ARTICLE VIII, Wages
Salary Program
Modify C as follows:
C. Salary Program July 1, 2011 through June 30, 2014
   1. Fiscal Year 2012
      Effective July 1, 2011 there shall be a 0% increase to the base step rates of the AH salary table.
      Effective July 1, 2011 there shall be no step moves for Police Officers on the AH salary scale.
      The Experience Differential of $.25/hr for incumbents with ten (10) years of UMDNJ Police Officer experience and $.50/hr for incumbents with fifteen (15) years of UMDNJ Police Officer experience shall continue.

   2. Fiscal Year 2013
      Effective the pay period closest to July 1, 2012, there shall be a 2% increase to the base step rates of the AH salary table applicable to Police Officers who are employed at UMDNJ as of ratification of this agreement.
      Effective the pay period closest to July 1, 2012, there shall be no step moves for Police Officers on the AH salary scale.
      The Experience Differential of $.25/hr for incumbents with ten (10) years of UMDNJ Police Officer experience and $.50/hr for incumbents with fifteen (15) years of UMDNJ Police Officer experience shall continue.

   3. Fiscal Year 2014
      Effective the pay period closest to July 1, 2013, there shall be a 2% increase to the base step rates of the AH salary table.
      Effective the pay period closest to July 1, 2013, there shall be no step moves for Police Officers on the AH salary scale.
      Effective the pay period closest to January 1, 2014, there shall be a 1% increase to the base step rates of the AH salary table.
      Effective the pay period closest to January 1, 2014, there shall be no step moves for Police Officers on the AH salary scale.
      The Experience Differential of $.25/hr for incumbents with ten (10) years of UMDNJ Police Officer experience and $.50/hr for incumbents with fifteen (15) years of UMDNJ Police Officer experience shall continue.

The contract shall expire June 30, 2014.
4. Shift Differential

Shift differential will be paid to non-exempt members of the bargaining unit for complete shifts only. To be eligible for a shift differential, an employee must work half or more of his/her regularly scheduled hours after 3:00 pm or before 6:00 am.

Effective July 1, 2011, the shift differential shall be $2.00/hr.
Effective July 1, 2012, the shift differential shall be $2.00/hr.
Effective July 1, 2013, the shift differential shall be $2.00/hr.

Date:
6/15/10

FOP 74

UMDNJ
ARTICLE XV
Uniform Maintenance Allowance

Modify last paragraph as follows:
...The University shall provide a Uniform Maintenance Allowance in each year of this agreement to those Police Officers required to wear a uniform. The Uniform Maintenance allowance shall be:

- FY 12 - $325
- FY 13 - $325
- FY 14 - $325

Uniform Maintenance Allowance will be paid in October of the given year.

Date: 6/5/13

FOP 74

UMDNJ
UMDNJ AND FOP 74 Contract Negotiations

MEMORANDUM OF AGREEMENT
June 3, 2013

Article XXI
Union Business

Modify Section “D first sentence as follows:
The University agrees to permit a maximum of thirty five (35) days per year (July 1 – June 30) of paid leave for F.O.P. Representatives to attend F.O.P. activities.

[Signatures]

[Handwritten notes: FOP 74, VP, FOP 74]
Article XXVII
Availability of Contracts

Modify as follows:
Within sixty (60) days after the signing of this agreement by both parties two hundred (200) copies of this agreement shall be printed by UMDNJ. The cost will be shared with the F.O.P. UMDNJ will deliver fifty (50) copies to the F.O.P. for their office use and the F.O.P. shall distribute a copy of the Agreement to each current member in the bargaining unit and each new Police Officer covered by this Agreement.

After the signing and ratification of this agreement by both parties, the University will post this contract on its website.

Date: 6/15/13

FOP 74

VP FOP 74

UMDNJ
Article XXVIII

Modify dates as follows:
A. Term of Agreement
   
   ..."and shall remain in full force and effect from July 1, 2007 to June 30, 2011 July 1, 2011 to June 30, 2014" ...

B. Successor Agreement
   
   "...Such notice shall be by certified mail prior to October 1, 2010 October 1, 2013 or any October 1 of any succeeding year for which the Agreement has been renewed..."

Date:
6/18/13

FOP 74

UMDNJ

[Signature]

VP FOP 74
University’s Response to Union Proposals:

The University does not accept the proposed changes and modifications made by FOP 74 to the contract whose term is July 1, 2007 through June 30, 2011.

Date:
6/15/13

FOP 74

UMDNJ
MEMORANDUM OF AGREEMENT (MOA)

June 3, 2013

Collective Bargaining Agreement
Between
FOP 74 and University of Medicine and Dentistry of New Jersey

This Memorandum of Agreement is subject to ratification by the FOP 74 membership and the UMDNJ Board of Trustees.

Both negotiations teams agree to recommend ratification of this MOA to their respective memberships.

All signed tentative agreements and side letter shall be incorporated herein by attachment to this document.

Any other proposals not addressed herein shall be considered withdrawn.

Date:
6/5/10

FOP 74

UMDNJ
New Side Letter

PO Richard Pinto
Fraternal Order of Police Lodge #74

Re: Work Schedules

Dear PO Pinto:

After the July 1, 2013 implementation of the NJ Medical and Health Sciences Education Restructuring Act, it is understood that FOP Lodge #74 may enter into discussions, regarding work schedule changes, with the entities to which its members have been assigned.

Abdel Kanan, Esq
UMDNJ Director of Labor Relations

Richard Pinto
President, FOP 74