

CONTRACT BETWEEN CWA & STATE OF NJ, EXECUTIVE BRANCH

SALARY: 3.5% wage increases each year for the life of the contract

New minimum salary for all CWA-represented employees

New 11th step

HEALTHCARE: Affordable family health benefits maintained and any future proposed

changes must be negotiated with CWA

Increase to eye care benefits

JOB SECURITY: Updated language on privatization and layoffs, strengthening CWA

members rights on the job

HOLIDAYS: Adds Juneteenth as a contractual holiday

TELEWORK: Civil Service Commission Telework Pilot extended

through June 30, 2024

Dispute process over telework exclusion

Continued Negotiations before Civil Service
Rulemaking over the terms of a formal rule to

codify Telework

You can read through the full agreement at

cwad1.org/NJStateWorkerContract2023



This historic agreement is the result of membership solidarity, patience, and strength. When we fight, we win. Together, we fought for a pattern-breaking contract and this tentative agreement has significant gains for members in every part of CWA's membership.