

Camden County Council #10

WORKFORCE



President's Corner– Negotiations and Health Benefits



President Karl Walko

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FIND COUNCIL #10 ON
THE WORLDWIDE WEB AT
WWW.COUNCIL10.ORG

Calendar of Events:

GENERAL MEMBERSHIP MEETINGS

- TUESDAY, SEPTEMBER 23
- TUESDAY, OCTOBER 28
- TUESDAY, NOVEMBER 25

SCHOLARSHIP GOLF TOURNAMENT

MONDAY, SEPTEMBER 8

“Of all the forms of inequality, injustice in health care is the most shocking and inhumane.” —Dr. Martin Luther King

Almost universally, negotiations with public employers have become more difficult and more contentious. The primary factor driving this change is the rapid increase in the cost of health benefits. Health benefits discussions have delayed negotiations between Council #10 and Winslow Township, Gloucester Township, the Camden Co. Health Services Center, the County Prosecutor’s Office and with Camden County. While employees ask only that their level of benefits remain unchanged, management sees the increased cost as part of an increased cost in employee compensation. While management may not be responsible for increases in cost, employees have even less control over the issue. The Kaiser Family Foundation reports, “Health insurance premiums have increased rapidly over the recent past, growing a cumulative 78 percent between 2001 and 2007 and far outpacing cumu-

lative wage growth of 19 percent over the same period.” With these type of increases, all employers are attempting to pass along more of the costs to employees. Like other public employees, Council #10 represented workers face the fact that support by taxpayers for good health benefits has been eroded by the actions of some private employers in drastically cutting benefits, limiting employee eligibility or dramatically increasing employee costs.

While public employees should not be made the scapegoat for the problem, they should recognize that what happens in the private sector has a profound affect on negotiations and their benefits. Consequently, public employees should support reform in the way that health benefits are provided to Americans. No American should go without benefits because of cost and cost should be controlled so that it does not result in Ameri-

(Continued on page 3)

Camden Parking Authority Employees Ratify New Contracts

Council #10 represented employees working for the City of Camden Parking Authority ratified new contracts on April 16. The employees had been without a contract since the end of 2006. The contracts provide employees with salary increases of \$1,400 in 2007, 3.75% in 2008, 2009 and 2010. The 2007 increase represents an average salary boost of over 4.75% . For the 40% of the employees making under \$23,000/year the \$1,400 represented a 6.7% increase. While doctor visit and prescription co-pays may increase, the employees will not co-pay health premiums. Both contracts were ratified overwhelmingly.

CamCo Prosecutor’s Office Unit Negotiations in Mediation

Council #10 represented clerical employees in the Camden County Prosecutor’s Office are currently in “mediation” in an attempt to reach a contract settlement with the County Prosecutor. The Unit has been without a contract since the end of 2005. While two other bargaining units in the office have reached a settlement, the Council #10 unit, along with another unit represented by another union have been unable to find agreement.

Mediation, overseen by a mediator assigned by the New Jersey Public Employment Relations Commission, provides a neutral party to work with both sides in order to bring them together. If the parties are unable to resolve their differences in mediation, the process will move to “fact-finding” in which a neutral party will make a recommendation on a fair settlement.

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Elections, Resignations Result in New Trustees

Following elections in the fall, resignations and subsequent appointments by the Board of Trustees to fill vacant positions the current Board of Trustees consists of the following individuals:

