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The Fraternal Order of Police is pleased to announce another victory by our Labor Council on behalf of our members!

The Fraternal Order of Police -New Jersey Labor Council (“FOPNJLC”) has won another grievance arbitration in the Township of Hillside. Hillside Police SOA FOP Lodge 160 presented the Labor Council with a problem that the Township created in reference to Training Sergeant Pay. Members of Lodge 160 have customarily been assigned to Training Sergeant positions as part of their job within the police department.

From September of 2017 to July 0f 2020 the Township of Hillside paid certain sergeants assigned to training an 8.5% stipend as part of their salary. The sergeants received their payments in their regular checks and there was no issue. In July of 2020, the affected sergeant not only had his stipend stopped but both he and the previous Training Sergeant received notice that they owed the town back monies, for the stipend, in excess of \$10,000.00. The township began docking the current and former Training Sergeant’s paychecks and withholding money in an effort to recoup what they believed was an unapproved payment.

The FOPNJLC immediately filed a grievance alleging that the town had no right to interfere with their pay and could not take money from the members for something the town had not only approved but paid as a customary past practice for years. The matter could not be settled internally and was submitted for grievance arbitration with the Public Employment Relations Commission (PERC). On January 29, 2021, a Grievance Arbitration hearing was held and FOPNJLC attorney Matt Areman presented the case on behalf of the Fraternal Order of Police before the arbitrator.

On March 18, 2021, the Public Employment Relations Commission rendered its decision on the matter and ruled on behalf of FOP LODGE 160. The decision stated:

The Township violated Article XX of the Agreement when it ceased payment of the Training Officer stipend to the Sgt and when it garnished his salary to recoup payment of the stipend. The Township violated Article XX of the Agreement when garnished Lt. salary to recoup payment of the stipend to him. The Township shall immediately cease garnishment of salary to recoup payment of the Training Officer stipend from Sgt. and Lt. The Township shall immediately begin compensating Sgt. for the Training Officer Stipend. The Township shall reimburse Sgt. and Lt. and make them whole for the Training Officer stipend and return all amounts garnished and/or owed for that stipend. (names of affected parties withheld)

The Labor Council has proven again that our members and our members rights come first. We shall continue to advocate for the rights of all of our members and to preserve and defend our

contracts. This victory ensures our members' rights, restores their benefits to the levels they should have enjoyed and ensures this action will not happen again. As of this release both members have been reimbursed for the monies garnished and the current Training Sergeant is receiving his stipend!

This decision is just another example of the hard work, dedication, and determination with which your Labor Council fights for you. The FOPNJLC will continue to defend our members' rights, ensuring our benefits and compensation are protected and preserved!

Fraternal Order of Police -New Jersey Labor Council – Protecting Those Who Protect and Serve