

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: BOUNTY OF UNION County: UNION

2 Employee Organization: TEAMSTERS PUMPER SUPPS Number of Employees in Unit: 52

3 Base Year Contract Term: 7/1/2013 - 6/30/2017 New Contract Term: 7/1/2017 - 12/31/2020

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

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. *SEE MOA ATTACHED*

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

28 Identify any insurance changes that were included in this CNA. *SEE MOA ATTACHED*

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: December 31, 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: 2018-839

SEPTEMBER 27, 2018

CHAIRMAN SERGIO GRANADOS

WHEREAS, the County of Union engaged in collective bargaining negotiations with Teamsters Local 469-Primary Supervisors, effective July 1, 2017 through December 31, 2020; and

WHEREAS, the County of Union and the negotiating committee for Teamsters Local 469-Primary Supervisors, reached a tentative agreement on September 20, 2018 and the union had ratified same on September 24, 2018. 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-Primary Supervisors.

Sufficiency of Funds Authorized 2017 and 2018 Budgets ; Subject to Inclusion in the 2019 and 2020 Budgets:

Approved as to Form

Certifying as to an Original Resolution:

Certified as to a True Copy:

Sergio Granados

[Signature]

✓ Vote Record - Resolution 10219		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Rebecca Lynn Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Adopted as Amended	Bruce H. Bergen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Defeated	Angel G. Estrada	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Angela R. Garnetson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Withdrawn	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hajak	<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 Morabelli	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Mohamed S. [unclear]	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MEMORANDUM OF AGREEMENT
TEAMSTERS LOCAL 469-PRIMARY SUPERVISORS
&
COUNTY OF UNION

The County and Teamsters Local 469-Primary Supervisors engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on June 30, 2017. The County and Teamsters Local 469-Primary Supervisors 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-Primary Supervisors and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of the Teamsters Local 469-Primary Supervisors 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-Primary Supervisors agree to the attached Four (4) 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 24, 2018

Date

MEMORANDUM OF AGREEMENT

Agreement made this 29th day of August, 2018, by and between the County of Union (herein the "County") and Teamster Local 469, Primary Supervisors (herein the "Union").

WHEREAS, the Union is certified as the bargaining representative for all regularly employed Supervisors in the Department of Human Services, Division of Social Services ; and

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

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

WHEREAS, the negotiating committees for the County and Union 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. Change all references to "Local 102" to "Local 469".
2. Article 1, Recognition: Eliminate Income Maintenance Supervisor, Child Support Supervisor and Fraud Unit Supervisor. Include Human Services Specialist 4.
3. Article VIII, Seniority Considerations, Section 1: Align titles with recognition clause titles.
4. Article VIII, Seniority Considerations, Section 4: Change NJDOP to New Jersey Civil Service Commission.
5. Article XII, Vacations, Section 10: Modify to state "Employees may take vacation time in full days, half days or in hourly increments . . ."
6. Article XV, Leave of Absence, Section 6: Change references to NJDOP to New Jersey Civil Service Commission.

7. Article XVIII, Health Benefits, Section 1(F): Add the following: “During the term of this 2017-2020 Agreement, the parties agree that Chapter 78 contributions shall be frozen at the rate in effect as of July 1, 2018. An employee’s contribution amount shall not change if the premium increases or if an employee’s salary increase moves him/her into a new range. An employee’s contribution amount may change if the employee changes health plans or changes category coverage, i.e., moves from family to single or single to family, etc. In the event the premium decreases, the parties agree to meet to discuss the impact of that change on premium contributions.

8. Article XVIII, Health Benefits: Clean Up.
 - Section 1:
 - Paragraph A: Eliminate first sentence and replace with “Employees shall be covered under a County health plan as chosen by the employee.”
 - Paragraph D: Eliminate.
 - Section 2: Paragraph A: Eliminate last sentence.
 - Section 4: Paragraph A: Change Standard to UNUM.
 - Section 6: Add at end “This benefit was eliminated pursuant to Resolution 2016-930, effective January 1, 2017.”

