

**POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

Section I: Agreement Details

Public Employer: COUNTY OF UNION County: UNION
 Employee Organization: FMTBA, NAGIE LOCAL R. 2343 Employees in Unit: 9
 Base Year Contract Term: 1/1/2011 - 12/31/2014 New Contract Term: 1/1/2015 - 12/31/2015
 Type of Settlement: Arbitrator's Award Fact-Finder Recommendation Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	<u>11/1/2011</u>	<u>12/31/2014</u>	<u>1/1/2015</u>	<u>12/31/2015</u>
Increment		<u>N/A</u>		<u>N/A</u>
Longevity				
Section IV: Additional Costs List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item 1	<u>SEE</u>		<u>SEE</u>	
Item 2	<u>MOA</u>		<u>MOA</u>	
Item 3				
Item 4	<u>Attached</u>		<u>Attached</u>	
Item 5				
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet	Additional Items			
Section V: Totals - Sum of costs in each column				
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) _____
 Effective Date (m/d/yyyy) _____
 Percent Increase SEE MOA SEE MOA
 Actual dollar increase _____
 Total Economic Costs (successor agreement)

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) _____ SEE MOA ATTACHED
 Dollar Impact (average per year over term of agreement) _____

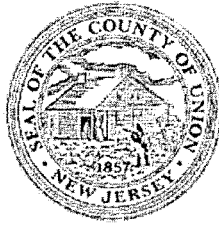
Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan		
Employee Contributions	<u>SEE MOA</u>	<u>SEE</u>
Prescription		
Dental		<u>MOA ATTACHED</u>
Vision		

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: MARK TRUIM Title: LABOR RELATIONS COORDINATOR
 Signature: [Signature] Date: September 9, 2015



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: *2015-248*
 MARCH 12, 2015
 CHAIRMAN MOHAMED S. JALLOH

WHEREAS, the County of Union engaged in collective bargaining negotiations with the FMBA, NAGE Local R-2343, for a new Labor Agreement between the parties effective January 1, 2015 through December 31, 2015; and

WHEREAS, the County of Union and the negotiating committee for the FMBA, NAGE Local R-2343, reached a tentative agreement on February 24, 2015; 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 Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with FMBA, NAGE Local R-2343.

Subject to Inclusion in the Budget 2015 Budget:
 Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:

End Motion

Vote Record		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"/>
	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Linda Carter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angel G. Estrada	<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"/>
	Bette Jane Kowalski	<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"/>
	Vernell Wright	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mohamed S. Jalloh	<input checked="" 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"/>



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES
Norman W. Albert, Esq., Director

**BOARD OF
CHOSEN FREEHOLDERS**

MOHAMED S. JALLOH
Chairman

BRUCE H. BERGEN
Vice Chairman

LINDA CARTER

ANGEL G. ESTRADA

SERGIO GRANADOS

CHRISTOPHER HUDAK

BETTE JANE KOWALSKI

ALEXANDER MIRABELLA

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager


WILLIAM REYES, JR.
Deputy County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

NORMAN W. ALBERT, ESQ.
Director of Personnel
Management & Labor
Relations

TO: Alfred J. Faella, County Manager

FROM: Norman W. Albert, Esq., Director 
Department of Administrative Services

RE: FMBA, NAGE Local R-2343
Memorandum of Agreement
January 1, 2015 through December 31, 2015

DATE: March 2, 2015

Please be advised that a tentative agreement (attached) was reached with the FMBA, NAGE Local R-2343, the union ratified the Memorandum of Agreement on February 24, 2015.

Please place a request for resolution authorizing this agreement at the Freeholder agenda meeting scheduled for March 5, 2015.

Thank you.

Cc: James Pellettiere, Clerk of the Board
Robert E. Barry, County Counsel
Bibi Taylor, Director, Department of Finance
Kathryn V. Hatfield, Esq., Bauch, Zucker, Hatfield, LLC
William Hernandez, Jr., President

DIVISION OF PERSONNEL MANAGEMENT AND LABOR RELATIONS

Administration Building
Elizabethtown Plaza Elizabeth, NJ 07207 (908)527-4160 fax(908)558-2566 www.ucnj.org
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MEMORANDUM OF AGREEMENT

Agreement made this 27 day of ^{February} January, 2015, by and between the County of Union (herein the "County") and FMBA, NAGE Local R-2343 (herein the "FMBA").

WHEREAS, the FMBA was certified as the bargaining representative for all regularly employed nonsupervisory hazmat employees employed by the County of Union including those in the following titles: Responder, Hazmat Technician 1, and Hazmat Technician 2; and

WHEREAS, the County and FMBA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CBA; and

WHEREAS, the County and FMBA have reached agreement on new terms and conditions subject to ratification by the membership of FMBA and approval by the Freeholders of the County; and

WHEREAS, the negotiating committees for the County and FMBA unanimously agree to recommend their 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. Article 1, Recognition: Add EMT title to recognition clause.
2. Article 4, Union Business, Section 4: Add "or designee" after FMBA President.
3. Article 5, Work Schedules, Section 2: Delete phrase "provided that normal starting times . . . inclusive of an unpaid lunch period." in 2nd sentence.
4. Article 8, Grievance Procedure, Section 2: Add new Step 2 and include Division Director, rename remaining steps.
5. Article 9, Vacation, Section 11: Delete and renumber remaining sections.
6. Article 10, Sick Leave, Section 1: Delete sentence starting with "Up to five (5) days may be permitted . . ."

7. Article 15, Salaries

Wage Increase/Salary Scale:

	<u>Minimum</u>	<u>Maximum</u>
Hazmat Responder/ EMT	\$39,000	\$59,000
Hazmat Tech 1	\$43,000	\$65,000
Hazmat Tech 2	\$47,000	\$71,000

Employees holding the titles Hazmat Responder/EMT and Hazmat Tech 1 shall receive a \$5000.00 increase to base salary effective January 1, 2015 as a retention adjustment.

2015: 2%

8. Article 16, Overtime: Increase call-out minimum to four hours.
9. Article 16, Overtime: Add language permitting employees to accumulate a maximum of 40 hours of compensatory time during the year. The 40 hours shall be replenishable but at no time may compensatory time exceed 40 hours. Any unused compensatory time remaining at the end of the year shall be paid out at the employee's then regular rate consistent with the County's pay practices.
10. Article 17, On Call Pay: Increase to \$300/week. In addition, the on-call supervisor shall receive a stipend equivalent to 7% of base salary, to be added to base salary, as recognition for his 24/7 on call status.
11. Article 22, Health Benefits, Section 5: Modify paragraph 3 to delete references to "Proposed".
12. Add New Article 23, Duration: Specify duration to be January 1, 2015-December 31, 2015.
13. Change references to Department Director to Division Director where applicable throughout agreement.

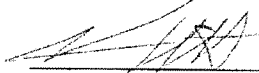
FOR FMBA Local R-2343



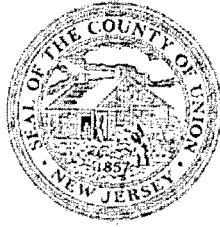
WILLIAM HERNANDEZ, JR.,
PRESIDENT

FOR THE UNION COUNTY

ALFRED FAELLA
COUNTY MANAGER



NORMAN ALBERT, ESQ.
DIRECTOR, ADMINISTRATIVE
SERVICES



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2013-269

MARCH 28, 2013

CHAIRMAN LINDA CARTER


WHEREAS, the County of Union engaged in collective bargaining negotiations with FMBA-NAGE Local R2-343, HazMat Technicians/Responders for a new Labor Agreement between the parties effective January 1, 2011 through December 31, 2014 to replace the current Agreement which expired on December 31, 2010; and


WHEREAS, the County of Union and the negotiating committee for FMBA-NAGE Local R2-343 reached a tentative agreement on March 8, 2013 and ratified same on March 13, 2013; and

WHEREAS, the County of Union now desires to confirm the understandings in the Memorandum of Agreement with union which is attached hereto and made a part hereof:

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with FMBA-NAGE Local R2-343, HazMat Technicians/Responders.

Subject to Sufficiency When Ordered :
 Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:





Vote Record		Yes/Aye	No/Nav	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 checked="" type="checkbox"/>
<input type="checkbox"/> Defeated	S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	M	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES
Matthew N. DiRado, Esq., Director

**To: Alfred J Faella,
County Manager**

**BOARD OF
CHOSEN FREEHOLDERS**

LINDA CARTER
Chairman

CHRISTOPHER HUDAK
Vice Chairman

BRUCE H. BERGEN

ANGEL G. ESTRADA

MOHAMED S. JALLOH

BETTE JANE KOWALSKI

ALEXANDER MIRABELLA

DANIEL P. SULLIVAN

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

From: Matthew DiRado, Esq.
Director, Department of Administrative Services

Date: March 15, 2013

**Re: FMBA-NAGE Local R2-343
Collective Bargaining Agreement
January 1, 2011 through December 31, 2014**

Please be advised that a tentative agreement (attached) for an initial contract was reached with the FMBA, HazMat Technicians/Responders on March 8, 2013, and the union ratified the agreement on March 13, 2013. Please place a Resolution authorizing this agreement on the Freeholder Agenda for March 21, 2013.

Thank you.

**Cc: Claudia Martins, Deputy Director, Division of Personnel
James Pelletiere, Clerk of the Board
Robert E. Barry, County Counsel
Bibi Taylor, Director, Department of Finance
Andrew Moran, Director, Department of Public Safety
Christopher Scaturo, Director, Division of
Emergency Management
Kathryn Hatfield, Esq., Bauch Zucker Hatfield, LLC**

ADMINISTRATION BUILDING

Elizabethtown Plaza

Elizabeth, NJ 07207

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fax (908)289-0180

www.uenj.org

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MEMORANDUM OF AGREEMENT

FMBA – NAGE LOCAL R2-343

&

COUNTY OF UNION

The County and FMBA-NAGE Local R2-343, HazMat non-supervisory employees engaged in collective bargaining for an initial Labor Agreement between the parties to commence as of January 1, 2011. The County and the FMBA have reached a tentative agreement which the parties now desire to confirm in this Memorandum of Agreement.

