

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: PBA-LOCAL 203-Weights & Measures Number of Employees in Unit: 2

3 Base Year Contract Term: 1/1/2018 - 12/24/2020 New Contract Term: 1/1/2021 - 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)					
13 Cost of Salary Increments (\$)					
14 Salary Increase Above Increments (\$)					
15 Longevity Increase (\$)					
16 Total \$ Increase (sum of lines 13-15)					
17 New Salary Base (\$)					
18 Percentage increase over prior year	%	%	%	%	%

*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	%	%

Employer: County of Union

Employee Organization: PBA-LOCAL 203-Weights & Measures

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

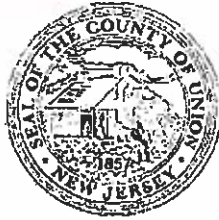
29 The undersigned certifies that the foregoing figures are true:

Print Name: Vanessa Figueiredo
Position/Title: Labor Relations Coordinator
Signature: Vanessa Figueiredo
Date: 7/5/23

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: 2023-273

MARCH 16, 2023

CHAIRMAN SERGIO GRANADOS

WHEREAS, the County of Union engaged in collective bargaining negotiations with PBA Local 203, Weights and Measures for a new Labor Agreement between the parties effective January 1, 2021 through December 31, 2024; and

WHEREAS, the County of Union and the negotiating committee for PBA Local 203, Weights and Measures, reached a tentative agreement and ratified same on March 1, 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 PBA Local 203, Weights and Measures.

Sufficiency of Funds Authorized 2021 and 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:

✓ Vote Record - Resolution RES-2023-273		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	James Baker Jr	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Joseph C Bodek	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Angela R. Garretson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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	Lourdes M. Leon	<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"/>
	Rebecca Lynne Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Paltrin-Moulded	<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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Chairman

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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,
Director, Department of Administrative Services**

Date: March 7, 2023

**Re: PBA Local 203-Weights & Measures
Collective Bargaining Agreement
January 1, 2021 through December 31, 2024**

Please be advised that a tentative agreement (attached) was reached with PBA203-Weights & Measures on March 1, 2023 and the membership ratified the agreement on March 1, 2023. Please place a Resolution authorizing this agreement on the Commissioners Agenda for March 16, 2023.

Thank you.

Laura M. Scutari
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
Andrew Moran, Director, Department of Public Safety
Michael Florio, Superintendent, Division of Weights &
Measures
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group**

ADMINISTRATION BUILDING

MEMORANDUM OF AGREEMENT

PBA203-WEIGHTS & MEASURES

&

COUNTY OF UNION

The County and PBA203-Weights & Measures 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 PBA203-Weights & Measures 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 PBA203-Weights & Measures and is now subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of PBA203-Weights & Measures 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 PBA203-Weights & Measures 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 1, 2023

Date

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the County of Union and Patrolmens Benevolent Association Local 203 (herein "PBA 203");

WHEREAS, the Employer and the PBA 203 are parties to a Collective Negotiations Agreement covering the period from January 1, 2018 through December 31, 2020; and

WHEREAS, the Employer and PBA 203 have engaged in good faith negotiations that has resulted in an agreement between the negotiating committees subject to ratification by the PBA 203 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 January 1, 2018 through December 31, 2020 contract shall remain in full force and effect.

1. **Term of Agreement:**

January 1, 2021 – December 31, 2024

2. **Article 12, Holidays**

Add Juneteenth beginning 2022.

3. **Article 13, Salaries**

2021 - 2% across the board for everyone

2022 – 2% across the board for everyone

2023 – 2% across the board for everyone

2024 – 2% across the board for everyone

4. **Article 18, Health Benefits**

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.

Exhibit B2 shall be amended such that all employees who do not receive retiree health benefits pursuant to Exhibit B1, shall not receive the stipend set forth in Exhibit B2 and, instead, shall contribute 50% of the cost of premium in retirement.

5. **Article 19, Clothing**


The clothing allowance shall be increased to \$425 effective January 1, 2023 and \$450 effective January 1, 2024.

FOR PBA 203

FOR THE COUNTY OF UNION

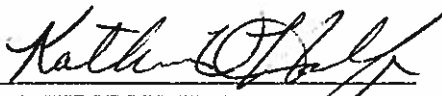


JOHN GAROFALO,
PRESIDENT



EDWARD OATMAN,
COUNTY MANAGER

APPROVED AS TO FORM:



KATHRYN V. HATFIELD, ESQ.
LABOR COUNSEL

Dated: 3/6/23