

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: Teams. Primary Supervisors Number of Employees in Unit: 51  
3 Base Year Contract Term: 1/1/2017- 12/31/2020 New Contract Term: 1/1/2021-12/31/2025

**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)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
13 Cost of Salary Increments (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
14 Salary Increase Above Increments (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
15 Longevity Increase (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
16 Total \$ Increase (sum of lines 13-15)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
17 New Salary Base (\$)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
18 Percentage increase over prior year	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input 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 (\$)
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](mailto: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

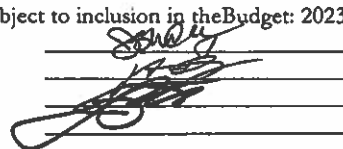
**WHEREAS**, the County of Union and the negotiating committee for Teamsters Local 469-Primary Supervisors, reached a tentative agreement and ratified same on September 28, 2022. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; 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"/>	James Baker Jr	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	Angela R. Garretson	<input checked="" type="checkbox"/>	<input 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"/>	
<input type="checkbox"/>	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<input type="checkbox"/>	Lourdes M. Leon	<input checked="" type="checkbox"/>	<input 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"/>	
<input type="checkbox"/>	Kimberly Palmieri-Moudou	<input checked="" type="checkbox"/>	<input 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"/>	
<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**

REBECCA WILLIAMS  
*Chair*

CHRISTOPHER HUDAK  
*Vice Chair*

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*County Manager*

AMY CRISP WAGNER  
*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

(908)527-4200

fax(908)289-0180

www.ucnj.org

***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 30<sup>th</sup> 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.

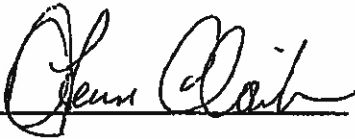
11. Unfair Practice Charge: The Teamsters agrees to withdraw, with prejudice, the unfair practice charge filed with PERC and docketed as CO-2022-155, following ratification of this MOA.

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, ESQ.

FOR THE UNION COUNTY

  
\_\_\_\_\_  
EDWARD OATMAN  
COUNTY MANAGER

  
\_\_\_\_\_  
LAURA SCUTARI  
DIRECTOR, ADMINISTRATIVE  
SERVICES