

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: COUNTY OF UNION County: Union

2 Employee Organization: Council No. 8 Number of Employees in Unit: 418

3 Base Year Contract Term: 1/1/2018 - 12/31/2020 New Contract Term: 1/1/2021 - 12/31/2023

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

4 Contract settled without neutral assistance

5 Contract settled with assistance of mediator

6 Contract settled with assistance of fact-finder

7 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 No

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 \$

10 Longevity Costs in Base Year \$

11 Total Salary Base \$

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)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
13 Cost of Salary Increments (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
14 Salary Increase Above Increments (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
15 Longevity Increase (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
16 Total \$ Increase (sum of lines 13-15)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
17 New Salary Base (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
18 Percentage increase over prior year	<u> </u> %	<u> </u> %	<u> </u> %	<u> </u> %	<u> </u> %

**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 (\$)
20	Totals(\$):						

**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"/> %

Employer: County of Union

Employee Organization: Council No. 8

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: Vanessa Figueiredo

Position/Title: Labor Relations Coordinator

Signature: Vanessa Figueiredo

Date: 3/21/2023

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 COUNTY COMMISSIONERS

RESOLUTION: 2022-1029
DECEMBER 1, 2022
CHAIR REBECCA LYNNE WILLIAMS

WHEREAS, the County of Union engaged in collective bargaining negotiations with Council No. 8 for a new Labor Agreement between the parties effective January 1, 2021 through December 31, 2023; and

WHEREAS, the County of Union and the negotiating committee for Council No. 8 reached a tentative agreement and ratified same on November 30, 2022 and 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 the Memorandum of Agreement with the Union which is attached hereto and made a part hereof:

NOW, THEREFORE, BE IT RESOLVED by the Union County Board of County Commissioners that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with Council No. 8.

No Sufficiency of Funds Required :
 Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:

[Handwritten signature]

✓ Vote Record - Resolution RES-2022-1029		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Adopted as Amended <input type="checkbox"/> Defeated <input type="checkbox"/> Tabled <input type="checkbox"/> Withdrawn	Jamae Baker Jr	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angela R. Garretson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Sergio Granados	<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"/>
	Louder M. Leon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Nizabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmetto-Moulded	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		H	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES

Laura M. Scutari, Director

**BOARD OF
COUNTY COMMISSIONERS**

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County Manager

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Deputy County Manager

BRUCE H. BERGEN, ESQ.
County Counsel

JAMES E. PELLETTIERE, RMC
Clerk of the Board

**To: Edward Oatman,
County Manager**

**From: Laura Scutari
Director, Department of Administrative Services**

Date: December 1, 2022

**Re: Council No. 8
Collective Bargaining Agreement
January 1, 2021 through December 31, 2023**

Please be advised that a tentative agreement (attached) was reached with Council No.8 on November 30, 2022 and the union ratified on November 30, 2022. Please place a Resolution authorizing this agreement on the Commissioners' Agenda for December 1, 2022.

Thank you.

Laura M. Scutari, Director, Administrative Services

**Cc: Claudia Martins, Director, Division of Personnel
James Pellettiere, Clerk of the Board
Bruce H. Bergen, County Counsel
Bibi Taylor, Director, Department of Finance
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
Joseph Salemme, Representative**

ADMINISTRATION BUILDING

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MEMORANDUM OF AGREEMENT

Council No. 8

&

COUNTY OF UNION

The County and Council No. 8 engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2020. The County and Council No. 8 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 Council No. 8 and is now subject to the approval of the Union County Board of County Commissioners. The Bargaining Committee of Council No. 8 agree 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 County Commissioners.

Therefore, the County and Council No. 8 agree to the attached three (3) pages consisting 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

November 30, 2022

Date

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the County of Union and Union Council No. 8 (herein "Council 8"):

WHEREAS, the Employer and the Council 8 are parties to a Collective Negotiations Agreement covering the period from January 1, 2018 through December 31, 2020; and

WHEREAS, the Employer and the Council 8 have engaged in good faith negotiations that has resulted in an agreement between the negotiating committees subject to ratification by the Council 8 membership and approval by the Employer's governing body, which the negotiating committees for the parties unanimously agree to recommend:

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

Except as herein modified, the terms and conditions of the January 1, 2018 through December 31, 2020 contract shall remain in full force and effect.

1. **Term of Agreement:**

January 1, 2021 – December 31, 2023

2. **Article 20, Shift Differential**

Effective and retroactive to January 1, 2022, the night shift differential for paving work shall be \$3.00 per hour.

3. **Article 17, Holidays**

Add Juneteenth beginning 2022.

4. **Article 28, Health Benefits**

All employees who made contributions to health insurance will receive the difference between 1.5% of salary and the amount contributed for CY 2021.

Example: \$67,554 salary
Direct Access 1 – Family
Employee contribution = \$4416.72
1.5% of salary = \$1013.31
Rebate = \$3403.41

Effective January 1, 2023 employee contributions shall revert to those paid for calendar year 2021.

The parties agree to reopen the contract for negotiations if the County agrees to any further reduction in contributions for any other negotiations unit during the term of this agreement.

Article 29B shall be amended such that all employees who do not receive retiree health benefits pursuant to Article 29A, shall not receive the stipend set forth in Article 29B and, instead, shall contribute 50% of the cost of premium in retirement.

5. **Article 18, Salaries**

2021 - 2% across for everyone

2022 – 2% across for everyone except the Public Safety Telecommunicators, Building Maintenance Workers (40hr employee hired after May 92), Laborer 1 (40 hr. employee hired after May 92), Keyboarding Clerk 1 (40hr employee hired after May 92), and Office Appliance Operator (35 hours)

2022 – 1% across the Board effective 1/1/22 and new guide effective 7/1/22 for Public Safety Telecommunicators, Building Maintenance Workers (40hr employee hired after May 92), Laborer 1 (40 hr. employee hired after May 92), Keyboarding Clerk 1 (40hr employee hired after May 92), and Office Appliance Operator (35 hours). See attached guides.

2023 – 2% across for everyone

Implement new ranges for Public Safety Telecommunicators, Building Maintenance Workers (40hr employee hired after May 92), Laborer 1 (40 hr. employee hired after May 92), Keyboarding Clerk 1 (40hr employee hired after May 92), and Office Appliance Operator (35 hours) – See attached

6. **Article 19, Overtime**

Section 8: Add: In the Facilities Division employees will have the ability to replenish their comp time bank up to 40 hours when the staff complement reaches 55% of authorized positions.

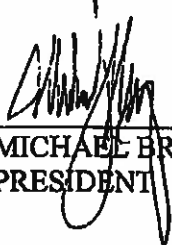
7. **Article 34, Miscellaneous**

The residency requirement is reduced from 15 years to ten years.

8. **Exhibit C, FMLA**

Permit employees to hold back up to ten (10) working days of sick leave when taking FMLA due to their own serious health condition.

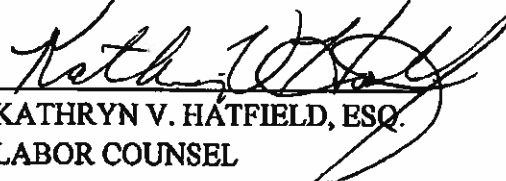
FOR COUNCIL 8


11/30/22
MICHAEL BREUNIG,
PRESIDENT

FOR THE COUNTY OF UNION


EDWARD OATMAN,
COUNTY MANAGER

APPROVED AS TO FORM:


KATHRYN V. HATFIELD, ESQ.
LABOR COUNSEL

Dated: