

**SUMMARY OF TENTATIVE AGREEMENT WITH CWA**  
**FOR NON-SUPERVISORY BARGAINING UNIT**

Contact Information for CWA Local 1032 was added: **800 882-1032**

Change NJ Department of Personnel Web Site address to: **New Jersey Civil Service**

Article 1 – Definitions

Addition: **Hire Date: The date on which an employee was originally hired.**

Addition: **Seniority Date – The date on which an employees’ hire date is reduce by the calculation of certain leave time taken by or against the employee.**

**Examples of leave time taken or against the employee are extended unpaid medical leave, Maternity and Chile Care Leave, FMLA, FLA, and unpaid disciplinary suspensions.**

Article 10 – Safety

Section 5: “Joint Union-Management Safety Meetings”

Removed: **at least four (4) times per year**

**Added: Union or Management with a minimum of seven (7) days’ notice.**

**Should an issue needing immediate attention arise both parties Agree to schedule a meeting to address the issue promptly.**

Article 12 – Quarterly Labor/Management Meetings

Remove: **Quarterly for title and body of text**

Added: **Union or Management with a minimum of seven (7) days’ notice.**

**Should an issue needing immediate attention arise both parties Agree to schedule a meeting to address the issue promptly.**

Article 15 – Overtime

Removed: **patient**

Article 16 – Pay Periods

**New Section 6: All payroll payments shall be made via electronic deposit to account(s) specified by the employee as per Section 1 of P.L. 1981.c.385 (C.52:14-15a).**

Article 17 – Medical

Article was changed to be in accordance with The Federal Patient Protection and Affordable Care Act and in accordance with provision of c.78,P.L. 2011 (N.J.S.A. 40A:10-2-1) or as otherwise required by law and reflects the move to New Jersey State Benefits Plan.

The County may change from its current BeneCard Rx plan in effect for 2014 to the New Jersey State Health Benefits Plan Prescription Plan without incurring liability under this section. If such a change is made the State Health Benefits Plan Prescription Plan Rx shall be the base line for any future changes.

Article 20 – Vacation

Removed: **Section 4**

Replace: Section 4: **Employees shall submit requests for vacation times of five (5) consecutive work days or more to the department/agency head in writing no later than four (4) weeks before his/her requested vacation, with first and second choices. The department/agency head shall answer the request in writing within five (5) working days. The requested vacation shall be scheduled where practical on the basis of seniority. Vacation of less than five (5) consecutive work days should be requested in writing four (4) working days, where possible, before the requested vacation leave. The department/agency head should answer the request in writing no later than two (2) working days before the requested vacation leave.**

Article 23 – Bereavement Leave

Added: **All employees shall receive one (1) days leave in the event of the death of an Aunt or Uncle. The employee shall be allowed one (1) days per incident.**

Article 25 – **Snow** Emergency Days

Section 1: **The County reserves the right to declare a anemergency day, early closing, or late opening for all department. The purpose of a declared snowemergency day, early closing, or late opening is to provide non-essential employees with the ability to stay off roads and highways so that emergency personnel can clear snow, and ice and other debris. Essential employees who work on a declared snowemergency day shall receive compensation in the form of compensatory time equal to the excused time of non-essential employees. Essential employees are defined as Department of Engineering**

and Planning employees involved in ~~snow emergency and ice control~~ activities including snow, ~~and ice~~ and other debris removal ~~on~~ sidewalks and parking lots at County facilities by employees in the Division of Facilities Management in the Department of Central and Shared Services and employees assigned to ~~in~~ 24-hour facilities directly responsible for ~~patient/inmate care and custody, food preparation, maintenance,~~ and security, **dispatch and coordination of emergency personnel**. Essential employees who do not report for regular hours during a declared ~~snow emergency~~ day, early closing, or late opening may request to use a personal day or vacation day.

