

MEMORANDUM OF AGREEMENT

Agreement made this 2nd day of July, 2014 by and between the County of Essex (hereafter "County") and the Communications Workers of America, Local 1081 - Clericals (hereinafter "Union").

WHEREAS, the County and the Union are parties to a Collective Negotiations Agreement and Memorandums of Agreement that expired on December 31, 2013; and

WHEREAS, the County and Union have engaged in good faith collective negotiations for a successor agreement; and

WHEREAS, the County and Union have reached agreement on the terms and conditions for a successor agreement subject to ratification by the Union membership and approval by the Essex County Executive and Essex County Board of Chosen Freeholders.

NOW, THEREFORE, in consideration of the mutual covenants and undertaking herein set forth the parties agree as follows:

- 1. The terms of the prior Collective Negotiations Agreement and Memorandums of Agreement between the parties shall remain in full force and effect except as herein modified.
- 2. **Term:** The term of the new agreement shall be for a period of four (4) years from January 1, 2014 through December 31, 2017.
- 3. **Wages:**
 - A) Effective June 1, 2014, a two percent (2.00%) across the board increase.

In order to be eligible for this increase, employees, except for retirees, must have been employed by the County on or prior to June 1, 2014 and must still be employed by the County when this Agreement is ratified by the Board of Chosen Freeholders.

B) Effective January 1, 2015, a two percent (2.00%) across the board increase

C) Effective January 1, 2016, a two percent (2.00%) across the board increase

D) Effective January 1, 2017, a two percent (2.00%) across the board increase

E) Step movement shall continue per past practice during the life of this agreement.

4. Health Benefits:

Revise to provide:

“Employee shall contribute amounts as set forth by Chapter 78, P.L. 2011. Once full implementation is reached, the contributions shall remain at the maximum level of contribution set forth in Chapter 78, P.L. 2011 for the remainder of this Collective Negotiations Agreement, through December 31, 2017.”

5. Effective upon full execution of this Agreement, employees may utilize earned time in one-quarter (1/4), one half (1/2), three-quarter (3/4) or full day increments. Prior approval and notice requirements shall remain the same.

6. According to the Essex County Handbook and Policies and Procedures Manual Chapter 4, Section 1, Sick Leave, employees are allowed to use sick time for Bereavement Leave. Requirements and specifications set forth in the Handbook and Manual remain the same.

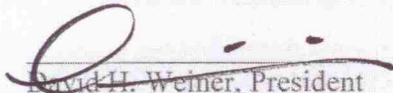
7. This Memorandum of Agreement together with the prior Collective Negotiations Agreement and Memorandums of Agreement, represents the complete and final agreement between the parties and is contingent upon ratification and approval of the union membership, the Essex County Executive and Essex County Board of Chosen Freeholders. All proposals, whether written or oral, presented by the County and the Union during the course of negotiations are deemed withdrawn and not a part of this Agreement. This Agreement cannot be modified except by a writing signed by the parties.

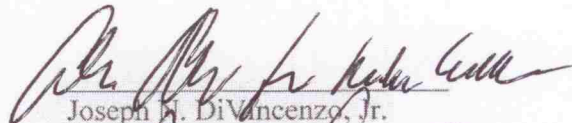
IN WITNESS WHEREOF, the parties have, by their authorized representatives,

set their hands and seals this day , 2014.


