

P.E.R.C. NO. 99-17

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

ESSEX COUNTY VOCATIONAL SCHOOL
BOARD OF EDUCATION,

Charging Party,

-and-

Docket No. CE-H-97-12

ESSEX COUNTY VOCATIONAL
EDUCATION ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission finds that the Essex County Vocational Education Association violated the New Jersey Employer-Employee Relations Act when it refused to negotiate salary guides which reflect the percentage increases that the Association and the Essex County Vocational Schools Board of Education agreed to for 1996-1997 and 1997-1998 and refused to execute an agreement including such guides. The Commission orders the Association to negotiate in good faith over the salary guides.

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. 99-18

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

PBA LOCAL 152,

Respondent,

-and-

Docket No. CI-H-97-52

KENNETH C. SMITH,

Charging Party.

SYNOPSIS

The Public Employment Relations Commission finds that P.B.A. Local 152 violated the New Jersey Employer-Employee Relations Act when it gave Kenneth C. Smith a letter indicating that internal union charges were being brought against him because he filed an unfair practice charge against the Union. The Commission orders the PBA to cease and desist from interfering with, restraining, or coercing Smith in the exercise of rights guaranteed to him by the Act.

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P.E.R.C. NO. 99-19

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

MONTGOMERY TOWNSHIP,

Petitioner,

-and-

Docket No. SN-98-103

PBA LOCAL 355,

Respondent.

SYNOPSIS

The Public Employment Relations Commission decides the negotiability of a provision in a collective negotiations agreement between Montgomery Township and PBA Local 355. The Commission finds that the portion of the provision which requires that disciplinary materials be removed from an officer's personnel file after two years is not mandatorily negotiable.

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P.E.R.C. NO. 99-20

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

BOROUGH OF BOGOTA,

Appellant,

-and-

Docket No. IA-97-8

PBA LOCAL NO. 86,

Respondent.

SYNOPSIS

The Public Employment Relations Commission vacates an interest arbitration award issued to resolve negotiations between the Borough of Bogota and PBA Local No. 86. The Commission remands the matter to a new arbitrator to be consolidated with Docket No. IA-98-59, an interest arbitration petition which has been filed to resolve the 1998 negotiations.

The Commission had vacated and remanded a previous award holding that the arbitrator's consideration of the Borough of Bogota's evidence concerning private-sector wage increases did not comport with the Interest Arbitration Reform Act. The Commission also found that the arbitrator should not have stressed the small cost differential between the award and an "alternate" wage proposal that the Borough had intended to be considered only if it could arbitrate its civilian dispatcher proposal -- a proposal that the arbitrator had excluded from the proceeding.

The Commission concludes that the arbitrator, on remand, did not analyze all the information in the Commission's 1996 and 1997 wage reports and the Commission is not satisfied that he fully considered those reports in concluding that the evidence on private-sector wage increases supported the PBA's position "appreciably more" than the Borough's position.

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