

NJIT and the PSA/AAUP Reach a Tentative Agreement TA Signed on October 8, 2013

Summary of Key Points in the Agreement

**Below is only a briefing on some of the key provisions negotiated. Please refer to the entire TA and Exhibits for all of the specific changes. If you have any questions, you may contact the PSA at psa@njit.edu.*

Unit Wide Issues

Contract Term: July 1, 2011 - June 30, 2015

Compensation: The contract would include a pay increase **averaging** a total of 9.75% over the four years of the contract, 1.75%, 1.75%, 2.75%, and 3.5%, compounded annually, in most cases. The first two years of the Agreement would be distributed as Across-the-Board (ATB) increases, the final two years are performance based for all groups and the programs vary from group to group.

Eligibility remains the same and as in the past, a PSA member would need to be in active employment at the time of ratification in order to be eligible for any increases and/or retro-activity that may be owed.

Parking Fees remain unchanged.

Faculty Issues:

A revised PBSIDs program has been developed and several measures were taken to address concerns raised from earlier Faculty PBSIDS programs. Academic Administrators (i.e., Chairs/Associate Deans) will continue to have their own program.

The Appeals Process for Faculty was clarified.

A large class size load and support Agreement was reached.

No salary caps for the faculty remain for the length of the Agreement.

University/Senior University Lecturer Issues:

An additional \$80,000 has been committed to be distributed to the base salaries of University Lecturers and Sr. University Lecturers to bring their salaries up to minimum

of \$46,000, with remaining monies used by the Administration to address other compensation issues for this group.

Salary caps would be raised by the state across-the-boards, as in the past, by 2.75%.

Any new Lecturers hired would be hired at a salary no lower than the lowest paid Lecturer.

The Lecturers will be on an all merit based system for years 3 and 4, based on the teaching portion of the PBSIS Program, with protections in place regarding distribution which will guarantee almost all Lecturers increases. There is an Appeal Process available for years 3 and 4.

A new promotion policy and process were negotiated.

A large class load and support Agreement was reached.

Professional Staff Issues:

The Professional Staff will have a "Just Cause" protection clause in the contract, providing that, effective July 1, 2014, those with 3-4 years of seniority, can only be non-renewed from year to year for just cause, or as a result of layoffs. In addition, no staff can be disciplined except for just cause once their probationary period is complete.

Salary caps and minimums would be raised by the state across-the-boards, as in the past, by 2.75%. The caps will be raised in year 1 of the Agreement. The minimums will be raised in year 4. Increases above the caps will be paid out in cash.

Pay increases for Years 3 and 4 will be all merit based, with provisions in place guaranteeing that at least 96% of Staff members will receive increases in any given year. Year 3 of the Agreement will have a slightly modified evaluation/merit distribution system. In Year 4 of the Agreement, the evaluation and merit pay system was revised and penalties were negotiated that would take effect if evaluations are not completed, and monies distributed, according to an agreed upon timeline.

Professional Staff continue to have a merit appeals system; however, a new informal step was added to the process. If an appeal is filed, the appeal will initially be considered by the Vice President. If the appellant is satisfied with the response, the matter is closed. If the appellant is not satisfied with the response, he/she may advance the appeal to the 2+2 Committee.

EMBANET - A decision was made negotiate Embanet outside of this Agreement as additional time and review are needed in order bring this matter to closure. Once an Agreement is negotiated it will be a separate memorandum.

Thank you for your patience and support. It was a long and at times difficult process, but we believe that we have achieved the best contract possible. We urge you to vote YES on the Ratification Ballot.

*Sincerely,
The PSA*