

**STATE OF NEW JERSEY
PUBLIC EMPLOYMENT RELATIONS COMMISSION**

**In the Matter of Arbitration
Between:**

Case No. AR-2011-897

**CAMDEN COUNCIL #10, and
SUPERVISORY UNIT OF
CAMDEN COUNTY COUNCIL #10
and**

Richard C. Gwin, Arbitrator

**CAMDEN COUNTY
BOARD OF CHOSEN FREEHOLDERS
and CAMDEN COUNTY MOSQUITO
EXTERMINATION COMMISSION**

ARBITRATION AWARD

Appearances:

For the County, Brown & Connery, LLP
Michael J. DiPiero, of counsel

For the Unions, Spear Wilderman, Attorneys
James Katz, of counsel

WHEREAS in accordance with N.J.A.C. 19:12-5.3, the undersigned was notified by letter dated June 1, 2011 from the Public Employment Relations Commission of his appointment to hear and decide this dispute; and

WHEREAS this matter was arbitrated on August 16, 2011, at which time the parties examined and cross-examined witnesses, introduced exhibits and argued their positions; and

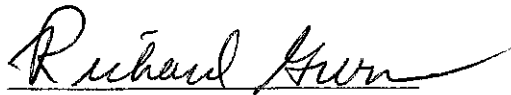
WHEREAS I have reviewed the entire record and considered the parties' positions, relevant legislation, regulations, and recent case law; and

WHEREAS an expedited resolution of this matter is in the interest of all parties;

NOW THEREFORE, I submit the following **Award**:

1. There shall be no further furloughs for the remainder of 2011.
2. To compensate each employee still on the payroll who has already been furloughed, the County shall create a paid leave bank (hereafter "PLB"), consisting of seven (7) days of paid leave which can be used at any time during his or her employment with the County. The PLBs will be maintained separately and apart from other paid leave, and there will be no limitation on the carryover of days. Specifically, any carryover restrictions that are applicable to paid vacation and personal leave days will not be applicable to PLBs.
3. Beginning November 1, 2011, and for the duration of their employment with the County, employees may use PLB days subject to operational needs. PLB days may be used in conjunction with any other existing paid leave days. PLB days shall be approved in the same manner in which vacation days are approved. County approval for the use and scheduling of PLB days shall not be unreasonably denied.
4. PLB days may not be cashed out at the separation of employment, but there is no time limit upon their usage.
5. Nothing in this **Award** shall be construed as a waiver of the parties' respective positions about the negotiability of unpaid leave days or furloughs, or of the claim that unilaterally imposed furloughs or unpaid leave days violate provisions of the parties' Collective Negotiations Agreements.

6. This **Award** shall resolve all issues in the above arbitration and the Unfair Practice Charge docketed as C0-2011-298, which shall be withdrawn by the Union as moot.


Richard C. Gwin, Arbitrator

October 26, 2011

State of New Jersey
County of Mercer

On this 26th day of October 2011, before me personally came and appeared RICHARD C. GWIN, to me known and known by me to be the individual described herein, and who executed the foregoing instrument and who acknowledged to me that he executed the same.

Peggy Uzmack, Notary Public