



INTERNATIONAL FEDERATION of PROFESSIONAL and TECHNICAL ENGINEERS

LOCAL 195 NEWS

NEW JERSEY PUBLIC EMPLOYEES UNION

INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS
186 NORTH MAIN STREET, MILLTOWN, NJ 08850 • PHONE: 800-316-0351

VOL. 15, NO. 1 WINTER 2014
TIMOTHY J. RUDOLPH, PRESIDENT

LOCAL 195 NEWS

NEW JERSEY PUBLIC EMPLOYEES UNION

A publication of Local 195
Public Employees Union
186 North Main Street
Milltown, NJ 08850

Phone: 732-247-0350

Fax: 732-247-2474

www.local195.org

www.facebook.com/local195IFPTE



Editor In Chief: Gerald Newsome

Editor: Deborah Spencer

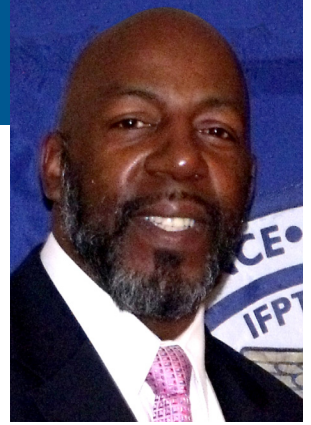
Support Staff: Cheryl Catananzi

IN THIS ISSUE

President Timothy J. Rudolph	1
DD Coalition Pushes Harder to Keep Development Centers From Closing..	1
New Officers, Stewards, and Retirees	2
Local 195 Chapter Officers and Shop Stewards Needed.....	2
International News	3
Update for DOT.....	3
Christie Warns of More Attacks on State Employees	4
News From the State House	4
Civil Service Rule Changes and Job Banding.....	5
Thank You Snow Emergency Workers	4
Congratulations!.....	6
Why?	7
Direct Deposit Law Affects State Employees.....	7
Donald R. Philippi Local 195 Memorial Scholarship	7
The Hourly Wage	8
Executive Officers	8

From the Desk of President

TIMOTHY J. RUDOLPH



On behalf of the Local Office, I wish to extend my greetings to you and your family for a Happy, Healthy and Prosperous New Year. 2013 brought challenges, changes and disappointments; all to which made our Union, Local 195, IFPTE strong & committed to its dedication that the Labor Movement in New Jersey is for the hard working Middle Class Families that we are.

But our work is not done; 2014 is promising to be another year of Public Employee scrutiny. As hard, as Local 195 campaigned for a change in Trenton for a labor friendly governor, we must face forward & work together against the negativity that has been unjustly cast upon us as Public Servants.

We are continuing in our efforts to stop the Governor's front line battle field plan to close two Developmental Centers, maintaining ownership of our work at the various Colleges & Universities from outside entities, downsizing the overall workforce in conjunction with a hiring freeze of positions, change partisan views, disassembling of our retirement benefits and healthcare & maintain the establishment of why Civil Service exists.

This is the year to have Legislative support on all these key issues. Local 195 needs you as members-constituents to be actively communicating with your district Legislators and stop the attacks of the one who wants to use us as a Political Stepping Stone. Let's put it together and make it work as we move forward as a unified front along with our Union Sisters and Brothers in the Labor Movement.

Best Wishes for a brighter future; I remain fraternally committed to you.

Timothy J. Rudolph

President, Local 195, IFPTE

DD COALITION PUSHES HARDER TO KEEP DEVELOPMENTAL CENTERS FROM CLOSING

By: Deborah Spencer, Local Secretary

The DD Coalition Committee of the Parents Associations from North Jersey, Woodbridge & Hunterdon Developmental Centers assisted by IFPTE, CWA & AFSCME continue to work diligently against the Governor's decision to close the only two Developmental Centers in the North Region of the State.

City Council meetings are still being attended where Family Members speak about their loved ones possibly being moved from the only home they have ever known to another location with a greater travel distance away from family. Thirty-one Resolutions advocating support against any closure & identifying family concerns have been sent to the Governor's Office. Many more Resolutions are in the process & will be forward to the State House upon completion.

