



# Judiciary Council of Affiliated Unions

CWA, OPEIU, AFSCME, IFPTE, IBT

## JCAU Support Staff Unit and JCAU Support Staff Supervisory Unit

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**SUMMARY OF TENTATIVE AGREEMENT:** This Agreement is subject to ratification by JCAU full members.

**ARTICLE 11 – TERM OF AGREEMENT:**

- The contract will cover 07/01/2016 – 06/30/2020. Negotiations for the next contract will start no later than July 2019.

**ARTICLE 3 – UNION RIGHTS:**

- **3.5 Union Leave:** Change the fiscal year

**ARTICLE 5 – HOURS OF WORK:**

- **5.1.a. Work Schedules:** The regular work schedule shall be five (5) days a week Monday through Friday
- **5.1.d. Voluntary Flex-Time:** Management may not mandate such flex-time
- **5.2 Pre-Trial Service Program:** Added language for Pre-Trial Services

**ARTICLE 7 – SALARIES AND WAGES:**

- **Across-the-Board Increases:**
  - 2% Increase to base effective 07/01/2018 (*\*retroactive\**) for all employees. This increase is a permanent increase to all base salaries.
  - 2% Increase to base effective 07/01/2019 for all employees. This increase is a permanent increase to all base salaries.
- **Minimums and Maximums:** The across-the-boards are permanent increases to base for all employees that will apply to the minimum, maximum and maximum 2 of the salary guide. They will carry forward and compound.
- **Bonuses for Employees at Maximum 2:** \$650.00 lump sum bonus (not added to base salary) paid in September 2018 for employees who have been at Max 2 for at least three (3) complete years as of April 30, 2018.
- **Progression:**
  - Progression increases shall be paid retroactively to eligible employees as of the dates they were due in January 2017 and January 2018 and going forward. **\*Retroactive**
  - Effective “Pay Period 2” of each calendar year, employees who have at least one (1) year of service as of December 31st, shall have annual base salary increased by 3.0% or to the maximum of the range.
  - Restored contract language from the 2008 contract that progression will be paid in each calendar year. There is no sunset or term limitation on progression increases.
- **Out of Title Work:** Employees will be given credit (See Article 30)
- **Lateral Transfers:** (New language)

**ARTICLE 8 - HEALTH BENEFITS:**

- Status quo on Chapter 78 employee health care contributions
- However, during the life of this contract, the parties could agree to reopen negotiations on health benefits issues in the event that changes are made by the State of New Jersey, such as a change to Chapter 78 or to health plans. This gives us flexibility to reopen on health care rather than waiting until 2020.

**ARTICLE 9 DISCIPLINARY ACTIONS:**

- **9.3.c. Just Cause:** Reprimand, provisions concerning 1<sup>st</sup> written and subsequent disciplinary actions involving infractions of the same charge. (eighteen (18) months)

**ARTICLE 23 – EDUCATION AND TRAINING:**

- **23.2.a. Tuition Aid:** Decreased to \$25,000.
- **23.2.b.** Amount reimbursed per person was increased to \$600.00 per semester but capped that at \$1,200.00 per fiscal year.

**ARTICLE 30 – POSITION CLASSIFICATION**

- **30.1.f. Reclassification** (New language) Determination of a JIQ, employee could receive credit for performing the higher-level duties.