

10-03-2022

**Memorandum of Agreement between CWA and Stockton University regarding Holiday
Closings 2022-2023**

Whereas, the Communications Workers of America, AFL-CIO (CWA or the National Union) and the State of New Jersey (the State) are parties to collective negotiations agreements with terms of July 1, 2019 through June 30, 2023; and

Whereas, the above referenced collective negotiations agreements provide for certain holidays and other paid leave time; and

Whereas, CWA Local 1031 (Local 1031) and Stockton University (the University), in recognition of the academic calendar and in order to accommodate the operational needs of the University and to provide certain paid time off benefits for negotiations unit members of Local 1031 employed by the University desire to enter into an agreement that modifies certain terms of the 2019-2023 agreements between CWA and the State for CWA unit members employed by Stockton University; and

Whereas, CWA Local 1031 has obtained the consent of the National Union (CWA) and Stockton University has obtained the consent of the Governor's Office of Employee Relations to enter into this MOA to modify certain terms of the collective negotiations agreements between CWA and the State for CWA unit members employed by Stockton University;

Therefore, Local 1031 and Stockton University agree to the following terms:

1. The University shall be closed between Christmas and New Year's – December 27, 28, 29 and 30, 2022. During those four days, CWA unit members shall remain in pay status and shall not be required to use any paid leave time, in consideration of paragraph 2 below.
2. On Indigenous People's Day/Columbus Day (2022), and on Presidents Day (2023), the University shall be open. Those two days shall not be treated as holidays under the collective negotiations agreements between CWA and the State and members will receive days off set forth in paragraph 1 above. CWA unit members employed by Stockton University who are scheduled to work on those days in accordance with their normal work schedules can request to take accrued leave for these days but cannot earn compensatory or overtime for these two days.
3. The University shall remain open on Election Day 2022, Veterans Day 2022, MLK Day 2023 and Good Friday 2023 and those days shall be treated as holidays under the collective negotiations agreements between CWA and the State. The University agrees that classes will be in session on Election Day 2022, Veterans Day 2022 and Good Friday 2023, there may be an operational need for CWA unit members employed by the University to work on those three holidays. The University agrees that requests to work on the previously

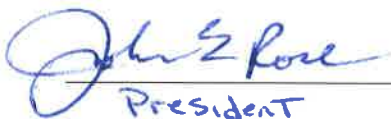
10-03-2022

referenced holidays will not be unreasonable denied, provided there is an operational need for employees to work on those holidays.


4. This MOA expires on June 30, 2023, the date the collective negotiations agreements between CWA and the State expire, and the only terms of CWA's collective negotiations agreements that are modified by this MOA are those terms expressly referenced as being modified by the terms of this agreement. The modifications set forth in this MOA only apply to CWA negotiations unit members employed at Stockton University.
5. As this MOA modifies certain terms of the collective negotiations agreements between CWA and the State for CWA negotiations unit members employed by Stockton University, the terms of this MOA are enforceable through the grievance/arbitration procedures set forth in Article 4 of the agreements between CWA and the State.

On behalf of CWA Local 1031

On behalf of Stockton University



President
Dated: 10/4/22



Dated: 10/04/2022