

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 (\$) |
|----|------------------|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| | | | | | | | |
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| | | | | | | | |
| 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: [Handwritten Signature]
Date: November 14, 2018

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: 2018-164
FEBRUARY 8, 2018
CHAIRMAN SERGIO GRANADOS


WHEREAS, the County of Union engaged in collective bargaining negotiations with Teamsters Local 469--Jail Professionals, effective January 1, 2018 through December 31, 2020; and

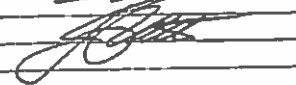
WHEREAS, the County of Union and the negotiating committee for Teamsters Local 469--Jail Professionals, reached a tentative agreement on January 11, 2018 and the union had ratified same on the same date. Representatives of the Bargaining Committee, and the County agree to recommend, without reservation, 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:

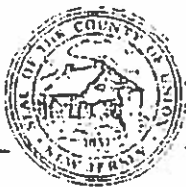
NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby authorizes the County Manager to sign any and all documents necessary to enter into a Memorandum of Agreement with Teamsters Local 469--Jail Professionals.

Subject to Inclusion in the Budget 2018 to 2020 Budgets:
 Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:





| ✓ Vote Record - Resolution RES-2018-166 | | Yes/Aye | No/Nay | Abstain | Absent |
|---|---------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|
| <input checked="" type="checkbox"/> Adopted | Bruce H. Bergen | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> Adopted as Amended | Angel G. Estrada | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> Defeated | Angela R. Garretson | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> Fabled | Sergio Granados | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> Withdrawn | Christopher Hudak | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Bette Jane Kowalski | <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"/> |
| | Linda Carter | <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"/> |



COUNTY OF UNION

DEPARTMENT OF ADMINISTRATIVE SERVICES
Michael Yuska, Director

To: Alfred J Faella,
County Manager

From: Michael Yuska
Director, Department of Administrative Services

Date: January 23, 2018

Re: Teamsters Local 469-Jail Professionals
Collective Bargaining Agreement
January 1, 2018 through December 31, 2020

**BOARD OF
CHOSEN FREEHOLDERS**

SERGIO GRANADOS
Chairman

BETTE JANE KOWALSKI
Vice Chairman

BRUCE H. BERGEN

LINDA CARTER

ANGELO G. ESTRADA

ANGELA R. GARRETSON

CHRISTOPHER HUDAK

MOHAMMED S. JALLOH

ALEXANDER MIRABELLA

ALFRED J. FAELLA
County Manager

AMY C. WAGNER
Deputy County Manager


ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE, RMC
Clerk of the Board

CLAUDIA Y. MARTINS
Director of Personnel
Management & Labor Relations

Please be advised that a tentative agreement (attached) was reached with the Teamsters Local 469-Jail Professionals on January 11, 2018 and the union ratified the Agreement on the same date. Please place a Resolution authorizing this agreement on the Freeholder Agenda for February 1, 2018.

Thank you.


Michael Yuska, Director,
Department Administrative Services

Cc: Claudia Martins, Deputy Director, Division of Personnel
James Pellettiere, Clerk of the Board
Robert E. Barry, County Counsel
Bibi Taylor, Director, Department of Finance
Ronald Charles, Director, Department of Corrections
Vincent Minichino, Vice President, Teamsters Local 469
Kathryn Hatfield, Esq., Bauch Zucker Hatfield, LLC

DIVISION OF PERSONNEL MANAGEMENT AND LABOR RELATIONS

Elizabethtown Plaza

Administration Building
Elizabeth, NJ 07207 (908) 527-4160 fax (908) 558-2566
We're Connected to You!

www.ucnj.org

MEMORANDUM OF AGREEMENT
TEAMSTERS LOCAL 469-JAIL PROFESSIONALS
&
COUNTY OF UNION

The County and Teamsters Local 469-Jail Professionals engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2017. The County and Teamsters Local 469-Jail Professionals 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 Teamsters Local 469-Jail Professionals and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of Teamsters Local 469-Jail Professionals 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 Chosen Freeholders.

