

**June 14, 2024**

**Memorandum of Agreement Between Rutgers, The State University of New Jersey and  
Office Professional Employees International Union Local 153 ("OPEIU Local 153")**

Rutgers, The State University of New Jersey ("University") and OPEIU Local 153 ("Union") hereby agree as follows to this Memorandum of Agreement ("MOA") related to the execution of a successor collective negotiations agreement between the University and the Union for the period July 1 2022, to June 30, 2026.

1. Article XXIV of the collective negotiations agreement will be amended to reflect the University and the Union agree to the execution of a successor collective negotiations agreement for a term of July 1, 2022, to June 30, 2026.
2. The University and the Union agree to amend the relevant wage and salary provision of the collective negotiations agreement (ARTICLE VII) to provide for the following wage increases:
  - a. Fiscal Year 2023:
    - i. Effective July 1, 2022, a 4% across the board salary increase to base salary provided that the eligible employee<sup>1</sup> is on the University payroll in a negotiations unit position on the payment date.
  - b. Fiscal Year 2024
    - i. Effective July 1, 2023, a 3.75% across the board salary increase to base salary provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.
  - c. Fiscal Year 2025
    - i. Effective July 1, 2024, a 3.5% across the board salary increase to base salary provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.

Effective September 1, 2024, OPEIU Local 153-unit members with at least twenty (20) years of service in a negotiations unit position as of July 1, 2024, will receive a one-time salary increase of \$2,500.00 to their annual base salary.

- ii. Effective September 1, 2024, the Job Rate System will be changed to a new Job Rate Salary Program. The Job Rate Salary Program will apply to employees hired after September 1, 2024. The three job rates that will apply to all current employees as of September 1, 2024, and those hired

---

<sup>1</sup> For negotiations unit members in the OPEIU Local 153, to be considered an "eligible employee" for purposes of the salary increases set forth in sub-paragraphs 2.a.i, 2.b.i, 2.c.i and 2.d.i, such negotiation unit members must be a negotiations unit member on June 30 of the same year as the effective date of payment of the salary increase set forth in sub-paragraphs 2.a.i, 2.b.i, 2.c.i and 2.d.i. Additionally, for negotiations unit members in the OPEIU Local 153, the salary increase shall be based on the negotiations unit member's salary as of June 30 of the same year as the effective date of payment of the salary increase set forth in sub-paragraphs 2.a.i, 2.b.i, 2.c.i and 2.d.i.

into negotiations unit positions after September 1, 2024, will be as follows:

1. Introductory Rate (Probationary Rate) for the first 180 days of employment: \$16.84.
2. After 180 days of employment, employees will move to Job Rate I: \$19.74.
3. After 36 months (3 years) at Job Rate I, employees will move to Job Rate II rate of pay: \$22.70.
4. Unit members with at least three years of service as of August 31, 2024, and whose current salary is below the new Job Rate II, will be adjusted to the Job Rate II rate of pay: \$22.70.
5. Unit members with at least three years of service as of August 31, 2024, and whose current salary is above the new Job Rate II shall remain at their current rate of pay, but will be eligible for future across the board increases.

d. Fiscal Year 2026

- i. Effective July 1, 2025, a 3.5% across the board salary increase to base salary provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.
- ii. Employees who have met the eligibility requirements will progress to Job Rate I or Job Rate II respectively.

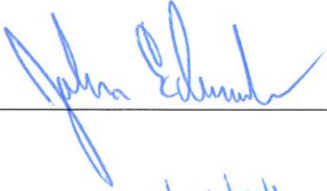
e. Salary Table

- i. Effective July 1, 2022, through August 31, 2024, the salary table and Job Rates, effective July 1, 2021, will remain unchanged.

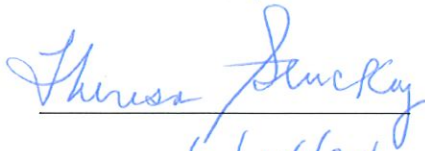
3. The annual Uniform Allowance in Article XII shall remain \$300 for FY23, FY24, FY25, and FY26.
4. Article IX shall be amended and include Juneteenth as a scheduled holiday (to be observed annually on the third Friday of June).
5. Article 7 (Shift Differential) shall be amended as follows, effective after ratification: "To be eligible for a shift differential, an employee must work half or more of his/her regularly scheduled hours **(excluding overtime) between after 3:00pm or before and 6:00am, the shift differential must be paid for the entire shift.**"
6. The Parties agree there are no outstanding grievances or arbitrations as of execution of this Agreement, with the exception of Arbitration matter AR2019-084 and V. Grahm 2024 grievance.
7. All other articles not referenced in this Memorandum of Agreement shall remain unchanged.
8. For the Union, this MOA is subject to ratification by its members employed by the University.

9. The Union agrees to support this MOA and encourage ratification of it by their members.

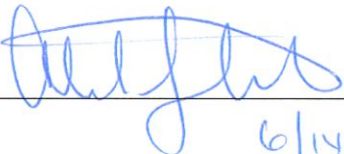
For the Union:

  
\_\_\_\_\_


Date: 6/14/24

  
\_\_\_\_\_

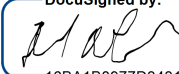
Date:

  
\_\_\_\_\_

Date:

  
6/14/24

For the University

DocuSigned by:  
  
\_\_\_\_\_

DAC

Date: 06/14/2024