

P.E.R.C. NO. 2016-70

STATE OF NEW JERSEY  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

NEW BRUNSWICK PARKING AUTHORITY,

Petitioner,

-and-

Docket No. SN-2015-074

IBT LOCAL 102,

Respondent.

SYNOPSIS

The Public Employment Relations Commission grants in part, and denies in part, the request of the Parking Authority for a restraint of binding arbitration of a grievance filed by the IBT contesting the unilateral change in shift schedules of four unit members. Applying Local 195's balancing test, the Commission finds that the predominate concern with regard to shift changes of two unit members was the attainment of governmental policy objectives, and conversely, with respect to the other two unit members, that the employees' interest in preserving work schedules predominate.

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. 2016-71

STATE OF NEW JERSEY  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

FLEMINGTON-RARITAN REGIONAL  
BOARD OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2015-078

FLEMINGTON-RARITAN EDUCATIONAL  
ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission grants the request of the Board of Education for a restraint of binding arbitration of a grievance filed by the Association seeking to change a teacher's evaluation and reprimand the evaluator and school principal. Applying Local 195's balancing test, the Commission finds that the predominate interest in dispute is the Board's managerial prerogative to evaluate a teacher's performance.

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P.E.R.C. NO. 2016-72

STATE OF NEW JERSEY  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

STATE OF NEW JERSEY,  
WILLIAM PATERSON UNIVERSITY,

Petitioner,

-and-

Docket No. SN-2016-021

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

Respondent.

SYNOPSIS

The Public Employment Relations Commission grants in part, and denies in part, the request of the University to restrain binding arbitration of a grievance filed by the Council. Finding that the University has non-negotiable managerial prerogatives to determine how and the methods by which to train employees, the Commission restrains arbitration of the University's decision to require online training on preventing harassment and discrimination. However, finding that negotiating over compensation for the training would not impair the managerial prerogatives implicated, the Commission declines to restrain arbitration over the compensation issue.

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P.E.R.C. NO. 2016-73

STATE OF NEW JERSEY  
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

KEARNY BOARD OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2016-036

KEARNY EDUCATION ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission determines the negotiability of salary schedules in an expired collective negotiations agreement between the Board and Association providing for horizontal movement based on "equivalency credits," rather than only academic credits. The Commission determines that the disputed salary schedules are preempted by N.J.S.A. 18A:6-8.5 and may not be included in a successor agreement because they tie compensation to equivalency credits in violation of the statute.

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