Therefore, the County and Teamsters Local 469-Jail Professionals 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

January 11, 2018
Date

MEMORANDUM OF AGREEMENT

Agreement made this 11th day of January 2018, by and between the County of Union (herein the "County") and Teamsters Union Local 469, Public Safety Professional Staff (herein the "Teamsters Local 469").

WHEREAS, the County and Teamsters Local 469 are parties to a collective negotiations agreement ("CNA") covering the period January 1, 2013 through December 31, 2017; and

WHEREAS, the County and Teamsters Local 469 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 Teamsters Local 469 have reached agreement on new terms and conditions subject to ratification by the membership of Teamsters Local 469 and approval by the Freeholders of the County; and

WHEREAS, the negotiating committees for the County and Teamsters Local 469 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 2013 through 2017 CNA between the County and Teamsters Local 469 shall remain in full force and effect.
2. **Article 5. Salaries and Compensation**

Section 1.

Salary increase shall be as follows:

| | |
|-------|--|
| 2018: | 2.0% across the board exclusive of increments. |
| 2019: | 2.0% across the board exclusive of increments. |
| 2020: | 2.0% across the board exclusive of increments. |

Delete old bi-weekly payroll language

3. Article 8. Holidays

Update annual holidays.

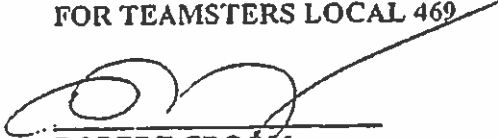
4. Article 19. Dues Check Off

Section 1. Delete "from the second pay check" in the first sentence. Add "the deduction of the Initiation Fee and any other fees imposed by the Local Union" at the end of the first sentence.

5. Article 28. Duration

January 1, 2018 through December 31, 2020.

FOR TEAMSTERS LOCAL 469


ROBERT CROOM
PRESIDENT

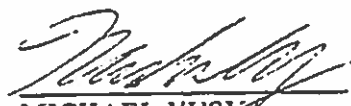
FOR THE COUNTY


ALFRED FAELLA
COUNTY MANAGER

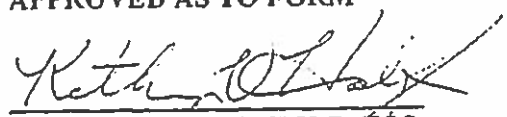
FOR TEAMSTERS LOCAL 469

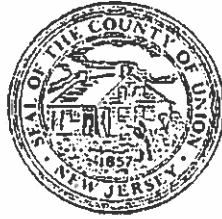

VINCE MINICHINO,
VICE PRESIDENT

FOR THE COUNTY


MICHAEL YUSKA
DIR. ADMIN. SERVICES

APPROVED AS TO FORM


KATHRYN V. HATFIELD, ESQ.



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION 2017-206
 FEBRUARY 23, 2017
 CHAIRMAN BRUCE H. BERGEN

WHEREAS, the County of Union engaged in collective bargaining negotiations with Teamsters Local 102--Jail Professionals, effective January 1, 2013 through December 31, 2017; and

WHEREAS, the County of Union and the negotiating committee for Teamsters Local 102--Jail Professionals, reached a tentative agreement on January 12, 2017 and the union ratified same on January 25, 2017. 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 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 Teamsters Local 102--Jail Professionals.