Trustee	Bargaining Unit
William Couse	City Non-supervisory
Orlando Munoz	City Non-supervisory
Tytanya Ray	City Non-supervisory
Rich Walker	City Non-supervisory
Joe DiTaranto (President)	City Supervisory
Gary Still	City Supervisory
Linda Dilks	Co. Library Support
Laura Porter	Co. Library Support
Barbara Kidawa	County Large
Mike Lydic	County Large
Nidia Sinclair	County Large
Lawrence Beach	County Large
Marianne McGee	County Large
Linda Jackson	County Large
Valerie Castagna	County Large
Jim Wicker (President)	County Supervisory
Bob Lentine	County Supervisory
Dennis Collins	HSC Crafts
Bunny Cowgill	HSC Regular
Fred Grasso	HSC Regular
Jeanne Muehlhauser	Co. Prosecutors Clerical
William Holland	Co. Mosquito
William Macklin	Co. Blue Collar
Justin Snyder	Co. Blue Collar
Joe Ormsby	Co. Crafts
Burt Wolfe	Winslow
Cedric Smith	Winslow
Donna Barrett	Gloucester Twp Admin
Olga Pollard	Gloucester Twp Admin
Mike Jones	Gloucester Twp DPW

Donna Davis, Long Serving Co 10 Secretary, Retires

After many years of service to Council #10, Recording Secretary Donna Davis retired from her position with Council #10 and her employment with Camden County at the end of January. Donna served Council #10 under Presidents from David Polniak through Karl Walko. She worked for Camden County as a Paralegal in the County Counsel’s office. Before starting with Camden County she worked in the law office of former Superior Court Judge Allan Vogelson.



Donna Davis

At her retirement event, President Walko noted her strong belief in unions, and her inability to do anything but “tell it like she sees it”.

Donna was replaced by Valerie Castagna who has served on the Council #10 Board of Trustees since the 1980’s and was Secretary to the Board before her recent appointment.



Valerie Castagna

Unfair Practice Charge by Council #10 Results in Reinstatement of County Amerihealth HMO

Recent action by Camden County to unilaterally eliminate the Amerihealth HMO health benefit plan without negotiations resulted in Council #10 filing an “Unfair Practice” charge with the New Jersey Public Employment Relations Commission. As a consequence of the filing, Camden County reconsidered its action and reinstated the plan as a health benefit option in 2008 for Camden County, Camden County Health Services, and Camden County Library System employees.

COUNCIL #10

WE'RE HERE TO SERVE YOU!



Council 10’s office is open Monday through Friday from 8:30 AM until 5:00 PM.

We are conveniently located at 330 Market St., 2nd floor Camden, NJ 08102

Phone: (856) 541-4191 FAX: (856) 541-9390

Email: office@council10.org

Negotiations and Health Benefits (Continued from page 1)

cans making a choice between health care and other primary needs. All Council #10 members should listen closely to the current political candidates and make sure that they support a system that will provide good and reasonably priced health care to all. While single-payer plans, like Medicare, have both supporters and detractors, it's clear that a system in which over 1,500 for-profit insurance companies have different forms, rules and procedures leads to enormous additional costs. It's estimated that over 20% of the cost of private health insurance goes for paperwork and profits, compared to 3% under Medicare. (A study by the New England Journal of Medicine puts the administrative cost of the U.S. system at \$294 billion per year, compared to about \$9.4 billion in Canada. That translates to a per-person cost of \$1,059 in the U.S. and \$307 in Canada).

While the current health system has been described as "the best in the world" it means nothing if you are among the estimated 47 million uninsured Americans that don't have real access to it. In fact, the United States is the only advanced nation that does not have universal health care. Largely as a result, the U.S. is ranked 37th among all countries in health system performance, according to the World Health Organization despite the fact that our cost per capita is the highest.

- *Karl R. Walke*



\$14,500 in Scholarships Awarded to 29 students at March

The Henry J. Dunn Scholarship Fund awarded \$14,500 in scholarships at Council #10's March General Membership Meeting. Twenty-nine high school seniors, sons and daughters of Council #10 members, each received a \$500 award. Of special note were the awards to Matthew Quinn (Freeholder Award) and John Milby (John West Award). The Council #10 Scholarship Program has awarded over \$110,000 in scholarships since its inception in 1997.

