

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: <input style="width: 95%;" type="text" value="Union County"/>	County: <input style="width: 95%;" type="text" value="Union"/>
2	Employee Organization: <input style="width: 95%;" type="text" value="CWA Local 1080"/>	Number of Employees in Unit: <input style="width: 95%;" type="text" value="419"/>
3	Base Year Contract Term: <input style="width: 95%;" type="text" value="7/1/2016-6/30/2020"/>	New Contract Term: <input style="width: 95%;" type="text" value="7/1/2020-12/31/2024"/>

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

4	<input checked="" type="checkbox"/> Contract settled without neutral assistance
5	<input type="checkbox"/> Contract settled with assistance of mediator
6	<input type="checkbox"/> Contract settled with assistance of fact-finder
7	<input type="checkbox"/> 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 <input type="checkbox"/> No <input type="checkbox"/>

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	\$	<input style="width: 55%;" type="text"/>
10	Longevity Costs in Base Year	\$	<input style="width: 55%;" type="text"/>
11	Total Salary Base	\$	<input style="width: 55%;" type="text"/>

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 style="width: 95%;" type="text"/>				
13 Cost of Salary Increments (\$)	<input style="width: 95%;" type="text"/>				
14 Salary Increase Above Increments (\$)	<input style="width: 95%;" type="text"/>				
15 Longevity Increase (\$)	<input style="width: 95%;" type="text"/>				
16 Total \$ Increase (sum of lines 13-15)	<input style="width: 95%;" type="text"/>				
17 New Salary Base (\$)	<input style="width: 95%;" type="text"/>				
18 Percentage increase over prior year	<input style="width: 95%;" 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 (\$)
	<input type="text"/>						
	<input type="text"/>						
	<input type="text"/>						
	<input type="text"/>						
	<input type="text"/>						
	<input type="text"/>						
	<input type="text"/>						
	<input type="text"/>						
20	Totals(\$):	<input type="text"/>					

**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: 12/7/2022

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: 2022-779

SEPTEMBER 15, 2022

CHAIR REBECCA LYNNE WILLIAMS

WHEREAS, the County of Union engaged in collective bargaining negotiations with CWA-Local 1080, for a new Labor Agreement between the parties effective July 1, 2020 through December 31, 2024; and

WHEREAS, the County of Union and the negotiating committee for the CWA-Local 1080, reached a tentative agreement on July 28, 2022 and was ratified on August 16, 2022; 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 CWA-Local 1080.

Sufficiency of Funds Authorized 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:

✓ Vote Record - Resolution 15753		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted <input type="checkbox"/> Adopted as Amended <input type="checkbox"/> Defeated <input type="checkbox"/> Tabled <input type="checkbox"/> Withdrawn	James Baker Jr	5	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angela R. Garretson		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Sergio Granados		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Bette Jane Kowalski		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Lourdes M. Leon	14	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Kimberly Palmieri-MouDED		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hudak		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Rebecca Lynne Williams		<input checked="" 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 Counsel

JAMES E. PELLETTIERE
Clerk of the Board

**To: Edward Oatman,
County Manager**

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

Date: September 6, 2022

**Re: CWA Local 1080 -
Collective Bargaining Agreement
July 1, 2020 through December 31, 2024**

Please be advised that a tentative agreement (attached) was reached with CWA Local 1080 on July 28, 2022 and was ratified by the membership on August 16, 2022. Please place a Resolution authorizing this agreement on the Commissioners Agenda for September 15, 2022.

Thank you.

Laura Scutari, Director Administrative Services

**Cc: Claudia Martins, Deputy 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, Human Services
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
Kimberly Johnson, CWA Staff Representative, District 1**

ADMINISTRATION BUILDING

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Elizabeth, NJ 07207

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MEMORANDUM OF AGREEMENT

CWA LOCAL 1080
&
COUNTY OF UNION

The County and CWA Local 1080 engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on June 30, 2020. The County and CWA Local 1080 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 CWA Local 1080 and is now subject to the approval of the Union County Board of County Commissioners. The Bargaining Committee of CWA Local 1080 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 County Commissioners.

Therefore, the County and CWA Local 1080 agree to the attached (5) 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 6, 2022

Date

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the County of Union and the Communications Workers of America, Local 1080 (herein the "CWA"):

WHEREAS, the Employer and the CWA are parties to a Collective Negotiations Agreement covering the period from July 1, 2016 through June 30, 2020; and

WHEREAS, the Employer and the CWA have engaged in good faith negotiations that has resulted in an agreement between the negotiating committees subject to ratification by the CWA membership and approval by the Employer'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 July 1, 2016 through June 30, 2020 contract shall remain in full force and effect.

