



INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS AFL-CIO & CLC

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December 13, 2025

Charles Wowkanech,
President
New Jersey State AFL-CIO
106 W State St
Trenton, NJ 08608

Dear President Wowkanech:

As the executive officers of the International Federation of Professional and Technical Engineers (IFPTE), and the IFPTE Atlantic Area Vice President/IFPTE Local 195 President and the Atlantic Area Vice President/IFPTE Local 196 President, we are reaching out to you to ask for your assistance and solidarity.

We contact you with urgency because legislation is rapidly moving through the New Jersey Legislature that will inflict severe harm to the seniority, wages, and benefits of Local 195 members at New Jersey City University (NJCU), as well as void their collective bargaining agreement (CBA) and reclassify Local 195 members at NJCU as “new employees.”

IFPTE Local 195 represents State Designated Essential Employees of Operations, Maintenance, Service, Crafts, and Security Employees at New Jersey City University (NJCU). These union members are covered under a statewide collective bargaining agreement, which is effective through June 30, 2027.

The legislation, A6212 in the General Assembly and S4881 in the Senate, provides for the merger of NJCU and Kean University. IFPTE Local 195 is fully in favor of strengthening the public university system in Hudson County and supports the merger of NJCU and Kean University. However, we strongly oppose A6212 and S4881 as drafted for the following reasons:

- Section 6(b) would erase seniority and continuous service, undermining wage steps, accruals, and layoff protections our members have earned—many over 30 years at NJCU.
- Section 9(b) explicitly declares all current collective negotiations agreements “expired and null and void,” which conflicts with the Statewide Local 195 CBA effective July 1, 2023–June 30, 2027.
- Sections 9(d)–9(e) would impose new Civil Service test periods and allow restructuring/privatization without CBA guardrails, inviting layoffs and contracting-out.

Under this proposed bill, IFPTE Local 195 members would lose seniority and bumping rights, frozen or reset step progression, reduced earnings, diminished overtime opportunities, and the elimination of grievance/arbitration enforcement. We respectfully request that the New Jersey State AFL-CIO join us in calling for lawmakers to strike 6(b) and 9(b) and modify 9(d)–9(e) to preserve all CBA rights, seniority, and Civil Service status through June 30, 2027.

This legislation not only invalidates the CBA, seniority, wages, and benefits for IFPTE Local 195 members, but it also breaks a commitment to these state employees who serve the public.

We thank you for considering our request and for standing with IFPTE sisters and brothers. Should you have any questions, please do not hesitate to contact us directly or contact IFPTE Local 195 Vice President Melvin Dwyer at 732-247-0350/melvin@local195.org and IFPTE Legislative Director Faraz Khan at 301-275-6038/fkhan@ifpte.org.

In Solidarity,

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