



State of New Jersey

DEPARTMENT OF EDUCATION

225 WEST STATE STREET  
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TRENTON, NEW JERSEY 08625

MEMORANDUM

October 29, 1983

TO: ALL EMPLOYEES

FROM: HENRY CARLESIMO, PERSONNEL DIRECTOR *RC*

The State recently completed collective negotiations with the various unions representing State employees. Listed below is a summary of the wage and benefit packages ratified by the unions for the three year period July 1, 1983 through June 30, 1986.

I. ADMINISTRATIVE AND CLERICAL SERVICES UNIT (CWA); OPERATIONS, MAINTENANCE AND SERVICES AND CRAFTS UNIT (IFPTE); INSPECTION AND SECURITY UNIT (IFPTE); AND HEALTH, CARE AND REHABILITATION SERVICES UNIT (AFSCME)-

A. FIRST YEAR

\$700.00 cash bonus payment to all full-time employees. \$300.00 to be paid December 9, 1983 and \$400.00 to be paid July 13, 1984.

To be eligible for the \$300.00 payment, employees must be employed by the State prior to July 1, 1983 and still employed on December 2, 1983.

Permanent part-time employees will receive a pro-rata share of the payment based on hours of work.

Employees who retire between July 1, 1983 and December 2, 1983 will receive a pro-rata payment.

To be eligible for the \$400.00 payment, employees must be employed in January of 1984 and still in active pay status on June 29, 1984.

B. SECOND YEAR

Seven percent (7%) across the board in base salary. Three percent (3%) effective in first pay period in July 1984. Four percent (4%) effective in the 14th pay period in January 1985.

C. THIRD YEAR

Eight percent (8%) across the board in base salary. Three percent (3%) effective in the 1st pay period in July. Five percent (5%) effective in the 14th pay period in January of 1986.

D. A 9th step will be added to all salary ranges effective July of 1985 for anyone who has been on step 8 (maximum) for 18 months.

E. Normal increments will remain intact and eligible employees will receive an increment if they receive a performance rating of satisfactory or outstanding.

II. PROFESSIONAL, PRIMARY LEVEL SUPERVISORY UNIT & HIGHER LEVEL SUPERVISORY UNIT (CWA)

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A. Beginning January 1, 1984 and every succeeding six months there will be a three percent (3%) across the board salary increase.

B. Normal twelve month increments will be in effect for employees who receive a performance rating of satisfactory or outstanding.

C. In the third year of the contract a 9th step will be added to all salary ranges. Employees who have been at the 8th step of their salary range for a period of 18 months or longer will be eligible for the 9th step increment providing their performance warrants this salary adjustment.

III. CLOTHING MAINTENANCE ALLOWANCE

- A. The Clothing Maintenance Allowance will continue for those employees in all units except IFPTE who have received it in the past. As of July 1, 1983, the allowance will be increased \$50.00 to \$375.00. In July 1984 the allowance will be increased to \$400.00 and in July 1985 the allowance will again be increased to \$425.00. Full-time employees will receive the full allowance. Part-time employees will receive half of the full amount. Employees are eligible to receive the Clothing Allowance after one full year of employment. Those who are employed six months by the payment date will receive half of the allowance.
- B. The Cash Clothing Maintenance Allowance for employees in the Inspection and Security and Operations, Maintenance and Service and Crafts Units has been increased as of July 1, 1983 by \$50.00 to \$180.00 and by \$25.00 to \$205.00 on July 1, 1984 and again by \$25.00 on July 1, 1985 to \$230.00.

IV. FRINGE BENEFITS - ALL LABOR UNITS

- A. Blue Cross and Blue Shield (14/20) and HMO will remain the same.
- B. Prescription Drug Plan will remain the same with a \$3.50 co-payment on each prescription.
- C. Vision Care Plan - this plan will remain the same with \$25.00 reimbursement for single lenses, \$30.00 reimbursement for bi-focal or tri-focals and \$25.00 reimbursement for an eye examination. Previously an employee and their dependents were entitled to one reimbursement during the life of a two year contract period. Since this is a three year contract, employees and their dependents are entitled to two reimbursements. But the second reimbursement cannot be made until after July 1, 1985.
- D. Dental Care - New Option - The present Dental Plan will continue; however, a new option will be offered in May 1984, to allow State workers the option of enrolling in a Dental Clinic. The cost of belonging to this Dental Clinic is a fifty percent (50%) co-payment payroll deduction.

The option is less costly than the present plan. Total cost of this option to the employees will be approximately \$9.50 per month. Cost will be the same for single, married or family coverage. The present cost is \$23.00 per month for the family plan.

E. Major Medical and Rider J shall remain the same.

V. SICK LEAVE CHARGE PROVISION - ALL LABOR UNITS

New language in all contracts require that when an employee becomes ill while working, or wishes to keep a medical appointment which could not be arranged on non-work time, the time must be charged to sick leave or other accrued paid leave time. Utilization of leave for less than a full work day shall be on an hourly basis; 1 hour of leave charged for each hour, or portion thereof.

VI. MANAGERIAL, EXEMPT, CONFIDENTIAL AND NO RANGE EMPLOYEES

At the present time we have not received any information as to what salary program will be implemented for employees who are designated as managerial, confidential or exempt. The salary program for these employees is made at the discretion of the Governor.