



Newsletter

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Dateline: March 2018, Trenton New Jersey - The Fraternal Order of Police New Jersey Labor Council was founded to protect the rights and benefits of its members. Since 1998 the Labor Council has been the PREMIER non-profit, members-based, labor organization. Since our founding, we have negotiated hundreds of contracts, resolved hundreds of grievances and pursued an equal number of Unfair Labor Practices. As a member, you are entitled to representation in collective bargaining negotiations, as well as in workplace grievances. In recent years, there has been a systematic and determined effort by politicians to circumvent the collective bargaining process and to impose mandates upon all public employees that violate collectively negotiated agreements. In some cases, these mandates violate statutory law and must be fought in the court system.

The New Jersey FOP Labor Council is fighting those fights, and winning. It is important that all members know that this fight is ongoing and affects everyone who earns a weekly paycheck. As an organization, we will not rest until fundamental fairness is restored in the employment relations process.

Here's a sample of some recent accomplishments:

Memorandum's of Agreement have been entered into for successor contracts in the following local bargaining units: **Ogdensburg Borough, Gibbsboro Borough, Sparta POA, Franklin Borough (Sussex County), Hamburg Borough, Washington Township (Gloucester County).** In **Roseland Borough**, a new contract was reached with the POA. Following mediation by a NJ PERC Arbitrator, new agreements were reached with the

administration of **Brookdale Community College** for both the POA and SOA bargaining units represented by **Lodge 79.** In-Guide Sergeants received 9.5% increases over 4 years. In-Guide Patrol Officers received step movements, a reduces number of steps in the guide, and annual raises at top step of 2%. **Sparta Lodge 26** has a new contract for its POA unit. The salary increases amount to a 14% increase over the 4-year term of the agreement. Step movements were preserved, and the salary guide was increased. Somerset County Lodge 89, SOA Unit has a new 4-year agreement that preserves member benefits, while providing salary increases of 7.3%. Negotiations for successor agreements continue in many other agencies.

Grievances and Unfair Labor Practice Charges have been filed for the following units: **Salem City Lodge 6** members were notified that they were to become "At Will" employees. ULP filed. The labor council has filed 3 separate grievances on behalf of **Neptune Lodge 19** in defense of an officer's workplace rights. A **Randolph Lodge 25** member was penalized for attending his own grievance hearing. Grievance filed. A grievance filed for **Sparta Lodge 26** on a unilateral change in healthcare coverages during the term of agreement, without negotiations or notice. **Middlesex County Sheriff's Department Lodge 59** has a matter pending before PERC on a minority representation petition for the PBA's failure to represent. The new 4-year contract for **Brookdale College Lodge 79** helped to resolve two grievances filed on behalf of its members. settlement of the new contract, 4 new actions were begun due to actions taken by the administration. **Westampton Lodge 147** has a

grievance pending regarding the townships refusal to make Longevity payments. **Bogota Lodge 161** members were denied salaries as proscribed by the CNA. The labor council filed a grievance for the members. **Rutgers Lodge 164** had an officer subjected to discipline without due process. A grievance was filed. **Mount Ephraim Unit, Lodge 76** has settled a grievance prior to going to arbitration in favor of the membership, on the issue of equipment purchase reimbursement.

EXPANSION

The Labor Council is proud to announce that we continue to grow and prosper. We now have over 1180 members in 80 separate bargaining units. The Labor Council is pleased to announce that the two bargaining units from **Lawrence Township FOP Lodge 209** have joined the Labor Council. All of these brothers and sisters are in need of labor services and we believe that we are their best option.

Welcome.

We have also received many requests for information from former member units that are interested in returning, as well as from bargaining units that are new to the Labor Council. We look forward to working with all.

**The Fraternal Order of Police
New Jersey Labor Council**
*"Protecting Those Who
Protect Others"*

The Birth of a Labor Union

By Ron Bakley, Staff Representative and
Former Executive Director of the FOP-NJLC

On July 1, 1998, after approximately one year of research and visits to other FOP states with Labor Councils, the Fraternal Order of Police-New Jersey Labor Council became the first state and federally recognized law enforcement labor union in New Jersey, servicing all levels of Law Enforcement from municipal police departments up to and including federal law enforcement bargaining units. Like new endeavors, for the first few years the FOP-NJ Labor Council got off to a slow start. Comprised of, at that time, a five-member Executive Board, Director, one secretary and two staff representatives that covered the entire State, things were slow, but progressive.

Between 2000 and 2010, the Labor Council continued on a path of success. Growing to a seven-member Board of Directors, one Director, a secretary and five Staff Reps. Membership grew to over 1200 represented members in over 100 bargaining units.

Our legal/labor representation was through the law firm of Markowitz and Richman, with Steve Richman being our main attorney. They have represented such FOP Lodges as Camden Lodge 1, Newark Lodge 12 and Cherry Hill Lodge 28.

In 2002, after beginning representation of the Amtrak Police Department, which had members in many States throughout the United States, I was summoned to the United States Department of Labor Office in New York City and advised that we would now have to adhere to not only New Jersey Law regarding labor, but Federal Law as well which required much stiffer regulations and filings by us.

This also created a problem within the National FOP as it would have changed the National's IRS status and could have affected local Lodges throughout the country. However, this matter was subsequently resolved when the Amtrak Police voted to leave the Labor Council for a private attorney.

For the past five years, the FOP-NJ Labor Council continues to be a viable and successful "Union" representing Law Enforcement Officers and bargaining units throughout the State of New Jersey. Our continued success has made us the "Premier" Law Enforcement Union in New Jersey and I anticipate continued success and growth in the coming years.

We continue to be represented by the aforementioned law firm with our primary legal advisor and labor attorney being Matt Areman, who has done an excellent job of representing our members.

It has been an honor and privilege to represent so many great Law Enforcement Officers over my past fifteen (15) years of service to the Fraternal Order of Police-New Jersey Labor Council.

The Last Word

"Sometimes an organization needs accolades. A lot of times people that provide a service are taken for granted. The purpose of this letter is to show my appreciation for the service that the Labor Council has provided Lumberton Lodge 201. Without getting into specifics, my lodge dealt with some grievances, in addition to settling a contract during my two-year term. The Labor Council was always accessible no matter what the topic. This includes spending a very long night and cancelling holiday plans to educate our lodge with the contract proposal that we were about to vote on. Hopefully this letter will help any lodge that is in limbo with their decision. You will have peace of mind knowing the Labor Council will be by your side."

Stephen Cittadini, President Lodge 201