



Chris Christie
Governor
Kim Guadagno
Lt. Governor

STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION
DIVISION OF STATE AND LOCAL OPERATIONS
P. O. Box 313
Trenton, New Jersey 08625-0313
Telephone: 609-292-8329

Robert M. Czech
Chair, Chief Executive Officer

February 29, 2012

Alfred Faella, County Manager
Office of the County Manager
County of Union
10 Elizabethtown Plaza
Elizabeth, NJ 07207

RE: Layoff Plan Approval, effective May 1, 2012, Log #02120258

Dear Mr. Faella:

I have reviewed your letter dated February 15, 2012 regarding the contemplated layoff of forty five (45) employees from the following departments: Administrative Services, Corrections, Finance, Human Services, Parks and Community Renewal, Public Safety, Runnell's Hospital and the Sheriff, in the County of Union. The contents of your letter are in compliance with the provisions of N.J.A.C. 4A:8-1.4, and your layoff plan is hereby approved.

You have indicated an effective layoff date of **May 1, 2012**. In order to meet the time frames you have established for the layoff, **please be advised that the general and individual notices of layoff must be issued no later than March 16, 2012 (at least 45 days prior to the effective date of the layoff).**

The "Individual Notices" must be served personally on the employees whose positions have been initially selected or targeted for abolishment or reduction. If an employee is not available, or is on a leave of absence, notification must be served by certified mail.

The "General Notices" must be conspicuously posted in all facilities of the affected organizational unit(s), and a notice must be personally served on all employees whose positions may be affected by the layoff.

Please be advised, in accordance with N.J.S.A. 11A:8-1(i), no employee who is on a military leave of absence for active service in the U.S. Armed Forces in time of war or emergency will be subject to any layoff action.

A listing of such employees of the affected organizational unit(s) must be provided to the New Jersey Civil Service Commission (NJCSC) to ensure they are not affected in the NJCSC's determinations of displacement rights.

Please note that pursuant to N.J.A.C. 4A:8-1.6(a), copies of each Individual Notice must be submitted to this office and to affected negotiation representatives. These should be sent simultaneously with the issuance of the original notices to the employees. Upon receipt of the copies of individual 45-day notices, this office will determine the seniority, displacement rights and special reemployment rights of affected employees. **These determinations will be based on the current employee information as recorded in CAMPS. The accuracy of this information is the responsibility of the Appointing Authority.** Employees will be notified of these determinations prior to the effective date of the layoff.

I ask that you keep this office advised of any contemplated or actual changes in the scope or timing of the layoff so that we are able to efficiently allocate our resources and make determinations with the best available information. If you have any questions or concerns, please do not hesitate to contact Saheed Olushi by phone (609-292-8329) or email (Saheed.Olushi@CSC.state.nj.us).

Sincerely,



Kenneth Connolly, Director

KC/AH/so

C: Edward Lozinski, President, Union Council # 8, I.F.P.T.E./AFL-CIO,
Kenneth Marciano, President, Union County Park Foreman's Association
Joseph Petrosky, President, Union County Park Maintenance Association
Thomas Duffy, President, Teamsters Local #102
Daniel Hill
Henry Maurer
Valerie Stutesman
James Mason
Joe Hill, Jr.
Arthur Hoenig (**with originals**)
Saheed Olushi
Team Files



COUNTY OF UNION

OFFICE OF THE COUNTY MANAGER
Alfred J. Faella, County Manager

February 15, 2011

**BOARD OF
CHOSEN FREEHOLDERS**

ALEXANDER MIRABELLA
Chairman

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Vice Chairman

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VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

M. ELIZABETH GENIEVICH,
C.M.C., M.P.A.
Deputy County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE,
Clerk of the Board

VIA HAND DELIVERY, EMAIL & FACSIMILE

Mr. Kenneth Connolly, Director
Division of State & Local Operations
P.O. Box 313
Trenton, New Jersey 08625-0313

Re: County of Union Layoff Plan

Dear Mr. Connolly:

Pursuant to N.J.A.C. 4A:8-1.4, this letter serves to inform you that the County of Union ("County") intends to issue Notices of Layoffs in the Department of Administrative Services (4), Department of Corrections (3), Department of Finance (4), Department of Human Services (3), Department of Parks and Community Renewal (6), Department of Public Safety (2), Runnells Specialized Hospital (20) and Office of the Union County Sheriff (1). As set forth below, the County submits this Layoff Plan for economy and efficiency and would request that the Division of State & Local Operations approve this Plan in an expedited manner.

