

# COUNCIL of NEW JERSEY STATE COLLEGE LOCALS AFT/AFL-CIO



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Tim Haresign, Ph.D.  
President



July 1, 2020

Dear Colleagues:

On June 30, 2020, the Council reached a tentative Memorandum of Agreement with the State regarding unpaid furlough days. We negotiated this type of Agreement, as did other State public unions, to protect as many jobs as possible by avoiding massive layoffs following the economic crisis caused by COVID-19. Below are the terms of the Agreement.

## **FURLOUGH DAYS**

Each College/University has a right to implement up to twelve (12) unpaid furlough days. A College/University may implement fewer days but cannot implement more than 12.

For 12-month employees, furloughs will be implemented as follows:

- a. Five days (taken as a full week) during July 2020, and five days (taken as a full week) during Winter Break (2020-2021), **OR**
- b. Ten days (taken as two separate full weeks) during July 2020, and
- c. One day on the day after Thanksgiving, and,
- d. One day selected by the employee, with management approval
- e. The choice between a. and b. is at the discretion of the College/University

For 10-month employees, furloughs will be implemented as follows:

- a. Five days (taken as a full week) during Winter Break (2020-2021)
- b. Five days (taken as a full week) during Spring Break 2021
- c. One day on the day after Thanksgiving
- d. One non-instruction day selected by the employee with management approval

## **SALARY DEFERRAL**

The wage increases payable in July 2020 and September 2020 respectively (the FY 2021 increase) will now be deferred to July 2022 and September 2022. This salary deferral is consistent with existing terms of the Statewide Master Agreement (Article XLI.A.6).

## **JOB PROTECTION/NO LAYOFFS**

In exchange for accepting 12 furlough days and deferring our increases, the College/Universities agree that no unit member will be laid off from employment between now and January 1, 2022 (except where an academic program is permanently terminated).

Anyone laid off in violation of the no layoff pledge will be paid back all furlough days served and will be paid the FY 2021 increases retroactive to the original payment dates.

Anyone laid off between January 1, 2022 and July 1, 2022 will be paid the FY 2021 increase retroactive to its original payment date.

## **PENSION & HEALTHCARE**

Pension and health care coverage will continue during furlough days, and both contributions and deductions will be made without regard to the unpaid furlough days.

## **UNEMPLOYMENT INSURANCE**

Unit members may apply for unemployment during furlough periods taken in blocks of five days. Eligibility is determined solely by the Department of Labor, and the Council cannot guarantee that everyone will be eligible. Additional information may be found at:

<https://myunemployment.nj.gov/before/about/howtoapply/applyonline.shtml>

## **EXEMPT EMPLOYEES**

Unit members that received retrenchment notices prior to the effective date of this Memorandum of Agreement shall not be required to take furlough days.

To review the MOA in full, please visit the Council's website at [www.cnjscl.org](http://www.cnjscl.org)

Please cast your electronic vote according to the instructions provided by the American Arbitration Association.

Your ballot must be received by no later than July 4, 2020 11:59PM.

**Make your voice count — cast your ballot today!**