

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

Line #

**SECTION I: Parties and Term of Contracts**

<b>1</b>	Public Employer: <input style="width: 95%;" type="text" value="COUNTY OF UNION"/>	County: <input style="width: 95%;" type="text" value="Union"/>
<b>2</b>	Employee Organization: <input style="width: 95%;" type="text" value="FMBA-Local R2343"/>	Number of Employees in Unit: <input style="width: 95%;" type="text" value="18"/>
<b>3</b>	Base Year Contract Term: <input style="width: 95%;" type="text" value="1/1/2018 -12/31/2020"/>	New Contract Term: <input style="width: 95%;" type="text" value="1/1/2021 - 12/31/2026"/>

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

<b>4</b>	<input checked="" type="checkbox"/> Contract settled without neutral assistance
<b>5</b>	<input type="checkbox"/> Contract settled with assistance of mediator
<b>6</b>	<input type="checkbox"/> Contract settled with assistance of fact-finder
<b>7</b>	<input type="checkbox"/> Contract settled with assistance of super-conciliator
<b>8</b>	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.

<b>9</b>	Salary Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
<b>10</b>	Longevity Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
<b>11</b>	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
<b>12</b> 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"/>
<b>13</b> 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"/>
<b>14</b> 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"/>
<b>15</b> 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"/>
<b>16</b> 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"/>
<b>17</b> 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"/>
<b>18</b> 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	<b>Totals(\$):</b>	<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:	<u>Vanessa Figueiredo</u>
Position/Title:	<u>Labor Relations Coordinator</u>
Signature:	<u><i>Vanessa Figueiredo</i></u>
Date:	<u>9/26/2024</u>

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](mailto: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:** 2024-614

JULY 17, 2024

CHAIRWOMAN KIMBERLY PALMIERI-MOUEDD

*WHEREAS*, the County of Union engaged in collective bargaining negotiations with the FMBA, NAGE Local R-2343, for a new Labor Agreement between the parties effective January 1, 2021 through December 31, 2026; and

*WHEREAS*, the County of Union and the negotiating committee for the FMBA, NAGE Local R-2343, reached a tentative agreement and ratified same on July 10, 2024; 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:

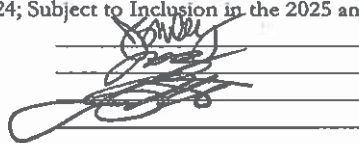
**NOW, THEREFORE, BE IT RESOLVED** by the Board of County Commissioners of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with FMBA, NAGE Local R-2343.

Sufficiency of Funds Authorized 2021 through 2024; Subject to Inclusion in the 2025 and 2026 Budget:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:

  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

✓ Vote Record - Resolution RES-2024-614		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				
	James Baker Jr	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Joseph C Bodek	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Michèle S. Delisfort	<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"/>
	Alexander Mirabella	S <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Rebecca Lynne Williams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Lourdes M. Leon	M <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmieri-Mouedd	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES  
*Laura M. Scutari, Director*

**BOARD OF  
COUNTY COMMISSIONERS**

REBECCA WILLIAMS  
*Chair*

CHRISTOPHER HUDAK  
*Vice Chair*

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KIMBERLY PALMIERI-MOULDED

EDWARD T. OATMAN  
*County Manager*

AMY CRISP WAGNER  
*Deputy County Manager*

BRUCE H. BERGEN, ESQ.  
*County Counsel*

JAMES E. PELLETTIERE  
*Clerk of the Board*

**To: Edward Oatman,  
County Manager**

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

**Date: July 12, 2024**

**Re: FMBA-Local R2343  
Collective Bargaining Agreement  
January 1, 2021 through December 31, 2026**

Please be advised that a tentative agreement (attached) was reached with FMBA-Local R2343 on July 10, 2024 and the membership ratified the agreement on July 10, 2024. Please place a Resolution authorizing this agreement on the Freeholder Agenda for July 17, 2024.

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  
Dennis Burke, Acting Director, Department of Public Safety  
Michael Scanio, Director, Division of Emergency Services  
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group LLP**

ADMINISTRATION BUILDING

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fax(908)289-0180

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*We're Connected to You!*

**MEMORANDUM OF AGREEMENT**

**FMBA – NAGE LOCAL R2343**

**&**

**COUNTY OF UNION**

The County and FMBA-NAGE Local R2343 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 the FMBA 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 FMBA-NAGE Local R2343 and is subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of the FMBA-NAGE Local R2343 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 Chosen Commissioners.

Therefore, the County and the FMBA-NAGE Local R2343 agree to the attached four (4) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth attached signify their agreement as to the terms set forth in this Memorandum of Agreement.