Continued on the page 2

WELCOME NEW CHAPTER OFFICERS

Daniel Reid – Bedminster
Ryan Brady – Clifton OMSC
Lakesha Higgs - Greystone
Bianca Ferrer - Rowan

WELCOME NEW STEWARDS

Marlene Jennings- Hunterdon

RETIREES

Thomas Bulanowski – Trenton I & S Chapter
Reuban Bradley – News Lisbon Chapter
Dianna Kreutzer – Stockton Chapter
Milton Perna – Stockton Chapter
Curtis Buck – Trenton I&S Chapter
Daniel Baker- Belmare Chapter
Janice Queen – Trenton Psych Chapter
Cornelia Dash – Vineland Chapter

LOCAL 195 CHAPTER OFFICERS AND SHOP STEWARDS NEEDED

By: Michael Ingram - Local Unit President, Crafts

On behalf of Local 195, IFPTE, I would like to take this opportunity to thank all the Chapter Presidents & Shop Stewards who are representing the membership of our Union, Local 195, IFPTE. Your service to Local 195 is invaluable & you are an essential piece to our organization.

Local 195 is currently looking for any member who works for the Department of Children & Family Services and would like serve as a Shop Steward. A Shop Steward is the individual representing the union & member at the work site. Any member becoming a Shop Steward would attend Training classes given by the Local 195 Officers at the Rutgers Labor Center, Rutgers University.

Local 195 is seeking any member who is interested in stepping forward to represent the Fernwood I&S Chapter as an officer, please contact the Local 195 Office at 732-247-0350. We need you to become actively involved in your Union; be enriched by understanding how important it is to belong to the family of Labor; learn to do and live to serve.

DD COALITION PUSHES HARDER TO KEEP DEVELOPMENTAL CENTERS FROM CLOSING

Continued from Front Page story

A Billboard outside of Trenton featuring a wheel chaired client from the Woodbridge Developmental was also utilized from the summer through end of October. The message was to the Governor, "Please don't Evict Us" & drew the attention of many; a 5000 postcard campaign depicting the same individual was mailed to Legislators from State Employees living in New Jersey asking to assist in stopping the closures.

The DD Coalition worked diligently to collect petition signatures for several months against the proposed closures. On January 7, 2014, several Family Members delivered more than 10,000 written petition signatures to the Governor's Office in Trenton. Approximately 1,200 signatures were also obtained electronically from the Save Our Developmental Centers website.

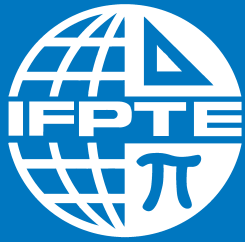
The greatest concern now is being focused on the disrupting transfers of clients to different living arrangements with disregard to the human side of the issue. Many clients are being moved to unfamiliar DD facilities & subjected to frightening changes. The client population from both locations continues to decrease; no staff has been displaced as of yet. A Lawsuit was filed to prevent the enforcement of unwanted transfers on behalf of Families wanting to keep their loved ones where they have resided most of their lives. The State filed a motion to have the suit dismissed & an appeal was filed to stop the State's actions.

It is the focus of the DD Coalition to keep these locations open & continue in their efforts to lobby Legislators for support, provide media coverage and work on various campaign strategies. Currently, the idea to have Residential Resource Centers at the current facilities is in consideration. This plan would maintain the ICF/MR medical services for DD individuals in the facilities & provide better medical coverage not available to those living in established Group Homes and living at home. It would also create a wealth of services for the Communities surrounding each facility. The same plan is currently in operation within several states.

Above all else, all New Jersey Developmental Centers should remain open. Local 195 remains steadfast to its commitment to continue in the fight against these closures.

REMINDER

**If you have changed your mailing address or email address please contact the Local with your current information.
You can email local195@local195.org.**



INTERNATIONAL NEWS



IFPTE RESPONDS TO NJ GOVERNOR'S SCANDAL

Our International President, Greg Junemann commented on Governor Christie's Office's actions at the closing of traffic lanes to the George Washington Bridge. He stated this decision was a disrespectful act to the people of New Jersey & was another demonstration of the bullying culture that has engulfed the common sense of everyone who has accepted this type of behavior as being normal.

