

R-2014-00481

MEMORANDUM OF AGREEMENT

Agreement made this 2nd day of Jan, 2014 by and between the County of Essex (hereafter "County") and the Communications Workers of America, Local 1081 - Clericals (hereinafter "Union").

WHEREAS, the County and the Union are parties to a Collective Negotiations Agreement and Memorandums of Agreement that expired on December 31, 2013; and

WHEREAS, the County and Union have engaged in good faith collective negotiations for a successor agreement; and

WHEREAS, the County and Union have reached agreement on the terms and conditions for a successor agreement subject to ratification by the Union membership and approval by the Essex County Executive and Essex County Board of Chosen Freeholders.

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

1. The terms of the prior Collective Negotiations Agreement and Memorandums of Agreement between the parties shall remain in full force and effect except as herein modified.

2. **Term:** The term of the new agreement shall be for a period of four (4) years from January 1, 2014 through December 31, 2017.

3. **Wages:**

A) Effective June 1, 2014, a two percent (2.00%) across the board increase.

In order to be eligible for this increase, employees, except for retirees, must have been employed by the County on or prior to June 1, 2014 and must still be employed by the County when this Agreement is ratified by the Board of Chosen Freeholders.

B) Effective January 1, 2015, a two percent (2.00%) across the board increase

C) Effective January 1, 2016, a two percent (2.00%) across the board increase

D) Effective January 1, 2017, a two percent (2.00%) across the board increase

E) Step movement shall continue per past practice during the life of this agreement.

4. **Health Benefits:**

Revise to provide:

“Employee shall contribute amounts as set forth by Chapter 78, P.L. 2011. Once full implementation is reached, the contributions shall remain at the maximum level of contribution set forth in Chapter 78, P.L. 2011 for the remainder of this Collective Negotiations Agreement, through December 31, 2017.”

5. Effective upon full execution of this Agreement, employees may utilize earned time in one-quarter (1/4), one half (1/2), three-quarter (3/4) or full day increments. Prior approval and notice requirements shall remain the same.

6. According to the Essex County Handbook and Policies and Procedures Manual Chapter 4, Section 1, Sick Leave, employees are allowed to use sick time for Bereavement Leave. Requirements and specifications set forth in the Handbook and Manual remain the same.

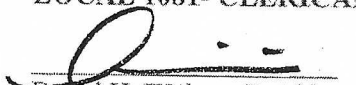
7. This Memorandum of Agreement together with the prior Collective Negotiations Agreement and Memorandums of Agreement, represents the complete and final agreement between the parties and is contingent upon ratification and approval of the union membership, the Essex County Executive and Essex County Board of Chosen Freeholders. All proposals, whether written or oral, presented by the County and the Union during the course of negotiations are deemed withdrawn and not a part of this Agreement. This Agreement cannot be modified except by a writing signed by the parties.

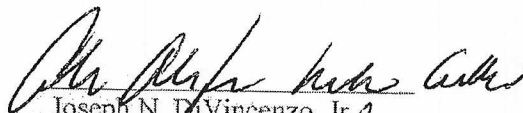
IN WITNESS WHEREOF, the parties have, by their authorized representatives,

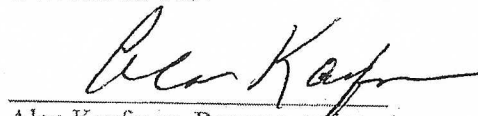
set their hands and seals this day , 2014.

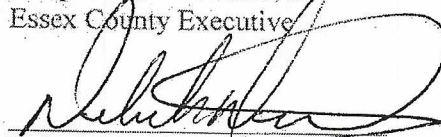
COMMUNICATION WORKERS
OF AMERICA,
LOCAL 1081- CLERICALS

FOR THE COUNTY


David H. Weiner, President
CWA Local 1081

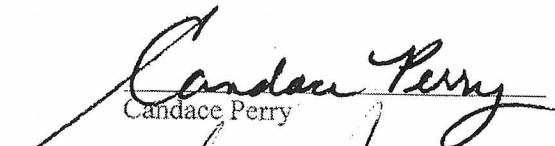

Joseph N. DiVincenzo, Jr.
Essex County Executive

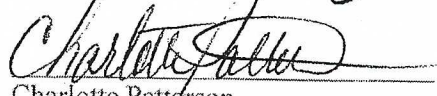

Alan Kaufman, Representative
CWA

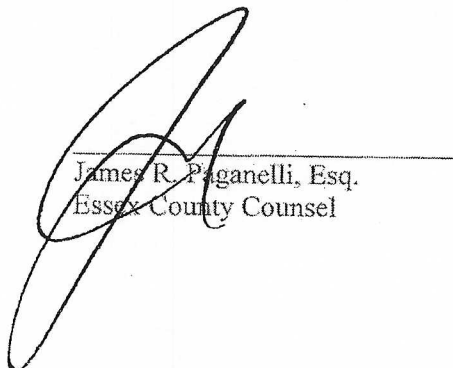

Deborah Davis Ford, Clerk of the
Board of Chosen Freeholders


Paula Iannia

Approved as to Form


Candace Perry


Charlotte Patterson


James R. Paganelli, Esq.
Essex County Counsel


Donald Jackson



OFFICE OF THE COUNTY COUNSEL

Hall of Records, Room 535, Newark, New Jersey 07102

973.621.5003 --- 973.621.4599 (Fax)