July 10, 2024

Date

## MEMORANDUM OF AGREEMENT

Agreement made this \_\_\_ day of July, 2024, by and between the County of Union (herein the "County") and FMBA, NAGE Local R-2343(herein the "FMBA")

**WHEREAS**, the FMBA was certified as the bargaining representative for all regularly employed nonsupervisory hazmat employees employed by the County of Union including those in the following titles: EMT, EMT/HazMat Responder, Supervising EMT, HazMat Technician 1, and HazMat Technician 2; and

**WHEREAS**, the County and FMBA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CBA; and

**WHEREAS**, the County and FMBA have reached agreement on new terms and conditions subject to ratification by the membership of FMBA and approval by the Commissioners of the County; and

**WHEREAS**, the negotiating committees for the County and FMBA unanimously agree to recommend their agreement for ratification and approval,

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

1. Article 3, Payroll Deductions or Union Dues

Update Section 4 to account for Janus decision

2. Article 5, Work Schedules

Add new paragraph to Section 2 as follows (specific language to be agreed on)

Modify the schedule to a 24/72 schedule on a trial basis. Commencing on a date to be determined and ending on December 31, 2025. The Employer shall retain the sole and unilateral right to determine whether this schedule is effective and may terminate the schedule at the end of the trial period if there is an increase in absences or overtime. Further language to be agreed upon

3. Article 14, Holidays

Section 1. Clarify that 14 holidays were rolled into base effective July 1, 2016 and January 1, 2017. Roll in Juneteenth effective July 1, 2024.

4. Article 15, Salaries

<u>Section 1:</u>	Effective and retroactive to 1/1/21	2% across the board
	Effective and retroactive to 1/1/22	2% across the board
	Effective and retroactive to 1/1/23	2% across the board
	Effective and retroactive to 1/1/24	3% across the board
	1/1/25	3% across the board
	1/1/26	3% across the board

In addition, effective 1/1/25 add \$1500 to max and 1/1/26 add \$2000 to max step on the Hazmat/EMT guide. Eliminate Step 1 on the Hazmat 1 guide and Step 1 on the Hazmat 2 guide.

Section 2: The attached salary guide shall be implemented.

5. Article 16, Overtime

Section 1: Revise as follows:

The parties agree and understand that the work schedule results in fluctuating hours each week with employees working less than 40 hours in some weeks and more than 40 hours in other weeks. The parties understand and agree that employees are paid a fixed salary for all hours worked and that salary does not vary with the number of hours worked in a workweek whether few or many. The parties further understand and agree that the amount of the employee's fixed salary is sufficient to provide compensation to the employee at a rate not less than the applicable minimum wage rate for every hour worked in those workweeks in which the number of hours the employee works is greatest. As a result of the fluctuating workweek, employees shall receive eight (8) hours of overtime pay every other pay period. Payment of this overtime shall be automatic ("Automatic Overtime"). Any additional overtime worked shall be calculated at a half-time rate. This method of calculating the payment of overtime is authorized by 29 CFR § 778.114. The pay period shall mean Saturday to Friday.

For purposes of this Article hours worked shall include sick, vacation, personal, bereavement and compensatory time.

Section 7: Delete



6. Article 25, Duration

Six year term – January 1, 2021-December 31, 2026

7. Miscellaneous: Convert all benefit time based on an 8 hour work day with deductions from benefit time based on the number of hours used.

8. Miscellaneous

The parties acknowledge that there are overtime amounts due to employees as a result of underpayments since 2021. The County agrees to pay employees in accordance with the attached spreadsheets. The amounts owed will be paid by September 30, 2024.

9. All date changes shall be made where necessary to conform to the terms of this Agreement.

10. All other proposals made by either party that are not expressly contained within this Agreement are hereby withdrawn.

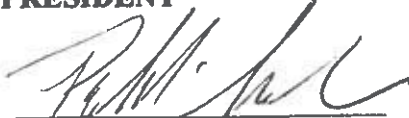
11. All portions of the 2018-2020 collective negotiations agreement not specifically referenced herein shall remain unchanged.

12. This Memorandum of Agreement (“MOA”) is subject to ratification by the membership of the FMBA and the Union County Board of Commissioners. However, the undersigned representatives executing this MOA and all members of the parties’ respective bargaining teams hereby represent and warrant that they have negotiated the terms of this MOA in good faith, that they will urge their respective constituencies to ratify this Agreement, and that they themselves will vote to ratify this MOA.


**FOR FMBA LOCAL R-2343**

**FOR THE UNION COUNTY**

  
BA, MPA  
**MICHAEL WALKO,**  
**PRESIDENT**

  
**PATRICIA MUENCH,**  
**VICE-PRESIDENT**

  
**EDWARD OATMAN,**  
**COUNTY MANAGER**

  
**LAURA SCUTARI,**  
**DIRECTOR, ADMINISTRATIVE**  
**SERVICES**

**APPROVED AS TO FORM**



**KATHRYN V. HATFIELD, ESQ.**