IFPTE AGAINST NJ TURNPIKE AUTHORITY TO PRIVATIZE TOLL COLLECTORS

International President, Greg Junemann, Local 195 President Timothy Rudolph & Vice President Gerald Newsome responded to the NJ Turnpike's decision to privatize IFPTE jobs. An RFP was put out for contractor bids to perform the job positions of Toll Collectors belonging to IFPTE, Local 194. It was stated that privatization is costly & would result in less dedicated employees and service to the Public. Unionized Public Employees are dedicated & perform this service as their number one obligation. Political interference should not come at the expense of the public and jobs in this economical downfall.

CONGRATULATIONS TO IFPTE SEC/TREASURER SHEARON

Local 195 President, Timothy Rudolph & Officers wish to extend their best wishes to Paul & Sue (Haag) Shearon on their recent marriage nuptials. The happy couple were married on December 7, 2013, in Catonsville, MD, amongst their families & many friends.



UPDATE FOR DOT

By: Mike Scorzetti, Trustee Chair, Local 195

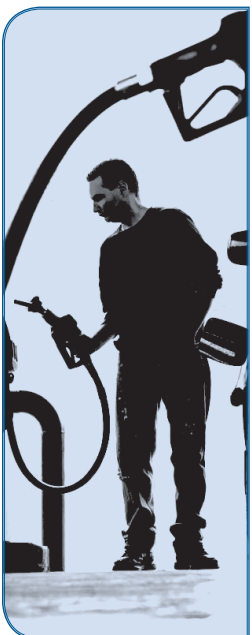
Commissioner Simpson has put together a **STRIKE FORCE TEAM** to help areas that are short handed during a snow emergency, the team consists of 1 supervisor and 7 local 195 members.

ACCIDENT REVIEW BOARD will be disciplining any members that they feel the accident was preventable the discipline will be from a written reprimand to a removal.

We need to remind our members that the state has **CAMERAS AT ALL GAS PUMPS** and if you are caught stealing gas you will be removed.

DOT is looking into a handful of members that will need to get a medical cert. for their CDL because they will have to drive over state lines to drop trucks off at vendors.

There has been a lot of complaints about how the state does their interviews for promotional. The local has asked DOT HR to look into these complaints.



CHRISTIE WARNS OF MORE ATTACKS ON STATE EMPLOYEES

Governor Christie is starting his second term in office just like he began his initial term, attacking public employees and public sector benefits. On January 10th, Christie delivered his "State of the State" address under a cloud of suspicion surrounding his administration and wasted no time in trying to deflect attention from his troubles by railing against the cost of public employee benefits. Instead of focusing on real problems facing New Jersey, such as jobs, crime, or housing, he used his annual address to the Legislature to back away from fully funding state pensions, to call for the weakening of civil service rules, and to criticize paid leave programs.

As Local 195 members know all too well, three years ago Christie and his allies in the Legislature enacted sweeping changes to our benefit plans. As part of these changes, the new law required the State to make specific annual contributions to PERS and the other state pension funds. Of course, the State had skipped these payments for almost a decade, putting our pensions in serious jeopardy. Now, Christie is indicating that he wants to back off next year's mandated contribution of \$2.4 billion, even though, it is required by law! Whether you call it political payback or bullying, it is clear that we have a fight on our hands. We cannot let the Governor get away with bankrupting our pensions.

Ever since Gov. Christie rolled out his so-called "toolkit of reforms" he has repeatedly sought to weaken and/or eliminate important public employee rights and protections contained in Civil Service rules and regulations. In fact, if he had his way there would be no Civil Service System. Our lobbying efforts over the past two years have saved most of merit system standards but the Governor has said during the campaign and again in his State of the State speech that he intends to keep pushing for the changes he is demanding. We cannot let that happen.

A third prong of his attack on us focuses on paid leave benefits that we have won at the bargaining table and through legislation. Whether it is sick leave, paid vacation, or retirement sick leave reimbursement, the Governor wants major changes. He will use his bully pulpit to whip up the public about excessive benefits that the private sector does not offer. We must respond just as strongly that these benefits are earned! They are not a perk or gift. They have been either enacted by law or bargained in exchange for other items.

