

Final - Out of Title Work

Memorandum of Understanding regarding Out-of-Title Work

Within sixty (60) days following ratification of the 2023-2027 collective negotiations agreement between CWA and the State, CWA, CSC and GOER will meet to discuss out-of-title work issues raised by CWA, including (1) pay for the performance of higher title work based on an interim or temporary appointment; (2) the length of time an employee can perform out-of-title work in an encumbered position; and (3) the use of provisional appointments that will trigger the CSC promotional appointment process where an employee is performing out-of-title work in a vacant position.

On behalf of CWA

/s/Fran Ehret, NJ Area Director

Dated: 10-1-2023

On behalf of CSC

/s/Allison Chris Meyers

Dated: 10-1-2023