



Approved as to Form and Legality

Date Adopted

Committee

Kauffman  
Salem County Counsel

September 4, 2019

Administrative

**RESOLUTION AUTHORIZING A LETTER OF AGREEMENT BETWEEN THE COUNTY OF SALEM AND THE COMMUNICATION WORKERS OF AMERICA LOCAL 1085**

**WHEREAS**, the County of Salem and the Communications Workers of America Local 1085 (CWA) entered into a Collective Bargaining Agreement on January 1, 2017; and

**WHEREAS**, the need to amend the agreement has arisen; and

**WHEREAS**, the County and the CWA have agreed to such changes as set forth in the Letter of Agreement L19-02.

**NOW THEREFORE, BE IT RESOLVED** by the Board of Chosen Freeholders of the County of Salem as follows:

1. The County of Salem is hereby authorized to enter into a Letter of Agreement with The Communication Workers of America Local 1085, subject to the review of the Salem County Counsel.
2. The Freeholder Director and the Clerk of the Board of the Salem County Board of Chosen Freeholders shall be authorized to execute said Agreement.

BENJAMIN H. LAURY, Freeholder Director  
Board of Chosen Freeholders

I hereby certify the foregoing to be a true resolution adopted by the Board of Chosen Freeholders of the County of Salem on September 4, 2019.

STACY L. PENNINGTON  
Clerk of the Board

RECORD OF VOTE

FREEHOLDER	AYE	NAY	ABSTAIN	ABSENT	RESOLUTION MOVED	RESOLUTION SECONDED
G. Ostrum, Jr.	✓					✓
C. Hassler	✓					
L. Ware	✓					
R.S. Griscom	✓				✓	
B. Laury	✓					

✓ Indicates Vote

Department Initials

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# LETTER OF AGREEMENT

## L19-02

The COMMUNICATIONS WORKERS OF AMERICA LOCAL 1085 and the COUNTY OF SALEM hereby agree to modify the CWA-SALEM COUNTY COLLECTIVE BARGAINING AGREEMENT effective immediately as follows:

Nursing staff at the Salem County Correctional Facility will utilize 12-hour shifts for 8 LPN positions. The shifts will be as follows:

Day Shift Platoons -- A (2 LPN's) & B (2 LPN's)										
7a - 7p Week 1	Wed. Start 1pm	Thurs.	Fri.	Sat.	Sun.	Mon.	Tues.	Wed. End 12:59pm	Total Reg Hours	Total OT Hours
A (Days)	6	12	0	0	0	12	12	0	40	2
B (Days)	0	0	12	12	12	0	0	6	30	12
7a - 7p Week 2	Wed. Start 1pm	Thurs.	Fri.	Sat.	Sun.	Mon.	Tues.	Wed. End 12:59pm	Total Reg Hours	Total OT Hours
A (Days)	0	0	12	12	12	0	0	6	30	12
B (Days)	6	12	0	0	0	12	12	0	40	2
Night Shift Platoons -- C (2 LPN's) & D (2 LPN's)										
7p - 7a Week 1	Thurs. Start 1am	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs. End 12:59am	Total Reg Hours	Total OT Hours
C (Nights)	0	0	12	12	12	0	0	6	30	12
D (Nights)	6	12	0	0	0	12	12	0	40	2
7p - 7a Week 2	Thurs. Start 1am	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs. End 12:59am	Total Reg Hours	Total OT Hours
C (Nights)	6	12	0	0	0	12	12	0	40	2
D (Nights)	0	0	12	12	12	0	0	6	30	12

Nursing staff at the Salem County Correctional Facility will also utilize 8-hour shifts for 2 LPN positions. The shifts will be as follows:

Week 1	Thurs.	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs.	Total Reg Hours	Total OT Hours
Nurse A 8:30am - 4:30pm	8	8	0	0	8	8	8	8	40	2 Flex
Nurse B 3:00pm - 11:00pm	8	8	0	0	8	10	8	8	40	2

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Week 2	Thurs.	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs.	Total Reg Hours	Total OT Hours
Nurse A 8:30am – 4:30pm	8	8	0	0	8	8	8	8	40	2 Flex
Nurse B 3:00pm – 11:00pm	8	8	0	0	8	10	8	8	40	2

Nursing staff at the Salem County Correctional Facility will also utilize an 8-hour shift for the Head Nurse position. The shift will be as follows:

Week 1	Thurs.	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs.	Total Reg Hours	Total OT Hours
Head Nurse 8:30am – 4:30pm	8	8	0	0	8	8	8	8	40	2 Flex
Week 2	Thurs.	Fri.	Sat.	Sun.	Mon.	Tues.	Wed.	Thurs.	Total Reg Hours	Total OT Hours
Head Nurse 8:30am – 4:30pm	8	8	0	0	8	8	8	8	40	2 Flex

The transition from the current shift assignments to the new shift assignments will be in compliance with Article 9.2, Preference. Preference shall be given to employees according to seniority in the following circumstances, subject to the Employer's right to determine staffing according to qualifications:

- (a) The assignment or reassignment of employees to a particular shift or work schedule.

To be added under new Article 15, Hours of Work:

15.1 Maintenance of Working Hours. The current hours of work will be maintained. All full-time workweeks shall consist of either 35 or 40 hours, except for positions in the Emergency Services Department and Correctional Facility Medical Department which will utilize 12-hour shifts. These positions will be deemed to have a 40-hour full-time workweek for purposes of calculating leave entitlements and hourly compensation. Employees in the Mosquito Control Division will be permitted to work 6 AM to 2:30 PM from May 1<sup>st</sup> to September 30<sup>th</sup>. This schedule may begin before and/or end after the specified dates as public health operational needs require.

15.4 Workweek. The County workweek shall consist of seven consecutive days, commencing at the beginning of the day shift on Monday. (Friday for dispatchers at Emergency Services) (Wednesday at 1 PM for Day Shift Platoons A & B at the Correctional Facility, Medical Department) (Wednesday at 1AM for Night Shift Platoons C & D at the Correctional Facility, Medical Department)

For CWA Local 1085:

For Salem County:

7/26/2019

Michael Bluff

Date: 8/19/19

John S. Cuzzupoli

Date: 8/15/19