



Probation Association of New Jersey

Serving New Jersey Since 1904

An affiliate of the American Probation and Parole Association

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MEDIATION UPDATE

April 15, 2015

Brothers and Sisters,

As many of you are aware through our Regional Meetings, Line Staff had their first session of fact-finding on April 13th. Our mediation team comprised of Kevin Farley; Mercer, Anthony Persico; Morris, Linval Lewis; Gloucester, Glenn Guarino; Burlington, Stephen McMullen; Ocean, Bridgett Patillo; Essex, Dan Zirrieth; Zirrieth Law, Dwight Covaleskie; President PANJ, and myself met with the Judiciary and the arbitrator, Charles Tadduni.

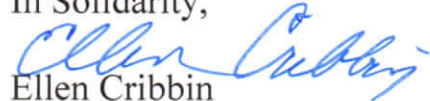
At the onset Arbitrator Tadduni informed us that he would like to hold a one day mediation session to see if he could facilitate any movement between the parties before we head into a hearing. The arbitrator decided to start with hours of work (Article 5) instead of the suggestions made by each party. PANJ's line staff mediation team had been working hard on the Letter of Agreement and Position Classification (Article 26) and the team proposed that as a starting point to the arbitrator. The Judiciary proposed to start off with salary and wages. We did share with the arbitrator that we did not think that was a good place to start off with because there had been no progress.

The hours of work and overtime article has been a major sticking point in contract negotiations so far. The Judiciary has proposed overtime compensation between 35 and 40 hours as either flex time or a granting of 'comparable time off.' Under the Judiciary's proposal either would be at the sole discretion of the appointing authority. When our team questioned the Judiciary through the arbitrator on the meaning of 'comparable time off' their explanation was that the appointing authority would have discretion but would not be required to give us hour for hour compensation but may give up to a maximum of one hour for each hour worked. Another hurdle with the hours of work and overtime article is beeper pay within the Family Division. Instead of our members receiving payment for time actually worked while carrying beepers after hours the Judiciary wants to give compensatory time. The current compensation of payment for beeper duty was a hard fought win that had previously been negotiated.

Mediating through this article was not successful as the Judiciary failed to move off their proposal. Although we were not successful in mediating this particular article our team was positive and remained steadfast on negotiating a fair contract that is in the best interest of our members. It was a very long day for our team, but that did not diminish their spirit or drive to settle our contract.

Our mediation team will meet again to prepare for the fact finding hearings. I will keep you posted as we continue to move through the process.

In Solidarity,



Ellen Cribbin

1st Vice President, Line

PANJ