

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

EAST GREENWICH BOARD OF EDUCATION,

Respondent,

-and-

Docket No. CO-2024-076

EAST GREENWICH EDUCATION ASSOCIATION,

Charging Party.

SYNOPSIS

The Public Employment Relations Commission denies the East Greenwich Board of Education's motion for summary judgment on an unfair practice charge filed by the East Greenwich Education Association, alleging the Board violated the Act when it unilaterally implemented a new sick leave verification policy without negotiating with the Association. The Commission finds summary judgment is precluded by disputed issues of material fact as to whether the parties engaged in such negotiations or reached agreement. The Commission also finds that the 2023 amendments to the school sick leave laws do not preempt negotiations over the policy's documentation and notice provisions. The Commission further finds that, as these issues largely concern negotiable procedural aspects of verification, such negotiation would not significantly interfere with the Board's managerial prerogative to determine educational policy in the absence of a record of sick leave abuse.

This synopsis is not part of the Commission decision. It has been prepared for the convenience of the reader. It has been neither reviewed nor approved by the Commission.

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

MAINLAND REGIONAL BOARD OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2025-011

MAINLAND REGIONAL EDUCATION ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies the Mainland Regional Board of Education's scope of negotiations petition seeking a restraint of binding arbitration of a grievance filed by the Mainland Regional Education Association. The grievance asserts that a special education aide was terminated without just cause when he was not reinstated after his original position was eliminated due to a reduction in force (RIF). The Commission finds the grievance is legally arbitrable as to whether the Association's disputed factual allegations support its claim that the RIF was pretextual with respect to the grievant. The Commission further directs that if it is found the Board acted in good faith and that a RIF did occur, the arbitrator's inquiry must end.

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P.E.R.C. NO. 2025-35

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

CITY OF JERSEY CITY,

RESPONDENT,

-and-

Docket No. CO-2025-117

JERSEY CITY POLICE SUPERIORS
OFFICERS ASSOCIATION,

CHARGING PARTY.

SYNOPSIS

The Public Employment Relations Commission denies the Jersey City Superior Officers Association's (SOA) motion for reconsideration of the Director of Unfair Practices decision to decline to issue an Order to Show Cause in response to the SOA's interim relief application. The SOA's unfair practice charge asserts the City of Jersey (City) violated N.J.S.A. 34:13a-5.4a(4) when it reorganized the police department by reassigning duties formerly performed by lieutenants to sergeants in retaliation of a grievance arbitration request filed by the SOA. The Commission finds that the Director properly found that the SOA did not establish a substantial likelihood of success because an evidentiary hearing is needed to determine the City's motivation behind the reassignments.

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P.E.R.C. NO. 2025-36

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

Maurice River Township
Education Association,

Charging Party,

-and-

Docket No. CO-2024-144

Maurice River Township
Board of Education,

Respondent.

SYNOPSIS

The Public Employment Relations Commission grants the Maurice River Township Board of Education's motion for summary judgment and dismisses the Complaint. The Maurice River Township Education Association alleged that the Board violated the Act when it refused to include employees of the Child Study Team in the Association's negotiations unit. The Commission finds that the Association's charge is untimely, because it knew or should have known about the Board's removal of certain employees from the negotiations unit within six months of when the Board provided approved individual employment contracts at open public meetings and provided a list of employee names, as well as with ordinary diligence given the size of the District.

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P.E.R.C. NO. 2025-37

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

Communications Workers of America
Local No. 1036,

Charging Party,

-and-

Docket No. CO-2024-065

New Jersey State Judiciary (Mercer),

Respondent.

SYNOPSIS

The Public Employment Relations Commission refers the cross motions for summary judgment filed by the State Judiciary and the Communications Workers of America to a Commission Designee. The CWA alleges that the Judiciary violated the Act by refusing to provide its staffing model to the CWA in response to an information request prior to the onset of collective negotiations. The Judiciary asserts the staffing model is not relevant to collective negotiations and is confidential, and thus it did not violate the Act. Since the current staffing model is not in the record, the Commission directs that the Commission Designee conduct an in camera review of the staffing model and then determine whether additional briefing and/or testimony is needed before issuing a written decision.

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