

AGREEMENT

STATE OF NEW JERSEY



**COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS,
AFT, AFL-CIO**

**STATE COLLEGES/UNIVERSITIES
ADJUNCT UNIT**

July 1, 2023 - June 30, 2027

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DRAFT

**ADJUNCT FACULTY AGREEMENT
JULY 1, 2023 to JUNE 30, 2027**

AGREEMENT

This Agreement is made as of the 30th day of November 2023, by and between the State of New Jersey (herein called the STATE) and the Council of New Jersey State College Locals, AFT, AFL-CIO (herein called the UNION). Whereas the parties hereto have entered into collective negotiations and desire to reduce the results thereof to writing, NOW THEREFORE it is mutually agreed as follows:

PREAMBLE

This Agreement has as its purpose the promotion of harmonious employee relations between the STATE, the State Colleges and Universities and the employees represented by the UNION; the establishment of equitable and peaceful procedures for the amicable resolution of all disputes and grievances; and the determination of wages, hours of work and other terms and conditions of employment. Now therefore, in consideration of the mutual promises of this Agreement, the parties agree as follows:

I

RECOGNITION AND DEFINITION OF TERMS

A. The STATE, by the Office of Employee Relations, and the Colleges/Universities hereby recognize the UNION as the exclusive representative for the purpose of collective negotiations for all terms and conditions of employment in a unit embracing the institutions set forth in Paragraph B.2 below, the composition of which is described as follows:

1. Included:

a. All adjunct faculty teaching credit courses at a College/University during the regular academic year. Summer session, pre-session and inter-session courses are not considered as employment to confer eligibility for inclusion in the unit. However, an adjunct faculty member who teaches in the summer session, pre-session or inter-session will be included in the unit during such summer session, pre-session or inter-session if he/she has been included in the unit in the preceding fall or spring semester.

b. An adjunct faculty member included in the unit at one College/University, who also teaches a course or courses at another College/University, will not be covered by the terms of this Agreement at the second College/University until the requirements of A.1(a) above are complied with at the second College/University.

c. During any period of time that an adjunct faculty member is not under contract, the adjunct faculty member is not covered by any provision of this Agreement.

2. Excluded:

a. Members of the full-time/part-time unit of faculty, librarians, and professional staff at the State Colleges/Universities;

b. State College/University President and Vice Presidents;

c. Deans, Associate and Assistant Deans, and other managerial executives and confidential employees at the State Colleges/Universities;

d. All State employees, including employees at the University of Medicine and Dentistry of New Jersey, the New Jersey Institute of Technology, Rutgers University and the judiciary, who are excluded from negotiations units because they are managerial executives or confidential employees;

e. Supervisors within the meaning of the Act at the State Colleges/Universities;

f. Bookstore staff, food service staff, etc. at the State Colleges/Universities;

g. Graduate assistants at the State Colleges/Universities;

h. All persons at the State Colleges/Universities included in other negotiations units;

i. All officers and persons included on the union or management negotiations teams in all State negotiations units, including those at the University of Medicine and Dentistry of New Jersey, the New Jersey

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Institute of Technology, Rutgers and the judiciary. This paragraph shall not apply to members of bargaining unit;

j. All employees employed by or holding office in local, county, State or Federal governmental departments, agencies or bodies where the responsibilities of the employees include monitoring or evaluating the Colleges/Universities, rendering decisions or issuing policies affecting the Colleges/Universities or having information regarding the Colleges/Universities that are not otherwise available to the public or in advance of any public disclosure;

k. All employees and consultants of the New Jersey Association of State Colleges and Universities, Inc.

; and l. All others.

B. Definition of Terms

Unless otherwise indicated, the following when used herein shall mean:

1. "Employee" refers to employees in the certified negotiating unit described in Paragraph A. above.

2. "College/University" refers to:

The College of New Jersey

Kean University

Montclair State University

New Jersey City University

Ramapo College of New Jersey

Rowan University

Stockton University

William Paterson University

3. "Local UNION" refers to that constituent local of the UNION at a College/University of which employees working at that college are members.

II NON-DISCRIMINATION

The STATE and the UNION agree that the provisions of this Agreement shall apply equally to all employees. The STATE and the UNION agree that there shall be no intimidation, interference, or discrimination because of age, sex, sexual orientation, marital status, familial status, race, color, creed, national origin, disability, physical handicap, or political activity, private conduct or union activity which is permissible under law and which does not interfere with an employee's employment obligation or because of their liability for service in the Armed Forces of the United States.

III NO STRIKE OR LOCKOUT

The UNION agrees it will refrain from any strike, work stoppage, slowdown or other job action, and will not support or condone any such job action. The STATE agrees that it will refrain from locking out its employees.

IV CONTINUING CONSULTATION

A. The parties agree to establish a Committee consisting of one representative for each College/University, three Council representatives and one representative from the Governor's Office of Employee Relations, which shall upon the request of either party meet in the third week of October, January and April. The goal of the Committee is to ensure that the provisions of the Collective Negotiations Agreement are complied with throughout the nine State Colleges/Universities. The Council shall submit an agenda to the Governor's Office of Employee Relations at least two weeks prior to the meeting consistent with the goal of the Committee as set forth above. These meetings are not intended to bypass the grievance procedure or to be considered contract negotiating meetings; rather, they are intended as a means of fostering good employer-employee relations.

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B. The Local UNION on each campus and the President as chief executive officer of the College/University and as representative of the Board of Trustees, or his or her designee(s), shall upon the request of either party establish meetings during the first week of October, January and April for the purpose of reviewing the administration of this Agreement and to discuss problems which may arise. These meetings are not intended to bypass the grievance procedure or to be considered contract negotiating meetings but are intended as a means of fostering good employer-employee relations.

C. The requests of either party for such meetings shall include an agenda of topics to be discussed and shall be submitted at least two weeks prior to the meeting date. Sufficient meeting time(s) shall be established to complete the agenda.

D. Additional meetings, as described above, shall be held at the request of either party at a mutually agreeable time.

V DUES DEDUCTION

A. 1. The STATE agrees to deduct from the salaries of all employees' dues for the appropriate Local UNION named below, as individual employees may voluntarily authorize as provided in Chapter 310, New Jersey Public Laws of 1967, the STATE to make such deductions and where such authorization is properly presented to the STATE.

