



## Probation Association of New Jersey

*Serving New Jersey Since 1904*

*An affiliate of the American Probation and Parole Association*

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### PANJ Case Related Professional Unit

July 1, 2020 – June 30, 2024

### Summary of PANJ PCR Contract

### Tentative Agreement

- Successfully defended a 35-hour work and kept existing hours of work language
- Makes eligible PANJ and all other judicial employees for any plan the State Benefits Plan Design Committee makes available including NJDIRECT19
- Inclusion of the new holiday Juneteenth on the 3<sup>rd</sup> Friday in June
- Inclusion of new language to the labor management article that statewide PANJ reps will be permitted to attend local labor management committees
- Language that reflects electronic format of our personnel files
- Successfully defends association use of union time for union activities ie; rep participation in grievance and discipline proceedings
- New language that streamlines and pinpoints processes for dues card submission and hiring notices
- Agreement to fund \$8k for our education and training fund during the life of this contract
- Education and Training Article reimburses employees up to \$300 per fiscal year; \$100 towards the annual EF Conference and up to \$200 for tuition for an advanced degree for degrees related to employment or a total of \$300 towards higher education if the employee does not attend the EF Conference
- Minimum and maximum salaries increase during the life of the contract

#### Across the Boards

12/19/2020 1.75% - for those not at Max 2

12/19/2020 1% on base +1k bonus for those at Max 2

7/1/2021 – 2% on base for all

7/1/2022 – 2% on base for all

7/1/2023 – 2% on base for all

#### Salary Progressions

Pay Period # 2 2021 – 3%

Pay Period # 2 2022 – 3%

Pay Period # 2 2023 – 3%

Pay Period # 2 2024 – 3%

Employees are eligible for salary progression upon completion of 1 year of service as of December 31<sup>st</sup> of the previous year up to the maximum in your salary range. No employee will have their annual salary increased above the maximum.

## FAQ's

Q) Will there be furloughs like the Executive Branch?

A) No. Unlike the Executive branch, PANJ did not agree to furloughs.

Q) Will I receive retro?

A) The first ATB is due on 12/19/2020, to also reflect a sign of the anticipated budget impacts due to the pandemic.

Q) Will there be any more Master Probation Officer positions filled?

A) The Judiciary has managerial prerogative to staff and to staff in each title. The Judiciary has no intention of back filling MPO positions that have attrited.

Q) What progress did the negotiation team make with respect to movement from Probation Officer to Senior Probation Officer positions?

A) Our negotiation team proposed multiple articles to the Judiciary's negotiation team in order to get recognition for our Probation Officers who would like to advance to higher PO titles during their careers. The Judiciary did not agree to any of our proposals and reported that they have no interest in negotiating language to advance PO's to SPO's. This was a regular topic of negotiation, our team made it clear that this was a real issue that PANJ members want addressed. Our legal team will continue to advocate and fight for those advancements.

Q) Did you ask for a bilingual stipend?

A) We did. The Judiciary responded that they cannot add a benefit that no other Judicial or Executive branch employee receives.

Q) Did you ask for Beeper Pay for Officers who are on call in Family?

A) We did. This is a routine question from our Family Division PO's, and we understand that while you are 'on call' you are limited in your outside of work activities, and being paid for time actually worked doesn't cover the inconvenience of having your life impacted while you're on call. The Judiciary reported that they will not bargain for anything monetary other than salary.

Q) Will there be a reimbursement for increased costs to work from home during this work from home remote period?

A) No. The Judiciary would not bargain anything monetary not related to our salary and wages article.