



**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**  
**NOVEMBER 20<sup>TH</sup> 2014**

Brothers and Sisters,

PANJ Line Staff mediation team concluded our last mediation session at PERC this month. Although we have made significant progress in the 8 sessions that we have participated in we have reached another impasse. The mediator from PERC did recognize at this last session that no more movement was going to be made during mediation and recommended to both parties that they go to fact-finding.

Although it is not unexpected that we are following PANJ Supervisor's Unit into fact-finding we were hopeful that the Judiciary would back off their economic proposal, or at least negotiate something that we as Probation Officers could live with, but that did not happen. We also were hopeful that we could come to an agreement about our Letter of Agreement staying within the 4 walls of our contract, but that did not happen either. Our team thought outside of the box and submitted numerous proposals for each issue to no avail.

The next step in the process for us is to wait for PERC to send the Judiciary and PANJ a three name list of arbitrators. We each pick our first and second choice. PERC picks the arbitrator out of the two that have been selected. After the arbitrator is selected a hearing is then scheduled.

Our mediation team does appreciate your patience while we fight for a fair contract. I will continue to keep you posted during this process.

Solidarity,

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