The College of New Jersey	Local 2364
Kean University	Local 6024
Montclair State University	Local 6025
New Jersey City University	Local 1839
Ramapo College of New Jersey	Local 2274
Rowan University	Local 2373
Stockton University	Local 2275
William Paterson University	Local 1796

The deduction will be made in equal amounts biweekly pursuant to Chapter 310, New Jersey Public Laws of 1967, N.J.S.A. 52:14-15.9e, as amended, beginning the first payroll period after receipt of the authorization card. Said monies will be transmitted by the fifteenth of the month following the month in which deductions were made to the designated Local UNION treasurer. Payroll dues deductions reports shall be electronically transmitted to the Local UNION on the payroll period. Reports not received in that time period shall not be subject to the grievance procedure. Each of the above Local UNIONS shall certify to the STATE in writing the current rate of its membership dues.

2. Dues deduction for any employee in the negotiating unit shall be limited to the UNION. Employees shall be eligible to withdraw dues deduction authorization for the UNION only as of July 1 of each year provided the notice of withdrawal is filed timely with the responsible payroll clerk.

3. Any changes in the UNION fee structure during the contract year shall be certified to the STATE thirty (30) days in advance of the requested date of such change. The change will be reflected in payroll deductions at the earliest time after the receipt of the request.

4. In the event that a College/University receives a dues deduction card directly from the employee, rather than the Local UNION, the College/University shall provide the Local UNION with a copy of the card at the time the next dues deductions are sent to the Local UNION.

5. If after the College/University receives a proper notice from an employee revoking dues authorization, the College/University deducts union dues from the employee and transmits dues to the Union, the Union shall be solely responsible for returning to the employee any dues the Union improperly received.

B. Political Checkoff

Pursuant to legislation, the STATE shall upon presentation of a proper and duly signed authorization form, deduct from the salary of each employee in the negotiations unit a sum specified by the employee and not to exceed the limits prescribed by law, for the purpose of contributing to the UNION Committee on Political Education (COPE). This provision applies to present and future members and non-member employees in the negotiation's unit. The fee deductions referred to above shall be forwarded to the Council of NJ State College Locals promptly and in accordance with the provisions of applicable law. In the event that a College/University

receives a COPE deduction card directly from an employee, rather than from the Council of NJ State College Locals or the Local UNION, the College/University shall provide the Council of NJ State College Locals and the Local UNION with a copy of the card at the time the next COPE deductions are sent to the Council of NJ State College Locals.

VI GRIEVANCE PROCEDURE

A. Purpose

The parties agree that it is in the best interests of the academic community that all grievances should be resolved promptly, fairly and equitably. To this end relevant and necessary information, material and documents concerning any grievance shall be provided by the UNION and the STATE upon written request to the other within a reasonable time which, where practicable, will not exceed fifteen (15) business days. This entitlement does not include the use of written questions directed to individuals where the relevant and necessary information sought can be asked of witnesses or the management representative at a grievance hearing.

A copy of any grievance filed by an employee independently of the UNION under the terms of this Agreement shall, upon receipt, be transmitted to the UNION by the College/University.

Whenever any representative of the UNION or any employee is mutually scheduled by the parties during their University working hours to participate in grievance procedures, such employees shall suffer no loss in pay or benefits.

The following procedure, which may be initiated by an employee and/or the UNION acting as his or her representative, shall be the sole and exclusive means of seeking adjustment and settling grievances.

B. Definition of a Grievance

A grievance is an allegation by an employee or the UNION that there has been:

1. A breach, misinterpretation or improper application of terms of this Agreement; or
2. An arbitrary or discriminatory application of, or failure to act pursuant to, the applicable policies or rules of a College/University or applicable regulations or statutes which establish terms and conditions of employment.

There shall be no right to grieve management's decisions and related procedures to employ or not employ adjunct faculty in connection with either initial or subsequent employment. Decisions to cancel courses which were scheduled to be taught, discipline, and academic judgments also are not grievable.

C. Informal Resolution

Nothing set forth in the formal grievance procedure below shall prohibit an employee, either individually or through a union representative, from seeking to resolve a potential grievance informally, with the person designated by the College/University for that purpose. Informal discussions shall not serve to extend the time within which a grievance must be filed, unless such is agreed to in writing by the College/University official responsible for the administration of the first formal step of the grievance procedure.

D. Formal Steps

1. Step One

A grievant or the Union shall initiate their grievance in writing and present it formally to the College/University President or his or her designee. Such statement of grievance should include specific reference to the following:

- a) the article and section of this Agreement alleged to have been breached, misinterpreted, or improperly applied;
- b) the applicable policy or rule of a College/University, which establishes terms and conditions of employment alleged to have been arbitrarily or discriminatorily applied or not followed;
- c) a description of how the alleged violation occurred;
- d) the date of the alleged violation;
- e) the proposed remedy.

Where the nature of the grievance suggests that it would be appropriate, the grievant may be requested by the President or his or her designee to meet any involved official of the College/University in an effort to

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resolve the grievance informally. Such informal discussions shall not become a part of the record of the grievance unless the grievance is resolved on the basis of such discussions. The President or designee thereof shall hear the grievance and, where appropriate, witnesses may be heard and pertinent records received. The hearing shall be held within twenty (20) calendar days of receipt of the grievance, unless the parties mutually agree otherwise and the decision shall be rendered in writing to the employee and the UNION representative within fifteen (15) calendar days of the conclusion of the hearing of the grievance. The decision of the President or his or her designee shall be final and binding as to B.2 grievances. Additionally, grievances alleging a breach, misinterpretation or improper application of the terms of this Agreement that relate to employment, reemployment, discipline or academic judgment cannot be appealed to arbitration.

The UNION shall have the right to be present at a Step 1 grievance hearing where an employee wishes to process a grievance on his or her own behalf.

2. Step Two

If the grievant or Union is not satisfied with the disposition of the B.1 grievance at Step One, or if a hearing is not held within the prescribed time or agreed upon time or should no decision be forthcoming in the prescribed time or agreed upon time, the UNION as representative of the employee may, within twenty (20) calendar days from the determination at said step and upon written notification of intent to arbitrate to the Director of the Office of Employee Relations, appeal the grievance to arbitration. The arbitrator shall conduct a hearing and investigation to determine the facts and render a binding decision for the resolution of the grievance. In no event shall an arbitrator's decision have the effect of adding to, subtracting from, modifying or amending the provisions of this Agreement, the laws of the STATE, or any policy of the STATE or any Board of Trustees.

In all cases, the burden of proof is on the grievant.

