



CONTRACT NEGOTIATIONS FAST APPROACHING

The Local 195, IFPTE Contract with the State of New Jersey is slated to end on June 30, 2015. Times are hard & we are being constantly reminded the State is in a spiraling deficit. Contract negotiations will commence in the next few weeks. Our Negotiation Committee consisting of President Rudolph, Local Officers & Executive Board Members would like to give you the opportunity to voice your concerns, ideas and input when we start Contract discussions. We have all worked hard to achieve the benefits we have & need to continue to protect these long deserved benefits. Please take some time to fill out the following survey & questions.

Return this sheet to the Local 195 Office by fax 732-247-2474 or mail to:

186 North Main Street, Milltown, NJ 08850.

Please rank the following issues in their importance to you (#1 being your first choice; #10 being your last choice):

_____ Vacation _____ Health Benefits _____ Pension

_____ Seniority _____ Overtime _____ Holidays

_____ Wages & Increments _____ Workplace Health & Safety

_____ Sick Days _____ Other _____

What Department do you work for: _____

How many years have you worked for the State: _____

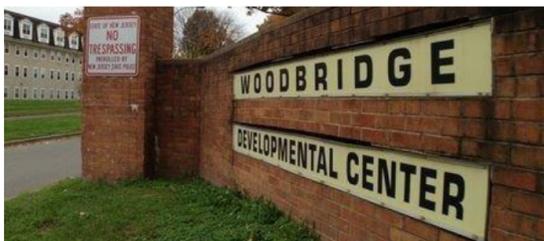
What is your gender? Male Female

Thank-you for taking the time to respond to this survey. Your input is important & valuable to your Negotiating Committee and working with us will help support, improve and keep our benefits.

TOGETHER...WE CAN!

WOODBIDGE DEVELOPMENTAL CENTER CLOSURE ENDS 50 YEARS OF SERVICE

By: Deborah A. Spencer, Local Secretary



“Woodbridge State School” was established in 1965; in 1984 the facility was recognized as a Developmental Center for individuals with disabilities. On January 1, 2015, the New Jersey Department of Human Services officially closed the doors & WDBR Residents with profound intellectual disabilities had to find another place to call their home.

The Governor’s Task Force on the Closure of Developmental Centers made a binding decision in July 2012 to close two facilities. North Jersey Developmental Center was closed in June 2014. Woodbridge Residents

began the relocation process in July 2012 when the population at the facility was at 333 until the last residents were moved out on December 11, 2014. The Woodbridge population was scattered amongst the five remaining Developmental Centers & a few Community Group Homes.

Local 195 opposed this closure and remains vocal & adamant that no other Developmental Center locations close in the future. The closure for the three Unions IFPTE, AFSCME, CWA resulted in approximately 622 layoffs, 110 retirements & impacted about 2,910 Public Employees throughout the NJ Department of Human Services.

Woodbridge Developmental Center in Middlesex County had a campus-like setting with twenty-five buildings, sixteen buildings were used for different living areas according to the needs of the individuals assessed with mild to severe intellectual disabilities. The NJ Department of Treasury will make the determination of what will happen with the 68 acre property.

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

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LOCAL 195 NEWS

NEW JERSEY PUBLIC EMPLOYEES UNION

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TIMOTHY J. RUDOLPH, PRESIDENT

LOCAL 195 NEWS

NEW JERSEY PUBLIC EMPLOYEES UNION

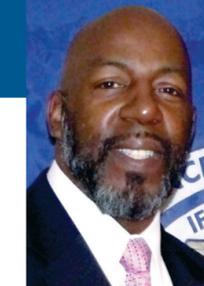
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Editor In Chief: Gerald Newsome
Editor: Deborah Spencer
Support Staff: Cheryl Catananzi

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From the Desk of President
TIMOTHY J. RUDOLPH



There is no other quality so essential to success as the quality of perseverance. It overcomes everything & we shall overcome as well. This year is no exception with the struggle of our Pension payment perpetual problems, privatization to our members as Public Employees at Kean University and yet another Developmental Center closure. We may encounter many defeats, but we must not feel defeated. On the contrary, we stand together and continue to move forward. This Union has a heritage of strength & success through difficult times. We will continue to surmount the obstacles & remember that our success is connected with action.

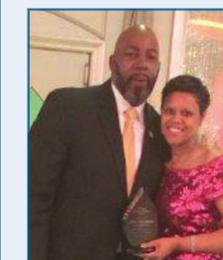
Under my leadership and along with the Officers of Local 195 we are vehemently aware of the concerns to our members as Public Employees such as job security & retirement dreams. We must be diligent as a Union to work together & strive to keep our voices heard in Trenton. The State is not hearing the message being preached. It needs as an employer to provide job opportunities & show concern for its employees.

