

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: HPAE Local 5112-Nurses Number of Employees in Unit: 27

3 Base Year Contract Term: 1/1/2021 - 12/31/2021 New Contract Term: 1/1/2022 - 12/31/2025

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: 3/20/2023

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: 2022-1027

DECEMBER 1, 2022

CHAIR REBECCA LYNNE WILLIAMS

WHEREAS, the County of Union engaged in collective bargaining negotiations with HPAE-Local 5112-Nurses, 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 HPAE-Local 5112-Nurses, reached a tentative agreement and ratified same on October 19, 2022 and 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 HPAE-Local 5112-Nurses.

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]

Vote Record - Resolution RES-2022-1027		Yes/Aye	No/Nay	Absent	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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Bette Jane Kowalski	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Louisa M. Leon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmucci-Moudet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hudak	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Rebecca Lynne Williams	<input 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

AMY C. WAGNER
Deputy County Manager

BRUCE H. BERGEN, ESQ.
County Counsel

JAMES E. PELLETIERE, RMC
Clerk of the Board

**To: Edward Oatman,
County Manager**

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

Date: November 21, 2022

**Re: HPAE-Local 5112 - Nurses
Collective Bargaining Agreement
January 1, 2022 through December 31, 2025**

Please be advised that a tentative agreement (attached) was reached with HPAE-Local 5112 on October 19, 2022 and the union ratified on October 19, 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 Pelletiere, Clerk of the Board
Bruce Bergen, County Counsel
Bibi Taylor, Director, Department of Finance
Debbie-Ann Anderson, Director, Department of Human Services
Paul Herskovitz, Hospital Administrator, Cornerstone
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
Dawn Baker, Staff Representative, HPAE

ADMINISTRATION BUILDING

MEMORANDUM OF AGREEMENT

HPAE-LOCAL 5112

&

COUNTY OF UNION

The County and HPAE-Local 5112 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 HPAE-Local 5112 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 HPAE-Local 5112 and is now subject to the approval of the Union County Board of County Commissioners. The Bargaining Committee of HPAE-Local 5112 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 HPAE-Local 5112 agree to the attached four (4) pages consisting 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

October 19, 2022

Date

MEMORANDUM OF AGREEMENT

Agreement made this ___ day of October 2022, by and between the County of Union (herein the "County") and Health Professional and Allied Employees, AFT/AFL-CIO, HPAE Local 5112 (herein "HPAE").

WHEREAS, the County and HPAE were parties to a collective negotiations' agreement ("CNA") covering the period January 1, 2021 through December 31, 2021; and

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

WHEREAS, the County and HPAE have reached agreement to resolve terms and conditions which is subject to ratification by the membership of the HPAE and approval by the Commissioners of the County; and

WHEREAS, the negotiating committees for the County and HPAE 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 2021 CNA between the County and the HPAE shall remain in full force and effect.

2. Article 3, Nurse Practice Issues

3.2C: Eliminate 2nd paragraph and replace with "All nurses are required to maintain a current BLS for Healthcare Provider certification." Modify paragraph C1 to state "Recertification courses based on AHA Guidelines are available online for all nurses."

3. Article 5, Seniority

Add new provision: "The Hospital shall seek volunteers to be temporarily reassigned for a twelve (12) week period to a department other than the one to which he/she is permanently assigned. An employee temporarily reassigned shall report to the department where he/she is temporarily assigned. In the even that there are no volunteers, then the employee with the least seniority shall be reassigned. In exceptional

circumstances the Hospital may extend the temporary assignment up to an additional twelve (12) week period, which would be the equivalent of six (6) months, providing the Union is given advance written notice of such extension.

An employee that has been temporarily reassigned to another Employer location shall be reimbursed for mileage when using their personal automobiles. Allowable mileage claims would be limited to the excess of the distance normally traveled to and from the employee's permanently assigned work location and home.

An employee who is reassigned shall have his/her original assignment restored once the need for reassignment ends."

4. Article 8, Monetary Benefits

8.3 Delete 2nd paragraph and replace with "Employees may pick up their paychecks on payday or may access their pay stub information via the Prime Point System."

5. Article 15, Health and Safety

Add new paragraph: "The Hospital will provide training twice per year in donning and doffing of PPE used in the event of a public health outbreak."

6. Article 18, Monetary Benefits Miscellaneous

18.3 Weekend Differential: Increase to three dollars (\$3.00) per hour.

18.9 Clothing Allowance: Increase to \$650.00 for full-time employees and prorate amount for part-time employees.

7. Article 19, Wages

The attached wage scale shall be implemented effective and retroactive to January 1, 2022.

8. Article 9, Holidays

Add Juneteenth as an additional holiday.

9. Article 17, 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. New Article. Successorship

The following provision shall be added:

The County shall notify the Union within three (3) business days of entering any agreement to sell, convey, assign, reorganize, transfer, consolidate or any other change of ownership of part or all of its operation. The County agrees to provide the Union with any public records which would be subject to OPRA sought by the Union for the purpose of adequately representing its' negotiation unit members' interests.

10. Article 27. Duration

January 1, 2022-December 31, 2025.

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS _____

DAY OF OCTOBER __, 2022

FOR HPAAE




WENDI ESTEVES
PRESIDENT
HPAAE LOCAL 5112

FOR THE UNION COUNTY

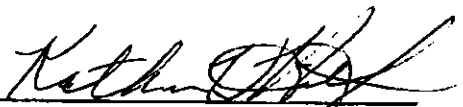


EDWARD OATMAN
COUNTY MANAGER



LAURA SCUTARI
DIRECTOR, ADMINISTRATIVE
SERVICES

APPROVED AS TO FORM


KATHRYN V. HATFIELD, ESQ.