

## MEMORANDUM OF AGREEMENT

This **MEMORANDUM OF AGREEMENT**, made this 21<sup>st</sup> day of April 2022, by and between New Jersey Institute of Technology ("NJIT") and the New Jersey Institute of Technology Professional Staff Association, Inc./AAUP ("PSA"), the Parties to this Agreement.

**Whereas**, NJIT and PSA are Parties to a collective negotiations agreement dated July 1, 2019 through June 30, 2023, (the "Agreement") setting forth terms and conditions for certain employees;

**WHEREAS**, pursuant to Article IX(F), NJIT is obligated to provide PSA Professional Staff members paid holidays as described in Article IX(F)(1-7) until and unless modified by a successor Agreement;

**WHEREAS**, Juneteenth has been established as a federal holiday;

**WHEREAS**, NJIT recognizes the importance of providing NJIT employees, including PSA Professional Staff members, the opportunity to observe this holiday;

**WHEREAS**, Pursuant to its contractual obligation, NJIT has negotiated with PSA for the observance of Juneteenth.

**NOW, THEREFORE**, the Parties agree as follows:

1. The above **WHEREAS** clauses are hereby incorporated into this agreement in their entirety.
2. Article IX(F)(1) of the Agreement shall be revised to include the addition of Juneteenth to the list of paid holidays.
3. Article IX(F)(4) of the Agreement be revised as follows:

"The ten (10) named holidays provided under provision F.1, herein, and the other four (4) holidays provided under provision F.3, herein, constitute the entire paid holiday schedule provided by the Employer."

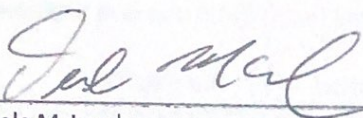
4. The remaining provisions of Article IX(F) will remain the same.

This Agreement and the Contract together constitute the entire agreement between the Parties. This Agreement may not be modified except by a fully executed written instrument and any modification shall be limited to express terms identified as modified. In the event there is a discrepancy between this Agreement and the Contract, this Agreement will prevail.

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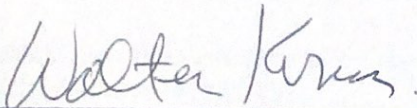
Executed this 2<sup>nd</sup> of April 2022

**For New Jersey Institute of Technology**



Dale McLeod  
Vice President, Human Resources

**For PSA**



Walter Konon  
PSA President