Our Contract is coming to a close on June 30, 2015; Local 195 is preparing for upcoming negotiations. Your input is important & always appreciated. Attendance at your chapter meetings is requested to remain informed of updated reports as well as submitting proposals for the Negotiations Committee to review. Along with these negotiations, we will be fighting all and any attempts to make any changes to the well-deserved benefits we have. We all share the same common concerns of privatization and to have a decent contract. The arena of concerns is enormous; there is a need for all Public Employee Unions to stand united for the fight against Labor and put forth what is in the best interest for all Public Employee Unions.

Remember, Successful People keep moving forward & Local 195 will continue with the same utmost unified effort to serve the membership of Local 195, IFPTE.

Fraternally,

Timothy J. Rudolph
President, Local 195, IFPTE



CONGRATULATIONS TO President Timothy J. Rudolph

on being presented the first Wow-Man Award of Excellence on March 31, 2015. Assemblywoman Shavonda Sumter presented this award in Honor and Recognition of President Rudolph's dedication and commitment to his community & his achievements as a Labor Leader. Those in attendance to honor President Rudolph were his Family, Friends, Local Officers & Members.

CHRISTIE ATTACKS PUBLIC PENSIONS, AGAIN.

It was only four years ago that Gov. Christie convinced the State Legislature to raise public employee pension contributions and cut retirement benefits, and now he's back for more. In his State Budget Address on February 24th, the Governor declared that public sector pensions were unaffordable and unsustainable, and that he would not be making the required payment into the funds.

Only 24 hours or so before his Budget speech, Superior Court Judge Mary Jacobson found Christie "guilty" of breaking the law by withholding the 2014-15 state pension contribution. Yes, the very law he signed in 2011 that mandated certain necessary payments each year into the public sector funds.

The Court decision, in a case filed by Local 195 and other public employee unions, was a major victory for all public workers but, of course, Governor Christie has already filed an appeal. The Judge declared that, "Unsurprisingly, the governor does not make any promises that the budget for FY 2016 will include a full payment for the pension systems. The court is unwilling to rely on what has now become a succession of empty promises."

Instead of complying with the Judge's order, Christie formed a task force of Wall Street types to come up with recommendations to solve the funding issues for our pension and health benefits plans. To absolutely no one's surprise, this group is calling for a series of unacceptable changes. Such

as, freezing our current plan, PERS, and replacing it with an IRA-style program where an employee's retirement benefits are tied to the stock market. This proposal includes current, as well as, future employees. IFPTE Local 195 adamantly opposes this suggestion!

There is no question that our pensions are underfunded and the situation must be addressed. But there is also no question about what is the cause of this problem. In a recent study by the National Association of State Retirement Administrators, New Jersey came in dead last, number 50, in funding its pension plans. Local 195 strongly believes that this disgraceful record of shortchanging our State's public workers must be corrected, and Judge Jacobson agrees!

Local 195 has joined a new lawsuit to force Christie to make next year's \$2.9 billion contribution to our pension plan. But we must do more. Each and every Local 195 member and chapter must be reaching out to their elected officials, especially state legislators, and demanding that they support our fight, and the Judge's order to make the required contribution.

A balanced budget that protects our jobs, services, and benefits will require additional revenue sources (i.e., Millionaires tax). We must join with those elected leaders that are brave enough to stand up to the Governor and set our State back on the path to fiscal and programmatic stability.



LOCAL 195 PICNIC
EAGLE'S LANDING DAY CAMP
AT MILL ROAD
This is a fun filled day of a continuous buffet & activities for all Local 195 Members & their immediate families.



BLAST TEXTING A SUCCESS!

By: Diane Moore, Local 195 Presidential Assistant and Belmar Chapter President

Local 195 has joined the ranks of other 21st Century Organizations and Companies with the latest in communications technology- Blast Texting! A super quick and easy way to deliver important information directly to you, Local 195 has tested this system over the last couple of months, and everyone agrees. It's convenient, keeps you up to date, and it's easy to sign up. There are two ways to sign up- 1). Text local195 (no spaces) to 88202, or 2). Go to our website- local195.org, and click on "Join Mobile Texting". Enter your cell phone number (no dashes), your name and current e-mail address, then click the groups you are in. Everyone will automatically click "Membership", but click any other applicable categories (i.e. Steward, Officer). You will only receive periodical texts; blast texting saves time and postage. This is for urgent and time sensitive info. and Local 195's goal is to get everyone on board. Join today, you always have the option to unsubscribe at any point.

Welcome New Chapter Officers

Melvin McKenzie – New Jersey City University Chapter

Welcome New Stewards

- Antoine Council – Ancora Chapter
- Anthony Johnson Sr. – Ancora Chapter
- Christina Jackson – Central Corrections Chapter
- Maria Hayes – Clifton OMSC Chapter
- Anthony Polizzotti – Hunterdon Chapter
- Larry Austin – Montclair University Chapter
- William Brown Jr. – Montclair University Chapter
- Dion Cashaw – Montclair University Chapter
- Lashonda Chitty – Montclair University Chapter
- Frank Esposito – Montclair University Chapter
- Andy Felix – Montclair University Chapter
- Sheila Webb – Montclair University Chapter
- Kevin Ballard- Ramapo College Chapter
- Kalmudeen Khan – Trenton Psych Chapter
- Jean Merisier – Trenton Psych Chapter

Retirees

- Anthony Pacelli – Ancora Chapter
- Conrad Bouchard – Hunterdon Chapter
- Evangeline Greenleaf – Hunterdon Chapter
- Earl Boseman – Woodbridge Chapter
- Sam Spears Jr. – Woodbridge Chapter

LOCAL 195 SCHOLARSHIP APPLICATION DEADLINE

Local 195 has scholarship applications available to eligible children graduating from High School. Only children of Local 195, IFPTE members may be considered. Scholarship applications may be obtained from Chapter Presidents or from the Local 195 Office in Milltown - (732) 247-0350.

