

**New Jersey Public Employment Relations Commission**  
**NON-POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

<b>1</b>	Public Employer: <input style="width: 95%;" type="text" value="Union County"/>	County: <input style="width: 95%;" type="text" value="Union"/>
<b>2</b>	Employee Organization: <input style="width: 95%;" type="text" value="Local 68 Operating Eng AFL-CIO"/>	Number of Employees in Unit: <input style="width: 15%;" type="text" value="18"/>
<b>3</b>	Base Year Contract Term: <input style="width: 95%;" type="text" value="1/1/2016-12/31/2018"/>	New Contract Term: <input style="width: 95%;" type="text" value="1/1/2019-12/31/2021"/>

**SECTION II: Type of Contract Settlement (please check only one)**

<b>4</b>	<input checked="" type="checkbox"/> Contract settled without neutral assistance
<b>5</b>	<input type="checkbox"/> Contract settled with assistance of mediator
<b>6</b>	<input type="checkbox"/> Contract settled with assistance of fact-finder
<b>7</b>	<input type="checkbox"/> Contract settled with assistance of super-conciliator
<b>8</b>	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.

<b>9</b>	Salary Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
<b>10</b>	Longevity Costs in Base Year	\$	<input style="width: 95%;" type="text"/>
<b>11</b>	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
<b>12</b> 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"/>
<b>13</b> 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"/>
<b>14</b> 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"/>
<b>15</b> 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"/>
<b>16</b> 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"/>
<b>17</b> 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"/>
<b>18</b> 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 (\$)
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<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"/>	<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 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: Local 68 Operating Eng AFL-CIO

Page 3

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:

Diana P Calle

Position/Title:

Labor Relations Coordinator

Signature:



Date:

12/31/2021

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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](mailto:contracts@perc.state.nj.us)

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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:** 2019-697

AUGUST 22, 2019

CHAIR BETTE JANE KOWALSKI

**WHEREAS**, the County of Union engaged in collective bargaining negotiations with Local 68 - Operating Engineers, effective January 1, 2019 through December 31, 2021; and

**WHEREAS**, the County of Union and the negotiating committee for Local 68 - Operating Engineers, reached a tentative agreement on June 17, 2019 and the union had ratified same on July 23, 2019. 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 Local 68 - Operating Engineers.

Sufficiency of Funds Authorized Subject to Inclusion in the 2020 and 2021 Budgets:

*Eric Manna*

Approved as to Form:

Certifying as to an Original Resolution:

Certified as to a True Copy:

✓ Vote Record - Resolution 11358		Yes/Yes	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	Rebecca Lynne Williams	S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Kimberly Palmieri-Mouded		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Andrea Staten		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angel G. Estrada		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Angela R. Garretson		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Sergio Granados		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Christopher Hudak	M	<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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**MEMORANDUM OF AGREEMENT**  
**LOCAL 68-OPERATING ENGINEERS**

**&**

**COUNTY OF UNION**

The County and Local 68-Operating Engineers engaged in collective bargaining for a new Labor Agreement between the parties to replace the current Agreement which expired on December 31, 2018. The County and Local 68-Operating Engineers 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 Local 68-Operating Engineers and is now subject to the approval of the Union County Board of Chosen Freeholders. The Bargaining Committee of Local 68-Operating Engineers 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 Freeholders.

Therefore, the County and Local 68-Operating Engineers 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

July 23, 2019

Date

# MEMORANDUM OF AGREEMENT

Agreement made this 17<sup>th</sup> day of June 2019 by and between the County of Union (herein the Employer”) and Local 68-68A-68B Affiliated with International Union of Operating Engineers, AFL-CIO (herein the “Union”):

WHEREAS, the Employer and the Union are parties to a Collective Negotiations Agreement (herein “CNA”) covering the period from January 1, 2016 to December 31, 2018; and

WHEREAS, the Employer and the Union have engaged in good faith negotiations for a successor contract that has resulted in an agreement between the negotiating committees subject to ratification by the Union membership and approval by the Employer’s governing body:

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

1. Except as herein modified, the terms and conditions of the 2016-2018 CNA shall remain in full force and effect.

2. PREAMBLE

Correct all dates in contract.

3. ARTICLE 21, SALARIES

Section 1 - Wages

Wage Increases

Effective January 1, 2019:	2%
Effective January 1, 2020:	2%
Effective January 1, 2021:	2%

Section 3.

Increase stipend for Red Seal and Plumber’s license to \$1250. Add \$1000

stipend for Blue Seal Refrigeration license.

Section 7.

Increase stipend for CFC to \$850.

3. ARTICLE 17, VACATIONS

Section 3:

Add following to beginning of section: Employees must submit requested vacation dates by March 1<sup>st</sup> of the year in which the vacation is to be taken. Management must approve or deny all submitted requests no later than March 31<sup>st</sup>. Vacation requests for time during January through March shall be approved or denied when submitted. Any vacation requests submitted after March 1<sup>st</sup> shall be on a first come first served basis.

4. ARTICLE 22, MISCELLANEOUS

Section 16, Asbestos

Delete second sentence and replace with: Clark Urgent Care will conduct the testing and employees will be notified of the exam process and schedule.

5. ARTICLE 24, DURATION

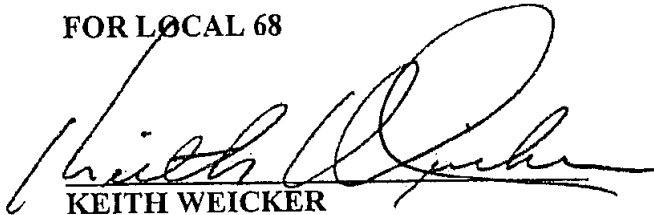
January 1, 2019 through December 31, 2021.

6. All proposals of the parties not addressed herein are deemed withdrawn.

7. The negotiating committees for each of the parties agree to recommend this agreement to their respective constituents.

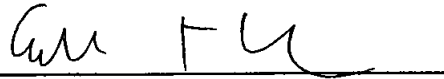
WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 13<sup>th</sup> DAY OF  
AUGUST, 2019

FOR LOCAL 68



KEITH WEICKER  
IUOE BUSINESS REPRESENTATIVE


FOR UNION COUNTY



EDWARD OATMAN,  
COUNTY MANAGER

  
MICHAEL CAHILL, SHOP STEWARD

APPROVED AS TO FORM:

  
KATHRYN V. HATFIELD, ESQ.  
ATTORNEY FOR THE COUNTY