

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

CAMDEN COUNTY HOUSING AUTHORITY,

-and-

Docket No. CI-2026-013

AFSCME COUNCIL 63,

Respondents,

-and-

JULIA ANDERSON,

Charging Party.

SYNOPSIS

The Public Employment Relations Commission denies Julia Anderson's motion for reconsideration of the denial of her interim relief application against her former employer, Camden County Housing Authority, and her majority representative, AFSCME Council 63. Anderson's application sought to enjoin the Authority from restructuring its public housing department by subcontracting unit work, alleging it violated the CNA and could impact her potential remedy in a pending arbitration for her reinstatement following her September 2024 termination. The Commission affirms the Director's determination, finding that: (1) Anderson lacks standing to challenge the subcontracting decision because she is a former employee whose termination of employment predated the plan, (2) the Authority is not an educational employer subject to the subcontracting amendments, (3) any duty to negotiate over the issue lies strictly between AFSCME and the Authority, and (4) Anderson did not satisfy PERC regulations by failing to submit a certification with personal knowledge of the facts alleged.

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

LITTLE EGG HARBOR TOWNSHIP
BOARD OF EDUCATION,

Charging Party,

-and-

Docket No. CE-2026-005

LITTLE EGG HARBOR TOWNSHIP
SUPPORT STAFF ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission grants in part and denies in part the appeal of the Little Egg Harbor Township Board of Education from a decision of the Director of Unfair Practices dismissing its unfair practice charge alleging the Little Egg Harbor Support Staff Association refused pre-implementation attempts to negotiate a wage increase for part-time paraprofessionals and disavowed representation of those employees. The Commission finds the conduct alleged, if true, could violate section 5.4b(3) of the Act. Regarding the Board's 5.4b(1) claim, the Commission finds the Director erred in dismissing it on standing grounds, concluding that the Commission's rules and precedent do not categorically bar employer-filed b(1) claims and that a factual record must be developed to determine whether the Association's alleged conduct tended to interfere with employee rights in violation of 5.4b(1). The Commission sustains the Director's dismissal of the Board's section 5.4b(5) claim as duplicative of its 5.4b(3) charge and remands the 5.4b(1) and (3) claims to the Director for issuance of a complaint and further processing.

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STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

PBA LOCAL 11A,
SUPERIOR OFFICERS ASSOCIATION,

Charging Party,

-and-

Docket No. CO-2026-117

CITY OF TRENTON,

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies the SOA's motion for reconsideration of the Director's denial of its application for interim relief. The SOA's unfair practice charge (UPC) asserts that the City violated N.J.S.A. 34:13A-5.4a(1) and (5) by delaying the timing of regular biweekly paychecks at the end of the calendar year to avoid a 27th pay period in a calendar year. Finding that the SOA has not demonstrated extraordinary circumstances or exceptional importance warranting reconsideration, the Commission affirms the Director's denial of interim relief. However, the Commission departs from the Director's finding that the underlying UPC is either untimely or unripe. Finding that the SOA's allegations, if true, may constitute violations of the Act, the Commission remands the UPC to the Director for issuance of a Complaint.

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STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

ROSELLE BOARD OF EDUCATION,

Respondent,

-and-

Docket No. CO-2024-092

ROSELLE EDUCATION ASSOCIATION,

Charging Party.

SYNOPSIS

On exceptions filed by the Board, the Public Employment Relations Commission reverses a Hearing Examiner's decision that granted the Association's motion for summary judgment on its unfair practice charge (UPC) against the Board. The UPC alleged that the Board violated N.J.S.A. 34:13A-5.4a(1) and (5) by not negotiating with the Association when it abolished an employee's 12-month supervisory position and rehired her to a 10-month teaching position with a lower salary. The Commission finds that the Board had no obligation to re-negotiate the employee's salary because her position in the supervisory unit was abolished and she was reappointed to a different, non-supervisory position in the Association's unit. The Commission finds that it is undisputed that the employee was appropriately placed at the previously negotiated salary for her new position according to the collective negotiations agreement. The Commission grants the Board's motion for summary judgment, denies the Association's motion for summary judgment, and dismisses the UPC.

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STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

STATE OF NEW JERSEY
WILLIAM PATERSON UNIVERSITY,

Respondent,

-and-

Docket No. CO-2026-020

COUNCIL OF NEW JERSEY STATE
COLLEGE LOCALS, AFT, AFL-CIO,

Charging Party.

SYNOPSIS

The Public Employment Relations Commission reverses the Director of Unfair Practices' dismissal of an unfair practice charge alleging that the University violated N.J.S.A. 34:13A-5.4a(1) and (5) of the Act by unilaterally implementing performance-based step progression procedures for Steps 12 and 13 of the salary guide. The Commission finds no bar to timeliness for the charge, as the parties' communications about the step progression procedures could create a factual issue regarding when the Council knew or should have known that those procedures were definitive and/or that negotiations would not take place. The Commission further finds that whether the Council waived its right to negotiate step progression procedures requires further development of the record. The Commission also finds that deferral to binding arbitration was premature since the record did not establish that arbitration was available. The Commission remands the matter for the issuance of a complaint and further processing.

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STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

CAMDEN COUNTY JUDICIARY and
OPEIU, LOCAL 32,
Respondent,

-and-

Docket No. CI-2026-027

SYLVIA COLE,

Charging Party.

SYNOPSIS

The Commission denies the Charging Party's motion for reconsideration of a Commission decision (P.E.R.C. No. 2026-39) upholding the Director of Unfair Practices' refusal to issue a complaint on her unfair practice charge against Camden County Judiciary and OPEIU, Local 32. The Charging Party, a former Judiciary employee and OPEIU unit member, alleged that the employer violated sections 5.4a(1) and (3) of the Act by improperly investigating her conduct, suspending her for two days, and causing her constructive discharge in retaliation for requesting that the suspension be grieved; and that OPEIU violated section 5.4b(1) by breaching its duty of fair representation in mishandling her grievance request. The Commission finds the Charging Party, by merely reiterating factual contentions and arguments that the Commission fully addressed and rejected in its prior decision, failed to demonstrate the requisite extraordinary circumstances and exceptional importance warranting reconsideration.

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