The deadline for filing an application is June 1, 2015. Submission must be done on an official Scholarship application form. Mail completed applications to Local 195 Scholarship Committee, 186 North Main Street, Milltown, NJ 08850.

Applicants must be High School graduates, applications must be completely filled out & include the following:

500 minimum word Essay – The Effects of the American Labor Movement on My Family and Me

Up to date High School transcript

Brief personal summary, to include:

- Volunteer community service involvement
- Work experience
- Family Members (parents, siblings etc)
- Extracurricular activities
- Interest & career goals
- Two letters of recommendation w/ signatures
- Any other pertinent scholarship information
- A small photo of yourself

Note: Only children of Local 195, IFPTE union members are eligible. Prior college students, nor are applicants who intend to enter a tuition-free college, or prior Local 195 Scholarship Awardees.

THE FUTURE OF YOUR PENSION IS AT STAKE

The Election process for PERS Trustee has begun as of April 1, 2015. Local 195, IFPTE and the NJ State AFL-CIO has endorsed Carey Brown for Election to the Public Employee's Retirement (PERS) Board of Trustees. Carey Brown is a career public worker and CWA Local 1037 shop steward. Ballots were shipped to State employing locations. Only Active State employees can vote in State elections. Retirees cannot vote. Balloting closes May 31, 2015. If you want to vote on line please log onto: <https://vote.election-america.com/NJState>.

Also, please note an active PERS member will need their ballot instructions from their employer in order to have their "Election Code" number and their "Voting Pin" number.

KEAN UNIVERSITY LOSING UNIONIZED JOBS

By Lisa Ciccone



Local 195, IFPTE held a labor protest at Kean University on March 2, 2015. For months Local 195, IFPTE politically lobbied and fought against Kean University President Dawood Farahi who spearheaded the effort to contract out and privatize our senior building maintenance workers and ground workers is a political move just to dismantle organized labor and eliminate public sector unionized jobs.

This administration at Kean University including the Board of Trustees and local politicians have turned a deaf ear to cost savings. Local 195, IFPTE reached out to our International to assist us in this battle. IFPTE conducted research and analyzed the RFP's. Grounds maintenance contract proposals included language on markups for any subcontracted labor ranging from 5% to 15% depending on the contractor, contractors' bids include costs for profit and overhead, materials and supplies. Most bids for grounds maintenance did not include itemized snow removal work, but rather a list of costs billed at premium rates. This is not a cost savings to the tax payers of New Jersey nor Kean University. The proposals do require more workers at lower wages to accomplish the work.

Local 195, IFPTE is not done fighting this battle. People who work at the campus need a living wage. These anti-labor busting RFP's adds to the working poor for what was once a living wage for people turns into part time positions and with zero benefits.

So many questions about this privatization still goes unanswered. Some of these questions are the following:

Why is privatization being proposed? Who benefits? The employees hired by the contractors do not benefit. Wages, sick time and vacation time get drastically cut. The next two questions are about pay to play. In the past the legislature had proposed bills to counter corruption but currently to date no law has been passed to fight pay to play but I still proposed the following questions: Has the bidding companies agreed to publically disclose all of their political contributions from the last few years?

Has the bidding companies agreed to stop making any political contributions to lawmakers or political parties that may direct or indirect influence over the privatization process?

Local 195 was significantly supported at Kean University Board of Trustees meeting. Those in attendance were: Assemblyman Thomas Giblin, New Jersey AFL-CIO Secretary-Treasurer Laurel Brennan, Union County Central Labor Council President Jim McManus, President of Kean

Federation of Teachers James Castiglione, all the union officers and chapter presidents, retirees, student groups, AFT and CWA. Sadly, the Board of Trustees voted to move forward and privatize our membership.

On March 18, 2015 thru March 20, 2015, Local 195 met with individual members and Kean University management of Human Resources to go over and address the Declaration Forms for the layoff process and procedure. The final interviews are scheduled on April 6-8. Sadly, the separation date of employment for our members at Kean University is set for April 30, 2015.

Local 195, IFPTE has not given up fighting this battle. You may have seen flyers posted all over the campus or even on some windshields explaining that the company taking over called GCA Services which is a nationwide custodial services company based in Cleveland, Ohio which was then purchased by the Blackstone Group private equity firm has had numerous problems in its cleaning contracts. We, Local 195 will continue to battle and lobby against this privatization.

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.