If one of the issues before the arbitrator is timeliness, the arbitrator must first render a decision on this issue. This decision shall be rendered on the day of the hearing when possible. A subsequent day of hearing will occur only if the arbitrator determines the matter to have been timely filed.

Any costs resulting from this procedure shall be shared equally by the parties.

The arbitrator making a binding determination of a grievance has the authority to prescribe a compensatory award to implement the decision.

The parties shall mutually agree upon a panel of three or more arbitrators. Each member of the panel shall serve by random selection as the sole arbitrator for a given case or cases. When a member of the panel is unable to serve, another member shall then serve by random selection. Each member of the panel serves by mutual agreement of the STATE and the UNION and may be removed at any time by either party through written notice to the other. In the event it is necessary for the parties to select a new panel member, and the parties are unable to agree on such new panel member, an *ad hoc* replacement arbitrator shall be selected on a case-by-case basis under the selection procedure of PERC. Such selection procedure shall also be utilized in the event of a failure of the parties to agree upon a new panel.

E. Time Limits

1. A grievance, filed by either the individual employee or the Union, must be filed at Step One within forty-five (45) calendar days from the date on which the act which is the subject of the grievance occurred or forty-five (45) calendar days from the date on which the individual employee should reasonably have known of its occurrence.

2. A group grievance that affects more than one College/ University must be filed with the individual designated by the College/University Presidents to receive multi-college group grievances. The grievance statement must include the names of all the affected Colleges/ Universities and a notice that the grievance is a group grievance. A copy of the group grievance must be simultaneously provided to the Director of the Office of Employee Relations.

3. The College/University Presidents will designate an individual to hear the group grievance on behalf of all the affected Colleges/ Universities.

4. The time limits applicable to Step One will also apply to group grievances.

5. Time limits provided for in this may be extended by mutual agreement of the parties at the level involved.

6. If the Step One decision of the College/University is not appealed within the appropriate time limit, such grievance will be considered closed and there shall be no further review or appeal.

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7. No adjustment of any grievance shall impose retroactivity beyond the date on which the grievance was initiated or the forty-five (45) day period provided in Section E.1 above, except that payroll errors and related matters shall be corrected to date of error.

F. No reprisal of any kind shall be taken against any participant in this grievance procedure by reason of proper participation in such procedure.

G. Grievance records shall not be part of the personnel file except by mutual agreement between the UNION and the College/University.

H. Nothing in this shall be construed as compelling the UNION to submit a grievance to arbitration.

I. The decision of the President or his or her designee cannot add to, subtract from, modify or amend the provisions of this Agreement, the laws of the STATE or any policy of the STATE or Board of Trustees.

VII DISCIPLINE

A. The College/University representative shall inform the employee at the beginning of an investigatory interview of the subject of the interview. If during the course of an investigatory interview conducted by the employer or its agent an employee reasonably believes that he/she may be disciplined as a result of information obtained from the interview, the employee may request a Union representative. If so requested, the Union representative shall be permitted to be present. The Union representative shall be permitted to attend as an observer; however, he or she may advise and counsel the employee by clarifying confusing and misleading questions.

B. In the event an allegation of misconduct is made by a College/University against an employee, and if he/she so requests, the employee shall be entitled to a representative of the Union during any investigatory interview(s) concerning such charge. There shall be no presumption of guilt. The Union representative shall be permitted to attend as an observer; however, he or she may advise and counsel the employee by clarifying confusing and misleading questions.

C. If an employee is discharged for cause during the term of a one semester contract, the employee shall, if requested, be provided with the reason(s) for the dismissal within 10 calendar days of receipt of request and given an opportunity to meet with the Dean, and, if requested by the employee, may bring a Union representative.

VIII UNION-EMPLOYER INFORMATION EXCHANGE

A. The UNION agrees to furnish to the Office of Employee Relations a complete list of all officers and representatives of the UNION, including titles, addresses and designation of responsibility and to keep such list current. The same information with respect to Local UNION officers must be provided by the Local UNION to the College/University President. The UNION will also provide copies of its constitution and by-laws or other governing articles and will keep these current.

B.1. Each College/University agrees to furnish to the UNION and the Local UNION a register of negotiations unit members teaching that semester on or before February 1, June 1 and October 1. The register shall be provided in digital form transmitted by e-mail. The information shall be in the form of an Excel file with the following fields:

1. Last Name
2. First Name
3. Street Address
4. City
5. State
6. Zip
7. Work Telephone Number
8. Home Telephone Number, if on file with the College/University
9. Personal Cellular Telephone Number, if on file with the College/University
10. Number of Credits Taught
11. Department
12. Date of Initial Hire
13. College/University e-mail address
14. Personal Email Address, if on file with the College/University
15. Unique employee identifying numbers
16. Pension Plan

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17. Union Membership Status
18. Preferred First Name to the extent maintained on official College/University records
19. Preferred Last Name to the extent maintained on official College/University records
20. Number of semesters worked to the extent maintained on official College/University records

Each College/University shall report to the Local UNION any changes to the employee's identifying number within a reasonable time after the change.

2. At the same time as the aforesaid register is provided, each College/University shall provide the UNION and the Local UNION with a list of employees on each campus earning above the applicable minimum salary rate set forth in XII. The list shall be provided in digital form transmitted by e-mail. The information shall be in the form of an Excel file. Said list shall include last name, first name, and the per-credit rate at which the employee is being paid.

3. As soon as practicable, but no later than the first pay date of each semester, the UNION and the Local UNION shall be provided a preliminary register with the class schedule including room assignments and times. Additionally, the UNION and the Local UNION shall be provided with the class schedule including room assignments and times for all adjunct faculty included in the unit no later than the fifth week of each semester.

4. Providing the preliminary register as set forth in B1 and B3 above does not guarantee the member any additional rights that are not already set forth in the Agreement. Nor shall the providing of a preliminary register be subject to the grievance procedure.

5. At the same time as the register in B1 is provided, each College/University shall provide the UNION and the Local UNION with a list of negotiations unit employees whose teaching assignment was reassigned or cancelled for the respective semester.

C. The STATE and the College/University administrations agree to furnish to the UNION, in response to written requests and within a reasonable time, which, where practicable, will not exceed fifteen (15) working days, information which is relevant and necessary to the negotiating of subsequent agreements; and that affects terms and conditions of employment including published agendas and minutes of the Boards of Trustees proceedings; If such requests affect more than one College/University, they shall be sent directly to the Office of Employee Relations.

