

# Summary of Tentative Agreement

## CWA & NJ State Executive Branch

July 1, 2023 - June 30, 2027

After months of hard bargaining and incredible unity between thousands of CWA members at seven different locals, we have reached a groundbreaking tentative agreement for 35,000 state workers in the executive branch.

This historic agreement is the result of membership solidarity, patience, and strength. **When we fight, we win.** Together, we fought for a pattern-breaking contract and this tentative agreement has significant gains for members in every part of CWA's membership.

**Please contact your local for ratification information and schedule.**

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### Term of Agreement

The new proposed contract is a 4-year term, beginning on July 1, 2023, and ending on June 30, 2027.

### Salary and Wages

#### 1. Across the Board Increases (ATBs)

- 3.5% effective the first full pay period **on or after** July 1, 2023 (retro pay will be issued)
- 3.5% effective the first full pay period **on or after** July 1, 2024
- 3.5% effective the first full pay period **on or after** July 1, 2025
- 3.5% effective the first full pay period **on or after** July 1, 2026
- All ATBs are applied to all steps of the guide in each year and total 14.75% when compounded
- 10-month employees receive ATBs in September of each year
- Emergency Code Rates increase by the ATBs each year

#### 2. Steps/Increments

- Normal increments will be paid on anniversary dates and shall continue to be paid after expiration of the contract
- New 11th Step: Effective the first full pay period **on or after** July 1, 2025, employees who have been at the 10th step for 24 months or longer will move to a newly negotiated 11th step.

### 3. New Minimum CWA Salary

- Effective the first full pay period **on or after** July 1, 2024, employees in Ranges 1 - 8 will move to Range 9, Step 2 or higher. The ATB for 2024 will be applied after migration to Range 9.
- Employees hired **on or after** July 1, 2024, will not be hired below Range 9, Step 2, which becomes the new minimum salary for all CWA-represented employees.

### 4. Clothing Maintenance Allowance (“CMA”)

- Maintains current CMA of \$550 per year for the life of the contract, retroactive for 2023

## Healthcare

**1. Plan Design and CWA Member Contributions:** No changes to plan benefits or negotiated CWA member contributions, which remain a percentage based on salary. The contract secures that any change must be negotiated.

- On an annual basis, if renewal premiums rise by more than our across-the-board raise received that prior July, plus 1%, then the parties will negotiate to reduce the premium increase or adjust contributions.
- The State and CWA will jointly seek approval from the Plan Design Committee or State Health Benefits Commission to implement any negotiated future changes.

**2. Eye Care Reimbursements:** Prescription lens/contacts increased to \$80. Bifocals/complex prescriptions doubled to \$90. Eye exam reimbursement increased to \$45. Employees are eligible for these reimbursements every two years.

**3. SHBP Healthcare Ombudsperson Program Continued:** Designated liaisons for CWA members to intervene and advise on health benefits plans, appeals, and other concerns with health/Rx benefits

**4. Direct Primary Care Medical Home Program Continued:** Free office visits, wellness-focused, small office primary care program exclusive to NJSHBP members

## Telework

**1. Civil Service Commission Telework Pilot extended through June 30, 2024.** Allows time for additional discussion and negotiations to address all aspects of a telework program.

**2. Continued Negotiations before Civil Service Rulemaking.** Discussions between CSC, CWA, and other interested unions will start by October 15, 2023, and end by March 15, 2024, over the terms of a formal rule to codify Telework into Civil Service regulations.

**3. Dispute Process Over Telework Exclusion.** Exclusion from Telework can be grieved through the Step Two Departmental process, then appealed to the Civil Service Commission. Parties agree to a specific process in the departments of Children and Families and Law and Public Safety to address exclusions by October 20, 2023.

## Other Terms

**1. Use of Temps and Agency Temps:** During the first year of the contract, the State and CWA shall collaborate on how to reduce the use of agency temps, intermittents, hourlies, per diems, TES, and other part-time positions. Parties will discuss conversion to full-time positions on an ongoing basis; the contract increases reporting transparency on agency temps so the Union can seek conversions or reductions.

**2. Job Security:** Updates language to recognize new, legally negotiable aspects of privatization, and the arbitrability of contractual grievances related to privatization.

**3. Layoffs:** Update language for classified and unclassified employees.

**4. Union Rights:** Improves union access to new employee orientations and requires separate time for contract benefit orientation for new hires.

### **5. VWXY Position/Title Conversions**

- Improved transparency and reporting when Departments seek to hire into a VWXY titles outside our bargaining units
- New dispute process for CWA to challenge such hiring; contract includes CSC decision to require Departments to submit plans to convert VWXY positions into CWA unit titles and place in ranges and steps.

**6. Bereavement Leave:** Beginning July 1, 2024, an annual 1 day of bereavement bank will be established. Each year thereafter, the 1 bereavement day will be available on January 1. Bereavement will be used before an employee's sick time. Days do not accumulate and expire each year.

**7. Health & Safety:** Requires improved reporting by the State of health/safety incidents, regular reporting of HVAC filtration information twice per year.

**8. Holidays:** Add Juneteenth as a contractual holiday.

**9. Special Response Unit "SPRU":** Hourly rates increased by \$1.00 per hour effective July 1, 2025.

**10. Rowan SOM:** Agreement to continue negotiations for placement in ranges/steps.

**11. Discipline Procedure:** Creates new independent hearing officers for departmental hearings; enhances disclosure of investigation reports to the Union for certain types of disciplines where management had previously withheld.

**12. Mileage Rate:** Contractually secures \$0.47 per mile for business use of a personal vehicle, unless the amount is increased by the annual appropriations act.

## **Memoranda of Agreement on Civil Service Rules**

**1. Supervisory Duties:** Within 60 days following ratification, CWA and CSC will discuss the inclusion of supervisory duties in job descriptions for Primary and Higher Level Supervisory titles; PARs for subordinates are not always a requirement for Primary Level Supervisory titles.

**2. Out of Title Work:** Within 60 days following ratification, CWA and CSC will discuss out-of-title work issues including pay based on interim or temporary appointments, length of time an employee can perform out-of-title work, and use of provisional appointments to trigger promotional announcements where the employee is performing out-of-title work.