

P.E.R.C. NO. 2026-30

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

NEWARK COUNCIL 21,
IFPTE, AFL-CIO

Respondent,

-and-

Docket No. CI-2026-026

THOMAS H. WHITE,

Charging Party.

SYNOPSIS

The Public Employment Relations Commission grants Thomas White's appeal of the Director of Unfair Practices dismissal of the unfair practice charge filed against his majority representative, Council 21, IFPTE, and remands the matter to the Director for the issuance of a complaint. White alleges that his employer, City of Newark, improperly compensated him, and that Council 21 agreed it was a violation of the Council 21's CNA with the City. White further alleges that Council 21 never filed a grievance on his behalf even after he contacted the union multiple times. The Commission finds that White's UPC meets the complaint-issuance standard for a 5.4b(1) claim because, if true, it is a breach of the DFR for a union to not file a grievance without justification after telling a member that they suffered a contract violation.

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. 2026-31

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

CITY OF CAMDEN,

Respondent,

-and-

Docket No. CO-2025-118

INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, LOCAL 2578,

Charging Party.

SYNOPSIS

The Public Employment Relations Commission sustains the refusal of the Director of Unfair Practices to issue a complaint on an unfair practice charge filed by the IAFF against the City. The charge alleges that the City violated the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1, et seq., by refusing to sign a settlement agreement after settling a disciplinary grievance with the IAFF just prior to the grievance arbitration hearing. The Commission finds that, as the record demonstrates that the City's counsel notified the IAFF's counsel that he needed his client to approve of the settlement, the City's counsel did not have actual or apparent authority to bind the City to a settlement agreement. The Commission therefore holds that the City did not violate the Act by refusing to sign the IAFF's draft agreement.

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P.E.R.C. NO. 2026-32

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

HO-HO-KUS BOARD OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2026-014

HO-HO-KUS EDUCATION ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies the Board's request for a restraint of binding arbitration of the Association's grievance, alleging that the Board disciplined a custodian without just cause when it eliminated his custodian position. The Board asserts that the grievant's custodian position was eliminated because of a reduction in force (RIF), which is within its managerial prerogative to implement, rather than for disciplinary reasons. The Commission finds that the Association's claim, that the grievant was disciplined without just cause and that the RIF was pretextual, is legally arbitrable.

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P.E.R.C. NO. 2026-33

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

COUNTY OF MORRIS,

Respondent,

-and-

Docket No. IA-2026-005

PBA LOCAL 327,

Appellant/Union.

SYNOPSIS

The Public Employment Relations Commission remands an interest arbitration award setting new terms and conditions of employment between the County of Morris and PBA Local 327. The PBA alleges that the arbitrator did not adequately apply the N.J.S.A. 34:13A-16g factors and ignored the record evidence when he dismissed the PBA's increased salary and eight-hour workday proposals. The Commission remands the award for further clarification and application of the 16g factors as to the Award's analysis of the PBA's proposal seeking an increase from a 7.5-hour workday and 37.5-work week to an 8-hour workday and 40-hour work week, and its impact on the Award's salary increases.

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P.E.R.C. NO. 2026-34

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

SOUTH ORANGE-MAPLEWOOD BOARD
OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2026-002

SOUTH ORANGE-MAPLEWOOD EDUCATION
ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies the Board's request for binding arbitration of the Association's grievance, alleging the Board violated the CNA when it declined to disclose the identities of student complainants to affected teachers prior to taking disciplinary action. The parties dispute whether the Board's written reprimands resulting from the student complaints constituted discipline. The Commission finds that determination is reserved for the arbitrator. The Commission further finds that the lack of a factual record prevents a determination as to whether the disclosure of the complainants' identities is preempted by federal or state law. The Commission concludes that a full factual record will allow the arbitrator to determine whether the Board's actions were disciplinary and whether those factual findings implicate the federal Family Educational Rights and Privacy Act, 20 U.S.C.S. § 1232g, and the New Jersey Pupil Records Act, N.J.S.A. 18A:36-19, and its implementing regulations, N.J.A.C. 6A:32-7.1 et seq.

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