

P.E.R.C. NO. 2007-46

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

ESSEX COUNTY COLLEGE,

Petitioner,

-and-

Docket No. SN-2007-017

ESSEX COUNTY COLLEGE FACULTY
ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission determines the negotiability of several provisions in an expired collective negotiations agreement between Essex County College and the Essex County College Faculty Association. The Commission finds mandatorily negotiable a provision concerning release time; a portion of a provision on class size to the extent it involves the computation of contact hours; a portion of a provision entitled promotion procedure; and a portion of a provision entitled successor agreement which requires the Board to provide copies of Board minutes to the Association in certain circumstances. The Commission finds not mandatorily negotiable a provision requiring the College to negotiate over who will advise its management team; a portion of a provision entitled class size to the extent it sets class size; a provision on filling professional vacancies; portions of a provision on curriculum development; portions of a provision on evaluation and non-tenured faculty; and portions of a provision entitled promotion procedure.

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. 2007-47

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

CAMDEN COUNTY VOCATIONAL
TECHNICAL BOARD OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2007-024

CAMDEN COUNTY VOCATIONAL TECHNICAL
SCHOOL TEACHERS ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies the request of the Camden County Vocational Technical Board of Education for a restraint of binding arbitration of a grievance filed by the Camden County Vocational Technical School Teachers Association. The grievance contests the withholding of a teacher's salary increments for the 2006-2007 school year. The Commission hold that because the majority of the reasons given for this withholding do not relate to an evaluation of teaching performance, the withholding may be reviewed by an arbitrator.

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. 2007-48

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

HILLSBOROUGH TOWNSHIP BOARD
OF EDUCATION,

Petitioner,

-and-

Docket No. SN-2007-025

HILLSBOROUGH EDUCATION ASSOCIATION,

Respondent.

SYNOPSIS

The Public Employment Relations Commission grants, in part, the request of the Hillsborough Township Board of Education for a restraint of binding arbitration of a grievance filed by the Hillsborough Education Association. The grievance concerns the selection of candidates to fill a part-time athletic trainer position. The Commission grants a restraint to the extent the grievance alleges that the Board dismissed a teacher from the position without just cause. The teacher was never appointed to the position. The Commission denies a restraint to the extent the grievance alleges that the Board violated the collective negotiations agreement by not first considering current employees before hiring from outside the district.

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. 2007-49

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

STATE OF NEW JERSEY JUDICIARY,

Petitioner,

-and-

Docket No. SN-2007-034

PROBATION ASSOCIATION OF
NEW JERSEY (CASE-RELATED
PROFESSIONAL UNIT),

Respondent.

SYNOPSIS

The Public Employment Relations Commission grants, in part, the request of the State of New Jersey Judiciary for a restraint of binding arbitration of a grievance filed by the Probation Association of New Jersey (Case-Related Professional Unit). The Commission restrains arbitration to the extent the grievance claims that Bilingual Probation Officers are entitled to the title and pay of Master Probation Officer and that the assignments of bilingual probation officers should be changed. The Commission denies a restraint of arbitration over the claim that probation officers performing bilingual duties are required to do more work than regular probation officers and should be given a stipend for that extra work.

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. 2007-50

STATE OF NEW JERSEY
BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the Matter of

STATE OF NEW JERSEY JUDICIARY
(CUMBERLAND VICINAGE),

Petitioner,

-and-

Docket No. SN-2007-023

PROBATION ASSOCIATION OF NEW JERSEY
(CASE-RELATED PROFESSIONAL UNIT),

Respondent.

SYNOPSIS

The Public Employment Relations Commission denies, in part, the request of the State of New Jersey Judiciary (Cumberland Vicinage) for a restraint of binding arbitration of a grievance filed by the Probation Association of New Jersey (Case-Related Professional Unit). The grievance challenges an unwritten dress code that prohibits the wearing of jeans, sneakers, baseball caps or sports jerseys while working in the Cumberland County office. Based on the limited record, the Commission declines to restrain arbitration over PANJ's uniformity, notice and selective enforcement challenges to the unwritten dress code. The Commission does not determine whether the employer has a managerial prerogative to prohibit the wearing of jeans, sneakers, baseball caps or sports jerseys while working because the record is insufficient to allow a balancing of the parties' interests. If a dispute should arise over the negotiability of a dress code after the arbitrator addresses the contractual claims, the Judiciary may refile its petition enabling the parties to develop a full record.

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.