



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

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December 14, 2025

Hon. Lisa Swain
Chair
Appropriations Committee
New Jersey General Assembly
125 West State Street,
Trenton, NJ 08625

Hon. Verlina Reynolds-Jackson
Vice Chair
Appropriations Committee
New Jersey General Assembly
125 West State Street,
Trenton, NJ 08625

Honorable Members
Appropriations Committee
New Jersey General Assembly
125 West State Street,
Trenton, NJ 08625

Dear Chairwoman Swain, Vice Chair Reynolds-Jackson, and Honorable Members of the Assembly Appropriations Committee:

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 regarding our concerns with A6212 and its Senate companion, S4881.

IFPTE Local 195 fully advocates for strengthening the public university system in Hudson County and supports the merger of NJCU and Kean University – we agree with the stated intent of the legislation. However, this legislation, as currently drafted, will deny State of New Jersey employees who work at New Jersey City University (NJCU) the promised benefits and working conditions, as well as void their collective bargaining agreement (CBA). We are also alarmed that this bill undermines statutory Civil Service protections for State employees at NJCU. Therefore, **we urge you not to advance this legislation out of the Appropriations Committee until these provisions are removed.**

IFPTE Local 195 represents over 100 State employees at NJCU who work in operations, maintenance, service, crafts, and security occupations. These dedicated public servants work to utilize the resources provided to them and their experience to make sure buildings, facilities, and public areas are safe, properly maintained, well-managed, and operating efficiently. They make the campus functional on a day-to-day basis and are a key part of the NJCU community. The CBA and the State's Civil Service system provide these employees merit system protections, fair working conditions, and benefits for these employees, and economic security for their households. As stated in the CBA, the employer and the union "agree that the working environment should be characterized by mutual respect for the common dignity to which all individuals are entitled."

Under this proposed bill, the State will break its commitment made to these employees and invalidate the protections provided by the state-wide CBA, which is effective through June 2027. These employees would lose seniority and bumping rights, have step progressions frozen

or reset, lose earnings and overtime opportunities, and no longer have grievance and arbitration enforcement. Further, the legislation opens the door to privatizing this work, which will further reduce wages and benefits, job security, and the quality of work, and end the existing CBA from covering this work.

We respectfully request that the Appropriations Committee not approve A6212 until these provisions have been removed. Specifically, we call for lawmakers to strike the following sections to preserve all CBA rights, seniority-based benefits, and Civil Service status through June 30, 2027:

- 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 IFPTE Local 195 CBA, effective from July 1, 2023, to June 30, 2027.
- Sections 9(d)–9(e) would impose new Civil Service test periods and allow restructuring and privatization without CBA guardrails, inviting layoffs and contracting-out.

For all these reasons, we urge you not to advance a bill that will break the State’s promise made to these NJCU employees who serve the NJUC community. This bill not only disrespects the contributions of these public workers, but it also undermines their economic security for those who support higher education in Hudson County.

We thank you for considering our request and stand ready to assist you and State lawmakers in improving this legislation so that it supports high-quality public higher education in Hudson County without inflicting tremendous harm to NJCU employees’ jobs, benefits, and economic security.

Please do not hesitate to contact us IFPTE Local 195 Vice President Melvin Dwyer at melvin@local195.org, Local 195 lobbyist Dr. Peter Guzzo at njtpgov@gmail.com, and IFPTE Legislative Director Faraz Khan at fkhan@ifpte.org.

Sincerely,



Matthew S. Biggs
IFPTE President



Gay Henson
IFPTE Secretary-Treasurer



Sean P. McBride
IFPTE Atlantic Area Vice President/
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New Jersey AFL-CIO Executive Board Member



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