Sufficiency of Funds Authorized ; Subject to Inclusion in the 2017 Budget:

Approved as to Form:
 Certifying as to an Original Resolution:
 Certified as to a True Copy:

Bruce H. Bergen

[Signature]

| ✓ Vote Record - Resolution RES-2017-206 | | Yes/Aye | No/Nay | Abstain | Absent |
|---|---------------------|---------|--------|---------|--------|
| <input checked="" type="checkbox"/> Adopted | Bruce H. Bergen | X | | | |
| <input type="checkbox"/> Adopted as Amended | Angel G. Estrada | X | | | |
| <input type="checkbox"/> Defeated | Sergio Granados | X | | | |
| <input type="checkbox"/> Tabled | Christopher Hudak | X | | | |
| <input type="checkbox"/> Withdrawn | Bette Jane Kowalski | X | | | |
| | Alexander Mirabella | X | | | |
| | Vernell Wright | X | | | |
| | Linda Carter | X | | | |
| | Mohamed S. Jalloh | X | | | |

MEMORANDUM OF AGREEMENT
TEAMSTERS LOCAL 102-JAIL PROFESSIONALS

&

COUNTY OF UNION

The County and Teamsters Local 102-Jail Professionals engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2012. The County and Teamsters Local 102-Jail Professionals 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 Teamsters Local 102-Jail Professionals and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of Teamsters Local 102-Jail Professionals 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 Chosen Freeholders.

Therefore, the County and Teamsters Local 102-Jail Professionals agree to the attached Three (3) 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

January 25, 2017

Date

MEMORANDUM OF AGREEMENT

Agreement made this 12th day of January, 2017, by and between the County of Union (herein the "County") and Teamsters Union Local 102, Public Safety Professional Staff (herein the "Teamsters Local 102").

WHEREAS, the County and Teamsters Local 102 are parties to a collective negotiations agreement ("CNA") covering the period January 1, 2009 through December 31, 2012; and

WHEREAS, the County and Teamsters Local 102 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 Teamsters Local 102 have reached agreement on new terms and conditions subject to ratification by the membership of Teamsters Local 102 and approval by the Freeholders of the County; and

WHEREAS, the negotiating committees for the County and Teamsters Local 102 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 2009 through 2012 CNA between the County and Teamsters Local 102 shall remain in full force and effect.
2. **Article 5. Salaries and Compensation**

Section 1.

Salary increase shall be as follows:

- | | |
|-------|--|
| 2013: | 2.0% inclusive of increments. All members due an increment shall receive the increment. All remaining money shall be divided among members who did not receive an increment. |
| 2014: | 2.0% inclusive of increments. All members due an increment shall receive the increment. All remaining |

money shall be divided among members who did not receive an increment.

2015: 2.0% inclusive of increments. All members due an increment shall receive the increment. All remaining money shall be divided among members who did not receive an increment.

2016: 2.0% across the board

2017: 2.0% across the board

Modify to reflect bi-monthly pay change and mandatory direct deposit.

3. **Article 16. Health Benefits**

Section 1. Modify to incorporate the following:

| | 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 1. Add

Effective July 1, 2015, the County implemented two (2) additional plans – a high deductible plan with a health savings account (HSA) and an exclusive provider organization (EPO) plan. Employees hired on or after the ratification of this MOA, shall be required to choose one of these two plans during the first two (2) years of employment. Following the completion of two (2) years of employment, the employee will have the option to select one of the County’s other plans. All

current employees may voluntarily select one of these plans during open enrollment. With regard to the HSA, the County agrees that it will contribute \$1000 towards the deductible for single coverage and \$2000 towards the deductible for family coverage for both current and new employees who elect the HSA.

Section 2. Modify 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 |

6. Article 28. Duration

January 1, 2013 through December 31, 2017.

FOR TEAMSTERS LOCAL 102


ROBERT CROOM
PRESIDENT


VINCE MINICHINO
VICE PRESIDENT


APPROVED AS TO FORM


KATHRYN V. HATFIELD, ESQ.

FOR THE COUNTY


ALFRED FAELLA
COUNTY MANAGER


MICHAEL YUSKA
DIR. ADMIN. SERVICES


RONALD CHARLES
DIR. DEPT. CORRECTIONS

February 17, 2017
DATE