All signs indicate that Local 195 and our brothers and sisters in the public sector labor movement are in for a fight again this year. In fact, it has already started and will only intensify when the Governor unveils his proposed state budget at the end of February. Local 195 members must get ready to march, get ready to lobby, and get ready to stand together in 2014!

NEWS FROM THE STATEHOUSE

The new Legislative Term which began four weeks ago, has already seen the introduction of almost 4,000 bills. Most of the bills are reintroductions of legislation that was not passed in the previous two-year term that ended on 1/7/14.

Here is a partial list of the bills we will be following in the coming months:

- A-637** (Moriarty) "Government Reality Check Act"; restricts travel and other benefits to public employees
- A2287** (DeAngelo) Gives PERC exclusive jurisdiction over ULPs filed against unions for lack of representation
- ACR 77** (DeAngelo, Benson, Egan) Makes public employee collective bargaining a Constitutional right
- S-1110** (Doherty) Implements the Governor's Tool Kit
- AJR 27** (Cryan) Establishes a Commission to review impact of 2011 public employee benefit changes
- S79** (Stack Cardinale). Eliminates payments for unused sick leave
- A158** (Casagrande, etc) Requires documentation for use of sick leave
- A174** (Handlin, Angelini). Requires fines, termination for abuse of sick leave
- A1609** (Casagrande, O'Scanlon). Reduces paid holidays from 10 to 13
- A1842** (Lampitt) Limits unused sick leave payments after expiration of union contract
- S644** (Doherty). Restricts use of sick leave in the year before retirement.
- S877** (Beck, Weinberg) limits sick leave retirement payments to \$10,000

CIVIL SERVICE RULE CHANGES AND JOB BANDING

By: Lisa Ciccone, Business Representative

Since Governor Christie has been in office his priority has been to attack and destroy the public sector labor movement. The link between all the unions in the public sector is Civil Service. Civil Service is made up of regulations and laws that fall under New Jersey Administrative Code Title 4A. These statutes govern municipal, county and state entities. It also ensures certain procedures and protections to employees within the system to qualify for employment, promotions and even terminations. If I quote from the website of Civil service, "These rules which are adopted and amended by the (CSC) Civil Service Commission describe the do's and don'ts of public employment in State government, 20 of 21 counties, and over 200 towns for job applicants, employees and employers." The Civil Service Commission is supposed to be unbiased. The Civil Service Commission has five members on it. The Chair of the CSC is Robert Czech. The other four positions are part-time and four years long. Each Commissioner is selected by the Governor with the approval and consent by the State Senate. The following are current Commissioners: Robert Brenner, Richard Williams and Thomas Perna. The Commission currently has one vacant position.

Governor Christie has called on his Civil Service Commission to group together certain jobs as part of larger groups called "broad -banding." This action would allow supervisors to move employees from their current title into a larger pool and scope of responsibility without job applications or testing. The "favored" would be selected and awarded the position. Thus eliminating competitive testing and promotions based upon the "rule of three." Broad-banding will also eliminate the rule for "Veteran's Preference."

In 1947, the New Jersey State Constitution added the full language of "merit and fitness" into the provision that was from the original 1908 law establishing Civil Service. Basically, it states in the New Jersey Constitution that appointments and promotions in the Civil Service System that must be made by the competitive exams.

Broad-banding will completely dissolve worker job rights protected by Civil service System. Broad-banding will lead to political patronage, discrimination against women, people of color, members of LGBT group, people with disabilities, veterans and many other minority groups. The doors will open for nepotism and cronyism.

A Resolution on June 27, 2013 (ACR-199/SCR-158) was approved 46-32 by the State Assembly and passed 24-13 by the senate gave the Civil Service Commission 30 days to amend or withdraw the "Job-banding" proposal because it violates our state Constitution or the Legislature may vote on another resolution to "exercise its authority under the constitution" to invalidate them in whole or in part.

