

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: Supervisor's Association Number of Employees in Unit: 27
 3 Base Year Contract Term: 1/1/2018 - 12/31/2020 New Contract Term: 1/1/2021 - 12/31/2022

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	\$ <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"/> %

Employer: County of Union

Employee Organization: Supervisor's Association

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: Vanessa Figueiredo

Position/Title: Labor Relations Coordinator

Signature: *Vanessa Figueiredo*

Date: March 20, 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

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: 2022-847

OCTOBER 6, 2022

CHAIR REBECCA LYNNE WILLIAMS

WHEREAS, the County of Union engaged in collective bargaining negotiations with Supervisors Association, for a new Labor Agreement between the parties effective January 1, 2021 through December 31, 2022; and

WHEREAS, the County of Union and the negotiating committee for the Supervisors Association, reached a tentative agreement and ratified same on September 28, 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 the Supervisors Association.

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

[Handwritten signatures and initials over lines]

✓ Vote Record - Resolution RES-2022-847		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	S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angela R. Garretson		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Sergio Granados		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Bette Jane Kowalski		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Lourdes M. Leon		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Alexander Mirabella	H	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmieri-Moudeed		<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**

REBECCA WILLIAMS
Chair

CHRISTOPHER HUDAK
Vice Chair

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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 M. Scutari
Director, Department of Administrative Services**

Date: September 30, 2022

**Re: Supervisor's Association
Collective Bargaining Agreement
January 1, 2021 through December 31, 2022**

Please be advised that a tentative agreement (attached) was reached with the Supervisor's Association on September 28, 2022. The union ratified on September 28, 2022. Please place a Resolution authorizing this agreement on the Commissioner's Agenda for October 6, 2022.

Thank you.


Laura M. 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
Joseph Graziano, Director, Department of Engineering,
Public Works & Facilities
Joseph Policay, Director, Division of Public Works
Ron Zuber, Director, Department of Parks & Recreation
Michael Brennan, Director, Division of Park Maintenance
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
Brian Manetta, Esq. Mets Schiro & McGovern, LLP

ADMINISTRATION BUILDING

MEMORANDUM OF AGREEMENT

SUPERVISOR'S ASSOCIATION

&

COUNTY OF UNION

The County and the Supervisor's Association 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 the Supervisor's Association 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 Supervisor's Association and is now subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of the Supervisor's Association 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 Supervisor's Association agree to the attached five (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 28, 2022

Date

MEMORANDUM OF AGREEMENT

Agreement made this _____ day of September, 2022, by and between the **UNION COUNTY SUPERVISOR'S ASSOCIATION** (hereinafter "UCSA" or "Union") and the **COUNTY OF UNION** (hereinafter "County" or "Employer").

WHEREAS, the County and UCSA are parties to a Collective Negotiations Agreement (CNA) covering the period January 1, 2018 through December 31, 2020; and

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

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

WHEREAS, the negotiating committees for the County and the UCSA unanimously agree to recommend this agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertaking herein set forth, the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the 2018 through 2020 CNA between the County and UCSA shall remain in full force and effect.
2. Where applicable, dates throughout the agreement shall be adjusted to reflect the term of January 1, 2021 through December 31, 2022.
3. All typographical errors shall be corrected and non-substantive language shall be cleaned up and / or clarified.

4. **ARTICLE V – HOLIDAYS**

Section 1: Add Juneteenth to the list of designated holidays.

5. **ARTICLE VI – VACATIONS**

Section 4: Add the following sentence at the end of the paragraph:

Notwithstanding the above, and subject to adequate staffing, employees may use three (3) vacation days per year as “emergency vacation days” and may request to use such days up to one (1) hour before the start of their shift.

6. **ARTICLE VII – SALARIES AND WAGES**

a. Section 1: Wages shall be increased across the board as follows:

Effective and retroactive to January 1, 2021 – 2.0%

Effective and retroactive to January 1, 2022 – 2.0%

All salary increases are retroactive to January 1, 2021.

