

Memorandum of Agreement  
Between the RARITAN VALLEY COMMUNITY COLLEGE AND THE SUPPORT STAFF  
LOCAL 4143

and Raritan Valley Community College

The negotiating Committees for the above captioned parties agree to recommend for ratification that the July 1, 2019 through June 30, 2022 Collective Negotiations Agreement be modified for the period of July 1, 2019 through June 30, 2022 with the following changes:

1. Three-year contract - July 1, 2019 through June 30, 2022
2. All members of the Support Staff salaries shall be increased as follows:

7/1/19	2.5%
7/1/20	2.5%
7/1/21	2.5%

The July 1, 2019 salary increase will be applied in the first pay cycle following ratification. Unit members shall receive retroactive pay for the July 1, 2019 increase on or about March 13, 2020.

3. Article XVIII section A and D Health Care Medical Plan:

- Effective February 28, 2020 following ratification by the Support Staff and the College, Unit members shall pay healthcare contributions at tier 3 rates based on the Chapter 78 schedule. There shall be no retroactive reimbursements for health care contributions made at tier 4 of former Chap 78 by members of the support staff prior to the change to tier 3 on February 28, 2020.
- Direct 15 shall be the base plan and any Support Staff member enrolled in Direct 10 or any plan with a higher premium than Direct 15 shall pay the difference in premiums between the two plans for the entire period that the unit member remains in Direct 10 or any plan with a higher premium than Direct 15 during the term of the contract.
- Effective June 30, 2022, 11:59 pm, tier 3 shall sunset and contributions shall be based on tier 4 rates, with Direct 10 as the base plan, unless the parties agree to continue tier 3 after June 30, 2022, or the College is legally required to implement a different employee healthcare contribution schedule.

- If legislation is enacted during the term of the parties' July 1, 2019 through June 30, 2022 collective negotiations agreement relating to healthcare contributions of employees in the School Employees Health Benefits Program, the College agrees that at the request of the Support Staff, the legislation shall apply to Support Staff unit members upon the effective date of the legislation, notwithstanding that there is a collective negotiations agreement in effect between the Support Staff and the College.

- Health Care Health Reimbursement Account (HRA) - The College shall contribute \$500 each year to an HRA account for each unit member for each of the 3 years of the contract. However, the College reserves the right to negotiate the modification of the plan funding effective July 1, 2022.

5. Article VI Section C Education Benefit -

"Effective January 1, 2020, reimbursement shall be up to a maximum reimbursement amount of \$5,250 for the academic year September 1 through August 30. A unit member may seek reimbursement for a maximum of 18 credits within the academic year. ALL Support Staff BARGAINING UNIT MEMBERS WHO WERE ENROLLED IN A PROGRAM PRIOR TO JANUARY 1, 2020, WILL BE GRANDFATHERED UNDER THE PREVIOUS EDUCATIONAL PROGRAM OF TUITION REIMBURSEMENT. In the event a unit member leaves employment following completion of a grandfathered program, the new section below applies to that unit member.

The following section will be added as follows:

EFFECTIVE JANUARY 1, 2020, unit members who voluntarily leave employment within two (2) years after receiving tuition and fee reimbursement will be required to repay the reimbursed tuition and fees based on the following schedule:(C)(1)If the last tuition and fee reimbursement was within twelve (12) calendar months of separation, repayment of 100% of that year's reimbursement will be required. (C)(2) If the last tuition and fee reimbursement was between 13 and 24 calendar months prior to separation, repayment of 50% of that year's reimbursement will be required."

6. Article VII Section E(1) New section Spring Break

The College will provide one day off during the week of Spring break. For FY 2020 the specific day of March 9 will be provided, for FY 2021 and FY 2022 the bargaining unit will meet with College Management by December 31, to determine whether a specific day is appropriate for that year.

7. Article XV Section C Absence due to illness-The parties agree that the contract will be amended to require unit members who are absent for 3 consecutive days to provide a note from a physician.

8. Article VII Section E Vacation Payout

Payout of accrued unused vacation will be permitted once a calendar year and unit members will be permitted to receive up to two weeks' vacation during the term of the contract. This provision shall expire on June 30, 2022.

9. Article XXII Section B and Article VII Section F Floating holidays. Floating holidays for new hires will be prorated based on the date of hire

10. Article IX Section C Longevity A new Longevity scale will be implemented. The current contract will be modified with the following schedule in years 1 and 2.

After 5 years \$850  
After 10 years \$1000  
After 15 years \$1250  
After 20 years \$1450  
After 25 years \$1650  
After 30 years \$1850  
After 35 years \$1950  
After 40 years \$2150

In year 3 of the contract the scale will be modified and the scale below will become effective

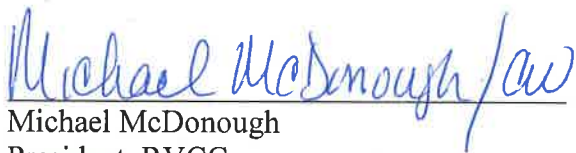
After 5 years \$950  
After 10 years \$1100  
After 15 years \$1350  
After 20 years \$1550  
After 25 years \$1750  
After 30 years \$1950  
After 35 years \$2050  
After 40 years \$2250

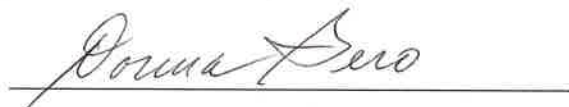
9. The relevant provisions of the parties' July 1, 2015 to June 30, 2019 collective negotiations agreement shall be modified consistent with the terms of this MOA.

10. Any provisions of the 2015-2019 contract not expressly modified by the terms of this MOA shall remain in effect and shall be incorporated into the parties' 2019-2022 agreement.

11. This MOA is subject to ratification by the membership of the Support Staff and by the College Board of Trustees.

On behalf of the Support Staff and On behalf of the College

  
Michael McDonough  
President, RVCC

  
Support Staff