

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="Teams. Secondary Supervisors"/>	Number of Employees in Unit: <input style="width: 15%;" type="text" value="13"/>
3	Base Year Contract Term: <input style="width: 95%;" type="text" value="1/1/2020 - 12/31/2021"/>	New Contract Term: <input style="width: 95%;" type="text" value="1/1/2022 - 12/31/2025"/>

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 (\$)
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"/> %

Section VI: Medical Costs (continued)

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

SECTION VII: Certification and Signature

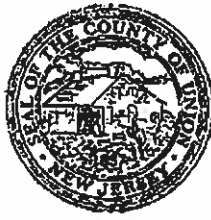
29 The undersigned certifies that the foregoing figures are true:

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: 2022-1028

DECEMBER 1, 2022

CHAIR REBECCA LYNNE WILLIAMS

WHEREAS, the County of Union engaged in collective bargaining negotiations with Teamsters Local 469-Secondary Supervisors, for a new Labor Agreement between the parties effective January 1, 2022 through December 31, 2025; and

WHEREAS, the County of Union and the negotiating committee for the Teamsters Local 469-Secondary Supervisors, reached a tentative agreement and ratified same on November 18, 2022. 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 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 Teamsters Local 469-Secondary Supervisors.

Sufficiency of Funds Authorized Subject to Inclusion in the 2023, 2024 and 2025 Budget:

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:

[Handwritten signature]

[Handwritten signature]

✓ Vote Record - Resolution RES-2022-1028		Yes/No	No/Yes	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	James Baker Jr	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Angela R. Garretson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Bette Jane Kowabku	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Lourdes M. Leon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Nwabella	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmer-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"/>



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES

Laura M. Scutari, Director

**BOARD OF
COUNTY COMMISSIONERS**

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County Counsel

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Clerk of the Board

**To: Edward Oatman,
County Manager**

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

Date: November 21, 2022

**Re: Teamsters Local 469-Secondary Supervisors
Collective Bargaining Agreement
January 1, 2022 through December 31, 2025**

Please be advised that a tentative agreement (attached) was reached with the Teamsters Local 469-Secondary Supervisors on November 18, 2022 and the membership ratified this agreement on November 18, 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
Debbie-Ann Anderson, Director, Department of Human
Services
Kamili A. Williams, Director, Division of Social Services
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
Joe Morgan, Business Rep, Teamsters Local 469**

ADMINISTRATION BUILDING

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We're Connected to You!

MEMORANDUM OF AGREEMENT
TEAMSTERS LOCAL 469-SECONDARY SUPERVISORS
&
COUNTY OF UNION

The County and Teamsters Local 469-Secondary Supervisors engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2021. The County and Teamsters Local 469-Secondary Supervisors 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 Teamsters Local 469-Secondary Supervisors and is now subject to the approval of the Union County Board of County Commissioners. The Bargaining Committee of Teamsters Local 469- Secondary Supervisors 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 Teamsters Local 469-Secondary Supervisors 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.

November 18, 2022
Date

MEMORANDUM OF AGREEMENT

This Agreement made this ___ day of November 2022, by and between the County of Union (herein the “County”) and Teamsters Union Local No. 469, Secondary Supervisors (herein the “Teamsters”).

WHEREAS, the County and Teamsters are parties to a collective negotiations agreement (“CNA”) covering the period January 1, 2020 through December 31, 2021; and

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

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

WHEREAS, the negotiating committees for the County and Teamsters unanimously agree to recommend this 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. Except as herein modified, the terms and conditions set forth in the 2020 through 2021 CNA between the County and Teamsters shall remain in full force and effect.
2. Term
January 1, 2022 through December 31, 2025
3. Recognition Clause
Delete Assistant Fiscal Officer
4. Salaries
2022 - 2% across the board effective January 1, 2022

2023 - 2% across the board effective January 1, 2023
2024 - 2% across the board effective January 1, 2024
2025 - 2% across the board effective January 1, 2025

See salary guides attached hereto.

Delete paragraph three of Section 1 as obsolete.

Schedule A

Modify/Add Titles as Follows:

Admin. Supervisor Income Maintenance	Range 27A
Assistant Admin. Supv. Income Maintenance	Range 25A
Field Office Supervisor	Range 26A
Coordinator of Child Support & Paternity	Range 25A
Data Processing Coordinator	Range 25A
Training Supervisor	Range 27A
Coord. Social Services now Assist. Admin	
Superv. Income Maintenance	Range 25A
Admin. Supervisor Social Work	Range 27A
Assist. Admin. Superv. Social Work	Range 25A
Chief Investigator now Assist. Admin	
Superv. Income Maintenance	Range 25A
Admin. Supervisor of Family Services	Range 27A

Delete steps 1-7 of 25A, steps 1-6 of 26A, steps 1-5 of 27A as they are no longer used and re-number remaining steps. This deletion and re-numbering will not result in any employee being placed on a higher step. Rather, employees will slot into the new step based on current salary

Section 2. Increments: Modify to state:

Employees who are entitled to receive increments shall receive those increments based on their promotion date. Employees promoted between January 1 and June 30th shall receive their increment on January 1. Employees promoted between July 1 and December 31, shall receive their increment on July 1.

5. Article XI, Holidays

Add Juneteenth as an additional holiday.

6. Article XIV, Death in the Family

Add to Section 1 mother, father, sister, brother, person who raised the employee in loco parentis.

7. Article XVIII. Health Benefits

Continue the freeze on employee contributions at 2018 levels for the duration of the agreement.

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

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS _____
DAY OF NOVEMBER __, 2022

FOR TEAMSTERS SECONDARY SUPERVISORS

FOR THE UNION COUNTY




JOSEPH MORGAN
BUSINESS AGENT



EDWARD OATMAN
COUNTY MANAGER



LYDIA SMITH
CHIEF SHOP STEWARD



LAURA SCUTARI
DIRECTOR, ADMINISTRATIVE
SERVICES