



**JUDICIARY COUNCIL OF AFFILIATED UNIONS
CWA, OPEIU, AFSCME, IFPTE, IBT
SUMMARY OF TENTATIVE AGREEMENT
July 1, 2020 through June 30, 2024**

Below is a detailed summary of all terms in the JCAU Tentative Agreement that will form a new contract if approved by membership. A full copy of the Tentative Agreement and contract amendments is available from your Local.

Voting opens at 6:30pm December 1st and closes 2:00pm December 7th.

The Union is holding a virtual “town hall” membership meeting on Tuesday December 1st at 6:30pm to explain the Tentative Agreement and voting procedure. Please check your inbox for details.

**The Bargaining Committee supports approval of this Tentative Agreement.
Voting on your contract is the most important right of union membership.
Non-members cannot vote.**

A. Duration

The new contract term is July 1, 2020 through June 30, 2024.

B. Salary

- No furloughs.
- Effective 12/19/2020, members not at Maximum2 will receive a 1.75% increase to base. Members at Maximum2 will receive a 1.0% increase to base and an additional lump sum below.
- Effective 7/1/2021, all members at every level will receive a 2.0% increase to base
- Effective 7/1/2022, all members at every level will receive a 2.0% increase to base
- Effective 7/1/2023, all members at every level will receive a 2.0% increase to base
- Employees at Max2 as of December 19, 2020 will receive a \$1,000 lump sum payment off base, in addition to the percentage above.
- Progression: No reduction or changes from previous Contract. Progression of 3.0% will be paid effective pay period 2 of each calendar year to those eligible. No “sunset” provision limiting progression to life of the Contract.
- Effective 12/19/2020 after the across-the-board increase, the minimum for Judiciary Clerk 2 and Judiciary Account Clerk 1 will increase to \$32,000. Any member below that minimum will be increased to it.

C. Other Terms

1. Holidays – added “Juneteenth,” the third Friday in June as new holiday
2. Discipline and Grievance – extended deadlines, retained advisory arbitration (no change).
3. Union Rights – expanded union access to worksites and new employee orientations.

4. Tuition Reimbursement – increased fiscal year cap from \$1,200 to \$1,500 and created a pool amount for reimbursements which will be based on usage during the life of the contract.
5. Travel and Meals – employee will use a Judiciary vehicle if required to travel for work, will receive mileage reimbursement at the State rate if required to use personal vehicle.
6. Performance Advisory System – updated to reflect new electronic system
7. Sick Leave – updated to reflect current state/federal laws
8. Union Security – updated to reflect elimination of agency fee non-members. Agreed to use new electronic membership cards.

D. Health Benefits

In 2021, Judiciary members will switch to the negotiated State Health Benefits Plan options that took effect in 2019 for state executive branch employees. These options provide a less expensive NJ Direct plan with the same doctors, hospitals, specialists, and labs that we have now.

Members will have the choice of (1) a new PPO called “NJ Direct 2019,” (2) HMOs, (3) Tiered Network Plan (Horizon Omnia), and (4) High Deductible plans.

As part of the switch, we will pay lower contributions for both the NJ Direct plan and for Tiered Network (“Omnia”). HMO contributions will remain on the same chapter 78 formula it is now.

Note: NJ Direct 2019 PPO replaces all other NJ Direct plans. A Special Open enrollment will be scheduled in 2021.

1. Employee Contributions Reduced

- **NJ Direct 2019** – contributions are a percentage of salary on a sliding scale. These rates are lower than the current chapter 78 rates. We will pay less for health benefits out of every paycheck than we do now.
- **Tiered Network plans (OMNIA and Liberty)** – contributions are set at 75% of the NJ Direct 2019 PPO contribution rates. Our contract reduces these contribution rates too.
- **HMOs and High Deductible Plans** – contributions continue at the current chapter 78 rates, which are percentages of premium.

2. Prescriptions

- Generic \$7, Brand Name \$16.
- Mail order Generic \$0, Mail Order Brand Name \$40.

3. Dental and Eye Care – no changes.

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. Information is available through the SHBP website.

5. NJ Direct 2019 PPO

NJ Direct 2019 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.

- \$100 In-network deductible for workers hired after 7/1/2019.

- 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.

6. **Direct Primary Care Program (Optional)**. If you select a Direct Primary Care practice as your primary care physician, you enjoy office visits for a \$0 copay at designated physician offices.

7. **Retirees**: Retirees reaching 25 years and retiring on or after July 1, 2019 will have the same choices as active employees. Retirees who reached 25 years prior to 7/1/2019 who are not yet eligible for Medicare will have the option to convert from their current plan to NJ Direct 2019.

HEALTH BENEFITS PLAN CHOICES FOR JUDICIARY MEMBERS			
Effective Special Open Enrollment 2021			
See the attached Plan Design Chart to show detailed coverage for all plans.			
Plan Name	Who Can Enroll	Employee Contribution	Out of Network (OON)
NJ Direct 2019	<ul style="list-style-type: none"> • All active employees • Retirees retiring after 7/1/19 • Retirees retired prior to 7/1/19 	<ul style="list-style-type: none"> • % of your salary set on the Union contribution chart. (% of pension for retirees) • Lower total cost than chapter 78 	Lower OON reimbursement rates than NJ Direct, with protections for mental health and obstetrics
HMO Plans	<ul style="list-style-type: none"> • 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
Tiered Network Plans: Horizon Omnia or Aetna Liberty	<ul style="list-style-type: none"> • All active employees • Retirees retired prior to 7/1/19 • Retirees retired after 7/1/19 	% of your salary set at 75% of the NJ Direct 2019 PPO contribution rates (% of pension for retirees)	No OON coverage
Direct Primary Care Program – available as a free add-on to NJ Direct 2019 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.			

Voting on the Tentative Agreement

Voting will take place ONLINE

starting Tuesday, 12/1/2020 at 12pm and closing on Monday, 12/7/2020 at 12pm.

Ballots will be emailed to your Judiciary work addresses. Each ballot email contains a unique link and ID for you to vote. Votes are confidential and secure.

Check your Local websites for results on Monday, 12/7/2020.