**COMMUNICATION WORKERS
OF AMERICA,
LOCAL 1081- CLERICALS**

FOR THE COUNTY


David H. Weiner, President
CWA Local 1081

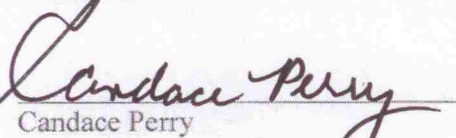

Joseph M. DiVincenzo, Jr.
Essex County Executive

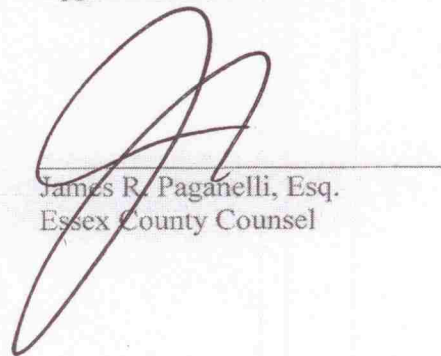

Alan Kaufman, Representative
CWA

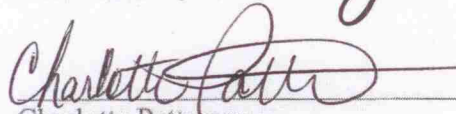

Deborah Davis Ford, Clerk of the
Board of Chosen Freeholders

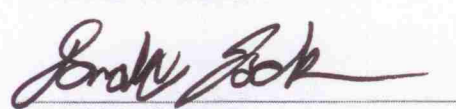

Paula Iannia

Approved as to Form


Candace Perry


James R. Paganelli, Esq.
Essex County Counsel


Charlotte Patterson


Donald Jackson



OFFICE OF THE COUNTY COUNSEL

Hall of Records, Room 535, Newark, NJ 07102

Tel 973.621.5003 Fax 973.621.4599

www.essexcountynj.org

Joseph N. DiVincenzo, Jr.
Essex County Executive

James R. Paganelli
Essex County Counsel

MEMORANDUM

TO: Ralph J. Ciallella, Essex County Administrator
Alan Abramowitz, Deputy County Administrator/Human Resources
James R. Paganelli, Essex County Counsel
Mark Acker, Director – Administration & Finance
Norman Willis, Chief Financial Officer
Kim Smeraldo, Supervising Accountant
Michael Fera, Personnel Officer
Lucia Guarini, Director, Essex County Department of Citizen Services
Sharon Butler, Director, Division of Welfare
Joseph Faccone, Samuel Klein & Company

FROM: Dolores Capetola, Assistant County Counsel *h*

DATE: July 18, 2014

RE: Memorandum of Agreement Between the County of Essex and the
Communications Workers of America, Local 1081-Professionals
(January 1, 2014 – December 31, 2017)

Enclosed please find a copy of the above mentioned document, as well as a copy of the accompanying Resolution.

DC/cs

Enc.

cc: Joseph Hannon Esq.
David H. Weiner, President

Putting Essex County First

ESSEX COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

RESOLUTION OF THE BOARD OF FREEHOLDERS
COUNTY OF ESSEX

3

RESOLUTION NO. R-2014 AUTHORITY FOR RESOLUTION: N.J.S.A. 40:41A-38(n)
00482

PROPOSED BY: COUNTY EXECUTIVE AUTHORITY FOR ACTION: N.J.S.A. 40:41A-36(i)

SUBJECT: OFFICE OF COUNTY COUNSEL – MEMORANDUM OF AGREEMENT
BETWEEN THE COUNTY OF ESSEX AND THE COMMUNICATIONS
WORKERS OF AMERICA, LOCAL 1081 (PROFESSIONALS) - JANUARY 1, 2014,
THROUGH DECEMBER 31, 2017

WHEREAS, the County of Essex has negotiated a Memorandum of Agreement with the
Communication Workers of America (Professionals) Local 1081 covering the period January 1,
2014 through December 31, 2017; and

WHEREAS, the Chief Financial Officer has certified the availability of funds to pay the
salary and benefits of the contract (which certification is attached hereto); and

WHEREAS, the Board of Freeholders, by this resolution, wishes to approve said contract;
now, therefore be it

RESOLVED, by the Essex County Board of Chosen Freeholders as follows:

1. That said Memorandum of Agreement with the Communication
Workers of America (Professionals) Local 1081, a copy of which is
annexed hereto, be and hereby is approved.
2. That the County Executive is hereby authorized to execute said
contract on behalf of the County.
3. That three (3) fully executed copies of this Memorandum of
Agreement and certified resolution be forwarded to the Office of
County Counsel, Attn: Dolores Capetola, Assistant County Counsel.

Approved as to form and legality _____

Date 7/3/14

ESSEX COUNTY COUNSEL

RECORD OF VOTE (X=Vote N.V.=Abstention ABS=Absent)

Moved By Freeholder _____

Luciano
Bobadilla

Second by Freeholder _____

| Freeholder | Yes | No | N.V. | ABS | Freeholder | Yes | No | N.V. | ABS |
|------------|-----|----|------|-----|---------------|-----|----|------|-----|
| Beasley | X | | | | Luciano | X | | | |
| Bobadilla | X | | | | Owens | X | | | |
| Clark | X | | | | Sebold, V.P. | X | | | |
| Gill | | | | X | Watson, Pres. | | | | X |
| Johnson | X | | | | | | | | |

It is hereby certified that the foregoing Resolution was adopted () defeated () tabled by roll call vote at a Regular meeting of the Board of Chosen Freeholders of the County of Essex, New Jersey held on July 9, 2014.

Is Publication Required () Yes () No

Date Published _____

Patricia Sebold

Patricia Sebold, Vice President

RECEIVED
CLERK OF THE BOARD
2014 JUL -3 AM 10:46
ESSEX COUNTY
BOARD OF
CHOSEN FREEHOLDERS

2014-00482.
7-9-14.

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