

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1	Public Employer: <input style="width: 95%;" type="text" value="County of Union"/>	County: <input style="width: 95%;" type="text" value="Union"/>
2	Employee Organization: <input style="width: 95%;" type="text" value="IBEW Local 1158"/>	Number of Employees in Unit: <input style="width: 95%;" type="text" value="46"/>
3	Base Year Contract Term: <input style="width: 95%;" type="text" value="01/01/2016-12/31/2018"/>	New Contract Term: <input style="width: 95%;" type="text" value="01/01/2019-12/31/2021"/>

SECTION II: Type of Contract Settlement (please check only one)

4	<input checked="" type="checkbox"/> Contract settled without neutral assistance
5	<input type="checkbox"/> Contract settled with assistance of mediator
6	<input type="checkbox"/> Contract settled with assistance of fact-finder
7	<input type="checkbox"/> Contract settled with assistance of super-conciliator
8	If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
	Yes <input type="checkbox"/> No <input type="checkbox"/>

SECTION III: Salary Base

[SEE MOA ATTACHED](#)

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9	Salary Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
10	Longevity Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
11	Total Salary Base	\$	<input style="width: 95%;" type="text"/>

SECTION IV: Salary Increases for Each Year of New Agreement*

[SEE MOA ATTACHED](#)

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
13 Cost of Salary Increments (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
14 Salary Increase Above Increments (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
15 Longevity Increase (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
16 Total \$ Increase (sum of lines 13-15)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
17 New Salary Base (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
18 Percentage increase over prior year	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %

**If contract duration is longer than five years, please add an additional page.*

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

SEE MOA ATTACHED

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
20	Totals(\$):	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**If contract duration is longer than five years, please add an additional page.*

SECTION VI: Medical Costs

SEE MOA ATTACHED

		Base Year	Year 1
21	Health Plan Cost	\$ <input type="text"/>	\$ <input type="text"/>
22	Prescription Plan Cost	\$ <input type="text"/>	\$ <input type="text"/>
23	Dental Plan Cost	\$ <input type="text"/>	\$ <input type="text"/>
24	Vision Plan Cost	\$ <input type="text"/>	\$ <input type="text"/>
25	Total Cost of Insurance	\$ <input type="text"/>	\$ <input type="text"/>
26	Employee Insurance Contributions	\$ <input type="text"/>	\$ <input type="text"/>
27	Employee Contributions as % of Total Insurance Cost	<input type="text"/> %	<input type="text"/> %

Section VI: Medical Costs (continued)

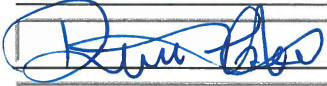
28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Diana Calle

Position/Title: Labor Relations Coordinator

Signature: 

Date: January 7, 2021

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2019-849

OCTOBER 10, 2019

CHAIR BETTE JANE KOWALSKI

WHEREAS, the County of Union engaged in collective bargaining negotiations with IBEW Local 1158, effective January 1, 2019 through December 31, 2021; and

WHEREAS, the County of Union and the negotiating committee for IBEW Local 1158, reached a tentative agreement on August 6, 2019 and the union had ratified same on September 24, 2019. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; and

WHEREAS, the County of Union now desires to confirm the understandings in a Memorandum of Agreement with the union, which is attached hereto and made a part hereof:

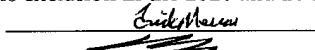
NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with IBEW Local 1158.

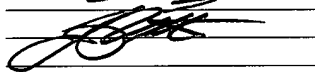
Sufficiency of Funds Authorized 2019 Budget ; Subject to Inclusion in the 2020 and 2021 Budgets:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:





✓ Vote Record - Resolution 11528		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Kimberly Palmieri-Moued	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Andrea Staten	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Angela R. Garretson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Sergio Granados	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MEMORANDUM OF AGREEMENT

IBEW LOCAL 1158-PROSECUTOR EXCLUSIONARIES
&
COUNTY OF UNION

The County and the IBEW Local 1158 engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2018. The County and IBEW Local 1158 have reached a tentative agreement which the parties now desire to confirm in this Memorandum of Agreement.

The tentative Agreement has been ratified by the membership of IBEW Local 1158 and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of IBEW Local 1158 agrees to recommend, without reservation, the approval of the tentative Agreement to the membership of the Union. The representatives of the County agree to recommend, without reservation, the approval of the tentative Agreement to the Union County Board of Chosen Freeholders.

Therefore, the County and IBEW Local 1158 agree to the attached three (3) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth below signify their agreement as to the terms set forth in this Memorandum of Agreement.

September 24, 2019

Date

MEMORANDUM OF AGREEMENT

Agreement made this 24th day of September 2019 by and between the County of Union and the Union County Prosecutor (herein the Employer") and IBEW Local 1158 (herein the "IEEW"):

WHEREAS, the Employer and the IBEW are parties to a Collective Negotiations Agreement (herein "CNA") covering the period from January 1, 2016 to December 31, 2018; and

WHEREAS, the Employer and the IBEW have engaged in good faith negotiations for a successor contract that has resulted in an agreement between the negotiating committees subject to ratification by the IBEW membership and approval by the Employer's governing body:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions of the 2016-2018 CNA shall remain in full force and effect.

A. AGREEMENT

Correct all dates in contract.

B. ARTICLE 3, PAYROLL DEDUCTIONS AND ASSOCIATION DUES

Delete Section 6.

C. ARTICLE 18, SALARIES

- Section 1 :
- a. Effective and retroactive to January 1, 2019 - 2.00% ATB
 - b. Effective January 1, 2020 - 2.00% ATB
 - c. Effective January 1, 2021 - 2.00% ATB

- d. All employees shall receive ATB increases even if they are at or over the maximum.
- e. The percentage increases shall be applied to the minimum and maximum salaries set forth in the Salary Guide at Exhibit D.

D. ARTICLE 19, OVERTIME

Section 7: Increase compensatory time to eighty (80) hours annually. Comp time is replenishable.

E. ARTICLE 28, DURATION

January 1, 2019 through December 31, 2021.

F. EXHIBIT D

Adjust for raises in Article 18. Revise range for laboratory assistant to \$40,000-\$70,000.

G All proposals of the parties not addressed herein are deemed withdrawn.

H. The negotiating committees for each of the parties agree to recommend this agreement to their respective constituents.

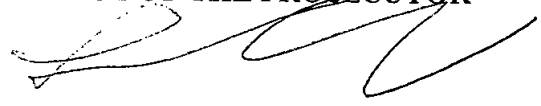
WHEREFORE THE PARTIES HERETO SET THEIR HANDS THIS 26th DAY OF
SEPTEMBER, 2019

FOR IBEW LOCAL 1158



TRACEY MANNIX, SHOP STEWARD

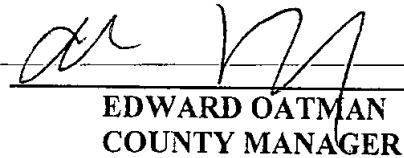
FOR UNION COUNTY
OFFICE OF THE PROSECUTOR



LYNDSAY RUOTOLO,
ACTING PROSECUTOR

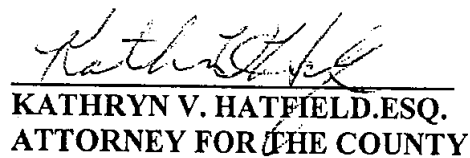


JOSEPH P. CALABRO, BUSINESS MGR.



EDWARD OATMAN
COUNTY MANAGER

APPROVED AS TO FORM



KATHRYN V. HATFIELD.ESQ.
ATTORNEY FOR THE COUNTY