

STATE OF NEW JERSEY

GOVERNOR PHIL MURPHY

## GOVERNOR MURPHY BACKS NEWLY APPROVED CWA CONTRACT

**Trenton** – Governor Phil Murphy today praised the ratification of the Communications Workers of America (CWA), AFL-CIO, contract that begins July 1, 2015 and expires June 30, 2019. The contract covers approximately 35,000 workers employed by the Executive Branch under the Administrative/Clerical, Professional, and Supervisory bargaining units. The State costs have been accounted for in the Fiscal Year 2018 budget and the Governor's Fiscal Year 2019 budget.

"After three long years, this contract represents a reasonable and responsible agreement between the State of New Jersey and our CWA workers," **said Governor Murphy**. "Moving forward, we have established a solid foundation for future negotiations that considers fairness for our middle class and working families."

The contract encompasses two Across the Board (ATB) increases: a two percent increase effective the first full pay period after August 15, 2017 for employees on payroll; and a second two percent increase effective the first full pay period after July 1, 2018.

The contract also includes a full withdrawal of costly pending litigation filed during the Christie Administration challenging the freeze of increment payments following the expiration of the July 1, 2011-June 30, 2015 agreement. Furthermore, the contract includes a resolution of approximately 1,300 grievances dating as far back as 2011. The resolution of these matters allows the State to refocus its resources on labor-management relations rather than litigation preparation.

Other components of the CWA contract agreement include:

- Retirees are not eligible for any retroactive payments made. In lieu of retroactive increments, if any, retirees only receive a one-time lump sum, non-pensionable payment of \$650.
- Employees at the top step of the salary guide will receive a one-time bonus of \$650.
- Employees on payroll as of the effective date of the agreement and who were eligible to receive increments since July 1, 2015 will receive their increments as if paid on their anniversary dates.
- Employees who qualified for Clothing Maintenance Allowance (CMA) payments will be paid retroactive CMA allowances.

Continuing an existing benefit, eligible employees and dependents may receive one payment for glasses and/or examinations between July 1, 2015 and June 30, 2017 and one payment for glasses and/or examinations between July 1, 2017 and June 30, 2019 subject to certification and receipt.

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