D. Each College/University shall maintain electronically or physically in a central location a copy of all written generally applicable rules, regulations, policies and College/University-wide procedures that affect terms and conditions of employment of unit members. Each College/University shall make generally known such central location (whether electronic or physical) where employees may review the documents. Notice shall be provided to a designated representative electronically or physically of the Local UNION within a reasonable time after any changes are made to generally applicable written rules, regulations, policies and College/University-wide procedures that affect terms and conditions of employment.

E. New Employees: Each College/University shall, within 10 calendar days from the date of hire of negotiations unit employees, provide the following information to the Local Union in an Excel file format with the following fields.

1. Last Name
2. First Name
3. Street Address
4. City
5. State
6. Zip
7. Work Telephone Number
8. Home Telephone Number, if on file with the College/University
9. Personal Cellular Telephone Number, if on file with the College/University
10. Department
11. Date of Hire
12. College/University e-mail address
13. Personal Email Address, if on file with the College/University

UNION-BOARD RELATIONS

A. The provisions of this shall apply only to the Colleges/Universities that have a separate Adjunct Faculty Local.

B. 1. The UNION shall be supplied a copy of the tentative agenda of all College/University Boards of Trustees meetings, one week prior to the date for such meetings. Upon request of the UNION, a responsible administrative officer of the College/University shall be available to discuss agenda items at a mutually agreeable time prior to such meetings. Where the UNION makes a specific request for written materials referred to in a tentative agenda item and where such material is not confidential or privileged and can be supplied in advance of the scheduled meeting within the policies of a Board of Trustees, such material will be provided.

2. A copy of the adopted minutes of public meetings of the Boards of Trustees and resolutions adopted at such meetings, including any documents incorporated by reference in such resolutions, shall be forwarded to the UNION within a week of adoption.

C. The Adjunct Faculty Local President or designee shall have the right to be present as an observer, to observe public budget hearings conducted by the Board of Trustees of that College/University. The sole role of the observer shall be to attend hearings to observe and not to participate in the deliberations of the committee.

X

UNION RIGHTS

A. Access, Meetings and Orientation

The administration shall permit representatives of the UNION to transact official business on College/University campuses provided that this shall not interfere with or interrupt normal College/University operations.

1. Union representatives shall have the right to meet with individual employees on the premises of the Colleges/Universities during the work day only during non-work time to investigate and discuss grievances, workplace-related complaints, and other workplace issues dealing with terms and conditions of employment and;

2. Conduct worksite meetings during non-work time, on the employer's premises to discuss workplace issues dealing with terms and conditions of employment, collective negotiations, the administration of collective negotiations agreements, other matters related to the duties of an exclusive representative employee organization, and internal union matters involving the governance or business of the exclusive representative employee organization.

3. The College/University shall notify the Local Union no less than seven (7) calendar days in advance of each new employee orientation held by the College/University. Union representatives shall have the right to meet with newly hired Adjunct Faculty, without charge to the pay of the employees, for up to seventy-five (75) minutes if there are more than five (5) unit employees (5 or less 30 minutes) within thirty (30) calendar days from the date of hire, during new employee orientations, or if the employer does not conduct new employee orientations, at individual or group meetings (5 or less employees), but for no more than 30 minutes. Arrangement of any such individual or group meetings is the responsibility of the Local UNION.

B. Bulletin Boards

The UNION shall have the right to post UNION notices on College/University bulletin boards used for general purposes and/or those normally used to post notices to employees. These notices shall be posted in the area reserved for the UNION on each bulletin board.

The UNION shall have the right to post UNION notices on College/University websites in areas normally used to post notices to employees. However, if the College/University provides a hyperlink as set forth in C. below, then the College/University shall have no obligation to allow Union notices to be posted on the College/University website.

C. UNION Website

The College/University may at its discretion include a hyperlink to the Local UNION website.

D. Distribution of Materials

1. The UNION shall have the right to use interoffice mail facilities to deliver mail within a College/University.

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2. Local Union agreements that were mutually agreed upon by the State and the Union to be negotiated at the local level and pertain to College/University wide issues shall be posted on the College/University website.

3. The UNION and Local UNION shall have the right to use the email systems of the Colleges/Universities to communicate with negotiations unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues dealing with terms and conditions of employment, and internal union matters involving the governance or business of the union. The usage of the email system is subject to each College's/Universities' policy and practice.

E. Space and Facilities

The UNION shall have the right to use buildings and other facilities that are owned or leased by the College/University to conduct meetings with unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union, provided such use does not interfere with College/University operations. The Union or Local union shall use existing procedures to request the use of specific spaces in the buildings or facilities of the College/University. New or revised procedures shall be agreed to by each College/University and the Local Union if no procedures exist or operational needs require revised procedures. Meetings conducted in College/University buildings pursuant to this section shall not be for the purpose of supporting or opposing any candidate for partisan political office, or for the purpose of distributing literature or information regarding partisan elections. The UNION may be charged for maintenance, security and other costs related to the use of the College/University building or facility that would not otherwise be incurred.

The administration shall also permit the UNION to use designated College/University equipment at reasonable times when such equipment is not otherwise in use. The UNION shall pay the actual cost to the College/University of all custodial maintenance and repairs and the materials and supplies incident to such uses, including postage and telephone charges.

F. The Local UNION President shall be provided with a suitable private office on each campus that has a separate Adjunct Faculty Local. In addition to the equipment normally provided to employees, this office will have two additional chairs and an additional filing cabinet. Each of these offices will also have a telephone, and may include, at the option of the College/University, a computer with network access, printer and upgrades on all operating systems and software applications. All such upgrades shall be in accordance with College/University policies and standards.

G. Whenever any representative of the UNION or any employee is mutually scheduled by the parties during their College/University working hours to participate in negotiations, grievance proceedings, conferences or meetings, such employees shall suffer no loss in pay or benefits.

H. The following UNION representatives shall be granted priority in choice of course sections as provided below:

- a. President of the CNJSCL
- b. Secretary of the CNJSCL
- c. Vice President of the CNJSCL
- d. Treasurer of the CNJSCL
- e. Legislative Representative of the CNJSCL
- f. The Presidents of each of the State College/
University Locals
- g. One UNION representative designated by
the UNION on each campus

In no case shall the number receiving priority in choice of course sections on any campus exceed three (3) nor shall more than one representative be selected from any academic department or equivalent unit at any College/University.

Priority in choice of course sections will occur in the instances where the adjunct faculty representative was offered a contract to teach a course that has more than one section and the section(s) are available for an adjunct to teach.

