



## Probation Association of New Jersey

*Serving New Jersey Since 1904*

*An affiliate of the American Probation and Parole Association*

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Gavin S. Cummings  
First VP, Supervisor's Unit

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Reg. VP, Supervisor's Unit

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## Salary Progression Update 2018

Brothers and Sisters,

According to both collective bargaining agreements (PCR and PSU) under the PANJ umbrella, we were to receive a salary progression payment on the second pay period of each calendar for employees who are not at the maximum 1 of their salary range and who have the minimum length of service required to have their salary increased. This progression payment also applies to members that should be advanced to maximum 2 after completing 24 months at maximum 1. That payment should have happened today January 26<sup>th</sup>.

The Judiciary has failed to make those payments. Not only did they fail to make that payment this year, they failed to make it in pay period #2 of 2017. PANJ filed a grievance on behalf of both Line Staff (PCR) and Supervisor's (PSU) in February of last year. There is a grievance being filed this year on behalf of both PANJ bargaining units.

The salary progression grievance filed last year is currently pending arbitration. We received a Step 2 decision by an AOC Hearing Officer. Not surprisingly that decision was not in PANJ's favor. Upon receiving that decision we immediately filed for arbitration. The arbitration hearing is scheduled for May 3<sup>rd</sup>, 2018 for both units.

As your leadership we are aware and have reviewed another Judicial bargaining unit's salary progression arbitration award. It is our understanding that the AOC filed a motion to vacate that arbitration award in the Superior Court of New Jersey. At this point it's too early to tell how that win will affect us, but we will keep pursuing our grievance.

In Solidarity,

Dwight Covaleskie  
PANJ President

Ellen Cribbin  
1<sup>st</sup> VP, Line Staff

Gavin Cummings,  
1<sup>st</sup> VP, Supervisor's Unit