



Probation Association of New Jersey

Serving New Jersey Since 1904

An affiliate of the American Probation and Parole Association

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Joint Membership Update

Brothers and Sisters,

Both bargaining units under PANJ are at the negotiations table. It's been another long road, but we are making progress in the Line Staff and in the Supervisor's Unit. Both teams had a session with the AOC very recently. We are pleased that we've come to a tentative agreement with the AOC on behalf of both units for our Sick Leave article. We will now have another option for a payout under the supplemental compensation upon retirement.

We have heard from our members that we have to address maximum salaries for those in both units who have been sitting at maximum for years. We also have heard that we have to address movements within our bands, for example PO to SPO. We will continue to steadfastly bargain in good faith with the AOC to secure a fair contract. We are aware of the issues that affect us on a daily basis; very little promotional opportunity, retaining qualified employees, diminishing progression payments, costs of health care and prescriptions.

We are aware that the Executive Branch has ratified their contract. That is good news for our Brothers and Sisters in the Executive Branch.

An issue that has recently been the topic of news stories is legislation awaiting Governor Murphy's signature for a salary increase for Judges, Prosecutor's and Legislative Staff. Although we agree that salary increases do attract more qualified employees, one of our bigger issues is retention of those qualified individuals. Specific to our Union, retaining qualified Probation Officers is very important. In order to stop members from leaving we need more promotional opportunities' to retain qualified Probation Officers. Probation Officer's leave for other government positions, in the Federal Government, the State Police and other lucrative employment opportunities. Another issue that affects both the Line Staff and the Supervisor's Unit is healthcare. With the advent of Chapter 78 we had not been able to bargain for our healthcare during negotiations. That provision has sun-setted and this will be our first contract that we can

bargain for our healthcare. We need to find a way to control the out of control costs of healthcare for our members.

Both Line Staff and the Supervisor's Unit have filed salary progression grievances, for lack of progression payments in 2017 and 2018. Our 2017 grievance is currently in front of an arbitrator, with one day of the hearing heard last week. We are scheduled for a Step 2 grievance hearing for 2018's lack of progression payment for the end of the month.

We will keep you posted as we continue to move through each unit's negotiations.

In Solidarity,

Dwight Covalleskie, President

Ellen Cribbin, 1st Vice President, Line Staff

Gavin Cummings, 1st Vice President, Supervisor's