



## Probation Association of New Jersey

*Serving New Jersey Since 1904*

*An affiliate of the American Probation and Parole Association*

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### PRESIDENTIAL NEWSLETTER

August 6, 2018

#### **GR-100333 & GR-100334 Failure to Pay Salary Progression and Maximum 2 Increase Decision**

I wanted to follow up on the Step 2 decision regarding the Judiciary's Failure to Pay Salary Progression and Maximum 2. PANJ has requested that this matter for both the Line and Supervisors Units be sent to Arbitration. Under both contracts, PANJ has the right to move negotiable issues to Arbitration in order to receive a fair and impartial hearing. This decision affects all of our members who are not at Maximum 2 and who receive progression. Do not be alarmed at this decision, because, PANJ rarely receives a favorable opinion at the Step 2 level where the hearing officer is employed by the Judiciary. You can see the great lengths that were undertaken to deny the Grievance. Our contract language is very clear, "each calendar year" employees who are not at the maximum 1 of their salaries and who have met their minimum length of service shall have the salaries increased. The language does not say each calendar year of this agreement. The same principal applies to Maximum 2.

Other decisions that were favorable in the Judicial Bargaining Units, regarding Salary Progression and Maximum 2 were awarded at the Arbitration level.

An Arbitration hearing was held on the 2017 decision by the Judiciary, not to pay increases to PANJ covered employees. PANJ is awaiting an arbitration award in that matter.

In Solidarity,

Dwight Covaleskie

President, PANJ