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I. The STATE and the UNION will take into consideration the schedules of the affected employees, the principals themselves and other participants in scheduling negotiations, grievance hearings and other jointly scheduled meetings.

J. Confidentiality

The home addresses, phone numbers, email addresses, dates of birth, and negotiation units and groupings of employees, and the emails or other communications between employee organizations and their members, prospective members, and non-members, are not government records and are exempt from any disclosure requirements of P.L.1963, c.73 (C.47:1A-1 et seq.).

XI EMPLOYEE RIGHTS

A. Vacancies

Employees may apply for advertised vacancies/opportunities for full-time and part-time faculty positions that are posted on the College/University web site. The announcement will be emailed to the UNION in advance of the posting. The application may be accompanied by any substantiating documentation that the employee cares to submit. The employee shall be notified of the disposition of their application prior to the publication of the name(s) of the successful applicant(s).

B. Identification Cards

The College/University shall issue official identification cards to all adjunct faculty at no cost. Cost for replacement shall be in accordance with College/University policies and practices.

C. E-Mail Address

Upon initial employment, where practicable, adjunct faculty shall, not less than two weeks prior to the start of the semester, be issued a College/University e-mail address, so long as the employee has submitted all required employment documentation.

D. Office Space

The College/University will identify useable spaces and/or common areas, where appropriate, where adjunct faculty may meet with students or work on instructional activities and College/University matters. Where such spaces are not provided for adjunct faculty, the College/University shall confirm in writing that fact to the adjunct faculty member. The provision of space shall not take priority over the essential operations and/or instructional needs of the College/University and the utilization of the space may be withdrawn with advance notice to the adjunct faculty member based upon operational and/or instructional needs. Such space/common areas shall not be provided if it requires capital expenditures on the part of the College/University.

E. Access to Office Equipment, Services and Supplies

The College/University shall provide adjunct faculty with access to instructional materials and services that aid in their instruction at the same level as a full-time faculty teaching the same course. In the event that there is any issue related to these terms the local UNION shall meet with the College/University and discuss said issue; this provision is not subject to the grievance procedure.

F. Adjunct Faculty Employee Handbook

The College/University shall provide all adjunct faculty with an Adjunct Faculty Employee Handbook, where such exists. If an online version of said handbook exists the College/University shall inform the adjunct faculty of its existence. This Handbook may include all College/University policies and procedures relating to adjunct faculty.

G. Organizational Membership

No member of the adjunct faculty shall be required to join or refrain from joining any organization as a condition of employment, with the exception of credentialing organizations/associations related to a requirement for certification to hold the position.

H. Parking

Where available at the Colleges/Universities, parking privileges shall be provided to employees without charge (except at facilities financed by the Educational Facilities Authority). The assignment or location of parking places shall be resolved between the Local UNION and the College/University.

I. Library Collection

There shall be no abridgment of access to the library collection for reasons of content or suitability. This paragraph shall not be construed to interfere with the sound principles of library management, such as protection of rare or valuable materials.

J. Within the College/University departmental or equivalent academic unit policies and practices, adjunct faculty may be permitted to select textbooks and course materials if the adjunct is not a last minute hire or a specific textbook is not required for the course.

K. If a College/University decides to implement an evaluation process for Adjunct faculty or decides to change an existing evaluation procedure, the procedures or changes to existing procedures shall be locally negotiated in accordance with the New Jersey Employer-Employee Relations Act and its governing regulations. Nothing herein requires a College/University to implement an evaluation procedure for Adjunct Faculty.

XII

ADJUNCT FACULTY WORKLOAD

A. The number of teaching credit hours earned by an adjunct faculty member for any course is and shall remain as exists at the College/University as of July 1, 2017. If, during the term of this agreement, a change is to be made in the number of credits hours earned by full-time faculty members for any course or courses at the College/University, and if, at the time of the change, that course or courses is also taught by adjuncts at the College/University, the change will apply to the adjunct faculty member at that College/University, unless the Adjunct Local, where a separate adjunct local exists, requests negotiations in regard to the matter. The College/University will notify the President, or his/her designee, of the Adjunct Local at least one month prior to the term in which the change becomes effective.

The parties understand that the College/University may impose, if no agreement is reached with the Adjunct Local, without utilizing the PERC impasse process.

For the purposes of this provision only, such agreement, once negotiated or imposed, shall be enforceable through binding arbitration under Article VI.

Modes of instruction other than classroom shall continue to be governed by paragraph B below.

B. Adjunct faculty members assigned duties involving modes of instruction other than classroom, such as, but not limited to, independent study, supervision of internships or practice teaching, or assigned to teach regularly scheduled courses for which collegiate credit is not granted, shall receive teaching credit hours for such activities according to the policies and practices currently in force at the respective Colleges/Universities unless specified otherwise in this Agreement.

1. In the event that any College/University makes an assignment of any activity covered herein for which there is no current practice or policy or intends to change a practice or policy, the College/University shall notify the Local UNION in writing of such action and, upon written request of the Local UNION, the President shall designate an official of the College/University to consult with the Local UNION concerning the new or changed policy or practice. Such written request must be received by the President within thirty-one (31) days of the College's written notice to the Local UNION. The consultation shall be completed within thirty (30) days of the Local UNION's written request to the President, unless said time limitation is extended by mutual consent of the parties.

2. In the event that, after consultation, the Local UNION is of the opinion that the involved policy or practice is unreasonable, the Local UNION, within seven (7) calendar days, may request negotiation of those matters which it deems to be mandatorily negotiable. Disputes as to the negotiability of such matters shall be resolved in the manner prescribed by the New Jersey Employer-Employee Relations Act, as amended.

3. Nothing contained herein shall limit such authority as the College/University may have under law to direct that workload assignments be implemented during the pendency of consultation.

C. The specific assignments for student teaching shall be equitable in regard to travel time and distance. Disagreement concerning the teaching credit hour load for supervision of student teachers shall be resolved between the Local UNION and the College/University.

D. In the event that an adjunct faculty member is hired for an assignment other than a standard teaching assignment (e.g., developing or revising an online course or program), compensation shall be in accordance with existing practices, or, where such practices are not in existence, compensation shall be negotiated locally in accordance with the New Jersey Employer-Employee Relations Act and its governing regulations

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(exclusive of PERC's impasse procedures). Notwithstanding any language in this Agreement to the contrary and for purposes of this provision only, matters of compensation set forth in a local agreement negotiated pursuant to this section, regarding compensation in the event that an adjunct faculty member is hired for an assignment other than a standard teaching assignment, shall be enforceable through binding arbitration and subject to the provisions under Article VI.

