

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="Assistant Prosecutor Assoc"/>	Number of Employees in Unit: <input style="width: 15%;" type="text" value="65"/>
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 - 12/31/2023"/>

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"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
13 Cost of Salary Increments (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
14 Salary Increase Above Increments (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
15 Longevity Increase (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
16 Total \$ Increase (sum of lines 13-15)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
17 New Salary Base (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
18 Percentage increase over prior year	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<input style="width: 95%;" type="text"/> %	<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 (\$)
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: Assistant Prosecutor Assoc

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

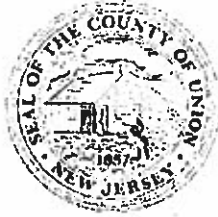
Signature: Vanessa Figueiredo

Date: 3/21/2023

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: 2023-223

FEBRUARY 23, 2023

CHAIRMAN SERGIO GRANADOS

WHEREAS, the County of Union engaged in collective bargaining negotiations with the Assistant Prosecutor's Association, effective January 1, 2021 through December 31, 2023; and

WHEREAS, the County of Union and the negotiating committee for the Assistant Prosecutor's Association, reached a tentative agreement on February 16, 2023 and the union ratified same on February 16, 2023. 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 Assistant Prosecutor's Association, 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 Assistant Prosecutor's Association.

Sufficiency of Funds Authorized ; Subject to Inclusion in 2023 Budget: *[Signature]*

Approved as to Form: *[Signature]*

Certifying as to an Original Resolution: *[Signature]*

Certified as to a True Copy: *[Signature]*

✓ Vote Record - Resolution RES-2023-223		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 checked="" 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 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 Minibella	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Rebecca Lynne Williams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmer-Moulded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Sergio Granados	<input 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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County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

**To: Edward Oatman,
County Manager**

**From: Laura Scutari
Director, Department of Administrative Services**

Date: February 21, 2023

**Re: Assistant Prosecutor's Association
Collective Bargaining Agreement
January 1, 2021 through December 31, 2023**

Please be advised that a tentative agreement (attached) was reached with the Assistant Prosecutor's Association on February 16, 2023 and the membership ratified the agreement on February 16, 2023. Please place a Resolution authorizing this agreement on the Commissioners Agenda for February 23, 2023.

Thank you.

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
William A. Daniel Prosecutor
James O. Tansey First Assistant Prosecutor
Kathryn Hatfield, Esq., Hatfield Schwartz Law Group
Juan C. Fernandez, Fernandez Garcia, LLC**

ADMINISTRATION BUILDING

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Elizabeth, NJ 07207

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www.ucnj.org

We're Connected to You!

MEMORANDUM OF AGREEMENT
PROSECUTOR'S
ASSISTANT PROSECUTOR'S ASSOCIATION
&
COUNTY OF UNION

The County and Assistant Prosecutor'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 Assistant Prosecutor'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 Assistant Prosecutor's Association and is now subject to the approval of the Union County Board of Chosen Commissioners. The Bargaining Committee of Assistant Prosecutor'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 Assistant Prosecutor's Association 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.

February 16, 2023
Date

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the County of Union, Union County Prosecutors Office (collectively, the “County”) and the Assistant Prosecutors Association (herein “APA”):

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

WHEREAS, the County and APA have engaged in good faith negotiations that has resulted in an agreement between the negotiating committees subject to ratification by the APA membership and approval by the County’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, 2023

2. **Article X, Holidays**

Add Juneteenth beginning 2022.

3. **Article XI, Salaries**

2021 - 2% across the board

2022 – 2% across the board

2023 – 2% across the board

Any Bezich payments shall be made after the across the board wage increase is applied and shall be added to base salary.

4. Article XV, Health Insurance


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

FOR APA



2/16/23
JILLIAN REYES,
PRESIDENT


FOR THE COUNTY OF UNION


EDWARD OATMAN,
COUNTY MANAGER

APPROVED AS TO FORM:

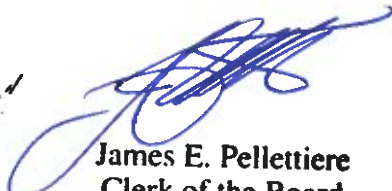
FOR THE UNION COUNTY
PROSECUTOR'S OFFICE


KATHRYN V. HATFIELD, ESQ.
LABOR COUNSEL


WILLIAM A. DANIEL,
PROSECUTOR

Dated: 2/17/23

2/21/23


James E. Pelletiere
Clerk of the Board
Union County Board
of County Commissioners