

NOTABLE DECISIONS

NEWARK DEPUTY CHIEFS - LODGE 12

Deputy Chief accrued compensatory time for each day of "on-call" duty. One member was paid entire compensatory time allotment upon retirement. When other members retired City of Newark denied payment of compensatory on-call time. FOP-NLC filed a grievance action and went to arbitration:

- \$500,000.00 + ULP decision Award – City denied payment of accrued "on-call" time for Deputy Chiefs. FOP-NJLC filed a ULP and PERC agreed citing past payment by the City to previous Deputy Chiefs upon retirement.

MIDDLESEX COUNTY

SHERIFF'S OFFICE – LODGE 59

4 members disciplined for utilizing more than 8 sick days in one calendar year. All four Sheriff's Officers had provided doctors notes for the time utilized. One member was also on approved FMLA.

- Discipline done without just cause or hearing and all four members filed an immediate grievance.

- The PBA refused to move the grievances to binding arbitration and waived the right to do so to the FOP.

- The FOP filed and presented their case in arbitration. The FOP was successful in having all four disciplinary actions removed from their files and the policy changed to remove immediate discipline.

CAMDEN COUNTY PARK POLICE - LODGE 76

County disbanded the County Park Police in favor of the County Metro Police. Contract dissolution clause states in the event of department disbanding; member to receive \$300,000.00 each. County refused payment and stated members offered Metro PD position. FOP-NJLC argued new Metro is NOT County PD and filed for grievance arbitration.

- \$2,100,00.00 Arbitration Award – Arbitrator determined disbanding of Department activated the dissolution clause whereby each entitled member (7) were to receive \$300,000.00 each in severance pay.

SPARTA POLICE OFFICERS - LODGE 26

Member was injured in the line of duty. Member reported injury per SOP and was evaluated medically and placed on injured leave. Town attempted to deny members pay for first seven (7) days pursuant to State Statute. Contract allows for greater protections than state statute and expressly states members shall incur no loss for line of duty injury. FOPNJLC filed grievance on members behalf and grievance arbitration ensued.

- Township denied members on the job injury leave time. Referenced state statute limited injury leave time until after 7th day. FOP Labor Council won decision, member received deducted sick leave time and Arbitrator stated this provision is indisputable in the future.

MIDDLESEX COUNTY COLLEGE - LODGE 85

The College denied members the ability to work outside employment opportunities in violation of specific contractual language. The College allowed non certified flaggers and the Edison Police to work the detail.

- The contract has a distinct clause concerning outside work. The grievance arbitrator sided with the FOP and the College has to pay the membership \$1,400.00 each as compensation for lost wages!

"The members of the Middlesex County College FOP Lodge 85 put our faith in the FOP NJ Labor Council. When we need someone to stand up and fight for us we know they are just a phone call away. They took on the college with three grievances and not only won them all but preserved our rights in our contract."

Sergeant Cory Smith
President - Middlesex County College PD
FOP Lodge 85



"The FOP-NJ Labor Council has provided our lodge the resources, expertise and professionalism we needed to overcome the unjust actions of our Sheriff. They continue to fight and preserve our rights." I urge every Lodge to consider membership."

Officer Jesse Harris
President Middlesex Sheriff Lodge 59