

**FY2026 Aligned Staff Performance Review Table**

| Union  | Salary Scale                                  | Evaluation Due Date | Negotiated Agreement  | Performance Evaluation Form  |
|--|---|---------------------|---|--|
| AAUP-AFT/EOF   | Not Applicable                                | April 30, 2026      | <a href="#">AAUP-AFT/EOF Agreement Page 12-13; Article 9; Appendix C</a>  | <a href="#">EOF Counselor Performance Appraisal Form</a>   |
| AFSCME LOCAL 1761 (COLT)   | Not Applicable                                | No Evaluation       | <a href="#">AFSCME LOCAL 1761 Agreement</a>                               | Not Applicable   |
| AFSCME LOCAL 888   | Not Applicable                                | No Evaluation       | <a href="#">AFSCME LOCAL 888 Agreement</a>                                | Not Applicable   |
| CWA LOCAL 1031   | SS & SH                                       | November 2026       | <a href="#">CWA LOCAL 1031 Page 16-17; 4.6</a>                            | <a href="#">CWA Local 1031-Supervisor Form</a><br>or<br><a href="#">UBHC Employees Only: Competency-Based Form</a> |
| CWA LOCAL 1040   | JS & JH                                       | Anniversary Month   | <a href="#">CWA LOCAL 1040 page 7-8: 3.05</a>                             | <a href="#">Exempt/Non-Exempt Staff Form</a>   |
| DOCTORS COUNCIL, SEIU  | Not Applicable                                | Annually            | <a href="#">Doctors Council Agreement Page 4-5; Article 7; Appendix C</a> | <a href="#">Doctors Council Performance Appraisal Form</a>   |
| FOP-P LODGE 62   | Not Applicable                                | No Evaluation       | <a href="#">FOP-P LODGE 62 Agreement</a>                                  | Not Applicable   |
| FOP-S LODGE 164  | Not Applicable                                | No Evaluation       | <a href="#">FOP-S LODGE 164 Agreement</a>                                 | Not Applicable   |
| HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), LOCAL 5089 | APN-US Nurse Clinician-UC & UR Staff Nurse-UB | Anniversary Month   | <a href="#">Local 5089 Agreement Page 14-16; 3.02 F</a>                   | <a href="#">Exempt/Non-Exempt Staff Form</a>   |
| HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), LOCAL 5094 | PS & PH                                       | Anniversary Month   | <a href="#">HPAE LOCAL 5094 Agreement Page 12-13; 3.05</a>                | <a href="#">Exempt/Non-Exempt Staff Form</a><br>or<br><a href="#">UBHC Employees Only: Competency-Based Form</a>   |

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|--|----------------|-------------------|---|--|
| IAFF LOCAL 5082  | Not Applicable | April 30, 2025    | <a href="#">IAFF Local 5082 Agreement Page 23-24; Article 24 B.1-2</a>  | Not Applicable   |
| INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE), LOCAL 68          | OH             | Anniversary Month | <a href="#">IUOE LOCAL 68 (Legacy UMDNJ) Page 24-25; Article 17</a><br><a href="#">IUOE LOCAL 68-68A Page 24-25; Article 17</a> | <a href="#">Exempt/Non-Exempt Staff Form</a>   |
| OFFICE PROFESSIONAL EMPLOYEES INTERNATIONAL UNION (OPEIU), LOCAL 153 | GH             | Anniversary Month | <a href="#">OPEIU LOCAL 153 Agreement Page 21-22; Article 14</a>  | <a href="#">Exempt/Non-Exempt Staff Form</a>   |
| TEAMSTERS, LOCAL 97  | TC, TP, TS, TT | Anniversary Month | <a href="#">Teamsters LOCAL 97 2022 Page 27-29; Article 14</a>  | <a href="#">Exempt/Non-Exempt Staff Form</a><br>or<br><a href="#">UBHC Employees Only: Competency-Based Form</a> |
| URA-AFT  | Not Applicable | April 30, 2025    | <a href="#">URA-AFT Agreement Page 36; Article 41 B; Appendix H</a>   | <a href="#">URA-AFT Performance Evaluation Form</a>  |

**Note:** For employees in Rutgers Health positions, completed and signed performance evaluations must be submitted to [HCM via ServiceNow at HCM Personnel Transactions & General Inquiries](#). Select Request for Processing and then select Other under Transaction Type.