**Section 2: Non-Essential employees required to work due to State and Federal mandate shall be treated as essential employees.**

Article 30 – Workers Compensation

Section 3: The time that the employee shall be paid Workers’ Compensation Insurance payments shall not be charged against his/her sick leave, vacation leave, or personal leave, ~~but said employee shall be paid for any holiday which may occur during the time that she/he is receiving Workers’ Compensation.~~

Article 32 – Part-Time / Temporary Employees

**New Section 4: When a Temporary Employee has exceeded a maximum appointment of six (6) months in accordance with N.J.A.C. 4A:4-1.7 or an Emergency appointment not to exceed thirty (30) days in accordance with N.J.A.C. 4A-4-1.8, the County shall make the appointment permanent and begin the deduction of the representation fee.**

**New Section 5: The County will provide the Union a list of all Temporary Employees on a quarterly basis.**

Article 35 – Longevity

Section 1: For the years 2014, 2015, 2016, and 2017

Length of Service	2014	2015	2016	2017
5 through 9 years	\$ 850	\$ 850	\$ 850	\$ 850
10 through 14 years	\$ 950	\$ 950	\$ 950	\$ 950
15 through 19 years	\$ 1,100	\$ 1,100	\$ 1,100	\$ 1,100
20 through 24 years	\$ 1,450	\$ 1,450	\$ 1,450	\$ 1,450
25 years or more	\$ 1,650	\$ 1,650	\$ 1,650	\$ 1,650

## Article 36 – Shift Differential / Special Compensation

### Section 3:

Remove: pager

Replace with: **Cell Phone**

## Article 37 – Salary Ranges

**January 1, 2014, the minimum range remains the same as 2013 and maximum will increase by 1.75%**

**January 1, 2015, the minimum and maximum will increase by 1.6%**

**January 1, 2016, the minimum and maximum will increase by 1.55%**

**January 1, 2017, the minimum and maximum will increase by 1.5%**

## Article 38 – Wages

**January 1, 2014 wages will be increased by 1.75%**

**January 1, 2015, wages will be increased by 1.6%**

**January 1, 2016, wages will be increased by 1.55%**

**January 1, 2017, wages will be increased by 1.5%**

## Article 41 – Clothing Allowance

Section 1: Employees serving in the area listed below who are employees in non-clerical positions and who would have a tendency to get their clothes soiled and/or damages shall receive an annual clothing allowance of \$300.00 per year **unless their special clothing and/or uniform is provided by the County through a uniform service provider at no cost to the employee.**

- All Department of Engineer and Planning non-clerical titles (including those in the Division of Public works, Office of Roads; Division of Engineering, Office of Bridge and Traffic Safety;
- Department of Central and Shared Services, non-clerical titles in Division of Facilities Management, Office of Fleet Management, ~~Office of GIS;~~
- Department of Human Services, non-clerical titles in the Division of Community and Youth Services, ~~Division of the Homestead,~~ and the Office of Transit.
- Department of Environmental and Public Health Services non-clerical titles (including those in Office of Public Health Nursing, Office of Environmental Health, Office of Mosquito Control; Office of Medical Examiner, and the Office of Weights & Measures.
- All food service workers' titles

• ~~All investigators in the Medical Examiner's Division~~

In addition, any other employees or groups of employees for which the parties hereto mutually agree are entitled to annual clothing allowances. The parties agree to meet to prepare a specific list of eligible job titles for the clothing allowance, which list shall include all job titles which have in the past received the clothing allowance.