The tentative Agreement is subject to the ratification of the membership of FMBA and is subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of the FMBA 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 Freeholders.

Therefore, the County and the FMBA agree to the attached Three (3) pages of modifications to the Collective Bargaining Agreement. The parties by their signatures set forth attached signify their agreement as to the terms set forth in this Memorandum of Agreement.

March 13, 2013

Date

MEMORANDUM OF AGREEMENT

Agreement made this 8 day of March, 2013, by and between the County of Union (herein the "County") and FMBA, NAGE Local R-2343(herein the "FMBA").

WHEREAS, the FMBA was certified as the bargaining representative for all regularly employed nonsupervisory hazmat employees employed by the County of Union including those in the following titles: Responder, Hazmat Technician 1, and Hazmat Technician 2; and

WHEREAS, the County and FMBA have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for an initial CBA; and

WHEREAS, the County and FMBA have reached agreement on new terms and conditions subject to ratification by the membership of FMBA and approval by the Freeholders of the County; and

WHEREAS, the negotiating committees for the County and FMBA unanimously agree to recommend their 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. Salaries

Wage Increase/Salary Scale:

	<u>Minimum</u>	<u>Maximum</u>
Responder	\$34,000	\$54,000
Hazmat Tech 1	\$38,000	\$60,000
Hazmat Tech 2	\$42,000	\$66,000
2011:	0%	
2012:	0%	
2013:	2%	

2014: 2%

2. Pavroll

In order to maintain a bi-weekly basis for paycheck distribution, effective January 1, 2010, a rotating bi-weekly pay day schedule shall be implemented whereby the pay day will be changed in each successive year as follows:

2010: Friday
2011: Monday
2012: Tuesday
2013: Wednesday
2014: Thursday

This cycle will continue every five (5) years. In the event the County determines to change the pay schedule to a bi-monthly schedule, the FMBA agrees that it will accept the change without dispute.

When the pay day occurs on a holiday, paychecks or direct deposits will be issued on the day prior to holiday.

3. Benefits

Section 1. Modify as follows

	New Co-Pay
Retail Generic (30 day supply)	\$5.00
Retail Preferred Brand (30 day supply)	\$25.00
Retail Non-Preferred (30 day supply)	\$50.00
Mail Order Generic (90 day supply)	\$5.00
Mail Order Preferred Brand (90 day supply)	\$30.00
Mail Order Non-Preferred (90 day supply)	\$60.00

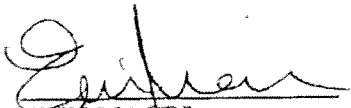
	Out of Network Benefit
Current	\$250 Single/\$500 All Others
Proposed	\$500 Single/\$1,000 All Others

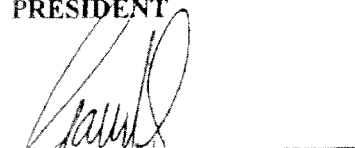
	Out of Network Reimbursement Benefit*
Current	80 th Percentile of HIAA
Proposed	150% of CMS (Medicare)

***Explanation:** HIAA (Health Insurance Association of America) utilizes 170 major contributors in 50 states to create the average cost for services rendered by Facilities and Professional Providers. As the formula relies on average costs to make a payment, providers have had success in increasing the average cost by billing higher fees. This increases plan costs. On the other hand, moving to a percentage of Medicare allows for no such fee inflation. Medicare, as the largest carrier in the United States, applies set fees based on geographical location without reliance on provider charges.

4. Holiday: Effective upon the execution of this Memorandum of Agreement, 10 holidays will be rolled into base salary. Effective January 1, 2014, the remaining 4 holidays will be rolled into base salary.
5. Work Hours: Increase work week from 35 hours to 40 hours per week.
6. On Call Pay: \$100/week
7. Convention Leave: Effective upon the execution of the Agreement, the parties agree that the FMBA President will be permitted to attend the FMBA Conventions and State and Local FMBA meetings. All requested time off will be in writing and will require prior approval.

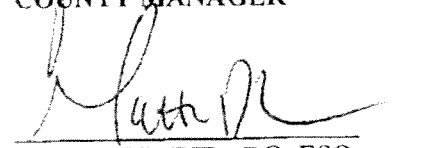
FOR FMBA Local R-2343


 ERIN MACRI,
 PRESIDENT


 RONALD SALERMO
 VICE-PRESIDENT

FOR THE UNION COUNTY


 ALFRED FAELLA
 COUNTY MANAGER


 MATTHEW DIRADO, ESQ.
 DIRECTOR, ADMINISTRATIVE
 SERVICES