



## Probation Association of New Jersey

*Serving New Jersey Since 1904*

*An affiliate of the American Probation and Parole Association*

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## Line Staff Mediation Update September 2014

Brothers and Sisters,

As you all know, PANJ Line Staff is currently in mediation at PERC over contract negotiations. This past week we concluded our 5<sup>th</sup> mediation session. We have made progress, although it has been slow. We were able to settle the grievance article with the help of the mediator that has been assigned. PANJ's grievance article is very important to the welfare of our members; it gives us an avenue to rectify contract violations. The language that we have settled on is just as strong as it ever was, which is why we spent quite a bit of time addressing this article. Line Staff has kept the right to have multiple Local Representatives present at grievance hearings, if necessary; we streamlined the amount of steps it takes to get to Arbitration; and we also have brand new language that specifies an arbitrator rotation list when a grievance affects both Line Staff and Supervisors.

We will continue to work towards contract settlement in mediation. We have two more sessions scheduled in September. The next articles that our team will address are the Discipline article and Association Rights and Privileges. We do still have a number of open articles, including the Letter of Agreement, Economics, and Hours of Work. In the last update PANJ leadership sent out, we were waiting on a response from the AOC about moving the placement of the Letter of Agreement to an already existing article; we did receive the response and it was, unfortunately, no. Our Letter of Agreement is very important, and we will not be giving up our rights to keep it in our contract. I will continue to keep you posted as we move through the process of securing a fair and equitable contract for our members.

In Solidarity,

Ellen Cribbin  
1st Vice President, Line Staff