

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: COUNTY OF UNION County: Union

2 Employee Organization: IBEW LOCAL 1158 Number of Employees in Unit: 39

3 Base Year Contract Term: 01/01/2019-12/31/2021 New Contract Term: 01/01/2022 - 12/31/2024

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

4 Contract settled without neutral assistance

5 Contract settled with assistance of mediator

6 Contract settled with assistance of fact-finder

7 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 No

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 \$

10 Longevity Costs in Base Year \$

11 Total Salary Base \$

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)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
13 Cost of Salary Increments (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
14 Salary Increase Above Increments (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
15 Longevity Increase (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
16 Total \$ Increase (sum of lines 13-15)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
17 New Salary Base (\$)	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
18 Percentage increase over prior year	<u> </u> %	<u> </u> %	<u> </u> %	<u> </u> %	<u> </u> %

**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	\$	\$
22	Prescription Plan Cost	\$	\$
23	Dental Plan Cost	\$	\$
24	Vision Plan Cost	\$	\$
25	Total Cost of Insurance	\$	\$
26	Employee Insurance Contributions	\$	\$
27	Employee Contributions as % of Total Insurance Cost	%	%

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

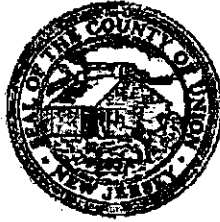
Signature: *Vanessa Figueiredo*

Date: 06/12/2023

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: 2023-360
APRIL 13, 2023
CHAIRMAN SERGIO GRANADOS

WHEREAS, the County of Union engaged in collective bargaining negotiations with IBEW Local 1158- Prosecutor's Office, for a new Labor Agreement between the parties effective January 1, 2022 through December 31, 2024; and

WHEREAS, the County of Union and the negotiating committee for IBEW Local 1158- Prosecutor's Office reached a tentative agreement and ratified same on March 30, 2023; 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:

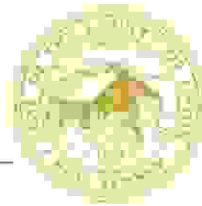
NOW, THEREFORE, BE IT RESOLVED by the Union County Board of County Commissioners that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with IBEW Local 1158-Prosecutor's Office.

Sufficiency of Funds Authorized 2022; Subject to Inclusion in the 2023 and 2024 Budget.:

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

[Handwritten signatures and initials over a set of lines]

✓ Vote Record - Resolution 16796		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/>	Adopted	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Adopted as Amended	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Defeated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Tabled	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Withdrawn	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	James Baker Jr	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Joseph C Bodek	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angela R. Gaxemson	<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"/>
	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"/>
	Rebecca Lyzane Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmico-Mouled	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Sergio Granados	<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 Scutari
Director, Department of Administrative Services**

Date: March 31, 2023

**Re: IBEW Local 1158-Prosecutor Exclusionaries
Collective Bargaining Agreement
January 1, 2022 through December 31, 2024**

Please be advised that a tentative agreement (attached) was reached with IBEW Local 1158 on March 30, 2023 and the agreement was ratified by the union membership on March 30, 2023. Please place a Resolution authorizing this agreement on the Commissioners Agenda for April 13, 2023.

Thank you.


Laura 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
William A. Daniel, Prosecutor
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
Curtiss Jameson, Esq., Jamerson Esq. LLC, IBEW
Joseph Calabro, Business Mgr., IBEW Local 1158**

ADMINISTRATION BUILDING

MEMORANDUM OF AGREEMENT

IBEW LOCAL 1158-PROSECUTOR EXCLUSIONARIES
&
COUNTY OF UNION

The County and the IBEW Local 1158 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 IBEW Local 1158 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 IBEW Local 1158 and is now subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of IBEW Local 1158 agrees 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 IBEW Local 1158 agree to the attached two (2) 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.

March 30, 2023

Date

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the County of Union, Union County Prosecutors Office (collectively, the "County") and the International Brotherhood of Electrical Workers, Local 1158 (herein "IBEW") on this __ day of March 2023:

WHEREAS, the County and the IBEW are parties to a Collective Negotiations Agreement covering the period from January 1, 2019 through December 31, 2021; and

WHEREAS, the County and IBEW have engaged in good faith negotiations that has resulted in an agreement between the negotiating committees subject to ratification by the IBEW membership and approval by the County's governing body, which the negotiating committees for the parties unanimously agree to recommend:

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

Except as herein modified, the terms and conditions of the January 1, 2019 through December 31, 2021 contract shall remain in full force and effect.

1. **Article 28. Term of Agreement:**

January 1, 2022 – December 31, 2024

2. **Article 1. Recognition**

Add titles: Advocate in Training and Records Support Tech 4

3. **Article 17. Holidays**

Add Juneteenth beginning 2022.

4. **Article 18. Salaries**

2022 - 2% across the board

2023 – 2% across the board

2024 – 2% across the board

5. Article 27, Health Insurance

All employees who made contributions to health insurance during CY 2022 will receive the difference between 1.5% of salary and the amount contributed for CY 2022 in a lump sum payment within sixty (60) days of adoption of this MOA by the Commissioners.

Example: \$67,554 salary
 Direct Access 1 – Family
 Employee contribution = \$4416.72
 1.5% of salary = \$1013.31
 Rebate = \$3403.41

Effective January 1, 2023, employee contributions shall revert to the Chapter 78 contribution amount paid in calendar year 2022 and shall be frozen at the Chapter 78 rate paid in Calendar year 2022.

6. Article 27B, Health Insurance

This shall be amended such that all employees who do not receive retiree health benefits pursuant to Article 27A, shall not receive the stipend set forth in Article 27B and, instead, shall contribute 50% of the cost of premium in retirement.

FOR IBEW



JOSEPH P. CALABRO
BUSINESS MANAGER

FOR THE COUNTY OF UNION



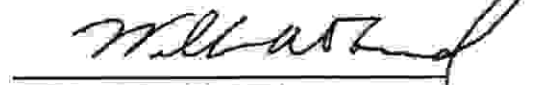
EDWARD OATMAN,
COUNTY MANAGER

APPROVED AS TO FORM:



KATHRYN V. HATFIELD, ESQ.
LABOR COUNSEL

FOR THE UNION COUNTY
PROSECUTOR'S OFFICE



WILLIAM A. DANIEL,
PROSECUTOR