Section 2: Eligibility for the annual clothing allowance shall be contingent upon the following:

- a) Employees who worked twelve (12) months in the prior calendar year shall be paid the full allowance within forty-five (45) days after State approval of the County budget but no later than June 1<sup>st</sup> of each year.
- b) Employees who worked less than twelve (12) months in the prior calendar year shall receive a pro rata share of the full allowance within forty-five (45) days after State approval of the County budget but no later than June 1<sup>st</sup> of each year.
- c) **Presentment of receipts documenting expenditure of clothing allowance on work related clothing purchase and/or maintenance. Providing receipts to the County shall begin the calendar year of 2015 with payment in 2016.**

Section 3:

- a) Effective January 1, 2003, in lieu of the provisions of Section 1 above, employees serving in the areas listed below in Subsection (c) who are employed in non-clerical positions and who would have a tendency to get their clothes soiled and/or damaged in the normal course of duty shall receive a standard uniform issue and cleaning service from the uniform supplier with whom the County will have contracted.
- b) The standard uniform issue will include eleven shirts, eleven pants, two mid-weight jackets, one cap, and identification patches.
- c) Covered employees shall include:
  - All Division of Publics non-clerical titles (including titles assigned to the Office of Roads)

- All Division of Engineering non-clerical titles (including the Office of Bridge and Traffic Safety)
  - All Division of Central Administration non-clerical titles (including the Division of Facilities Management, Office of Fleet Management).
  - All mechanic-related positions in the Office of Transit.
  - **Field personnel in the Department of Environmental and Public Health Services**
- d) A labor/management committee will be assembled immediately following negotiations to choose uniforms. The committee will recommend preferred uniforms to the Department Administrators. The Department Administrators will make the final decisions subject to limitations of the Local Public Contracts Law, Purchasing Agent and Count Administrator.
- e) The County shall pay for dress uniforms required for Academy training for employees of the Juvenile Detention Center. Cost of uniforms shall be deducted from the final paycheck of any eligible employee who resigns or is terminated from employment with the County prior to the second anniversary of said employee's date of hire with the County.
- f) Standard uniforms for the Juvenile Detention Officers shall be purchased through the Division of Community and Youth Services. Up to \$300.00 per Juvenile Detention Officer shall be provided annually in the Juvenile Detention Center operating budget for the purchase of replacement clothing through the County voucher system.

Section 4: Personal Protective Equipment (PPE)

- a) Within the Division of Public Works and Facilities Management, the County shall supply personal protective equipment that the County requires employees to wear. Examples of PPE might include but are not limited to goggles, safety vests, helmets and gloves.
- b) Effective January 1, 2003, all employees working in field assignment in these divisions shall wear protected toe shoes. These shoes shall be supplied by the County.

**Section 5: Remove**

## **New Section 5: Tool Allowance**

**Mechanic who provides their own tool for their position shall receive a tool allowance up to \$100.00 per year. Receipts of tools purchased, that are job related will receive a reimbursement when submitting said receipts to the County. Said tools need to be associated with the job they perform with the County.**

## **Article 43 – Training and Career Development**

**All full time and regularly scheduled professional/health personnel shall be allowed, wherever possible, education leave to complete programs approved by appropriate professional boards for continuing education units or continuing certification or re-licensure and professional development and education. Request for such leave shall be made at least one (1) month in advance and shall not be unreasonable denied. Cost of maintaining certificate or license shall be paid by the County providing that your current position requires a license or certificate.**

## **NEW ARTICLE 44 - 911 CALL CENTER**

**Section 1: Employees considered being within the 911 Call Center, with the classifications of Full time, Part time or Part time on-call:**

- 1) Public Safety Telecommunicator – Trainee:**
- 2) Public Telecommunicator:**
- 3) Senior Public Telecommunicator**

**Section 2: Employees consider being within the 911 Call Center maintain at minimum hours per rolling 90 days:**

- 1) Actual 911 communication dispatching; or**
- 2) 24 hours of 911 communication in service training that meets the County's 911 Call Center requirement.**

**Section 3: When the 911 Call Center is activated the following titles:**

- 1) **Public Safety Telecommunicator – Trainee shall be created and inserted into Job Group 7.**
- 2) **Public Safety Telecommunicator shall be moved into Job Group 9.**
- 3) **Senior Public Safety Telecommunicator shall be moved into Job Group 11.**

**Employees will receive a 5% increase or the minimum of the Job Group.**

Article 44 – Duration of the Agreement

**Article number 44 changes to 45**