Recipients & Parents at the March Meeting

2008 Scholarship Recipients

Matthew Quinn**	Karin Carson
John Milby*	Joel Romberger
Stephanie Bayruns	LaMeira Stephens
Nicholas Redman	Chizorom Eke-Okoro
Sarah Paul	Megan Krason
Tyrika Watkins	Brittany Gloster
Michelle Ruiz	Karen Russo
Michael Schaffer, Jr.	Michelene Hearey
Duncan Watts	Ashley Goldman
Latisha Williams	Jessica German
Kacharel Kemp	Brittany Dunn-Fawra
Andrew McAleer	Emily Mulholland
Jennifer Metzger	Gregory Forest, Jr.
Gloribeth Reyes-Torres	Victoria DiFabio
	David Anstotz

** Freeholder Scholarship Recipient
* John West Scholarship Recipient

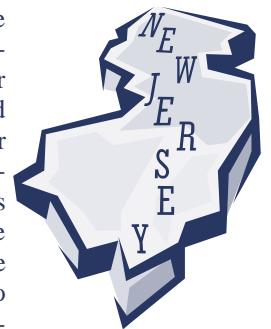
Paid Family Leave Bill Becomes a Reality in New Jersey

On May 2, Governor Jon Corzine signed into law legislation that will provide six weeks of paid family leave to New Jersey workers. New Jersey becomes only the third state to provide paid family leave. Business interests fought hard to derail the legislation which was supported by labor and progressive organizations throughout New Jersey. As part of the New Jersey Time to Care Coalition, Council #10 did its part in the push for the passage of the bill which makes available a maximum benefit in 2009 of \$524 per week tax free. Payroll deductions will begin on January 1, 2009. Most workers will pay about 64 cents a week. Paid family leave will first be available starting July 1 next year.

At the time of the bill's passage, Governor Corzine stated, "Today is a victory for the working families of New Jersey and all

those who believe that earning a living and caring for a loved one should not be an either/or decision. This legislation recognizes workers should be able to take the time needed to attend to their family responsibilities

without being forced into financial jeopardy. Employers trust workers with their job responsibilities every day and it is reasonable to trust them with the freedom and flexibility to balance their work and family needs. The financial pressure of dealing with a family in crisis is a circumstance we can insure against."



UNION



YES

From The Shop Steward's Manual - GRIEVANCES

Workers and management by nature have different goals and perspectives. Although teamwork and labor-management cooperation are desirable, the fact is that occasional disagreements in the workplace are inevitable. Of course, where management pays little heed to employees' rights, the grievance load tends to be much higher. Grievances typically occur when employees believe they have been treated unfairly or denied some benefit to which they are entitled. The union, naturally, seeks to remedy the employee's complaint. In addition, if the contract is being violated, the union will want to stop the violation in order to protect the bargaining unit as a whole. Management, for its part, also has an interest in resolving disagreement, since ongoing disputes in the workplace hurt morale and make workers less productive. For these reasons, it is in the interest of both the employer and the union to have a convenient method of resolving disputes. This is the purpose of the grievance procedure.

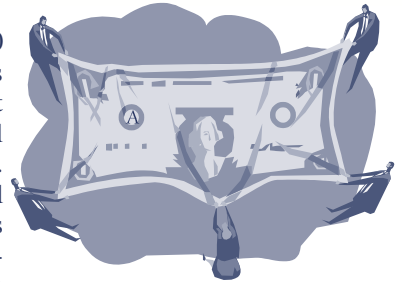


New Jersey's constitution guarantees public workers the right "to present, to make known to the State, or any of its political subdivisions or agencies, their grievances and proposals through the representatives of their choosing." This right pre-dates the right to collective representation as it is known today. The right to present grievances is also spelled out in New Jersey's labor relations act, which requires public employers to negotiate a grievance procedure as well as process grievances and prohibits them from punishing stewards or employees that file grievances.

