

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

CITY OF ATLANTIC CITY,

Respondent,

-and-

Docket No. CO-2022-200

INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL 198,

Charging Party.

SYNOPSIS

On exceptions filed by the International Association of Firefighters, Local 198, the Public Employment Relations Commission affirms a Hearing Examiner's recommended post-hearing decision and order which dismissed Local 198's unfair practice charge against the City of Atlantic City. Local 198 alleged the City violated the Act when it unilaterally implemented Hazardous Material (HAZMAT) training without negotiating the impact on working conditions. The Commission finds the record supports and the Hearing Examiner adequately explained her credibility-based factual determinations that there were no disciplinary consequences for not taking the training, it did not interfere with firefighters' daily drills, and that HAZMAT-trained firefighters were not unfairly advantaged when bidding for other work assignments. The Commission further finds the Hearing Examiner properly relied on the Commission's prior summary judgment decision in this matter to find that the City's decision to implement HAZMAT training did not on its own trigger the duty to negotiate. The Commission also rejects Local 198's contention that impact negotiations over additional compensation was required if firefighters voluntarily choose to study for HAZMAT training tests and quizzes during their off hours.

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.

P.E.R.C. NO. 2025-43

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

TOWNSHIP OF BLOOMFIELD,

Petitioner,

-and-

Docket No. SN-2025-017

BLOOMFIELD POLICE DEPARTMENT SOA,

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies the Township's request for a restraint of binding arbitration. The SOA's grievance alleges that the Township is denying a grievant healthcare, prescription and dental benefits at no cost upon his retirement. The grievant had returned to active duty following a disability retirement and was subsequently informed that he would have to make healthcare contributions upon his retirement. The Commission finds that SOA's grievance concerning the grievant's eligibility for employer-paid health benefits in retirement is mandatorily negotiable and legally arbitrable. The Commission further finds that the SOA's claim is ripe and the Commission is not issuing an advisory opinion because the grievance is specifically centered on whether the grievant is eligible for employer-paid health care in retirement.

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P.E.R.C. NO. 2025-44

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

New Jersey State PBA,
Local 379 Sheriff's Officers,

Charging Party,

-and-

Docket No. CO-2024-088

Ocean County,

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies New Jersey State PBA Local 379's appeal of D.U.P. 2025-7, which refused to issue a complaint on an unfair practice charge filed by the PBA. The charge alleged that Ocean County violated sections 5.4a(1) and a(5) when it did not fully respond to grievances and by engaging in surface-bargaining during the grievance process because the County Sheriff and County Administrator did not participate in the grievance process. The Commission finds that because the grievance process was self-executing, and that the charge did not allege a policy of repudiating the grievance process, the Director of Unfair Practices' decision is affirmed. The Commission further finds that the charge did not contain sufficient facts, which, if true, supported a claim of surface bargaining.

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