

**Health Professionals and Allied
Employees, AFT/AFL-CIO**

**HPAE Local 5094
Economic Contract Proposals
June 15, 2026**

The union reserves the right to add, change, delete, or modify any of these or future proposals during the course of negotiations. Any contract section (including all side letters and appendices) not referenced shall remain the same.

Union Economic Proposal 9

10.05 Continuing Education

A negotiations unit employee may request in writing to the employee's supervisor, permission to participate in work-related educational workshops, seminars, conferences and/or conventions. The University will make a reasonable effort to approve such participation.

The University will grant time off without loss of pay to those negotiations unit employees approved to attend Continuing Education conferences. With permission from the employee's supervisor, exempt negotiations unit employees shall be entitled to adjust the employee's schedule to attend such conferences.

Negotiations unit employees shall be allowed to complete mandatory, University web-based courses, during regular work hours.

Night shift negotiations unit employees who are scheduled off to attend Continuing Education programs may be given as a conference day, either the night before, or the night after. Negotiations unit employees will receive a response to their request for participation within two (2) weeks of submission.

All travel arrangements must be made in conformance with University policy in order to be reimbursable.

The University agrees to reimburse negotiations unit employees for the ~~tuition/registration fees associated with~~ obtaining and/or maintaining "certifications" **licenses or certifications**, required by the University or the State of New Jersey for the position in which they are currently employed by the University. Such reimbursement shall be in accordance with Article 10.06 and charged to the employee's tuition reimbursement allowance. **Effective July 1, 2026, negotiations unit employees shall be reimbursed by the University for the cost of obtaining and maintaining such Continuing Education credits up to \$5000 annually.** Within ninety (90) days of completion of the seminar, the signed certificate/proof of attendance shall be submitted to Human Resources, and reimbursement will be paid within six (6) weeks of submission.

The University will continue to provide opportunities for no cost continuing education units for negotiations unit employees. The University will provide negotiations unit employees with a list of available continuing education classes on a centralized website location. In addition, should additional opportunities become available, the University will send negotiations unit

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employees email correspondence regarding additional opportunities via their University email address.

The University will provide negotiations unit members with the opportunity to provide feedback regarding existing continuing education courses and suggestions for additional continuing education units on a bi-annual basis. The University will review those recommendations and may add additional discounted and no cost continuing education units based on that feedback.

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Union Economic Proposal 10

Negotiations unit employees who hold certifications or licenses or degrees that are related to but not required by their job description shall be eligible to receive a certification bonus as set forth below.

Full-time employees who qualify shall receive a quarterly bonus of \$1000 per certification, license, or degree paid in the first pay period after the beginning of the quarter. (March 1, June 1, September 1, and December 1)

Part-time negotiations unit employees will receive a pro-rated bonus paid in the first pay period after the beginning of the quarter. (March 1, June 1, September 1, and December 1)

Current negotiations unit employees shall inform Human Resources within 30 days of ratification of any applicable certifications or licenses or degrees.

Negotiations unit employees who receive applicable certifications or licenses or degrees after the ratification of this agreement shall inform Human Resources no later than the 15th of the month prior to the beginning of the quarter in order to be eligible for that quarter's bonus.

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Union Economic Proposal 11

B. Wage Program

1. Fiscal Year ~~2023~~ **2027**

i. Effective July 1, ~~2022~~ **2026**, ~~a 4%~~ **all eligible employees will receive a step move and a 10%** 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. Any negotiations unit employee who retires between July 1, ~~2023~~ **2026** and the date of payment shall be eligible for the retroactive across the board adjustment.

ii. **Effective July 1, 2026, employees on Step 20 of the PH or PS Salary scale shall receive a 2% lump sum payment based on their salary of their June 20, 2026 salary, this shall be added to their base salary, and a 10% across the board increase, pro-rated for part-time employees provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.**

2. Fiscal Year ~~2024~~ **2028**

i. Effective July 1, ~~2023~~ **2027**, all eligible employees will receive a step move and a ~~1.85%~~ **10%** across the board increase provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.

ii. Effective July 1, ~~2023~~ **2027**, employees on Step 20 of the PH or PS Salary scale shall receive a **2%** lump sum payment based on their salary of their June 30, ~~2023~~ **2027** salary, **this shall be added to their base salary,** ~~(not to be added to the base salary)~~ **and a 10% across the board increase,** pro-rated for part-time employees provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.

3. Fiscal Year ~~2025~~ **2029**

i. Effective July 1, ~~2024~~ **2028**, all eligible employees will receive a step move and a ~~1.6%~~ **10%** across the board increase provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.

ii. Effective July 1, ~~2024~~ **2028**, employees on Step 20 of the PH or PS Salary scale shall receive a **2%** lump sum payment based on their salary of their June 30, ~~2024~~ **2028** salary, **this shall be added to their base salary,** ~~(not to be added to the base salary)~~ **and a 10%**

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across the board increase, pro-rated for part-time employees provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.

4. Fiscal Year ~~2026~~ **2030**

i. Effective July 1, ~~2025~~ **2029**, all eligible employees will receive a step move and a ~~1.6%~~ **10%** across the board increase provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.

ii. Effective July 1, ~~2025~~ **2029**, employees on Step 20 of the PH or PS Salary scale shall receive a **2%** lump sum payment based on their salary of their June 30, ~~2025~~ **2029** salary, **this shall be added to their base salary**, (not to be added to the base salary) **and a 10% across the board increase**, pro-rated for part-time employees provided that the eligible employee is on the University payroll in a negotiations unit position on the payment date.

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Union Proposal 22

Article 16 – Management Rights

The University retains and may exercise all rights, powers, duties, authority and responsibilities confirmed upon and vested in it by the laws and constitution of the State of New Jersey and the United States of America.

~~Except as specifically limited or modified by the terms of this Agreement, or by law, all the rights, powers, duties, authority, prerogatives of management and the responsibility to promulgate and enforce reasonable rules and regulations governing the conduct and activities of negotiations unit employees are also retained by the University, whether exercised or not, and are to remain exclusively with the University.~~

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