



# Summary of CWA-State of NJ Executive Branch TENTATIVE AGREEMENT FOR NEW CONTRACT July 1, 2019 – June 30, 2023

CWA and the State of NJ have negotiated a Tentative Agreement for a new contract covering Administrative-Clerical, Professional, Primary Level and Higher Level Supervisors in the Executive Branch.

**PLEASE CONTACT YOUR LOCAL for more information about voting on the Tentative Agreement.**

## A. Term of Agreement

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The new proposed contract will begin July 1, 2019 and end June 30, 2023.

Note: Open enrollment for the new health benefits plan will begin in April 2019 so members can receive information and make health plan choices for July 1<sup>st</sup>. Please see *important information on health benefits in this Summary*.

## B. Salary and Wages

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### 1. Across the Board Increases

- 2% effective the first full pay period after October 1, 2019
- 2% effective the first full pay period after July 1, 2020
- 2% effective the first full pay period after July 1, 2021
- 2% effective the first full pay period after April 1, 2022

### 2. Increments

- All steps/increments are preserved. Increments will continue post contract expiration.

### 3. Bonus Payments to Members at Step 10/Max

- Effective October 1, 2021, members who have completed at least 24 months in their range at step 10 will receive an off-base payment of \$750. Members who have completed at least 36 months in their range at step 10 will receive an additional \$250 off-base.
- Effective October 1, 2022, members who have completed at least 24 months in their range at step 10 will receive an off-base payment of \$750.
- The off-base payment is not added to base salary and will not be subject to pension or health benefits deductions.

### 4. Clothing Maintenance Allowance (“CMA”)

- Change back to a title-based system with certain criteria. Employees in titles that previously received a CMA or in successor titles, and who meet the eligibility criteria, shall receive a \$550 CMA payment each year.
- State Departments may dispute individual CMAs for positions within a title which do not meet the criteria. The Union may grieve exclusions. Grievances will move to an expedited mediation. This will be a faster process.

## C. Other New/Revised Terms

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### **Job Security**

Increased protections against privatization/closures of state services, auditing of cost savings measures, and consideration of pre-layoff actions.

### **Alternate Workweek Program**

Union has the right to request to create or modify an AWP, which will trigger discussion and negotiations with the State. Employee requests to participate in AWP in their unit may not be unreasonably denied with consideration for operational need.

### **Mileage Reimbursements / Travel**

Starting in 2020, mileage reimbursement increases to \$0.35 per mile for all employees using their personal vehicles for work who drive.

### **“Essential” Designations**

State will notify essential employees and the Union each year. Union challenges to essential status will be filed with the Governor’s Office and resolved through an expedited process.



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## New/Revised Terms (continued)

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### **Workers Compensation Committee**

Joint Labor-Management Committee will review continuation of benefits for state workers injured on the job.

### **Union Recognition & Rights**

- Expanded union recognition to include more permanent part-timers, certain confidential or excluded titles, and other full and part time employees.
- Expanded access to new employee orientations. Enhanced the Union's role in pension/benefits presentations and counseling for members.
- Updated union rights in the contract per recent state law.
- Added Rowan School of Medicine recognition

### **SPRU**

- Increased rates for on-call, NL field workers, and SPRU supervisors
- Expedited grievances to challenge SPRU suspension/removals.

### **Compensatory Time**

Increased cap on compensatory time balances from 60 hours to 80 hours.

### **Transfer and Reassignment**

Temporary 6-month reassignments may not be stacked to extend beyond 6-months.

### **Discipline Procedure**

Streamlined and enhanced member rights in the discipline appeal procedure

## D. Health Benefits

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Starting July 1, 2019, CWA Members will have the choice of (1) a new CWA PPO, (2) HMOs, (3) Tiered Network Plans (Horizon Omnia/Aetna Liberty), and (4) High Deductible plans.

CWA PPO replaces all NJDirect and Aetna Freedom plans. Open enrollment will start in April 2019.