9. Article XIX, Salaries and Compensation, Section 1: Across the board increases as follows:
 - Effective 7/1/2017: 2%
 - Effective 1/1/2018: 2.5%
 - Effective 1/1/2019: 2.5%
 - Effective 1/1/2020: 1%

10. Article XIX, Salaries and Compensation, Section 2: Eliminate language regarding rotating pay days. Update bi-monthly pay language to include “When the pay day occurs on a holiday or weekend, paychecks or direct deposits will be issued on the day prior to the holiday or weekend. If the holiday is not a federal holiday, direct deposits may be available on the holiday, not the day before, and paychecks may not be issued until after 3:00 p.m. on the day prior to the holiday.”

11. Article XXII, Miscellaneous, Section 1: Eliminate last sentence and replace with “Prior to anything being placed in an employee’s personnel file, the employee shall receive an electronic copy of such document.”

12. Article XXVI, Duration, Section 1: Change dates to July 1, 2017 to December 31, 2020.

13. Article XXVI, Duration, Section 1: Add the following: "The provisions of this Agreement shall only apply to those employees in the unit who are on County payroll and actively working on or after the date of the execution of this Agreement except those employees whose employment was terminated by death or retirement prior to the date of the execution of this Agreement."
14. Article XXVI, Duration, Section 2: Update dates.
15. Article XXVI, Duration, Section 3: Update dates.
16. All date changes shall be made where necessary to conform to the terms of this Agreement.
17. All other proposals made by either party that are not expressly contained within this Agreement are hereby withdrawn.
18. All portions of the 2013-2017 collective negotiations agreement not specifically referenced herein shall remain unchanged.
19. This Memorandum of Agreement ("MOA") is subject to ratification by the membership of the UNION and the Union County Board of Chosen Frecholders. However, the undersigned representatives executing this MOA and all members of the parties' respective bargaining teams hereby represent and warrant that they have negotiated the terms of this MOA in good faith, that they will urge their respective constituencies to ratify this Agreement, and that they themselves will vote to ratify this MOA.

FOR UNION



KEVIN O'CONNOR,
BUSINESS AGENT



VINCE MINICHINO
BUSINESS AGENT



TERESE CLARK
COMMITTEE MEMBER

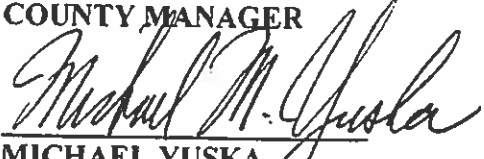


KATHLEEN SPOONOUER
COMMITTEE MEMBER

FOR THE UNION COUNTY



EDWARD OATMAN
COUNTY MANAGER



MICHAEL YUSKA,
DIRECTOR, ADMINISTRATIVE
SERVICES




VERONICA RILEY,
COMMITTEE MEMBER

APPROVED AS TO FORM



KATHRYN V. HATFIELD, ESQ.


DATE



UNION COUNTY BOARD OF CHOSEN FREEHOLDERS

RESOLUTION: 2015-1011
 DECEMBER 3, 2015
 CHAIRMAN MOHAMED S. JALLOH

WHEREAS, the County of Union engaged in collective bargaining negotiations with Teamsters Local 102-Primary Supervisors, for a new Labor Agreement between the parties effective July 1, 2013 through June 30, 2017; and

WHEREAS, the County of Union and the negotiating committee for Teamsters Local 102-Primary Supervisors, reached a tentative agreement on November 10, 2015 and the Union ratified same on November 13, 2015. 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 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 Teamsters Local 102-Primary Supervisors.

