

FY2025 Aligned Staff Performance Review Table

Union	Salary Scale	Evaluation Due Date	Negotiated Agreement	Performance Evaluation Form
AAUP-AFT/EOF	Not Applicable	April 30, 2025	AAUP-AFT/EOF Agreement Page 12-13; Article 9; Appendix C	EOF Counselor Performance Appraisal Form
AFSCME LOCAL 1761 (COLT)	Not Applicable	No Evaluation	AFSCME LOCAL 1761 Agreement	Not Applicable
AFSCME LOCAL 888	Not Applicable	No Evaluation	AFSCME LOCAL 888 Agreement	Not Applicable
CWA LOCAL 1031	SS & SH	November 2025	CWA LOCAL 1031 Page 16-17; 4.6	CWA Local 1031-Supervisor Form or UBHC Employees Only: Competency-Based Form
CWA LOCAL 1040	JS & JH	Anniversary Month	CWA LOCAL 1040 page 7-8: 3.05	Exempt/Non-Exempt Staff Form
DOCTORS COUNCIL, SEIU	Not Applicable	Annually	Doctors Council Agreement Page 4-5; Article 7; Appendix C	Doctors Council Performance Appraisal Form
FOP-P LODGE 62	Not Applicable	No Evaluation	FOP-P LODGE 62 Agreement	Not Applicable
FOP-S LODGE 164	Not Applicable	No Evaluation	FOP-S LODGE 164 Agreement	Not Applicable
HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), LOCAL 5089	APN-US Nurse Clinician-UC & UR Staff Nurse-UB	Anniversary Month	Local 5089 Agreement Page 14-16; 3.02 F	Exempt/Non-Exempt Staff Form
HEALTHCARE PROFESSIONALS AND ALLIED EMPLOYEES (HPAE), LOCAL 5094	PS & PH	Anniversary Month	HPAE LOCAL 5094 Agreement Page 12-13; 3.05	Exempt/Non-Exempt Staff Form or UBHC Employees Only: Competency-Based Form

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

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.