A grievance is understood to be a formal complaint or appeal concerning some practice, policy, action or lack of action on the part of management that adversely affects the employees. Generally, a grievance involves some violation of the contract. In deciding if a grievance should be filed, it should be determined if anyone's interest (including the union's) were actually harmed, if it violates the contract, some law, regulation, policy, or past practice or is otherwise "wrong". It is also important to consider if there is anything that can be done about it. If the answer is "no", there is probably no point to filing a grievance. For example, employees often complain about the volume of work to be done, especially when they are working short-handed. However, this is not necessarily the employees' problem, unless management is "cracking the whip" on them. Employees should simply put in "an honest day's effort", then go home and let management worry about the work that doesn't get done. A grievance would only be appropriate if management tried to discipline the employees or otherwise retaliated for the result.

Council #10 Operating Budget Approved by Members

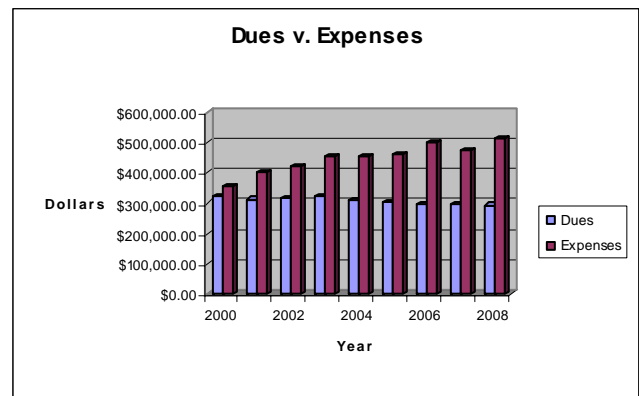
The 2008 Council #10 operating budget was approved by members at the March 25 General Membership Meeting. The budget includes total anticipated expenditures of \$514,000, divided between personnel expenses of \$270,000 and operational expenses of \$244,000. The increase in anticipated expenses is 2% over last year.



In presenting this year's budget, President Walko advised members that dues revenue was anticipated at \$285,000 meaning that a significant portion of the operational budget was funded from the union's investments and other sources. He noted that dues revenues have been approximately the same for fifteen years while the cost of operating the union has continued to grow. He added that the growth in expenses was the result of inflation but also because members continue ask more and more from the union office. In order to address this, the union hired a second secretary in 2007 but did not replace the Executive Assistant position that became vacant near the end of 2005. Walko felt the Executive Assistant position was needed even if it was not funded in this year's budget. He concluded that it was clear that the union must consider a dues increase this year. The Long-Term Planning Committee will take up the job in the near future.

Walko: Dues revenues have been approximately the same for 15 years while the cost of operating the union has continued to grow.

The Long-Term Planning Committee will take up the job in the near future.



Remember to Use Your Council #10 Vision Benefit - Council #10 eligible employees should make sure they use their new Vision Benefit. If you have questions or need information, please visit our website or contact the Council #10 office.

Governor's Budget Proposes Elimination of Department of Personnel

As part of his effort to hold down the cost of State government, Governor Jon S. Corzine proposed the elimination of three State de-



partments, including the Department of Personnel (DOP). The DOP is the enforcing agency for civil service rules overseeing hiring, promotions, and terminations of most Council #10 represented employees. The elimination of the DOP, if it were to occur, would **not** mean the elimination of the rules. The budget says, "The essential functions of these agencies will be consolidated into other executive branch departments or agencies." It currently appears that most of the DOP's functions will be rolled into the Department of the Treasury.

Council #10 opposes the elimination of the Department of Personnel. We have written to the Governor expressing our view—"We believe the proposed elimination of the DOP sends exactly the wrong message to county and municipal employers. To some

extent, each local public employer seeks to avoid the use of DOP regulations. While employers may say and even feel that their actions are based on legitimate purposes, the primary reason is that civil service regulations limit their ability to reward employees currently in favor with the elected officials and limit their ability to avoid rewarding employees not in favor. Unfortunately, consideration of the affect on services to State residents is not the primary motivating factor. While in our view the limitations placed on local employers by the regulations are inadequate, they are still important because they prevent the complete politicization of government service in New Jersey. As a reforming Governor, we believe you should be strengthening and not weakening civil service. Surely you recognize the importance of a professional non-partisan workforce."

