

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: Assistant Pros. Assoc. Number of Employees in Unit: 66
 3 Base Year Contract Term: 1/1/2011 - 12/31/2012 New Contract Term: 1/1/2013 - 12/31/2014

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.*

Employer: COUNTY OF UNION

Employee Organization: ASSISTANT PROSECUTOR ASSN

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)

SEE MOA ATTACHED

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: MARK TRAUM
Position/Title: LABOR RELATIONS COORDINATOR
Signature: *Mark Traum*
Date: September 28, 2017

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 CHOSEN FREEHOLDERS

RESOLUTION: 2015-140
FEBRUARY 19, 2015
CHAIRMAN MOHAMED S. JALLOH

WHEREAS, the County of Union engaged in collective bargaining negotiations with the Assistant Prosecutor's Association, for a new Labor Agreement between the parties effective January 1, 2013 through December 31, 2014 to replace the current Agreement which expired on December 31, 2012; and

WHEREAS, the County of Union and the negotiating committee for the Assistant Prosecutor's Association, reached a tentative agreement on January 15, 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 Assistant Prosecutor's Association.

Sufficiency of Funds Authorized :
 Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:

Erick Morin

✓ Vote Record - Resolution 5768		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	Bruce H. Bergen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Linda Carter	6 <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angel G. Estrada	6 <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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

MEMORANDUM OF AGREEMENT

Agreement made this ^{15th} day of January 2015, by and between the County of Union and Union County Prosecutor's Office (herein, collectively, the "County") and Assistant Prosecutor's Association (herein the "Association").

WHEREAS, the County and Association are parties to a collective bargaining agreement ("CBA") covering the period January 1, 2011 through December 31, 2012; and

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

WHEREAS, the negotiating committees for the County and Association 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. Except as herein modified, the terms and conditions set forth in the 2011 through 2012 CBA between the County and Association shall remain in full force and effect.
2. Article 11. Salaries

General Wage Increase:

2013: 2% inclusive of increments received by bargaining unit members

~~2014: 2% inclusive of increments received by bargaining unit members~~


The manner in which the remaining monies will be distributed will be determined by the bargaining unit.

{00023814.1}

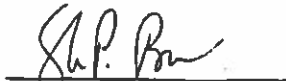
WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 15th

DAY OF JANUARY 2015

FOR ASSISTANT PROSECUTORS
ASSOCIATION



PETER DEROSE
PRESIDENT



SHAWN BARNES
VICE-PRESIDENT

FOR UNION COUNTY
PROSECUTOR'S OFFICE




GRACE PARK
ACTING PROSECUTOR

FOR UNION COUNTY



ALFRED FAELLA
COUNTY MANAGER


NORMAN ALBERT, ESQ.
DIRECTOR, ADMINISTRATIVE
SERVICES



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION 2014-557
 JUNE 26, 2014
 CHAIRMAN CHRISTOPHER HUDAK

WHEREAS, the County of Union engaged in collective bargaining negotiations with Assistant Prosecutor's Association and Prosecutor's Office, for a new Labor Agreement between the parties effective January 1, 2011 through December 31, 2012 to replace the current Agreement which expired on December 31, 2010, and

WHEREAS, the County of Union and the negotiating committee for Assistant Prosecutor's Association and Prosecutor's Office reached a tentative agreement on December 18, 2013 and the membership ratified same on June 16, 2014, 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 Assistant Prosecutor's Association and Prosecutor's Office

Sufficiency of Funds Authorized
 Approved as to Form
 Certifying as to an Original Resolution
 Certified as to a True Copy



Vote Record		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Bruce H Bergen	X	□	□	□
<input type="checkbox"/> Adopted as Amended	Linda Carter	X	□	□	□
<input type="checkbox"/> Defeated	Angel G Estrada	S	□	□	□
<input type="checkbox"/> Tabled	Sergio Granado	X	□	□	□
<input type="checkbox"/> Withdrawn	Bette Jane Kowalski	M	□	□	□
	Alexander Marabilla	X	□	□	□
	Vernell Wright	X	□	□	□
	Mohamed S Jalloh	X	□	□	□
	Christopher Hudak	X	□	□	□



COUNTY OF UNION

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

**BOARD OF
CHOSEN FREEHOLDERS**

CHRISTOPHER HUDAK
Chairman

MOHAMED S. JALLOH
Vice Chairman

BRUCE H. BERGEN

LINDA CARTER

ANGEL G. ESTRADA

SERGIO GRANADOS

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

To: Alfred J. Faella, County Manager

From: Norman W. Albert, Esq.
Director of Administrative Services

Date: June 16, 2014

Re: Assistant Prosecutor's Association
Collective Bargaining Agreement
January 1, 2011 through December 31, 2012

Please be advised that a tentative agreement (attached) was reached with the Assistant Prosecutor's Association, the union ratified the Memorandum of Agreement on June 16, 2014.

Please place a request for resolution authorizing this agreement on the Freeholder agenda meeting scheduled for June 19, 2014.

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.
Jillian J. Reyes, President, Asst. Prosecutor's Asso.
Robert J. Vanderstreet, Vice President, Asst. Prosecutor's Asso.
Grace H. Park, Acting Prosecutor
Thomas K. Isenhour, First Asst. Prosecutor

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

Agreement made this 16th day of June 2014, by and between the County of Union and Union County Prosecutor's Office (herein, collectively, the "County") and Assistant Prosecutor's Association (herein the "Association")

WHEREAS, the County and Association are parties to a collective bargaining agreement ("CBA") covering the period January 1, 2006 through December 31, 2010, and

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

WHEREAS, the negotiating committees for the County and Association 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 Except as herein modified, the terms and conditions set forth in the 2006 through 2010 CBA between the County and Association shall remain in full force and effect

2 Article 11 Salaries

A General Wage Increase

2011	0%
2012	2.25%

B In addition to the above across the board increases, there shall be a one-time professional equity adjustment to base pay effective January 1, 2014 as follows

Attorneys earning less than \$85,000/year shall receive a \$5000 adjustment

Attorneys earning more than \$85,000/year but less than \$108,000/year shall receive a \$3000 adjustment

Attorneys earning more than \$108,000/year shall receive a \$1000 adjustment

C: In the event the County determines to change to a bi-monthly pay system, the Association agrees that it will not contest any such change. In the event the County determines that all paychecks handled by direct deposit, the Association agrees that it will not contest any such change.

2. Article 17. Benefits

Section 1. Effective July 1, 2014, prescription co-pays shall be modified 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

Section 2. Effective July 1, 2014, out-of-network benefits shall be modified as follows:

	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.


Section 7 Health Benefit Buy Out Modify to comply with Chapter 78 and include prescription coverage in waiver

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 16TH

DAY OF JUNE 2014

FOR ASSISTANT PROSECUTORS
ASSOCIATION


JILLIAN J. REYES
PRESIDENT



ROBERT J. VANDERSTREET
VICE-PRESIDENT

FOR UNION COUNTY
PROSECUTOR'S OFFICE


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