



Board of County Commissioners

Resolution No. 2023 – 436

Administrative Committee

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 July 21, 2021 through December 31, 2024; and

WHEREAS, it has been determined that by modifying the work schedule of the Clinic Attendants/Medical Assistants assigned to the Medical Department at the Salem County Correctional Facility to include weekend hours, which will have a positive effect on inmate scheduling and monitoring continuity of inmate medical care; and

WHEREAS, the County of Salem and C.W.A. Local 1085 on behalf of the Clinic Attendants/Medical Assistants agree to amend the CWA-Salem Rank & File Collective Bargaining Agreement Article 15 (Hours of Work) Section 15.1 (Maintenance of Working Hours) to reflect a rotating weekend schedule; and

WHEREAS, the afore mentioned schedule will take effect on Friday, November 3, 2023.

NOW, THEREFORE, BE IT RESOLVED by the Salem County Board of County Commissioners that the Commissioner Director is authorized to sign the amendment to the CWA Local 1085 Collective Bargaining Agreement.

[Handwritten signature]

Benjamin H. Laury, Director of the Board of County Commissioners

I hereby certify the foregoing to be a true resolution adopted by the Salem County Board of County Commissioners on November 1, 2023.

[Handwritten signature] STACY L. PENNINGTON Clerk of the Board

RECORD OF VOTE

Table with 7 columns: COMMISSIONER, RESOLUTION MOVED, RESOLUTION SECOND, AYE, NAY, ABSTAIN, ABSENT. Rows include E. Ramsay, C. Taylor, D. Timmerman, G. Ostrum Jr., and B. Laury.

✓ Indicates Vote

Department Initials _____

Letter of Agreement
Amendment to the Communication Workers of America, AFL-CIO
Rank-and-File Bargaining Unit Local 1085
July 1, 2021 – December 31, 2024

The Communications Workers of America, AFL-CIO, Local 1085 and the County of Salem hereby agree to add the following schedule change in the Collective Bargaining Agreement; Article 15 (Hours of Work) Section 15.1 (Maintenance of Working Hours) specifically for the two full time Clinic Attendants/Medical Assistants employed at the Salem County Correctional Facility.

Clinic Attendants/Medical Assistants are currently scheduled Monday through Friday, 8:00 a.m. – 4:00 p.m. and 9:00 a.m. – 5:00 p.m. for a 40-hour week with weekends off and paid leave on all holidays.

Clinic Attendants/Medical Assistants have agreed to modify their schedules to include working every other weekend.

The amendment would include maintaining their current work hours, maintaining a 40-hour work week, overtime pay (time-and-a-half rate) for time actually worked on Sunday, paid leave on all holidays, and scheduled off the Thursday before and the Monday following their scheduled weekend to work. (see attached sample schedule)

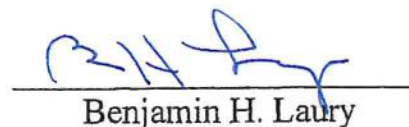
CWA Local 1085



Joseph Hiles

Date: 10-30-2023

County of Salem



Benjamin H. Laury

Date: 10-31-23