

MINUTES OF MEETING
NEW JERSEY PUBLIC EMPLOYMENT RELATIONS COMMISSION
January 29, 2026
10:00 a.m.
495 West State Street
Trenton, New Jersey

The meeting was called to order by Chair Mary Beth Hennessy-Shotter.

Present were:

Commissioners:

Lindsay Davey
Adrienne Eaton
William Higgins
David Hines
Pasquale Papero

Also present were:

Christine Lucarelli-Carneiro, General Counsel
John Boppert, Deputy General Counsel
William Campbell, IV, Deputy General Counsel
Frank Kanther, Deputy General Counsel
Ramiro Perez, Deputy General Counsel
Grace Xanthacos, who acted as Stenographer

At the commencement of the meeting, Chair Hennessy-Shotter, pursuant to Section 5 of the Open Public Meetings Act, entered this announcement into the minutes of the meeting:

Adequate notice has been provided by the dissemination of a written "Annual Notice of Meeting." On December 18, 2025 a copy of such notice was:

- (a) prominently posted in a public place at the offices of the Public Employment Relations Commission;
- (b) e-mailed to the business offices of the Trenton Times and the Courier Post;
- (c) posted on the agency's web site.

Furthermore on January 22, 2026, copies of an additional written "Notice of Meeting" were posted and sent in a similar manner.

The first item for consideration was the minutes of the December 18, 2025 meeting. Commissioner Eaton moved the minutes and Commissioner Papero seconded the motion. The motion to adopt the minutes was unanimously approved with a vote of four in favor (Chair Hennessy-Shotter, Commissioners Eaton, Higgins and Papero) and two abstentions (Commissioners Davey and Hines).

The Chair welcomed Commissioners Davey and Hines and introduced the Commission staff. The Chair also introduced Michael Eible who is interning with the Agency this semester as a Rutgers Eagleton Institute Fellow and 3L at Rutgers Law School. The Chair advised the Commissioners that she denied the IAFF's stay request of the Commission designee's interim relief decision in an unfair practice charge filed by IAFF Local 788 against the City of Camden. Lastly, the Chair reminded the Commissioners that the PERC Conference will be held on April 24, 2026.

The General Counsel advised that IAFF Local 788 filed with the Appellate Division an emergent motion seeking leave to appeal from an interim decision of the Director of Unfair Practices and a stay request in City of Camden and IAFF Local 788, Docket No. CO-2026-112. The firefighters' union is contesting the City's implementation of facial-recognition scanning technology to replace a punch-clock time-keeping system. The Director denied interim relief, finding IAFF had not established a substantial likelihood of success on the merits of its claims. On January 2,

2026, the Appellate Division granted the IAFF permission to file its emergent motion and ordered a stay pending its resolution. On January 8, the General Counsel opposed the motion because IAFF had neither filed for Commission review of the Director's interim relief decision, nor waited for the Commission to respond to its stay request. On January 16, the Appellate Division denied the IAFF's motion for an emergent stay, without prejudice, for failing to exhaust administrative remedies, and dissolved the interim stay. The IAFF then filed for a stay and motion for reconsideration of the Director's interim relief decision with the Commission. On January 28 the Chair denied IAFF's request for a stay, finding the IAFF had not demonstrated a substantial likelihood of success on the merits. Specifically, the Chair found there are disputed material facts in connection with IAFF's assertions that its members' privacy rights will be violated by the storing of biometric data with the system's vendor and its affiliates, and that there is a risk of dissemination in the event of a data breach. The Chair noted that the parties will present their proofs regarding these disputed facts at the evidentiary hearing. The motion for reconsideration of the Director's interim relief decision is still pending before the Commission, and a draft decision will be considered at the February meeting.

The first case for consideration was Borough of Harvey Cedars and IBT Local 35, Docket No. RO-2025-048. Commissioner Eaton moved the draft decision and Commissioner Papero seconded the motion. The motion to adopt the draft decision was unanimously approved (Chair Hennessy-Shotter, Commissioners Davey, Eaton, Higgins, Hines and Papero).

The next case for consideration was Garfield Board of Education and Garfield Federation of Teachers, Docket No. SN-2026-004. Commissioner Eaton moved the draft decision and Commissioner Higgins seconded the motion. The motion to adopt the draft decision was unanimously approved (Chair Hennessy-Shotter, Commissioners Davey, Eaton, Higgins, Hines, and Papero).

The next item for consideration was Upper Saddle River Board of Education and Upper Saddle River Education Association, Docket No. SN-2026-015. Commissioner Eaton moved the draft decision and Commissioner Davey seconded the motion. The motion to adopt the draft was unanimously approved (Chair Hennessy-Shotter, Commissioners Davey, Eaton, Higgins, Hines, and Papero).

The next item for consideration was County of Hudson and Hudson County Superior Officers Association, PBA Local 109A, Docket No. SN-2025-024. Commissioner Eaton moved the draft decision and Commissioner Higgins seconded the motion. Commissioner Papero is recused from voting on matters involving the New Jersey Policemen's Benevolent Association. The motion to

adopt the draft was unanimously approved (Chair Hennessy-Shotter, Commissioners Davey, Eaton, Higgins, and Hines).

The next item for consideration was the Resolution for Commissioner Barry Kushnir. Commissioner Davey made a motion to adopt the Resolution and Commissioner Higgins seconded the motion. The motion to adopt the Resolution for Commissioner Barry Kushnir was unanimously approved (Chair Hennessy-Shotter, Commissioners Davey, Eaton, Higgins, Hines, and Papero).

The Chair asked for a motion to adjourn the meeting. Commissioner Davey made a motion to adjourn the meeting and Commissioner Papero seconded the motion. The motion was unanimously approved (Chair Hennessy-Shotter, Commissioners Davey, Eaton, Higgins, Hines, and Papero). The meeting was then adjourned.

The next regular meeting is scheduled to be held on Thursday, February 26, 2026.