

# NOTABLE DECISIONS

## 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!*

## 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) recieved \$300,000.00 in severance pay.*

*"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**



## Hillside Superior Officers - Lodge 160

A Member was assigned into a training Sergeant position which historically paid a salary stipend increase of 8.5% on their base salary. The Town removed the salary stipend without negotiations and starting garnished the wages of the current and former Training Sergeants, stating the Town had an agreement this stipend would cease with a former member.

- *The Arbitrator sided with the union and stated although the agreement was made with the rank and file unit and not binding on the Superior Officer Unit, the Arbitrator ordered all monies garnished returned to the Superior Officers effected and reinstated the training stipend for the Superior Officers in addition to the rank and file training stipend.*

## NEPTUNE POLICE SOA - LODGE 19

The members of Lodge 19 was served notice that that the Township would be holding Internal Affairs investigations on all of the members to determine if any of the members took part in the Capitol riots. A grievance was immediately filed for violations of civil rights as well as violations of the Attorney General's Policies and Procedures on Internal Affairs. The investigation was immediately stopped and Township did not challenge the grievance.

*"...From collective bargaining agreements to disciplinary hearings, their team is ready around-the-clock, and they have our "six", especially when we need it the most. We couldn't be happier to have their highly trained, and experienced personnel on our side. They've lived through what we're living in, having that experience backing our team is paramount for our success, and for that, we wholeheartedly thank them!"*

**Detective Sgt. Raymond Aiello, M.Sc.A**  
**New Jersey Institute of Technology Police**  
**Lodge 93**