www.essexcountynj.org

Joseph N. DiVincenzo, Jr.
Essex County Executive

MEMORANDUM

James R. Paganelli
Essex County Counsel

TO: James R. Paganelli, Essex County Counsel
Lucia Guarini, Director – Hospital Center
Mark Acker, Director – Administration & Finance
Norman Willis, Chief Financial Officer
Kim Smeraldo, Supervising Accountant
Alan Abramowitz, Director – Human Resources
Michael Decker, Personnel Officer
Joseph Faccone, Samuel Klein & Company

FROM: Dolores Capetola, Assistant County Counsel 

DATE: November 21, 2011

RE: Memorandum of Agreement Between the County of Essex and the
Overbrook Employees Association/Communications Workers of
America, Local 1040
(January 1, 2011 – December 31, 2013)

Enclosed please find a copy of the above mentioned document, as well as a copy of the accompanying Resolution.

DC/mb
Enc.

cc: Brian W. Kronick, Esq.
Donald L. Klein, Executive V.P – CWA Local 1040 (orig. signature page)
William L. Kauffman, Staff Representative – CWA Local 1040

Putting Essex County First

ESSEX COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

RESOLUTION OF THE BOARD OF FREEHOLDERS
COUNTY OF ESSEX

#5

RESOLUTION NO. D-11-0770 AUTHORITY FOR RESOLUTION: N.J.S.A. 40:41A-38(n)

PROPOSED BY: COUNTY EXECUTIVE AUTHORITY FOR ACTION: N.J.S.A. 40:41A-36(i)

SUBJECT:

OFFICE OF COUNTY COUNSEL – MEMORANDUM OF AGREEMENT
BETWEEN THE COUNTY OF ESSEX AND THE OVERBROOK EMPLOYEE
ASSOCIATION/COMMUNICATION WORKERS OF AMERICA, LOCAL 1040 –
JANUARY 1, 2011, THROUGH DECEMBER 31, 2013

WHEREAS, the County of Essex has negotiated a Memorandum of Agreement with the Overbrook Employees Association/Communications Workers of America, Local 1040 covering the period January 1, 2011 through December 31, 2013; and

WHEREAS, the Chief Financial Officer has certified the availability of funds to pay the salary and benefits of the contract (which certification is attached hereto); and

WHEREAS, the Board of Freeholders, by this resolution, wishes to approve said contract; now, therefore be it

RESOLVED, by the Essex County Board of Chosen Freeholders as follows:

1. That said Memorandum of Agreement with the Overbrook Employees Association/Communications workers of America, Local 1040 a copy of which is annexed hereto, be and hereby is approved.
2. That the County Executive is hereby authorized to execute said contract on behalf of the County.
3. That three (3) fully executed copies of this Memorandum of Agreement and certified resolution be forwarded to the Office of County Counsel, Attn: Dolores Capetola, Assistant County Counsel.

Approved as to form and legality *J. R. Payne* Date 11/4/11

ESSEX COUNTY COUNSEL

RECORD OF VOTE (X=Vote N.V.=Abstention ABS=Absent)

Moved By Freeholder *Sebold*
 Second by Freeholder *Johnson*

| Freeholder | Yes | No | N.V. | ABS | Freeholder | Yes | No | N.V. | ABS |
|--------------|-----|----|------|-----|---------------|-----|----|------|-----|
| Beasley | | | | ✓ | Luciano | | | | ✓ |
| Bobadilla R. | ✓ | | | | Payne, Jr. | | | | ✓ |
| Caputo, V.P. | ✓ | | | | Sebold | ✓ | | | |
| Clark | ✓ | | | | Watson, Pres. | | | | ✓ |
| Johnson | ✓ | | | | | | | | |

It is hereby certified that the foregoing Resolution was (✓) adopted () defeated () tabled by roll call vote at a regular meeting of the Board of Chosen Freeholders of the County of Essex, New Jersey held on Nov 9, 2011.

Is Publication Required () Yes () No

Date Published _____

Ralph R. Caputo

Freeholder Vice President, Ralph R. Caputo

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 CLERK OF THE BOARD
 ESSEX COUNTY BOARD OF CHOSEN FREEHOLDERS
 RS

Overbrook Employees Association/Communications Workers of America, Local 1040
 Le: 11/2/11

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COUNTY OF ESSEX**

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