Reasons for Layoff

The Layoffs are for reasons of economy and efficiency.

The proposed layoffs are part of an overall plan to reduce the total number of positions across all County departments in an effort to close a portion of a projected \$35.2 Million budget deficit for 2012.

This projected deficit is a result of loss of revenue and required cost increases, the most significant of which include:

- Contractual Increases: \$6.3 Million
- Debt Service Increase: \$5.7 Million
- Health Benefits Insurance Increase: \$11.2 Million

ADMINISTRATION BUILDING

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- Miscellaneous Mandated Cost Increases
(eg.: State Inst., Utilities, Soc. Sec., etc.): \$1.16 Million

The deficit will be addressed in the following manner:

– Tax Increase	\$14,600,000
–Other Expense Reductions	1,800,000

\$16.4 Million

Projected Effective Date of Layoffs

The layoffs are projected to be effective at the close of business on Tuesday, May 1, 2012.

Sample copies of the Layoff Notice and Projected Date for Issuance

The General Notice of Layoff Action and Individual Notice of Layoff are annexed to this letter as attachments A and B, respectively. With approval from the New Jersey Civil Service Commission the targeted date for issuance of the layoff notices is set for March 16, 2012, affording the 45 day notification for a tentative layoff action to be effective at the close of business May 1, 2012.

Positions Affected by Layoff Action

Layoffs can be implemented in eight (8) County departments for the following reasons:

- Department of Administrative Services will eliminate certain non-essential positions and consolidate other services;
- Department of Corrections will eliminate certain non-essential positions and consolidate other services;
- Department of Finance will eliminate certain non-essential positions and consolidate other services;
- The Department of Human Services will eliminate certain non-essential positions and consolidate other services;
- Department of Parks & Community Renewal will eliminate certain non-essential positions and consolidate other services;
- Department of Public Safety will eliminate certain non-essential positions and consolidate other services;
- Runnells Specialized Hospital will eliminate certain non-essential positions and consolidate other services;

- Office of the Union County Sheriff will eliminate a certain non-essential position and consolidate other services.

The projected layoffs in the respective departments are:

Department of Administrative Services (4)	
Assistant Buyer (1)	Non-Union
Clerk (1)	Non-Union
Mechanics Helper (1)	Council No. 8
Supervising Welder (1)	U.C. Park Foreman's Assoc.
Department of Corrections (3)	
Clerk (2)	Council No. 8
Keyboarding Clerk 3 (1)	Council No. 8
Department of Finance (4)	
Clerk Typist (1)	Non-Union
Principle Account Clerk (1)	Council No. 8
Secretary to Department Head (1)	Non-Union
Supervising Accounts (1)	Non-Union
Department of Human Services (3)	
Teacher	Teamsters Jail Professionals
Teacher Juvenile Facility (2)	Teamsters Jail Professionals
Department of Parks and Community Renewal (6)	
Laborer (3)	U.C. Park Maintenance Assoc.
Landscape Architect (1)	Non-Union
Park Maintenance Worker (1)	Non-Union
Senior Cashier (1)	Non-Union
Department of Public Safety (2)	
Investigator Consumer Protection (1)	Council No. 8
Radiological Defense Officer (1)	Non-Union
Runnells Specialized Hospital (20).	
Asst Spvr Bldg Svc (1)	Council No. 8
Bldg Maint Wkr (1)	Council No. 8
Clerk (1)	Non-Union
Clerk Typist (2)	Council No. 8
Food Service Workers PT (3)	Council No. 8
Laborer (1)	Council No. 8
Medical Social Worker (1)	Non-Union
Nursing Services Clerk (2)	Council No. 8

Occupational Therapy Aide (1)	Council No. 8
Physical Therapy Aide (1)	Council No. 8
Quality Assurance Specialist Health (1)	Non-Union
Recreation Therapy Aide (5)	Council No. 8

Office of the Union County Sheriff	
Chief Security Guard (1)	Non-Union

In addition to the above layoffs, the following Departments and titles will be affected by a reduction in hours or a reduction in salary due to job restructuring:

Department of Finance (1)

Senior Accountant	Reduced from 35 hours to 15 hours	Non-Union
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Department of Administrative Services (1)

Clerk	Reduced from 35 hours to 21 hours	Non-Union
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Department of Parks and Community Renewal

Sr. Planner Parks	Salary Reduction of \$20,000	Non-Union
	Reduction in responsibilities.	