"The essential functions of (the DOP) will be consolidated into other executive branch departments or agencies."

While expecting the Legislature to bow to the Governor's wishes, we remain deeply disappointed that the important role of the DOP is not recognized and that needed additional funding is not being provided in order that they may fully fill that role. We expect that this importance will be recognized only in hindsight after the abuse of the system becomes obvious to all.

Henry J. Dunn Scholarship Tournament Raises Over \$9,600

Thanks go to all that participated and supported the 2007 Henry J. Dunn Scholarship Golf Tournament, especially tournament sponsors, hole sponsors and those that donated gifts to the Chinese Auction. Because of their donations, Council #10 has been able to provide \$500 donations to **every** eligible child that applied over the past seven years.



2007 HOLE SPONSORS/ORGANIZATIONS (\$100)

Patricia Witcher / Commerce Bank Camden
Frank Masso/Frank's Time Out
Dennis Reilly/IPP/Pressworks
Karl Walko/The Walko Family *
Shulman, Kurtz, Turer & Topaz LLC
Peter Burton *
John D. Kernan/Kernan Dental Office
Newfield National Bank
Inglesby & Sons Funeral Home
Ross Angilella/County Administrator
Thomas D. Foy, Jr./Foy Financial Services
Camden Co. Health Services Center
Camden Co. Retired Employees Assoc.
Council #10 Supervisory Unit
Paul Redman
Jon Sciarra
Council #10 Officers
Council #10 Shop Stewards
Robert Gottfried/Cross Current Corporation
Gary Still/Enhance Builders Custom Carpentry
Bernard A. Platt/Platt Memorial Chapels, Inc.
Mary Crangle
Tami Goree/The Goree Family
Gocial Gerstein LLC
Camden County Public Works Employees
Council #10 Trustees/Shop Stewards
Bill Barry/Property Appraisals, Inc*

* Special Sponsors (\$250)



Don't Throw This Newsletter Away!

In order to control costs, Council #10 does not print a copy of this newsletter for every one of our 2,000 members. Please share it and help us spread the news. Your assistance in controlling costs is greatly appreciated.

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Tournament Sponsor (\$500)**

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ATTORNEY

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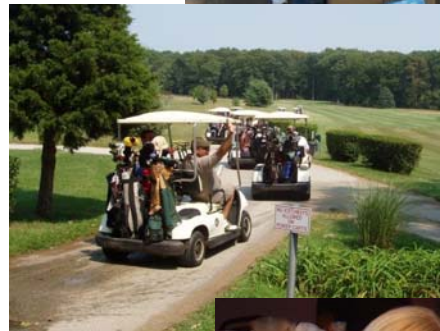
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**Humor Section—
How it happens:**

In the beginning there was the Plan.
 And then came the Assumptions.
 And the Assumptions were without form.
 And the Plan was without substance.
 And darkness was upon the face of the Workers.
 And they spoke among themselves, saying, "It is a crock of s--- and it stinks."
 And the Workers went unto their Supervisors and said, "It is a pail of dung, and we can't live with the smell."
 And the Supervisors went unto their Managers saying, "It is a container of excrement and it is very strong, such that none may abide by it."
 And the Managers went unto their Directors, saying, "It is a vessel of fertilizer, and none may abide its strength."
 And the Directors spoke among themselves, saying to one another, "It contains that which aids plant growth and it is very strong."
 And the Directors went to the Assistant Administrators saying unto them, "It promotes growth and it is very powerful."
 And the Assistant Administrators went to the Head Administrator saying unto him "This new plan will actively promote the growth and vigor of the company with very powerful effects."
 And the Head Administrator looked upon the Plan and saw that it was good.
 And the Plan became Policy.
 And this, my friends, is how s--- happens.



