

Aligned (Union) Staff			
Negotiated Agreement	Salary Scale	Evaluation Due Date	Performance Evaluation Form
			Applicable collective negotiations agreement available at: https://uhr.rutgers.edu/labor-relations/collective-negotiations-agreements UHR Forms available at: https://uhr.rutgers.edu/hr-professional/forms
AAUP-AFT/EOF	Not Applicable	April 30, 2024	AAUP-AFT/EOF Agreement
ADVANCED PRACTICAL NURSE (APN) - HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), LOCAL 5089	US	Anniversary Month	Exempt/Non-Exempt Staff Form
AFSCME LOCAL 1761 (COLT)	Not Applicable	No Evaluation	Not Applicable
AFSCME LOCAL 888	Not Applicable	No Evaluation	Not Applicable
CWA LOCAL 1031	SS & SH	November 2024	CWA Local 1031-Supervisor Form or UBHC Competency-Based Form
CWA LOCAL 1040	JS & JH	Anniversary Month	Exempt/Non-Exempt Staff Form
DOCTORS COUNCIL, SEIU	Not Applicable	Annually	Doctors Council Agreement
FOP-P LODGE 62	Not Applicable	No Evaluation	Not Applicable
FOP-S LODGE 164	Not Applicable	No Evaluation	Not Applicable
HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), LOCAL 5094	PS & PH	Anniversary Month	Exempt/Non-Exempt Staff Form or UBHC Competency-Based Form
IAFF LOCAL 5082	Not Applicable	April 30, 2024	IAFF Local 5082 Agreement
INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE), LOCAL 68	OH	Anniversary Month	Exempt/Non-Exempt Staff Form
NURSE CLINICIAN - HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), LOCAL 5089	UC & UR	Anniversary Month	Exempt/Non-Exempt Staff Form or UBHC Competency-Based Form
OFFICE PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 153	GH	Anniversary Month	Exempt/Non-Exempt Staff Form
STAFF NURSE - HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), LOCAL 5089	UB	July 2024	Exempt/Non-Exempt Staff Form or UBHC Competency-Based Form
TEAMSTERS, LOCAL 97	TC, TP, TS, TT	Anniversary Month	Exempt/Non-Exempt Staff Form or UBHC Competency-Based Form
URA-AFT	Not Applicable	April 30, 2024	URA-AFT Agreement

Note: For employees in RBHS 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 Performance Evaluation under Transaction Type.