Vacant Positions in Layoff Units Appointing Authority is Willing to Fill As of Effective Date of Layoff

Appropriate vacancies in the eight layoff units do not exist at this time. If such vacancies become available prior to May 1, 2012, they will be filled as appropriate.

Alternatives to Layoff and Pre-Layoff Actions

1. A hiring freeze for all non-essential positions was implemented on February 15, 2012.
2. The County implemented a vacancy freeze from March 2011 through February 14, 2012, requiring all vacancies, with the exception of 24/7 positions, to be held vacant for at least 90 days. In 2011, this Policy saved the County approximately \$800,000. The County intends to continue to apply this Policy to vacancies in essential positions to the extent practicable.
3. The County continually maintains as a matter of policy, both a Voluntary Furlough Program and a Vacation Purchase Program. In 2011, these programs produced a \$176,000, savings. Given current economic conditions, we do not know if similar saving can be projected for 2012.

4. The County has offered employees the ability to voluntarily reduce their hours of employment.
5. 30.91 FTE's vacancies will be eliminated prior to effective date of layoff. County-wide as follows:

Administrative Service (4)	Corrections (1)
Human Services (5)	Parks & Comnty Renwl (3)
Eng & Public Works (10)	Runnells (6.2)
Surrogate (.71)	Tax Board (1)

These eliminations generated approximate savings of \$1.5 million.

Summary of Consultations with Affected Negotiations Representatives

The proposed layoff directly affects four (4) collective negotiations representatives: Union Council No. 8, Park Foremen, Park Maintenance Association and Teamster Jail Professionals. Pursuant to N.J.A.C. 4A:8-1.3(c), a meeting was held with the four unions on February 15, 2012, in which the following issues were discussed:

- a) The reason and rationale for the proposed layoffs, as set forth above;
- b) Alternatives to layoff and pre-layoff actions, including the hiring freeze, the voluntary furlough and vacation purchase program, the placement of those persons affected by the layoff in vacant positions and classifications throughout the County for which they are qualified and voluntary reduction in hours.

During the discussion, the unions raised the following questions and concerns and the County responded as indicated:

- The Timing of the proposed layoff.

County Response: It was explained that the County intends to submit the Layoff Plan to the New Jersey Department of Personnel on February 16, 2012, and subject to Plan approval, issuing the General and Individual Notices of Layoff on March 16, 2012, with an effective date of May 1, 2012.

- An explanation of the reasons why the County is facing a budget deficit.

County Response: The County provided an explanation of the items listed above under: "Reasons for Layoff."

- A list of employees by seniority in each of the County Departments included in the Layoff Plan.

County Response: The information was provided.

- Unions inquired about bumping and re-employment rights.

County Response: The Civil Service Commission will determine all bumping and re-employment rights.

- How many positions and vacancies being eliminated.

County Response: The information was provided.

- Is there a retirement package being offered?

County Response: Not at this time.

List of Affected Negotiations Representatives

Council No. 8

Edward Lozinski, President
 Union Council Number 8
 I.F.P.T.E./AFL-CIO, CLC
 42 East Westfield Avenue
 Roselle Park, New Jersey 07204

Karen Bellamy-Lewis, Business Rep
 IFPTE/AFL-CIO
 kbellamy@ifpte.org

Michael Bukosky, Esq.
 Loccke & Correia P.A.
 24 Salem Street
 Hackensack, New Jersey 07601

Park Foremen

Kenneth Marciano, President
 618 Bryant Street
 Rahway, New Jersey 07065

Park Maintenance Association

Joseph Petrosky, President
 317 Sheridan Avenue
 Roselle Park, New Jersey 07204
 (metsfaninrp@aol.com)

Bruce Leder, Esq.
 Cohen, Leder, Montalbano & Grossman
 1700 Galloping Hill Road
 Kenilworth, New Jersey 07033

Teamsters Local 102:
Jail Professionals:

Thomas Duffy, President
Teamsters Local 102
446 Morris Avenue
Springfield, New Jersey 07081

William Karafel, Chief Steward
116 Church Street
Woodbridge, New Jersey 07095

List of Attachments

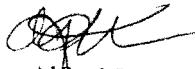
- A - General Notice of Layoff Action
- B - Individual Notice of Layoff Action
- C - List of Potentially Affected Employees
- D - List of Vacant Titles to be Eliminated

Conclusion

For reasons of economy and efficiency as outlined above, the layoff actions are necessary to provide a positive financial and administrative impact to the County of Union. We request that the Civil Service Commission approve this layoff plan in its entirety as soon as possible so that the plan may proceed as efficiently as possible under the circumstances

If you have any questions or require any additional information, please contact me at (908) 527-4200.

