

**STATE OF NEW JERSEY
PUBLIC EMPLOYMENT RELATIONS COMMISSION**

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In the Matter of	>	
	>	
CITY OF SALEM ,	>	
Public Employer ,	>	
	>	
-and-	>	DOCKET NO. RO-2016-040
	>	
COMMUNICATIONS WORKERS OF AMERICA,	>	
AFL-CIO,	>	
Petitioner .	>	
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**CERTIFICATION OF REPRESENTATIVE
BASED UPON AUTHORIZATION CARDS**

In accordance with the New Jersey Employer-Employee Relations Act, as amended, and the Rules of the Public Employment Relations Commission, we have conducted an investigation into the Petition for Certification filed by the above-named Petitioner. The Petitioner has demonstrated by card check that a majority of the unit employees described below have designated the Petitioner as their exclusive representative for purposes of collective negotiations, and, no other employee organization has expressed a valid interest in representing these employees.

Accordingly, **IT IS HEREBY CERTIFIED** that

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

is now the exclusive representative of all the employees included below for the purposes of collective negotiations with respect to terms and conditions of employment. The representative is responsible for representing the interests of all unit employees without discrimination and without regard to employee organization membership. The representative and the above-named Employer shall meet at reasonable times and negotiate in good faith with respect to grievances and terms and conditions of employment as required by the Act.

UNIT: Included : All regularly employed, non-supervisory crossing guards employed by the City of Salem.

Excluded : Managerial executives, confidential employees and supervisors within the meaning of the Act; craft employees, professional employees, police employees, casual employees, and all others employed by the City of Salem.

DATED: May 11, 2016

Trenton, New Jersey

/s/ Gayl R. Mazuco, Esq.

Director of Representation

Attachment:

Certification of Representative dated: [May 11, 2016](#)

In the Matter of

CITY OF SALEM

-and-

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Docket No. RO-2016-040

Service on the following:

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