### **1. Employee Contributions towards Health Benefits**

- **CWA PPO** – contributions are a percentage of salary on a sliding scale. These percentages of salary lower out of pocket costs for members below the current chapter 78 contribution rates. If CWA PPO premiums increase in 2021 or 2022 above a pre-negotiated threshold, then we negotiate to lower the premium or we increase our contribution based on a negotiated calculation called an “escalator.”
- **Tiered Network plans (OMNIA and Liberty)** – contributions are 75% of the CWA PPO contribution rates.
- **HMOs and High Deductible Plans** – contributions continue to be based on chapter 78<sup>1</sup>.

### **2. Prescriptions:**

Generic \$7, Brand Name \$16. Mail order Generic \$18, Mail Order Brand Name \$40.

### **3. Dental and Eye Care Programs – no change**

**4. NJ Wellness Program incentive increased to \$350 for employee + \$350 for spouse, total of \$700 household.** If you complete the wellness program, you will receive these incentives as gift cards.

### **5. CWA PPO – starting July 1, 2019**

CWA PPO is a new benefit plan that will replace all other NJ Direct PPO plans for active employees and retirees who retire after July 1, 2019.

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<sup>1</sup> \* “Chapter 78” is the required contribution rates under NJ law – this is what we pay now



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- \$100 In-network deductible for workers hired after 7/1/2019, with certain exclusions (2<sup>nd</sup> wellness visit, preventative care, obstetrics, pediatrics.)
- **Out-of-Network services:** to incentivize in network usage, reimbursement rates are reduced for out of network labs, and other out of network services. Be careful to check if your providers and labs are out of network.
- Out of Network reimbursement rate for mental and behavioral health will increase after reaching the out of pocket maximum for the plan year. Out of network obstetrical treatment received as of 7/1/2019 will be covered at a higher rate until that treatment is completed.

**5. Direct Primary Care Medical Home program will be expanded.** This gives primary care physician visits for a \$0 copay at designated physician offices.

**6. Retirees:** Retirees retiring on or after July 1, 2019 will have the same choices as active employees represented by CWA. Retirees who retired prior to 7/1/2019 who are not yet eligible for Medicare will have the option to convert from their current plan to CWA PPO. CWA PPO has lower premiums and a lower member contribution.

**7. Outreach and Education:** CWA will designate specific health care coordinators to work with members and retirees on health insurance enrollment, problem-solving, coverage denials, and other issues.

<b>HEALTH BENEFITS PLAN CHOICES FOR CWA MEMBERS</b>			
<b>Effective July 1, 2019</b>			
<b>Plan Name</b>	<b>Who Can Enroll</b>	<b>Employee Contribution</b>	<b>Out of Network (OON)</b>
<b>Direct Primary Care Program</b> – available as a free add-on to CWA PPO. DPC has 0\$ co-pay for office visits, all providers are in-network so you avoid out of network costs. No co-pay for acute generic prescriptions. Also qualifies for the NJ WELL wellness program where you can earn \$350 for member and \$350 for spouse.			
<b>CWA PPO</b>	- All active employees - Retirees retiring after 7/1/19 - Retirees retired prior to 7/1/19	% of your salary set on the CWA contribution chart. (% of pension for retirees)  Lower total cost than chapter 78	Lower OON reimbursement rates than NJDirect, with protections for mental health and obstetrics
<b>HMO Plans</b>	- All active employees - Retirees retired prior to 7/1/19 - Retirees retired after 7/1/19	Chapter 78, which is a % of premium based on your salary/pension	No OON coverage
<b>Tiered Network Plans:</b> <i>Horizon Omnia or Aetna Liberty</i>	- All active employees - Retirees retired prior to 7/1/19 - Retirees retired after 7/1/19	% of your salary set at 75% of the CWA PPO contribution rates (% of pension for retirees)	No OON coverage
<b>Current NJ Direct Plans</b>	- Retirees retired prior to 7/1/19	Set by state law. Could be % of salary or based on chapter 78 depending on when you reach eligibility	Higher OON reimbursement rates than CWA PPO
<b>See the attached Plan Design Chart to show detailed coverage for all plans.</b>			

**The CWA NJ Bargaining Committee supports approval of this Tentative Agreement. Voting on your contract is the most important right of union membership. Non-member cannot vote. Contact your Local for voting information for your worksite.**