As of December 2013, the Civil Service Commission felt added pressure to amend the proposed rule changes to the following: Veterans Preference will not be altered in any way, job-banding will only impact State government jobs and not include law enforcement or any public safety positions. (This impacts us 100%), and lastly, if an employer felt discriminated during the promotion process they may now request a review by CSC. Due to these new proposed rules the CSC will have a new public hearing on February 26, 2014. Please remember one major factor here- CSC is still in clear violation of job-banding because it violates our New Jersey Constitution.

The State Assembly passed another Resolution on January 6, 2014, to invalidate the CSC proposed Job-Banding. ACR-215 was adopted by a vote of 46-31. The State Senate adopted SCR-166 on January 9, 2014, to invalidate the CSC proposed Job-Banding. SCR-166 was passed by a vote of 21 to 16. This was the final resolution needed to stop the CSC from enacting its first proposal rules. Since CSC revised its broad-banding rules it now must have a new public hearing and a comment period.



THANK-YOU TO ALL OUR SNOW EMERGENCY WORKERS

Local 195, IFPTE salutes our members who are recognized by the State of New Jersey as being Essential Employees. Thank-you for diligently working many hours so far this year by keeping our Interstates and Highways, Hospitals, various Departments, Colleges & Universities safe. Your dedication to your jobs has not gone unnoticed.

CONGRATULATIONS!

Local 195, IFPTE congratulates Arnold Shep Cohen, P.C. of Oxfeld Cohen LLC on receiving his Honoring Good Corporate Citizenship Award. He was presented the award at the UNCF Twenty-Fifth Annual Awards Brunch on November 24, 2013. Arnee is Local 195's Legal Council & has represented our Membership for thirty-four years. Local 195 President, Timothy Rudolph, Officers and Members attended the event.



From left to right: Bridget Bryant, Trenton I&S Chapter President, Karen Lewis, International Rep., Gerald Newsome, Vice President, Local 195, Arnold "Shep" Cohen, Attorney for Local 195, Timothy Rudolph, President, Local 195, Michael Scorzetti, Trustee Chair, Local 195, Talaina Woodridge, Central I&S Chapter President/Trustee, Local 195

Congratulations to our Local President, Timothy J. Rudolph on his appointment to the New Jersey AFL-CIO Executive Board. President Rudolph was formally given his oath on December 3, 2013. Tim is pictured with NJ AFL-CIO President, Charles Wowkanech & Secretary/Treasurer, Laurel Brennan.



?? WHY ??

By: Gerald Newsome, Local Vice President

A three letter word with so much to it. This is what Local 195 & CWA is asking Kean University.

WHY?..

are you looking to put dedicated hard working employees on a constantly growing unemployment line?

WHY?..

when Kean University will not be able to have the work performed less costly or better than it is currently?

WHY?..

when you currently know the background of all your employees who you entrust to work around your Student Body, with an outside Contractor you won't know who is on campus from one day to the next?

WHY?..

do you continue to create more and more Management positions at a tremendous cost to the University duplicating jobs already being performed, yet and still have not backed fill any State positions even when the numbers show it is more cost effective to do so?

WHY?..

when every study on the subject of using public workers or private contractors reveal that it is more cost effective to use public workers, not to mention we do it better. It is sad that this University will not give us answers to our questions, but I assure you we will continue to ask them and do all in our power to stop this from happening?

Direct Deposit Law Affecting State Employees

On March 14, 2013 Governor Chris Christie signed a bill into law (P.L.2013 Chapter 28) that will make Electronic Fund Transfer (EFT) -- also known as **Direct Deposit** mandatory. All State, counties, municipal employees, school boards, and county colleges will be required to be paid through direct deposit on or after July 1, 2014. Direct deposit electronically gives you your bi-weekly pay check into your bank account. The sponsors of the bill (A720) claim that this will save more than \$500,000 a year.

Currently, State Employees have the option to designate in writing a specific banking institution and/ or a checking account. Under this new law, the State Treasurer is authorized by this legislation to grant exemptions for direct deposit and ESS to State Employees for the following reasons: specific Seasonal TES employees, NJ National Guard activated for State emergencies, former State employees with back pay awards, employees with certified disabilities unable to use computer access & recipients of wage payments through a consent decree. All other employees must comply with this new law by July 1, 2014. You will be required to enroll in ESS (Employee Self Service) to obtain pay stubs & other information.

