

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. Primary Supervisors"/> | Number of Employees in Unit: <input style="width: 95%;" type="text" value="51"/> |
| 3 | Base Year Contract Term: <input style="width: 95%;" type="text" value="1/1/2017- 12/31/2020"/> | New Contract Term: <input style="width: 95%;" type="text" value="1/1/2021-12/31/2025"/> |

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 (\$) |
|----|------------------|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | | | | | | | |
| | | | | | | | |
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| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| 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: 3/17/2023

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: 2022-846

OCTOBER 6, 2022

CHAIR REBECCA LYNNE WILLIAMS

WHEREAS, the County of Union engaged in collective bargaining negotiations with Teamsters Local 469-Primary Supervisors, for a new Labor Agreement between the parties effective January 1, 2021 through December 31, 2025; and

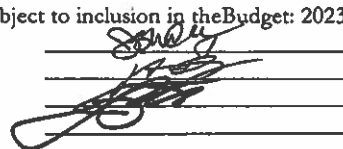
WHEREAS, the County of Union and the negotiating committee for Teamsters Local 469-Primary Supervisors, reached a tentative agreement and ratified same on September 28, 2022. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; and

WHEREAS, the County of Union now desires to confirm the understandings in 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 Teamsters Local 469-Primary Supervisors.

Sufficiency of Funds Authorized 2021 and 2022; Subject to inclusion in the Budget: 2023, 2024 and 2025:

Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:



| ✓ Vote Record - Resolution RES-2022-846 | | | | | | |
|---|--------------------------|-------------------------------------|--------------------------|--------------------------|-------------------------------------|--|
| | | Yes/Aye | No/Nay | Abstain | Absent | |
| <input checked="" type="checkbox"/> Adopted | James Baker Jr | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| <input type="checkbox"/> Adopted as Amended | Angela R. Garretson | <input checked="" 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 Kowalski | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| <input type="checkbox"/> Withdrawn | Lourdes M. Leon | <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"/> | |
| | Kimberly Palmieri-Moudou | <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 Manager

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Deputy County Manager

BRUCE H. BERGEN, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

**To: Edward Oatman,
County Manager**

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

Date: September 30, 2022

**Re: Teamsters Local 469-Primary Supervisors
Collective Bargaining Agreement
January 1, 2021 through December 31, 2025**

Please be advised that a tentative agreement (attached) was reached with Teamsters Local 469 Primary Supervisors on September 28, 2022. The union has ratified this agreement on September 28, 2022. Please place a Resolution authorizing this agreement on the Commissioners' Agenda for October 6, 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
Kevin O'Connor, Business Rep, Teamsters Local 469**

ADMINISTRATION BUILDING

Elizabethtown Plaza

Elizabeth, NJ 07207

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We're Connected to You!

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

The County and Teamsters Local 469-Primary Supervisors 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 Teamsters Local 469-Primary 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-Primary Supervisors and is now subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of the Teamsters Local 469-Primary 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 Chosen Commissioners.

Therefore, the County and Teamsters Local 469-Primary Supervisors agree to the attached four (4) 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 28, 2022

Date

MEMORANDUM OF AGREEMENT

Agreement made this ___ day of September 2022, by and between the County of Union (herein the “County”) and Teamsters Local 469, Primary Supervisors (herein the “Teamsters”).

WHEREAS, the County and Teamsters were parties to a collective negotiations’ agreement (“CNA”) covering the period July 1, 2017 through December 31, 2020; and

WHEREAS, on October 21, 2021, the parties entered into a Memorandum of Agreement (“MOA”) resolving the terms for a successor CNA with a term of January 1, 2021 through December 31, 2023; and

WHEREAS, on November 4, 2021, the County’s Board of Commissioners ratified the MOA; and

WHEREAS, on December 4, 2021, the Teamsters notified the County’s labor counsel that despite signing the MOA, the bargaining unit had rejected the MOA; and

WHEREAS, the County’s labor counsel advised the Teamsters that it considered the parties to have a valid and binding agreement; and

WHEREAS, on January 20, 2022, the Teamsters filed an unfair practice charge against the County asserting that the County was refusing to bargain with the Teamsters; and

WHEREAS, the County denied the allegations contained in the unfair practice charge; and

WHEREAS, since January 2022, the parties have met on numerous occasions to resolve both the unfair practice charge and the CNA; and

WHEREAS, the County and Teamsters have engaged in good faith collective negotiations for the purpose of reaching agreement on the outstanding issues; and

WHEREAS, the County and Teamsters have reached agreement to resolve the unfair practice charge and, also, on additional terms and conditions which is subject to ratification by the membership of the Teamsters and approval by the Commissioners 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 2017 through 2020 CNA between the County and the Teamsters shall remain in full force and effect.

2. Article I, Recognition

Add title of Program Monitor/Data Analyst. The parties also agree to add the titles of CSW/Program Administrator and CSW/Career Counselor but only those employees placed in those titles as a result of the closing of the Union County Jail are recognized for purposes of this Agreement. Bargaining unit employees may apply for the position of Program Monitor/Data Analyst should that position become vacant subject to any Civil Service or Departmental requirements.

3. Article VI, Hours of Work

Add the following work hours as alternate work schedules:

7:30 am to 3:30 p.m.

8:30 am to 4:30 p.m.

9:00 am to 5:00 p.m.

4. Article VIII, Seniority

Reduce residency requirement to ten (10) years.

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

8. Article XIX, Salaries

2021: 2% across the board increase effective January 1, 2021
2022: 2% across the board increase effective January 1, 2022
2023: 2% across the board increase effective January 1, 2023
2024: 2% across the board increase effective January 1, 2024
2025: 2% across the board increase effective January 1, 2025

New: Only employees who retired after the expiration of the CNA shall be entitled to retroactive wage payments.

9. Article XX, Increments and Classification Changes

Section 1. Change 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.

Section 2. Delete paragraphs 2, 3 and 4 and eliminate all references to ranges in first paragraph. Add the following paragraph:

Employees who are at the maximum step in their respective CWA guide and are promoted into this unit shall be placed on a step which is closest to their current salary plus one step. For example, if an employee is at max earning \$95,071 on July 1, 2022 and is promoted into this unit, the employee would be placed at Step 10 which has a \$98,274 salary effective January 1, 2022.

10. Article XXVI, Duration

January 1, 2021-December 31, 2025.

11. Unfair Practice Charge: The Teamsters agrees to withdraw, with prejudice, the unfair practice charge filed with PERC and docketed as CO-2022-155, following ratification of this MOA.

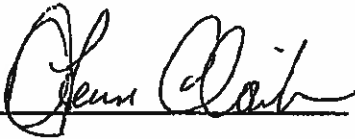
WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS _____

DAY OF SEPTEMBER __, 2022

FOR TEAMSTERS



JOSEPH MORGAN
BUSINESS AGENT



GLENN CLARK

APPROVED AS TO FORM




KATHRYN V. HATFIELD, ESC.

FOR THE UNION COUNTY



EDWARD OATMAN
COUNTY MANAGER



LAURA SCUTARI
DIRECTOR, ADMINISTRATIVE
SERVICES