

Memorandum of Agreement (MOA)
Between Montclair State University and AFT Local 1904 (the Parties)
Modified Work Schedule – Day after Thanksgiving and Winter Break 2021-2023

The University will be closed on the day following Thanksgiving, and four (4) non-holiday workdays between Christmas Day and New Years' Day ("Winter Break"). These dates are delineated in the Appendix, *Annual Closures and Holidays Observed 2021-2023*.

The Parties agree that:

1. In order to receive pay for the five (5) workdays during which the University is closed, members of the Professional Staff and Librarians may elect to work any/all of the following holidays, within the same Calendar Year to accrue compensatory time:
 - a. Martin Luther King's Birthday (for AFT personnel in the library only)
 - b. President's Day
 - c. Columbus Day
 - d. Election Day
 - e. Veterans' Day
2. For the remaining workdays during which the University is closed, an employee may exercise the rights provided by the AFT State Wide Collective Negotiations Agreement ("CNA"), including working on additional holidays not listed in paragraph 1, or applying compensatory and/or accrued leave time, excluding sick time. Sick time may not be scheduled in advance.
3. If an employee does not have sufficient compensatory time or paid time off, they may elect to either work the days on which the University will be closed (with prior authorization only), or elect to take those days as unpaid.
4. Beginning in calendar year 2022, employees who exercise the option to work on one or more of the holidays listed in paragraph 1 to accrue compensatory time that will be applied to workdays that the University will be closed, are required to work on holidays within the same calendar year of the University closure. In other words, an employee who chooses to work on one or more of the holidays listed in paragraph 1 in calendar year 2022, will apply those days to the 2022 day after Thanksgiving and/or Winter Break for pay purposes.
5. For 2021 purposes of accruing compensatory time only, employees who elect to work President's Day and Martin Luther King Jr. Day (librarians only) in calendar year 2022 may apply those days to the 2021 Winter Break but will not be permitted to also apply those days to the 2022 day after Thanksgiving and/or Winter Break 2022.
6. This MOA is subject to renegotiation in the event that any additional holidays are declared by the State of New Jersey and/or included in a new or amended CNA.
7. Should an employee accrue compensatory time for working one or more of the holidays listed in paragraph 1 and separate from the University prior to applying the compensatory time to the day after Thanksgiving and/or Winter Break, the compensatory time will be paid out at the time of separation.

8. Unusual circumstances will be resolved on a case-by-case basis by the University in consultation with the AFT Local 1904.
9. This Agreement does not otherwise alter nor supersede other agreements between the State of NJ and the Council of NJ State College Locals, nor any agreements between Montclair State University and the AFT Local 1904, including the LSPA.



Carly Hamilton

Montclair State University
Representative

October 28, 2021

Date

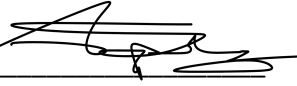
Qiana Watson

Qiana Watson

Montclair State University Representative

October 28, 2021

Alex Sperling



AFT Local 1904
Representative

10/27/2021

Date

A. David Trubatch

A. David Trubatch

Oct. 27, 2021

AFT Local 1904 VP for Negotiations
Representative

Appendix: Annual Closures and Holidays Observed 2021-2023

Friday following Thanksgiving and non-holiday workdays

2021 - 5 non-holiday workdays

Holidays Observed

Christmas Day (observed 12/24/2021)

New Years' Day (observed 12/31/2021)

Non-Holiday Workdays to be Covered

11/26/2021

12/27/2021

12/28/2021

12/29/2021

12/30/2021

2022 - 5 non-holiday workdays

Holidays Observed

Christmas Day (observed 12/26/2022)

New Years' Day (observed 1/2/2023)

Non-Holiday Workdays to be Covered

11/25/2022

12/27/2022

12/28/2022

12/29/2022

12/30/2022

2023 - 5 non-holiday workdays

Holidays Observed

Christmas Day (12/25/2023)

New Years' Day (1/1/2023)

Non-Holiday Workdays to be Covered

11/24/2023

12/26/2023

12/27/2023

12/28/2023

12/29/2023