



Probation Association of New Jersey
Serving New Jersey Since 1904
An affiliate of the American Probation and Parole Association
2409 Paynters Road
Wall, NJ 08736
Phone (732) 223-1799 Fax (732) 223-8363
Website: www.panj.org

Titessa D. Smith
Business Manager

Officials

Dwight Covaleskie
President

Ellen Cribbin
First VP, Line Staff

Gavin S. Cummings
First VP, Supervisor's Unit

Jacqueline Guarini-Sheehan
Second Vice President

Bridgett Patillo
Northern Regional VP

Stephen McMullen
Central Regional VP

Linval Lewis
Southern Regional VP

Donald DeHart, Northern
Reg. VP, Supervisor's Unit

Tracy Adamkiewicz, Central
Reg. VP, Supervisor's Unit

Glen Moton, Southern
Reg. VP, Supervisor's Unit

Anthony Persico
Recording Secretary

Rebecca Leonard
Financial Secretary

Susan Campbell
Treasurer

Kevin Farley
Parliamentarian

Sabrina Beyah
Sergeant-at-Arms

Regional Representatives

Region 1

Anne Dutton, Morris
Brenda Jones, Essex
Miriam Abreu-Borchert,
Hudson

Region 2

Edda Burry, AOC
Lynne Taylor, Somerset
Nicholas Briscuso, Monmouth

Region 3

Susan Lively, Cumberland
Greg Wolf, Salem
Titessa D. Smith, Gloucester

FACT FINDING UPDATE
JULY 2015

Brothers and Sisters,

On June 29th our Line Staff mediation team met with the Judiciary and the Fact Finder. Ahead of our session the Fact Finder, Charles Tadduni let both parties know that he was interested in holding this session as mediation. We had previously let the Fact Finder know that we had settled numerous articles very recently and that only three remained.

Our team had prepared in advance and decided that starting with Article 7 Salary and Wages would be the best approach to come to an agreement and settle our contract. Our team also thinks that once we come to an agreement on Article 7, Article 5 Hours of Work and Article 26 Position Classification will fall into place.

We did spend the morning with the Fact Finder going over the Judiciary's salary proposal and both parties' economic reports. The Judiciary had presented at the very beginning of negotiations the Segal Report which stated that Probation Officers are overpaid. The report did not take in to consideration the reductions that we are paying because of Chapter 78. We had our own economic report commissioned because our team knew that the Judiciary's report was inaccurate and contained significant deficiencies. Dr. Caprio from Rutgers performed an analysis of our Probation Officer salaries and showed that we are 2 to 3 percent underpaid and that Chapter 78 was in fact a reduction in our salaries. We explained that the Judiciary is proposing a freeze at maximum 1 and maximum 2 for each title in our band. Instead of raising the max 1 and max 2 the Judiciary has proposed one time bonuses.

A point that we emphasized throughout the day is that we are different than the other judicial unions, and should be treated as such. We are the only professional union in the Judiciary, and our Probation Officers are required to have a college degree.

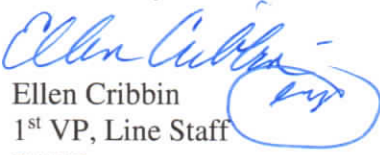
Another point we emphasized to the Fact Finder was the fact that we have Probation Officers who were hired after February 2009 who no longer have the ability to move through the Probation Officer band. Our proposal to both the Judiciary and the Fact Finder would move a current PO through the salary bands.

We also spoke to the Fact Finder about the reasons why we would not be willing to sign off on a reduction to the maximum salaries for each band under the Judiciary proposed 2 tiered system, which would affect new hires. We proposed to the fact finder to add a trainee title at a lower starting salary with the new hire being able to move to the next step after an agreed upon time frame was over and then be able to move through our band. The Judiciary balked at that proposal and said that they would not agree to that because they would not be able to hire qualified candidates. Our argument in response was that with such a low maximum salary you would not be able to keep qualified Probation Officers on the job.

The Fact Finder spent the afternoon with the Judiciary's negotiations team. The Judiciary did not agree with any of the proposals, arguments or ideas that we put forth. We did know that the day could end of one of two ways, but we were hopeful that we could settle our contract.

Our team has remained steadfast in fighting for what's right for us. At this point the Fact Finder left the door open to either party to ask for another mediation session, and in the meantime he is confirming with both parties dates to begin hearings. Our team will begin to prepare discovery and witnesses in anticipation of the hearing. I will continue to keep you posted about our next dates.

In Solidarity,


Ellen Cribbin
1st VP, Line Staff
PANJ