

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="County of Union"/>	County: <input style="width: 95%;" type="text" value="Union"/>
2	Employee Organization: <input style="width: 95%;" type="text" value="HPAE Local 5112-Nurses"/>	Number of Employees in Unit: <input style="width: 95%;" type="text" value="25"/>
3	Base Year Contract Term: <input style="width: 95%;" type="text" value="1/1/2018-12/31/2020"/>	New Contract Term: <input style="width: 95%;" type="text" value="1/1/2021-12/31/2021"/>

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: 95%;" type="text"/>
10	Longevity Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
11	Total Salary Base	\$	<input style="width: 95%;" 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"/> %

Employer: County of Union

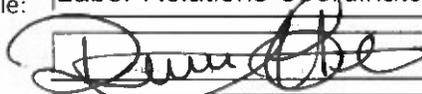
Employee Organization: HPAE Local 5112-Nurses

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: Diana P. Calle
Position/Title: Labor Relations Coordinator
Signature: 
Date: 6/11/2021

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: 2021-408

MAY 20, 2021

CHAIRMAN ALEXANDER MIRABELLA

WHEREAS, the County of Union engaged in collective bargaining negotiations for a new Labor Agreement with HPAAE-Local 5112-Nurses, to replace the current Agreement which expired on December 31, 2020; and

WHEREAS, the County of Union and the negotiating committee for the Union, reached a tentative agreement on January 12, 2021, and the Union ratified same on January 19, 2021. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, the approval of same; and

WHEREAS, the County of Union now desires to confirm the understandings in a 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 HPAAE-Local 5112-Nurses.

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

✓ Vote Record - Resolution RES-2021-407		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Angela R. Garretson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Christopher Hudak	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Bette Jane Kowalski	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Lourdes M. Leon	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmieri-Mouged	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Andrea Staten	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Rebecca Lynne Williams	<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"/>

MEMORANDUM OF AGREEMENT

HPAE-LOCAL 5112

&

COUNTY OF UNION

The County and HPAE-Local 5112 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 HPAE-Local 5112 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 HPAE-Local 5112 and is now subject to the approval of the Union County Board of County Commissioners. The Bargaining Committee of HPAE-Local 5112 agree 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 HPAE-Local 5112 agree to the attached three (3) pages consisting 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

January 19, 2021

Date

MEMORANDUM OF AGREEMENT

Agreement made this ___ day of January 2021, by and between the County of Union (herein the "County") and Health Professionals and Allied Employees, Local 5112 (herein the "HPAE").

WHEREAS, the County and HPAE are parties to a collective negotiations' agreement ("CNA") covering the period January 1, 2018 through December 31, 2020; and

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

WHEREAS, the negotiating committees for the County and HPAE unanimously agree to recommend this 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 2018 through 2020 CNA between the County and HPAE shall remain in full force and effect.
2. Article 3 Nurse Practice Issues
 - 3.2C Incorporate side bar agreement regarding BLS Certification and delete last paragraph.
 - 3.2E New paragraph as follows: Employees are offered all mandatory education sessions at no cost to the employee, overtime pay is paid to the employees (once they have accumulated hours to equal 37.5 hours in that work week) so they may attend mandatory sessions during their off hours shifts. When a mandatory education session is offered at the hospital and the employee does not attend as scheduled or does not attend any other

sessions offered throughout the year, that employee must complete the form of education deemed acceptable by the Hospital. Whenever possible, the acceptable form of education will be a review of course material with posttest or handouts. However, should the acceptable form of education require participation outside the hospital, via physical presence, or via an on-line course, the costs incurred and time required to complete the education will be the responsibility of the employee.

2. Article 5 Seniority
 - 5.8(a)(i) Delete phrase "or unit within a service (LTC, Sub Acute or Psychiatry)" and insert "or" before shift.
 - 5.8(a)(ii) Delete

3. Article 7 Work Time
 - 7.3 Under "Overtime Process for Cornerstone, change "Assistant Director of Nursing" to Chief Nursing Executive ("CNE").
 - 7.7(C) Add: Part-time employees shall be floated in order of their FTE rank lowest to highest e.g.: 0.2 FTE will be floated first, then 0.4 FTE, 0.6 FTE, and then 0.8 FTE respectively;

4. Article 9 Holidays
 - 9.1 The HPAE agrees to substitute Juneteenth for Lincoln's Birthday and change Washington's Birthday to President's Day. Juneteenth shall be celebrated on the third Friday of June. This change shall become effective when all County bargaining units accept such change.

5. Article 17 Health Benefits

During the term of this 2021 Agreement, the parties agree that Chapter 78 contributions shall be frozen at the rate in effect as of July 1, 2018. The employee's contribution amount shall not change if the premium increases or if the employee's salary increase moves him/her into a new range. An employee's contribution amount may change if he/she changes health plans or changes category coverage, i.e. moves from family to single coverage or single to family coverage, etc.

6. Article 19 Wages
 - 19.1 2021-- In addition to Years of Experience Increments, all employees shall receive a 2% across the board increase effective January 1, 2021

7. Article 27 Duration

One year— January 1, 2021-December 31, 2021.

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS _____
DAY OF JANUARY __, 2021

FOR HPAAE

FOR THE UNION COUNTY



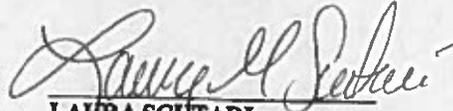
DEBBIE WHITE
PRESIDENT HPAAE AFT/AFL-CIO



EDWARD OATMAN
COUNTY MANAGER

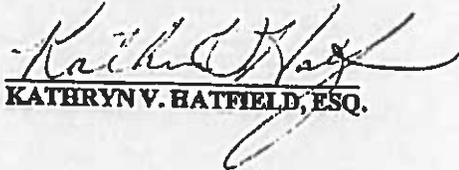


PRISCILLA SURLES
PRESIDENT HPAAE LOCAL 5112,
AFT/AFL-CIO



LAURA SCUTARI
DIRECTOR, ADMINISTRATIVE
SERVICES

APPROVED AS TO FORM



KATHRYN V. HATFIELD, ESQ.