E. Adjunct faculty teaching one three (3) or four (4) credit class shall provide at least one (1) hour of availability outside of the classroom per week for the duration of each semester/session taught by the adjunct faculty member. An additional thirty (30) minutes of availability shall be provided for each additional class taught during the semester/session. Availability may be in person or virtual and shall be scheduled by the adjunct faculty member, taking into account student needs. Adjunct faculty teaching fewer than three (3) credits shall provide at least thirty (30) minutes of availability outside of the classroom per week for the duration of each semester/session taught by the adjunct faculty member. Regardless of the number of credits an Adjunct faculty member is teaching, they may, at their discretion, provide additional office hours beyond the amounts required under this provision.

XIII APPOINTMENT OF EMPLOYEES

A.1. Prior to appointment contracts being offered, employees must advise the College/University in writing of any other employment, including employment as an adjunct faculty at another College/University and/or at the same College/University but in another department/program provided there is an appointment contract issued pursuant to XIII.B.1.

2. Adjunct faculty who are available and want to be considered for employment in a particular semester may submit a written notification of availability to the department in which they wish to be employed.

B.1. When a prospective employee is offered appointment, he or she shall be provided with a letter of appointment contract. The letter of appointment contract shall include:

- a) The name of the employing College/University;
- b) The dates for which the appointment is effective;
- c) The salary rate;
- d) A specification of the course(s) to be taught, which will include the dates and times the prospective employee is to teach.

2. Prospective initial appointees shall also be provided with a copy of this Agreement and a copy of the local adjunct faculty handbook, if any. When a prospective employee accepts his/her appointment, the College/University shall provide the UNION with such employee's name and address.

C. Any individual letter of appointment contract between the College/University and an individual employee shall be subject to and consistent with the terms and conditions of this Agreement. Where practicable all individual letters of appointment contracts shall be issued at least two (2) weeks prior to the commencement of the relevant semester. Where such appointment contract is inconsistent with this Agreement, this Agreement shall be controlling. The issuance of an appointment contract less than two weeks prior to the commencement of the relevant semester shall not be subject to the grievance procedure.

D. If a course that an employee is assigned to teach is reassigned to any other employee or is cancelled less than two (2) weeks before commencement of the relevant term the employees who lost his/her assignment shall receive payment equivalent to one and one half (1.5) credit hour for the course.

E. If a course that an employee is assigned to teach is cancelled after the first class taught or if an employee's assigned course is given to a full time faculty member, professional staff member, administrator or another adjunct faculty member after the first class is taught the employee will be paid the equivalent of one and three quarters (1.75) of a credit hour.

F. Appointment of employees is a matter of academic judgment and managerial prerogative. However, an adjunct faculty who is currently teaching a course shall be given initial consideration for appointment by the department in which the same course is to be offered in the successive semester. This provision shall not be subject to the grievance procedure.

Each College/University has the discretion to pay employees above the amounts set forth in D and E above based on policies and practices established by the College/University.

G All training that is mandated for College/University employees by federal or state law and training that relates to the work for which adjunct faculty are hired and that is mandated by the policies of the

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College/University shall be required for adjunct faculty as a condition of their employment within their regular compensation as set forth in Article XIV.A. Such specific training obligations shall be set forth in the adjunct faculty employment contract and shall not exceed four hours in any term. Should the College/University require training in excess of that amount, it will, following completion of said training, compensate adjunct faculty at a rate of \$25 per hour. In the event an existing locally negotiated agreement provides adjunct faculty compensation for such training that is greater than \$25 per hour or the parties mutually agree to locally negotiate compensation for such training, then such locally negotiated agreement shall control.

H Adjunct faculty who are not offered a letter of appointment contract, and who taught at the College/University during the immediate preceding semester, may, if applying for unemployment compensation, request written notice from the College/University that the employee will not be receiving such an offer. Such letters, if requested, shall be issued within ten (10) calendar days of the request.

XIV SALARY

Subject to the State Legislature enacting appropriation of funds for these specific purposes, the STATE agrees to provide the following compensation effective at the time stated herein or, if later, within a reasonable time after enactment of the appropriation.

A. The minimum employee compensation per credit hour shall be determined based on the schedule below. Adjunct Faculty who have taught twelve (12) or more semesters at the individual College/University will receive an additional \$75 per credit as set forth below. A semester is defined as Fall or Spring.

Date	1-12 semesters	13+ semesters
September 2023	\$ 1825	\$ 1900
September 2024	\$ 1975	\$ 2050
September 2025	\$ 2100	\$ 2175
September 2026	\$ 2225	\$ 2300

Each College/University has the right to pay employees above the minimum adjunct faculty rate based on policies and practices established by the College/University. Provided that their responsibilities remain the same, employees who are paid above the minimum adjunct faculty rate shall not be reduced in compensation during the academic year in which they received payment above the minimum. The payment of any employee above the minimum shall not entitle any other employee to such treatment.

B. Employees teaching during inter-sessions, pre-sessions and summer sessions shall be compensated at the rate applicable during the immediately preceding semester.

C. Compensation will be paid biweekly consistent with the payroll policies of the College/University and on pay periods established by the State. The College/University shall ensure that all adjunct faculty are paid on the first payday of the semester, inter-session, pre-session and summer session that corresponds to the pay period dates in which the work was first performed to the extent administratively feasible. If an employee has not received compensation as designated above, s/he shall be paid by the College/University in a subsequent payroll.

D. The parties to this Agreement understand that the public services provided to the citizenry of the STATE of New Jersey require a continuing cooperative effort particularly during any period of severe fiscal constraints. They hereby pledge themselves to achieve the highest level of services by jointly endorsing a concept of intensive productivity improvement which may assist in realizing that objective.

XV PERSONNEL FILES

A personnel file shall be maintained for each employee in accordance with the following procedures:

A. The College/University shall place in the file communications relating to the employee's competency.

B. All material received from department chairpersons, administrative officers or other responsible sources concerning an employee's competency, character, or conduct shall be signed by the originator before being placed in the employee's personnel file. Anonymous communications shall not be placed in the personnel

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file of any employee with the exception of documents specifically permitted under this Agreement or College/University procedures.