Sufficiency of Funds Authorized ; Subject to Inclusion in the 2016 and 2017 Budgets:

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

Cril Meines

[Signature]

✓ Vote Record		Yes/Aye	No/Nay	Abstain	Absent
<input checked="" type="checkbox"/> Adopted	Bruce H. Berpen	<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	Sergio Granados	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Tabled	Christopher Hudak	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input type="checkbox"/> Withdrawn	Nettie 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"/>
	Vernell Wright	<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"/>

MEMORANDUM OF AGREEMENT
TEAMSTERS LOCAL 102-PRIMARY SUPERVISORS

&

COUNTY OF UNION

The County and Teamsters Local 102-Primary Supervisors engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on June 30, 2013. The County and Teamsters Local 102-Primary Supervisors 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-Primary Supervisors and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of the Teamsters Local 102-Primary Supervisors 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-Primary Supervisors agree to the attached Four (4) 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

November 13, 2015

Date

MEMORANDUM OF AGREEMENT

Agreement made this 10th day of November 2015, by and between the County of Union (herein the "County") and Teamsters Union Local 102, Primary Supervisors (herein the "Teamsters").

WHEREAS, the County and Teamsters are parties to a collective negotiations agreement ("CNA") covering the period January 1, 2009 through December 31, 2013; and

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

WHEREAS, the negotiating committees for the County and Teamsters 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 2013 CNA between the County and Teamsters shall remain in full force and effect.
2. Term
July 1, 2013 through June 30, 2017
3. Salaries

7/13-6/14	-	0%
7/14-6/15	-	2% at max, all others get increments
7/15-6/16	-	2% at max, all others get increments
7/16-6/17	-	2% across the board and increments

4. Payroll

Section 2: Modify to state: The County shall move to a bi-monthly pay schedule beginning in January 2016. In order to transition to that schedule employees will be paid in January and February 2016 on the following dates:

January 1, 2016: Employees eligible for back pay under the 2009 Mastriani award shall receive one week's pay of the two week award.

January 6, 2016: All employees will receive the 1st January pay.

January 25, 2016: All employees will receive the 2nd January pay

February 10, 2016: All employees will receive the 1st February pay

February 29, 2016: All employees will receive the 2nd February pay

Thereafter employees will be paid on the 15th and 30th of each month (or 28th or 29th during the month of February).

January 15, 2017: Employees eligible for back pay under the 2009 Mastriani award shall receive one week's pay in full satisfaction of the two week award.

If an employee separates from service during January or February 2016, i.e., prior to full transition to bi-monthly pay, a calculation will be made of days worked v. days paid provided to determine if any money is owed.

If an employee eligible for the 2009 Mastriani award separates from services prior to January 15, 2017, they will receive the full amount of the award owed upon separation.

In the event the County implements mandatory direct deposit in 2016, Teamsters agrees that it will accept this change without dispute.

5. Benefits: Article 15

Section 1. Modify 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 2: Prescription Plan. 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

Section 4. Disability Protection

Employees shall have the right to increase their maximum benefit and pay the premium difference.

Section 6. Health Benefit Buy Out.

Amend to clarify that it applies to health and prescription coverage.

6. Dues Check Off: Article 5

Section 1.

Add "the deduction of Initiation Fee and any other fees imposed by the Local Union" at the end of the first sentence.

Add New Section 5 as follows:

Upon request from the Local Union, the Employer agrees to deduct contributions to DRIVE from the wages of those employees who may voluntarily execute a form to authorize such deduction prepares and furnished to them by the Union. The authorization for and remittance to the Union of such deductions by the Employer shall be in conformance with all applicable laws.

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 12th

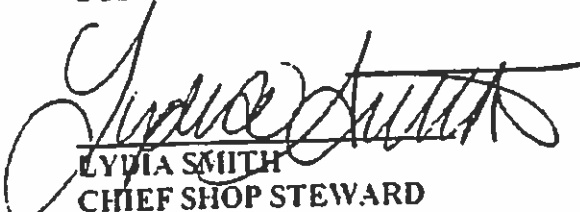
DAY OF NOVEMBER __, 2015

FOR TEAMSTERS PRIMARY SUPERVISORS

FOR THE UNION COUNTY




KEVIN O'CONNOR
BUSINESS AGENT



LYDIA SMITH
CHIEF SHOP STEWARD



ALFRED FAELLA
COUNTY MANAGER



NORMAN ALBERT, ESQ.
DIRECTOR, ADMINISTRATIVE
SERVICES