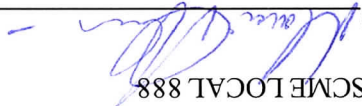


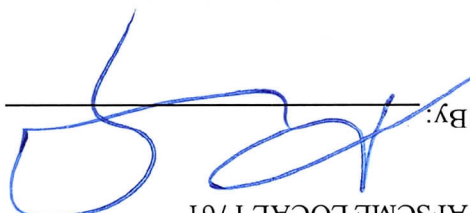
**MEMORANDUM OF AGREEMENT BETWEEN RUTGERS, THE STATE UNIVERSITY OF
NEW JERSEY AND AFSCME LOCAL 888 AND AFSCME LOCAL 1761**

Rutgers, the State University of New Jersey ("University"), AFSCME Local 888 ("Local 888") and AFSCME Local 1761 ("Local 1761") (collectively, "the Parties") hereby agree to modify the Parties' collective negotiations agreements effective from July 1, 2018 through June 30, 2022 ("Agreements") as follows:

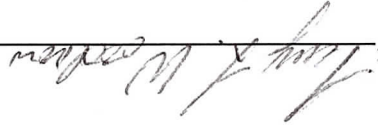
1. The University and Local 888 agree to amend Article 13, Section 1 of the Agreement to include Juneteenth as a recognized holiday.
2. The University and Local 1761 agree to amend Article 14 of the Agreement to include Juneteenth as a recognized holiday.
3. This MOA shall be effective in 2022. Juneteenth will be observed annually on the third Friday of June. In 2022, it will be observed on June 17, 2022.
4. Except as provided for in this MOA, this MOA shall not alter, amend or otherwise replace any other provisions of the Parties' Agreements.
5. This MOA is subject to ratification by Local 888 and Local 1761.

AFSCME LOCAL 888
By: 

Dated: 12/19/21

AFSCME LOCAL 1761
By: 

Dated: 12/10/21

AFSCME NJ COUNCIL 63
By: 

Dated: 12/10/21

RUTGERS, THE STATE UNIVERSITY
OF NEW JERSEY
By: _____

Dated:

MEMORANDUM OF AGREEMENT BETWEEN RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY AND AFSCME LOCAL 888 AND AFSCME LOCAL 1761 RELATED TO THE EXTENSION OF THE CURRENT COLLECTIVE NEGOTIATIONS AGREEMENTS

Rutgers, The State University of New Jersey ("University"), AFSCME Local 888 ("Local 888") and AFSCME Local 1761 ("Local 1761") (collectively "Local 888" and "Local 1761" are referred to as the "Unions") hereby agree as follows to this Memorandum of Agreement related to the extension of the collective negotiations agreements between the University and Local 888 and Local 1761 for the period from July 1, 2018 to June 30, 2022 (hereinafter referred to as the "Local 888 CNA" or the "Local 1761 CNA", respectively and collectively referred to as the "2018 CNAs"):

1. The University and Local 888 and Local 1761 desire to re-open and amend certain provisions in the 2018 CNAs and extend the terms of those 2018 CNAs.
2. The University and Local 888 and Local 1761 further desire to re-open and amend certain provisions in the July 28, 2020 Memorandum of Agreement Between Rutgers, The State University of New Jersey and AFSCME Local 888 and AFSCME Local 1761 Related to the Invocation of the "Subject To" Language by the University ("2020 FEMOA").
3. The University and Local 1761 agree to amend Article 52 (Term) of the Local 1761 CNA to replace the words "June 30, 2022" with the words "June 30, 2024."
4. The University and Local 888 agree to amend Article 33 (Term) of the Local 888 CNA to replace the words "June 30, 2022" with the words "June 30, 2024."
5. Article 10(II)(C) and (D) of the Local 888 CNA shall be deleted and replaced with the following:

(C) Fiscal Year 2020-2021 (July 1, 2020 to June 30, 2021) - There shall be no merit increment movement or payment during this Fiscal Year and there also shall be no increases to base salary during this Fiscal Year.

(D) Fiscal Year 2021- 2022 (July 1, 2021 to June 30, 2022)

1. Each eligible employee will receive a normal merit increment on the appropriate anniversary date provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations unit position on the payment date of the increment.
2. Retroactive to July 1, 2021, employees who are eligible for the Senior Rate, shall receive a 2.75% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations unit position on the payment date of the Senior Rate payment.
3. Effective March 1, 2022, employees who are eligible for the Senior Rate, shall receive a 2.25% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations unit position on the payment date of the Senior Rate payment.

4. Employees at Step 8 prior to July 1, 2020, who also had anniversary dates in either July or October 2020 will be credited with an additional year of service and will be eligible to receive the Senior Rate increase described above in paragraph (D)(3).