Scholarship Tournament Pictures



↑ Getting Organized
 ← Headed Out



Gina Dunn and Nephew →

**'07 Henry J. Dunn
 Tournament Sponsor (\$500)**

**GINA
 DUNN**

Rose Candy Selected Member of the Year

For the past several years, Council #10 has honored a “Member of the Year” as part of its annual Trustees/Shop Stewards Dinner Meeting in December. Member of the Year recipients are selected for their service to Council #10 and/or its members. Rose Candy from the County Health & Human Services Department was the 2007 winner. Her willingness to serve her fellow members through the Camden County Health & Human Services Department Labor-Management Committee brought her to the union’s attention. HHS LMC Labor Chair Valerie Castagna confirmed her importance in the activities of the Committee and her willingness to go above and beyond as a volunteer to improve the workplace for HHS employees. Council #10 is grateful for her service to members and honored her as a way to set her as an example for others.



Karl Walko, Rose Candy & Leah Hicks

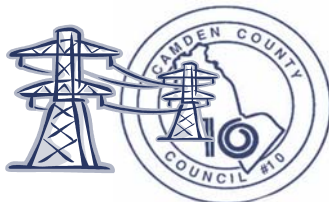
Congratulations—New Shop Stewards

The following Council # 10 members were recently elected to serve as Shop Steward in their respective shops:

Tish Ferguson	County Public Corrections
Al McFadden	County Public Works
Monserrate Martinez	Camden City Police Admin

Remember the Council #10 Death Benefit

While most members have submitted the beneficiary form designating a beneficiary for the union’s \$500 death benefit in the case of their untimely passing, the union still does not have completed forms from all members. Unfortunately, that has resulted, on occasion, in Council #10’s inability to pay the benefit. While none of us expect to use it, it is important that the form be completed in order that your love one’s receive the benefit. And while the amount is not large, payment is quick and extra money at that time is always handy. The forms are available on Council #10’s website (www.council10.org) and through the union office.



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to the Power of
Your Union!**

Labor-Management Honored Employees

The following employees have been honored by the listed Labor-Management Committees. The process for selection is different for each committee but always includes nominations from fellow employees. The recognition by fellow employees adds to the significance of the award.

CITY OF CAMDEN	
NOVEMBER '07	RACHAEL THOMAS
JANUARY '08	JULIO NIEVES
MARCH '08	MARIE CLAIRE EZZI
APRIL '08	AUDREY E. PERSON
COUNTY YOUTH CENTER	
SEPTEMBER '07	CALVIN PITTS
OCTOBER '07	ERNEST SHEPPARD
NOVEMBER '07	KEVIN WILEY
DECEMBER '07	ANTHONY DAVIS
JANUARY '08	SHIRENA CUNNINGHAM
FEBRUARY '08	CINDY DEMARCO
MARCH '08	DONNA JOHNS
COUNTY COMMUNICATIONS CENTER	
SECOND QUARTER '08	ANTHONY NARDUCCI
COUNTY ONE STOP/RESOURCE CENTER	
FIRST QUARTER '08	DANIELLE RODGERS
COUNTY HEALTH & HUMAN SERVICES	
FOURTH QUARTER '07	FRANCES SOHN
FIRST QUARTER '08	ALICIA KAGAN
SECOND QUARTER '08	PAULETTE LAFFERTY

Council #10 Sees Sixers Play Celtics

The Council #10 group attending the December 5 game saw the Sixers lose to the Celtics 113-103.



Co #10 Kids on the Floor Before the Game

Henry J. Dunn Scholarship Golf Tournament Scheduled for Mon., Sept. 8

The annual Henry J. Dunn Scholarship Golf Tournament will be held on Monday, September 8 at Valleybrook Golf Club. Entry fee including green fees, cart, bagged lunch, beer at the course, gift, and dinner in conjunction with a “Chinese” auction is \$95/golfer (\$115 after 8/22). The tournament brochure is available on the Council #10 website and from the Council #10 office.



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internet—open 24/7
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