

HISTORICAL TENTATIVE AGREEMENT

Salary:

- 3.5% effective the first full pay period on or after July 1, 2023 (Retro pay will be issued to all)
- 3.5% on or after July 1, 2024
- 3.5% on or after July 1, 2025
- 3.5% on or after July 1, 2026
- All Across the board raises will be applied to all steps of all salary ranges.
- 14% across the board, along with step raises brings annual increases between 7-9% approximal EACH YEAR over the four years of this contract.
- The uniform allowance remains at \$550 per year (retro will be issued for 2023)
- Step raises will continue on your anniversary dates and shall continue to be paid even after expiration of this agreement.

New Step 11:

- Effective the first full pay period on or after July 1, 2025, employees who have been on step 10 for 2 years or longer will move to a new step 11 that was negotiated into this contract.

Healthcare:

- Current Contributions, based on our percentage of salary, remain the same. This contract secures that any change in the cost of health care MUST be negotiated.
- Eye care program reimbursements have gone up. We have secured \$80 for lens/contacts prescription bifocals/complex prescriptions doubled to \$90; the eye exam reimbursement has also gone up to \$45. Employees will be eligible for reimbursements every two years.

New Terms:

- Bereavement Leave will begin on July 1, 2024. One paid day per year and cannot accumulate. Starting in 2025, this one day will be given come January 1st of each year. (Remember, we've never had any bereavement leave.)
- Juneteenth added as a contractual holiday.
- Layoffs: Updated Language for classified and unclassified employees.

We would like to thank all of you, Brothers and Sisters for your support during this long negotiation with the State of New Jersey. Local 32BJ MVID