C. A copy of any item included in the employee's personnel file, except items submitted by the employee, dealing specifically with the employee's performance, shall be transmitted to the employee immediately. A copy of other filed items, including all items submitted by the employee, shall be made available to the employee upon request at the expense of the employee, except for the first ten (10) pages each year, which shall be free of charge.

D. Any item which deals specifically with the employee's performance which was not previously transmitted to the employee and which is to be relied upon shall be made available to the employee and a reasonable time shall be provided for response.

E. An employee shall be given the opportunity to review the contents of his or her personnel file upon application to the College's/ University's designee. The employee shall have the opportunity to acknowledge that any item has been read by signing and dating the file copy. Such signature would not necessarily indicate agreement with its content nor will the absence of such signature be construed to necessarily indicate that the employee had not received or read any item in the personnel file.

F. Letters of recommendation relating to appointment which were solicited under conditions of confidentiality shall be excluded from the employee's inspection and shall not be used in subsequent personnel actions unless the employee is provided with a copy.

G.1. An employee shall have the right to respond to any document in his or her personnel file. Such response shall be directed to the President of the College/University and shall be included in the employee's personnel file, attached to the appropriate document.

2. A representative of the UNION may, with the employee's written authorization, accompany said employee while he or she reviews his or her file.

H. Except as indicated in paragraphs E. and G.2. above, access to personnel files shall be limited to those individuals directly involved in the administration, analysis or evaluation of professional personnel.

I. Materials may be removed from an employee's personnel file upon mutual agreement of the employee and the President of the College/ University or his or her designee.

XVI REIMBURSEMENT FOR TRAVEL

A. Whenever transportation is required as part of the duties of an employee and the employee uses his or her private vehicle, the College/University shall reimburse the employee for such use of his or her private vehicle at the rate established by College/University policy.

B. Employees shall be reimbursed for travel within forty-five (45) days of submission of the completed request for reimbursement and all required documents.

XVII SAFE CONDITIONS

A. The College/University will discharge its responsibility for the development and enforcement of occupational safety and health standards to provide a safe and healthful environment in accordance with PEOSHA and any other applicable statutes, regulations or guidelines published in the New Jersey Register which pertain to health and safety matters. This paragraph is not subject to the grievance procedure.

B. Whenever an employee observes a condition which he or she feels represents a violation of safety or health rules and regulations or which is an unreasonable hazard to persons or property, the employee shall report such observation which will be promptly investigated. Where a hazard exists which endangers the employee, he or she shall not be required to work where that condition exists.

C. Each College/University that has a safety committee that deals with safety issues affecting employees covered by this Agreement shall include as a member of that committee a designee of the UNION. This aforementioned right does not apply to safety committees created pursuant to other negotiated agreements.

D. College/University policies and procedures on safety, including but not limited to violence in the workplace, and modifications thereto, shall be made available and/or distributed to unit members pursuant to a locally negotiated agreement between the College/University and the Local Union.

XVIII

DEFERRED COMPENSATION PLAN

A. The STATE will continue the program which will permit eligible adjunct faculty in this negotiating unit who are in PERS to voluntarily authorize deferment of a portion of their earned base salary so that the funds deferred can be placed in an Internal Revenue Service-approved Federal Tax-exempt investment plan. The deferred income so invested and the interest or other income return on the investment are intended to be exempt from current Federal Income Taxation until the individual employee withdraws or otherwise receives such funds as provided in the plan.

It is understood that the STATE shall be solely responsible for the administration of the plan and the determination of policies, conditions and regulations governing its implementation and use.

The STATE shall provide information describing the plan as well as a required enrollment or other forms to all employees.

It is further understood that the maximum amount of deferrable income under this plan shall be up to the amount allowable by law.

B. This provision is included for informational purposes only and shall not be subject to the grievance procedure as set forth in VI of this Agreement.

XIX

LIABILITY CLAIMS INDEMNIFICATION

A. Employees covered by this Agreement shall be entitled to defense and indemnification as provided in N.J.S.A. 59:10-1, et. seq. and N.J.S. A. 59:10A-1, et. seq.

B. The provisions of this Article shall not be subject to the grievance procedure as set forth in VI of this Agreement.

XX

LOCAL RESOLUTION OF ISSUES

Issues dealing with terms and conditions of employment which have, in this Agreement, been reserved for resolution between the Local UNION and an individual College/University, shall, when resolved, be in the form of a memorandum of agreement which shall then become the policy of the College/University.

XXI

AVAILABILITY OF AGREEMENT

This Agreement will be available online at each College/University.

XXII

MANAGEMENT RIGHTS

A. The STATE, the Colleges/Universities and the Boards of Trustees retain and reserve unto themselves all rights, powers, duties, authority and responsibilities conferred upon and vested in them by the laws and constitutions of the State of New Jersey and the United States of America.

B. All such rights, powers, authority and prerogatives of management possessed by the STATE, the Colleges/Universities and the Boards of Trustees are retained, subject to limitations as may be imposed by the New Jersey Public Employer-Employee Relations Act, as amended, and except as they are specifically abridged or modified by this Agreement.

C. The STATE and the Boards of Trustees retain their responsibility to promulgate and enforce rules and regulations, subject to limitations as may be imposed by the New Jersey Public Employer-Employee Relations Act, as amended, governing the conduct and activities of employees and which are not inconsistent with the express provisions of this Agreement.

XXIII

**MAINTENANCE AND IMPLEMENTATION
OF THE AGREEMENT**

A. This Agreement incorporates the entire understanding of the parties on all matters which were the subject of negotiations. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter except that proposed new rules or modification of existing rules, including local rules governing working conditions, shall be presented to the UNION and negotiated upon the request of the UNION as may be required pursuant to the New Jersey Employer-Employee Relations Act, as amended.

B. 1. It is understood and agreed that any provisions of this Agreement which require amendment to existing law or the appropriation of funds for their implementation shall take effect only after the necessary legislative action.

2. Whenever legislation is necessary to implement this Agreement, the STATE shall assume responsibility for seeking the introduction of such legislation.

C. Any policy, practice, rule or regulation of a College/University Board of Trustees or of a College/University Administration, pertaining to wages, hours, and conditions of employment, which is in conflict with any provision of this Agreement, shall be considered to be modified consistent with the terms of this Agreement.

XXIV

SAVINGS CLAUSE

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law or not subject to collective negotiations, or has the effect of making the STATE or a State College/University ineligible for Federal funds, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. In the event of the above circumstances, then either party shall have the right immediately to reopen negotiations between the STATE and the UNION with respect to a substitute for the affected provision to the extent permitted by law.