The salary guide reflecting the above increases is attached hereto as Exhibit A.

b. Section 2: Effective and retroactive to January 1, 2022, a Hazmat Stipend of \$1,000.00 shall be added and a tanker endorsement stipend of \$1,000.00 shall be added.

c. Section 4: Effective and retroactive to January 1, 2022, the night shift differential shall be increased to \$3.00 per shift.

7. **ARTICLE VIII – HOURS OF WORK**

New Section: The following new section shall be added:

Effective upon ratification of this MOA by the bargaining unit and Commissioners, when an employee or employees that are supervised by members of the Union County Supervisors Association bargaining unit that are not assigned to the Parks Department are called in or scheduled to work overtime, at least one member of the Union County Supervisors Association bargaining unit will either be called in or scheduled to work or be compensated at the overtime rate for the duration of the overtime assignment, subject to the minimum call-in compensation.

For Supervisors assigned to the Parks Department, when more than one employee that is supervised by members of the Union County Supervisors Association bargaining unit are called in or scheduled to work overtime, or when one employee is called in for a job that

is scheduled to take two (2) hours or more, at least one member of the Union County Supervisors Association bargaining unit will either be called in or scheduled to work or be compensated at the overtime rate for the duration of the overtime assignment, subject to the minimum call-in compensation. Overtime lists, inclusive of employees and supervisors, are generated per designated service yard; i.e., East, West, North, South and Central. If a supervisor cannot accept the overtime assignment then the "per yard" list is utilized. There will be no separate supervisor list. For example, if the West supervisor is unable to make the call-in, the County will not call a supervisor assigned to another yard. The County will utilize the next employee on the West list. The County will ensure that there is proper supervision on all jobs.

8. **ARTICLE XVI – INSURANCE**

Section 1(D): Add the following at the end of the section:

Effective and retroactive to January 1, 2022, employees shall contribute 1.5% of their pensionable base salary towards the cost of medical premiums for calendar year 2022. Effective January 1, 2023, employee contributions shall revert to the amount that the employee paid in 2019.

9. **ARTICLE XXII – MISCELLANEOUS**

Section 5: Add new Section:

Effective upon the signing of this Agreement, the Union President or his/her designee shall be permitted time off with pay solely to attend to Union business, which shall not be subject to any restriction. The President shall provide reasonable advance notice for leave for union business and shall request such leave using the appropriate leave form.

10. **ARTICLE XXIII – DURATION OF AGREEMENT**

Revise to conform to the dates of the new agreement (January 1, 2021 through December 31, 2022).

11. This Agreement is subject to ratification by the UCSA membership and approval by the governing body of the Employer.

12. All other proposals of the parties not contained herein are deemed withdrawn.

FOR SUPERVISORS ASSOCIATION

A handwritten signature in black ink, appearing to read "David Falk", written over a horizontal line.

DAVID FALK, PRESIDENT

FOR THE COUNTY OF UNION

A handwritten signature in blue ink, appearing to read "Edward T. Oatman", written over a horizontal line.

EDWARD OATMAN, COUNTY MGR.

APPROVED AS TO FORM

A handwritten signature in black ink, appearing to read "Kathryn V. Hatfield", written over a horizontal line.

KATHRYN V. HATFIELD

EXHIBIT A

Steps	1/1/2020	1/1/2021	1/1/2022
1	\$ 76,725.34	\$ 78,259.85	\$ 79,825.04
2	\$ 79,378.36	\$ 80,965.93	\$ 82,585.25
3	\$ 82,031.38	\$ 83,672.01	\$ 85,345.45
4	\$ 83,672.01	\$ 85,345.45	\$ 87,052.36
5	\$ 85,345.45	\$ 87,052.36	\$ 88,793.41
Foremen	\$ 91,746.35	\$ 93,581.28	\$ 95,452.90

1. Effective and retroactive to January 1, 2021: Salaries shall be increased by 2.0% across the board, all employees shall advance one step.

2. Effective and retroactive to January 1, 2022: Salaries shall be increased by 2.0% across the board, all employees shall advance one step.