

**Memorandum of Agreement between NJIT Union Coalition and
New Jersey Institute of Technology**

New Jersey Institute of Technology (hereinafter “NJIT”), and the NJIT Union Coalition (hereinafter “Coalition”), consisting of the unions and bargaining units identified on Schedule A attached to this MOA (the Unions), enter into the following agreement with respect to healthcare benefits to be provided to the negotiations’ unit members of the Coalition:

1. If approved by the State of New Jersey, beginning with a special open enrollment period to commence as soon as practicable following the execution of this MOA, as agreed to by NJIT, the Coalition and the State of New Jersey, negotiations unit members¹ who enroll in the NJ Direct PPO shall contribute to the cost of healthcare based on the contribution rates set forth on Schedule B attached.²
2. If approved by the State of New Jersey, beginning with a special open enrollment period to commence as soon as practicable, following the execution of this MOA, as agreed to by NJIT, the Coalition and the State of New Jersey, negotiations unit members who enroll in the OMNIA tiered network plan, or successor plan, shall contribute to the cost of healthcare at 75% of the contribution rates set forth on Schedule B attached.
3. The special open enrollment period referenced in Paragraphs One and Two above only will occur provided that all other healthcare plans offered to NJIT employees through the State Health Benefits Program during the October 2022 open enrollment period remain in effect and negotiations unit members who enroll in those plans shall pay employee contributions in accordance with Chapter 78 rates.
4. Beginning with the 2023 Plan Year and each Plan Year thereafter, employee contribution rates set forth on Schedule B will be subject to modification in the same manner as for New Jersey State Executive Branch employees enrolled in the NJ Direct PPO or the tiered network plan.
5. Availability of the NJ Direct PPO health insurance plan and related contribution rates to retirees shall be determined by the State of New Jersey – Division of Pensions and Benefits (hereinafter “Division of Pensions and Benefits”), consistent with applicable law and regulations. This paragraph is for informational purposes only and NJIT makes no representations or commitments as to the availability of the NJ Direct PPO health insurance plan and related contribution rates to retirees.
6. NJIT and the Coalition recognize that any “design” changes to any healthcare plan offered under the auspices of the State Health Benefits Program, to which the parties agree, must be reviewed and approved by the State Health Benefits Plan Design Committee, consistent with applicable laws and regulations in effect at the time.

¹ “Negotiations Unit Members” refers to the employees represented by the unions that comprise the Coalition as identified in the prefatory paragraph of this MOA.

² Schedule B sets forth the contribution rates to be paid by Executive Branch employees enrolled in the equivalent of NJ Direct PPO and the OMNIA tiered network plan for Plan Year 2023.

7. Providing Unit Members with Information on Health Benefits
- a. Division of Pensions and Benefits informational materials will be provided to negotiations unit members (as well as any other employees that may be offered the NJ Direct PPO at the contribution rates set forth in Schedule B) regarding the NJ Direct PPO and other healthcare plan options, to assist negotiations unit members and other employees in making informed decisions regarding their healthcare enrollment.
 - b. During the initial (special or regular) open enrollment period following execution of this MOA, the Coalition and NJIT shall make up to four (4) joint presentations to negotiation unit members on all available healthcare plan options. During the four (4) joint presentations, individuals making presentations to negotiation unit members shall identify themselves as either Coalition or NJIT representatives.

On behalf of NJIT

On behalf of the Coalition

 Dale McLeod, VP for Human Resources
 Dated:

 For PSA/AAUP
 Dated:

 For AFSCME
 Dated:

 For OPEIU
 Dated:

 For FOP
 Dated:

 For UCAN/AAUP-AFT
 Dated:

**Memorandum of Agreement between the NJIT Union Coalition and
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The following unions and their bargaining units are a party to this Agreement between the Coalition and NJIT:

PSA/AAUP
 AFSCME

OPEIU
FOP
UCAN/AAUP-AFT

**Memorandum of Agreement between the NJIT Union Coalition and
New Jersey Institute of Technology - Schedule B**

Contribution Rates- <https://nj.gov/treasury/pensions/documents/hb/oe2023/ha1107.pdf>