To enroll and/or obtain further information go to:

https://www20.state.nj.us/TYM_ESS/

It is important to know that if you do not submit either a direct deposit application or a CashPay Card authorization form by the deadlines the State provided, the State will automatically enroll you into CashPay Card Program. Your cash Pay Card will be sent to the address that Centralized Payroll has on file. If you moved or the State does not have your correct address, contact your HR Department and fill out a new W-4 with your correct address on it.

DONALD R. PHILIPPI / LOCAL 195 MEMORIAL SCHOLARSHIP

Scholarship applications are available to any Local 195, IFPTE Member's 2014 High School Graduate. Applications may be obtained through any Local 195 Chapter President and/or by calling the Local 195 Office, 800-316-0351. All scholarship applications must be submitted to the Local 195 Office by June 4, 2014. Award presentation will be held at the Annual Local Picnic scheduled for June 21, 2014.

THE HOURLY WAGE

– By. Lisa Ciccone
Business Representative

A State wide referendum on November 5th was approved by voters in New Jersey this past January 1, 2014 to raise the minimum wage by \$1.00.

Local 195, IFPTE wishes to thank our Chapter Officers, Chapter Presidents, Shop Stewards, Gold Card Club and all the volunteers who did (GO-TV) Get -Out-The Vote activities. Our Garden State has increased our minimum wage to \$8.25 per hour. This measure was approved by 61% of New Jersey voters on Election Day, while 39% did not support it and voted no on this referendum. People who make minimum wage will have all future increases tied to inflation. This means that a (COLA) Cost of Living Adjustment will automatically happen which will assist working class in trying to make ends meet in providing for themselves and their families. New Jersey is currently the 11th State that tied the COLA to the minimum wage.

This past January 1st the following 13 States have increased their minimum wage: (I compiled the below information from the Employment Policies Institute.)

Arizona went from \$ 7.80 to \$ 7.90 (10 cent increase)

Colorado went from \$ 7.78 to \$8.00 (22 cents increase)

Connecticut went from \$8.25 to \$8.70 (45 cents increase)

Florida went from \$7.79 to \$7.93 (14 cents increase)

Missouri went from \$7.35 to \$7.50 (15 cents increase)

Montana went from \$7.80 to \$7.90 (10 cents increase)

New Jersey went from \$7.25 to \$8.25 (\$1.00)

New York went from \$7.25 to \$8.00 (75 cents increase)

Ohio went from \$7.85 to \$7.95 (10 cents)

Oregon went from \$8.95 to \$9.10 (15 cent increase)

Rhode Island went from \$7.75 to \$8.00 (25 cents increase)

Vermont went from \$8.60 to \$8.73 (13 cent increase)

Washington went from \$9.19 to \$9.32 (13 cent increase)

California recently approved a minimum wage increase which will benefit their State and their families to \$10.00 an hour.

Raising people's standard of living is exactly what our labor movement is all about. It's about people – not companies!

International Federation of Professional and Technical Engineers, AFL-CIO-CLC

PRESIDENTIAL ASSISTANTS
Ray Cibo, Angelique Hewitt,
Phyllis Wyatt, Diane Moore

UNIT PRESIDENTS
Leonard J. Ross, Inspection & Security
Joseph Stives, Maintenance
Michael Ingram, Crafts

TRUSTEES
Michael Scorzetti, Chair
William O'Brien
Talina Woodridge

Timothy J. Rudolph, President
Gerald Newsome, Vice President
Alan Renouf, Treasurer
Deborah A. Spencer, Secretary
Steve Sharp, Sgt.-At-Arms

THE EXECUTIVE OFFICERS OF LOCAL 195 IFPTE

Address Service Requested



LOCAL 195
186 North Main Street
Milltown, NJ 08850

NON-PROFIT ORG.
U.S. POSTAGE
PAID
NEW BRUNSWICK, NJ
PERMIT No. 50768