1. Term of Agreement:

July 1, 2020 - December 31, 2024

2. Article 4, Section 3

Remove representation fee language

3. Article 5, Section 1

Hours of Work: 7:30 - 3:30 p.m.

9:00 - 5:00 p.m.

Add: The employer agrees that it will provide a "Quiet Room" at each of the three social services locations. Workers may use the "Quiet Room" for a maximum of fifteen minutes, unless prior approval for more time is granted from the director's office. Employees may reserve

the Quiet Room for personal business including, but not limited to, medical phone calls, nursing, prayer or meditation, school conferences and other personal matters.

4. Article 9

Employer agrees to provide the CWA Local President with notice of all job postings within the unit as soon as possible prior to posting. The posting will include the Civil Service title, if one exists. A copy of the posting will be sent to the CWA Local 1080 Secretary.

5. Article 11

Holidays

Add Juneteenth beginning 2022.

6. Article 14

Add to Section 1 mother, father, sister, brother, person who raised the employee in loco parentis.

7. Article 19

Health Care

Freeze employee contributions to Tier 4 of Chapter 78, CY 2020 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 21: Wages

Effective and retroactive to July 1, 2020: 2%

Effective and retroactive to July 1, 2021: 2%

Effective July 1, 2022: 2%

Effective July 1, 2023: 2%

Effective July 1, 2024-December 31, 2024 1%

New Minimum

Increase minimum salary to \$40,000 which would be phased in over 3 years beginning in July 1, 2022.

9. Article 22

Salary Ranges:

Add: In each year of the contract, the top step of Ranges 8A, 9, 11, 12A, 14, 16, 16B, 17, 18, 19 and 20, will be increased by 1% of the prior step to establish a new top step.

Section 3:

Add: As of July 1, 2020, the Employer agrees to promote the following titles, upon the completion of two years employment and subject to placement on a promotional Civil Service list. The Employer will use its best efforts to provisionally promote employees in these titles and call for a Civil Service exam when vacancies arise:

Data Entry Operator to Data Entry Operator 2
Keyboarding Clerk 1 to Keyboarding Clerk 2
Telephones Operator to Senior Telephone Operator

Section 5:

Add: Effective July 1, 2020, the Employer agrees to add Civil Service titles "Senior Data Processing Programmer" (Range 20) to the CWA negotiations unit.

10. New Article:

The residency requirement is reduced from 15 years to ten years.

REMAINDER OF PAGE LEFT INTENTIONALLY BLANK

FOR CWA

Kimberly Johnson 7/28/22
KIMBERLY JOHNSON
NATIONAL STAFF REP.

Dated:

FOR CWA

Colleen Pierce 7/25/22
COLLEEN PIERCE, PRESIDENT
LOCAL 1080

Dated:

FOR THE COUNTY OF UNION

Edward Oatman
EDWARD OATMAN,
COUNTY MANAGER

Dated:

APPROVED AS TO FORM:

Kathryn V. Hatfield, Esq.
KATHRYN V. HATFIELD, ESQ.
LABOR COUNSEL

Dated:

Salary Guide

Range 8A

Step	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024	Total Dollar Increase	Total% Increase Prior to 2% Across
1	31,347	31,680	31,977	32,297	32,620	32,946	1,599	5%
2	32,334	32,657	32,984	33,314	33,647	33,983	1,649	5%
3	33,322	33,655	33,992	34,332	34,675	35,022	1,700	5%
4	34,310	34,653	35,000	35,350	35,703	36,060	1,750	5%
5	35,296	35,649	36,005	36,366	36,729	37,096	1,800	5%
6	36,284	36,647	37,013	37,383	37,757	38,135	1,851	5%
7	37,272	37,638	38,009	38,384	38,763	39,144	1,935	5%
8	38,260	38,630	39,005	39,384	39,767	40,153	2,019	5%
9	39,248	39,620	40,000	40,384	40,771	41,161	2,103	5%
10	40,236	40,610	41,000	41,384	41,771	42,161	2,186	5%
11	41,224	41,600	42,000	42,384	42,771	43,161	2,270	5%
12	42,212	42,590	43,000	43,384	43,771	44,161	2,354	5%
13	43,200	43,580	44,000	44,384	44,771	45,161	2,438	5%
14	44,188	44,570	45,000	45,384	45,771	46,161	2,522	5%
15	45,176	45,560	46,000	46,384	46,771	47,161	2,606	5%
15A	56,316	56,316	56,316	56,316	56,316	56,316	.	0%