

## UMDNJ UPDATE

### Bargaining

The CWA Local 1031 bargaining team (Rob Reinitz, Danny Ortiz, Judy Downey, Robin Lee McLeod, Michele Galbreath, Kathy Hernandez, and attorney Ira Mintz) met with UMDNJ on Wednesday, November 16, 2011, to negotiate. After several years of trying to obtain a contract with numerous rounds of negotiations, two tentative agreements were reached. The first 3 year agreement is from 7/1/08 – 6/30/11. The second 3 year agreement is from 7/1/11 – 6/30/14.

These contracts must be ratified by the membership. Only full members will be allowed to vote. Meetings will be held at each campus (New Brunswick, Newark, Piscataway and Stratford) from 11/29/11 through 12/6/11. The meetings will be held at lunchtime from 12:00 – 1:00 pm and 1:00 – 2:00 p.m. We are also trying to gain availability to hold a meeting in Liberty Plaza. The dates and times for each meeting will be e-mailed next week in a further Update. The UMDNJ Updates are e-mailed to the entire CWA bargaining unit, which includes full members and fee payers. You can check your pay stub to see if you are a full member or fee payer. Only full dues paying members will be allowed to vote. You may sign a pink membership card to become a full dues paying member. You will then be eligible to vote.

Voting will be conducted online by Elections USA. Local 1031 will be supplying Elections USA with the names, addresses and UMDNJ e-mail addresses of full dues paying members. Elections USA will then mail the details of the tentative contracts, along with voting instructions. Your e-mail address will be your ID. Your vote is confidential. If you do not want to vote online you will be able to arrange for a mail ballot.

Local 1031 will e-mail anyone who is not a full member to let them know they are not eligible to vote. Information will be provided if anyone would like to become a full member. Voting will be closed on Sunday, December 11th, at 11:59 p.m.

CWA Local 1031 is conducting the elections this way because UMDNJ has so many different worksites, locations and work shifts. We want every member to be informed and have an opportunity to vote. If you are not able to make a meeting on your campus, we ask that you e-mail or call the Local.

These contracts do not contain a lot of money. However, Local 1031 and your bargaining team thought it important to have a firm contract with the pending changes that are scheduled to take place at UMDNJ. There are two contracts to avoid one long six-year contract, which was recommended by our attorney. These contracts do not contain any givebacks. Your bargaining team supports and recommends these contracts.

### SUMMARY OF CONTRACT CHANGES

#### Contract 1

Contract Length: 7/1/08 – 6/30/11.

There are no changes from the previous contract and no raises for this period. (The current contract in place is available on the UMDNJ website.)

#### Contract 2

Contract Length: July 1, 2011 – June 30, 2014

The current contract remains the same, except for the following modifications:

**Article 17.01 - Wages**

July 1, 2012 2% across-the-board increase

July 1, 2013 2% across-the board increase

January 1, 2014 1% across-the board increase

Ranges were also increased

**Article 17.02 – Salary/Adjustment**

States that upon expiration of this contract, the parties must negotiate over the implementation of the merit program.

This contract does not have merit pay.

**Article 3.01 – Union Status; New Staff Members**

The University will maintain a Union Data Library which shall contain information about the bargaining unit. This list, along with a list of members who have separated from the University, will be updated monthly.

**Article 3.07 – Union Status; Information and Data**

The Supervisory title list will be updated. The University will provide CWA with information about new hires.

**Article 4.03 – Vacancies and Promotions**

Clarification that internal candidates shall receive interviews for bargaining unit position vacancies.

**Article 5.03 – Supervisor Status; Regular P/T Staff Member With Benefits**

Modifies the language that P/T members shall be eligible for pro-rated benefits as per current University policy.

**Article 5.04 – Supervisor Status; Regular F/T Or Regular P/T With Benefits**

Deletes Paragraph 2 about Supervisors who work less than 20 hours a week. This does not apply.

**Article 5.07 – Supervisor Status; Seniority; Layoff**

Seniority, with regard to layoffs, will prevail by your date of hire, not the date you were laid off;

Regular F/T Supervisors will not be laid off before temporary or newly-hired probationary Supervisors in the same classification;

Change in Management title from Vice President of Academic Affairs to Vice President of Research.

**Article 5.08 – Seniority; Seniority Lists**

Deleted entirely. The information is now in the Union Data Library.

**Article 6.03 – Work Time; Work Schedules**

When there are vacancies on shifts, Supervisors shall submit such requests and apply online.

**Article 7.03 – Monetary Benefits; Time Worked; Pay Period**

Deletes reference to providing information about accrued time. This information is available online.

**Article 8.01 – Monetary Benefits; Time Not Worked**

Clarification of a standard day and hours has been added.

**Article 8.11 – Monetary Benefits; Time Not Worked; Jury Duty**

Clarification of time off for jury duty if you work the second or third shifts. The employee and the Managers can work out the day off.

**Article 10.05 – Monetary Benefits; Health Benefits...Et Als; Pension**

This change states that the descriptions of the pension plans can be found online.

**Article 10.07 – Monetary Benefits; Health Benefits...Et Als; Parking**

These changes remove the date and clarify the wording. There is no change to the implementation.

**Article 11.04 – Monetary Benefits Misc; Experience – Rehire**

This section about rehiring a previous employee who had voluntarily left UMDNJ has been deleted.

**Article 16 – Subcontracting Services**

Increased subcontracting notification to 5 weeks.

**Appendix A – List of University Operating Units for Purpose of Layoff**

Clarification that University seniority prevails on layoffs.

**Appendix B – Titles**

Deleted. No longer applies

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