(E) Fiscal Year 2022- 2023 (July 1, 2022 to June 30, 2023)

1. Each eligible employee will receive a normal merit increment on the appropriate anniversary date provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations unit position on the payment date of the increment.

2. Effective January 1, 2023, all employees shall receive a 2.0% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations unit position on the payment date.

(F) Fiscal Year 2023- 2024 (July 1, 2023 to June 30, 2024)

1. Each eligible employee will receive a normal merit increment on the appropriate anniversary date provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations unit position on the payment date of the increment.

2. Effective July 1, 2023, employees who are eligible for the Senior Rate, shall receive a 2.0% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 888 negotiations unit position on the payment date of the Senior Rate payment.

6. Article 20(II)(C) and (D) of the Local 1761 CNA shall be deleted and replaced with the following:

- (C) Fiscal Year 2020-2021 (July 1, 2020 to June 30, 2021) -There shall be no merit increment movement or payment during this Fiscal Year and there also shall be no increases to base salary during this Fiscal Year.

(D) Fiscal Year 2021- 2022 (July 1, 2021 to June 30, 2022)

1. Each eligible employee will receive a normal merit increment on the appropriate anniversary date provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date¹ of the increment.
2. Effective July 1, 2021, employees who are eligible for the Senior Rate, shall receive a 2.75% increase to their base salary provided that the eligible employee is

¹ As has been the past practice between the parties, the actual "payment date" of any increase provided for in this Memorandum of Agreement shall be communicated by the University to Local 888 and Local 1761 following execution and ratification of this Memorandum of Agreement. The University will make its best efforts to implement the increases provided for herein, including any retroactivity, as quickly as possible. With regard to increases for which the effective date of the increase already has passed, the University will pay such increases, and any related retroactivity, within thirteen (13) weeks of ratification of this Memorandum of Agreement.

1. on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the Senior Rate payment.
3. Effective March 1, 2022, employees who are eligible for the Senior Rate, shall receive a 2.25% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the Senior Rate payment.
4. Employees at Step 8 prior to July 1, 2020, who also had anniversary dates in either July or October 2020 will be credited with an additional year of service and will be eligible to receive the Senior Rate increase described above in Paragraph (D)(3).

(E) Fiscal Year 2022- 2023 (July 1, 2022 to June 30, 2023)

1. Each eligible employee will receive a normal merit increment on the appropriate anniversary date provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the increment.

2. Effective January 1, 2023, all employees shall receive a 2.0% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date.

(F) Fiscal Year 2023- 2024 (July 1, 2023 to June 30, 2024)

1. Each eligible employee will receive a normal merit increment on the appropriate anniversary date provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the appropriate increment.
2. Effective July 1, 2023, employees who are eligible for the Senior Rate, shall receive a 2.0% increase to their base salary provided that the eligible employee is on the University's payroll in an AFSCME Local 1761 negotiations unit position on the payment date of the Senior Rate payment.

7. All other Articles of the 2018 CNAs shall remain unchanged. Terms of the 2018 CNAs not amended by this Memorandum of Agreement shall continue unchanged.

8. The terms of this Memorandum of Agreement shall replace and supersede Paragraphs 2 through 8 of the 2020 FEMOA.

9. The University agrees not to invoke the 'Application of The Subject To Language In The Preface To This Article' in Article 20(1) of the Local 1761 CNA in Fiscal Year 2022-2023 (July 1, 2022 through June 30, 2023).

10. The University agrees not to invoke the "Application of The Subject To Language In The Preface To This Article" in Article 10(1) of the Local 888 CNA in Fiscal Year 2022-2023 (July 1, 2022 through June 30, 2023).

11. Further, the University agrees to no layoffs of Local 888 and Local 1761 negotiations unit members through January 1, 2022. This provision shall not apply to positions in Auxiliary

Services, positions where there is a lack of work, and positions that are contract and/or grant funded. This provision shall also not apply to Dining Services or other negotiations unit employees laid off between semesters, consistent with past practices in that particular department.

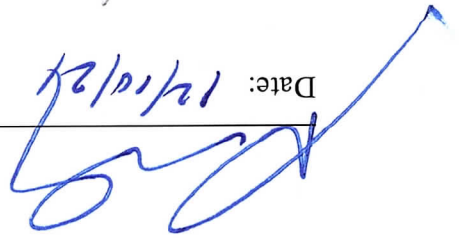
12. For Local 888: This Memorandum of Agreement is subject to ratification by the members of Local 888 employed by the University.

13. For Local 1761: This Memorandum of Agreement is subject to ratification by the members of Local 1761 employed by the University.

For Rutgers University

Date:

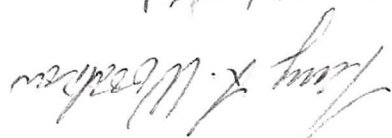
For Local 1761



Date:

12/10/21

APSLIVE Council 63



Date: 12/10/21