XXV

NEGOTIATION PROCEDURES

A. New Agreement

The parties agree to enter into collective negotiations concerning a successor agreement to become effective on or after July 1, 2027 subject to the provisions set forth in Article XXVI, Duration and Termination. Collective negotiations shall commence no later than October 1, 2026, unless an alternative date is mutually agreed upon.

B. The parties agree to negotiate in good faith on all matters properly presented for negotiation.

XXVI

DURATION AND TERMINATION

This Agreement shall remain in full force and effect from July 1, 2023 until June 30, 2027. 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 the other party in writing by certified mail and/or electronic mail no later than October 1, 2026 or October 1 of any succeeding year for which this Agreement is automatically renewed. Any notice transmitted pursuant to this provision shall be sent to the STATE addressed to the Director, Office of Employee Relations, 225 West State Street P.O. Box 228, Trenton, New Jersey 08625, and the UNION addressed to the President, Council of New Jersey State College Locals, AFT, AFL-CIO, 1435 Morris Avenue, Ste. 3-A, Union, New Jersey 07083.

A. Jury Duty

1. Employees shall not have their pay reduced for the time required to attend jury duty that is scheduled during the employees College/University work hours. Time required for jury duty includes actual time spent in commuting.

2. The employee shall be responsible for immediate notification to the College/University of impending jury duty.

3. Employees shall submit to the College/University written verification of attendance signed by a representative of the court.

B. Appear as Witness

1. All employees shall be granted time off with pay when summoned as a witness before a judicial or quasi-judicial proceeding during the employee's normally scheduled College/University work hours to which he or she is not a named party.

2. An employee shall be granted time off without pay to appear at a judicial or quasi-judicial proceeding to which he or she is a party.

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IN WITNESS WHEREOF the parties hereto have executed this Agreement, this ____ th day of _____, 2024

FOR THE STATE OF NEW JERSEY:

Yvonne D. Catley, Deputy Director
Governor's Office of Employee Relations

Brian M. Scott, ERC
Governor's Office of Employee Relations

For The State Colleges/Universities:

Dr. Michael Bernstein, President
The College of New Jersey

Dr. Lamont O. Repollet, President
Kean University

Dr. Jonathan Koppell, President
Montclair State University

Dr. Andres Acebo, Interim President
New Jersey City University

Dr. Cindy R. Jebb, President
Ramapo College of New Jersey

Dr. Joe Bertolino, President
Stockton University

Dr. Ali A. Houshmand, President
Rowan University

Dr. Merodie A. Hancock, President
Thomas A. Edison University

Dr. Richard J. Helldobler, President
William Paterson University

**FOR THE COUNCIL OF NEW JERSEY
STATE COLLEGE LOCALS, AFT/AFL-CIO:**

Mr. Tim Haresign, President
Council of New Jersey State College Locals

Dr. Susanna Tardi, President
Local 1796, William Paterson University

Dr. Barbara Hildner, President
Local 1839, New Jersey City University

Ms. Mary Wallace, President
Local 6025, Montclair State University

Ms. Marie Krupinski, President
Local 2187, Kean University

Dr. Martha Ecker, President
Local 2274, Ramapo College of NJ

Dr. Rodger Jackson, President
Local 2275, Stockton College

Dr. Nancy Lasher, President
Local 2364, The College of New Jersey

Dr. Joseph Basso, President
Local 2373, Rowan University

**SIDE LETTER OF AGREEMENT I
EMPLOYEE RIGHTS**

The process for changing College/University policies and practices on distribution of general announcements, mailboxes, inclusion in the roster or directory of faculty, desk and storage space, computer access, right to communicate with the Board of Trustees where a separate Adjunct Faculty local exists and similar items is as follows:

1. The Local UNION shall present requested changes in writing to the College/University President, or the President's designee shall present requested changes, where negotiable, in writing to the Local Union President.
2. The College/University President's designee will meet with the Local UNION President or his/her designee to discuss the requested changes.
3. If the issues are not resolved, then a committee will be established to examine them. The composition of the committee will include three designees appointed by the Local UNION and three management representatives appointed by the College/University President.
4. The committee shall report its recommendations to the College/University President.
5. The College/University President or his or her designee shall meet with the Local UNION President or designee thereof to discuss the recommendations of the committee prior to formally making his or her decision.
6. If the aforementioned committee is unable to reach a consensus and make a recommendation to the President in a timely manner, then a representative from the Council of New Jersey State College Locals, AFT, AFL-CIO and a representative from the Office of Employee Relations will be added to the committee to facilitate the process.
7. The process set forth in Sections 3-6 will be implemented only once during the term of the Agreement with respect to any given issue, unless the Local UNION and the College/University agree to reopen the matter.
8. Policies adopted pursuant to this procedure shall be subject to the grievance procedure set forth in VI.B.2.

**SIDE LETTER OF AGREEMENT II
ACADEMIC FREEDOM**

A. Academic freedom derives from the nature of the quest for knowledge. It is essential to the full search for truth and its free exposition, applies to both teaching and research, and shall not be abridged or abused. Academic freedom does not relieve the employee of those duties and obligations, which are inherent in the employer-employee relationship.

B. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it responsibilities correlative with rights. Both parties to this Agreement subscribe to the following principles of academic freedom:

1. Employees are entitled to full freedom in research and in the publication of results.
2. An employee is entitled to freedom in an instructional setting in discussing his or her subject.

Employees are citizens and members of a learned profession. When the employee speaks or writes as a citizen, he or she is free from institutional censorship or discipline, but should not represent himself or herself as a spokesperson for the institution.

C. Nothing in this Side Letter of Agreement shall in any way infringe upon management's decisions to employ or not employ adjunct faculty in connection with either initial or subsequent employment. Notwithstanding this Side Letter of Agreement, and pursuant to Article VI.B. of this Agreement, decisions and related procedures to employ or not employ adjunct faculty in connection with either initial or subsequent employment, decisions to cancel courses which were scheduled to be taught, discipline, and other academic judgments, shall not be grievable.

**SIDE LETTER OF AGREEMENT III
TUITION WAIVER PROGRAM**

A. Tuition waiver for adjunct faculty and their dependents, including spouse or civil union partner, children and other qualifying dependents, shall be subject to negotiations between the College/University and the Local UNION. Any dispute arising out of any locally negotiated tuition waiver programs shall be subject to the grievance procedure set forth in Article VI.B.2 of this Agreement.

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