payment, not

in base salary, subject to normal payroll deductions, in the total amount per eligible employee of \$100. The payment shall be made the first full pay period in July 2022. To be eligible, the employee must be in the negotiations unit, in the eligible title, and on the active payroll at the time of payment.

5. **Titles, Salary Tables, Grades.**

The parties agree that the Titles, Salary Tables and Grades attached shall superseded the prior salary table effective upon ratification of this agreement.

6. **Article III, Personnel Practices, Subparagraph 1(c).**

Add language at end of existing section “When a negotiations unit employee is designated as essential, he/she shall be notified by November 1 of each year. The University will provide the Union with a list of essential negotiations unit employees by November 1st of each year. If hired or transferred into an essential titled, the University will make reasonable efforts to notify the new or transferred employee of their essential status upon the hire or transfer.”

7. **Article IV, Grievance Procedure.** Step two arbitration.

Amend to read “suspension of three (3) or more days.”

8. This MOA modifies the terms of the parties’ July 1, 2014 to June 30, 2019 and the July 1, 2019 to June 30, 2020 agreements as set forth above. Any terms of the 2014 to 2019 and 2019 to 2020 agreements not expressly modified by this MOA remains in effect and shall be incorporated into the parties’ July 1, 2020 through June 30, 2023 agreement.

9. All proposals presented by the parties during negotiations and not expressly agreed to in this MOA are deemed withdrawn.

10. The terms of this agreement are subject to ratification of the Teamsters bargaining unit.

For State of New Jersey/Rowan School
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