Very truly yours,


Alfred J. Faella
County Manager

Cc: Alexander Mirabella, Chairman, Board of Chosen Freeholders
Members, Board of Chosen Freeholders
James E. Pellettiere, Clerk of the Board

Attachment A -
General Notice of Layoff Action

NOTICE OF LAYOFF OR DEMOTION

County of Union

March 16, 2012

TO: Employees in the Department of Administrative Services

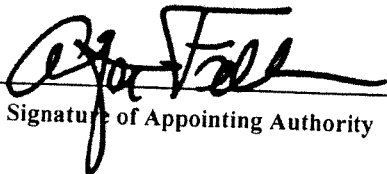
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on May 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

At the present time, it is not possible to determine the exact effect that this layoff action will have on each employee. However, this is to notify you that you are among those employees in career service positions who may be affected by the exercise of the seniority, lateral displacement, demotion and/or special reemployment rights of other employees.

A copy of this notice is being forwarded to the New Jersey Civil Service Commission (formerly the N.J. Department of Personnel). In the event you are affected by a layoff action, the Commission will be responsible for determining your seniority, lateral displacement, demotional and/or special reemployment rights. The Civil Service Commission will notify both you and the appointment authority of its determinations prior to the effective date if you are affected by the layoff action.

The procedures to be followed in instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.



Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

March 16, 2012

TO: Employees in the Department of Correctional Services

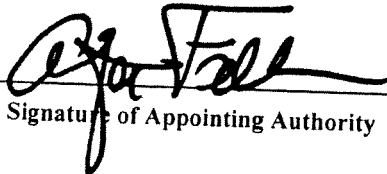
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on May 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

March 16, 2012

TO: Employees in the Department of Finance

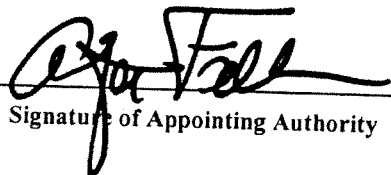
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on May 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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NOTICE OF LAYOFF OR DEMOTION

County of Union

March 16, 2012

TO: Employees in the Department of Human Services

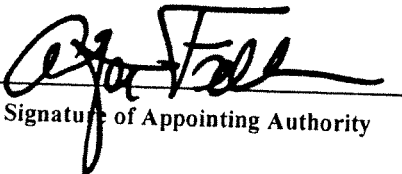
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on May 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

March 16, 2012

TO: Employees in the Department of Parks and Community Renewal

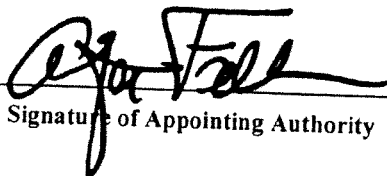
FROM: Alfred J. Faella, County Manager

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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

March 16, 2012

TO: Employees in the Department of Public Safety

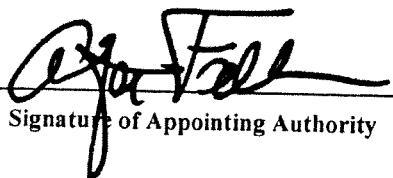
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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

March 16, 2012

TO: Employees in Runnells Specialized Hosipital

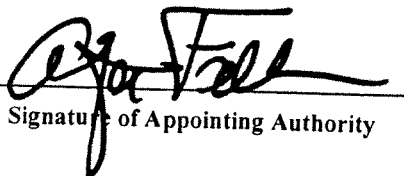
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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

March 16, 2012

TO: Employees in the Office of the Union County Sheriff

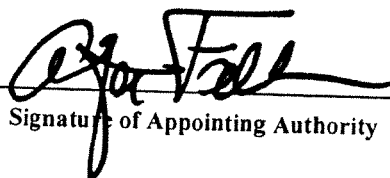
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Signature of Appointing Authority

Attachment B –
Individual Notice of Layoff Action

OFFICE OF THE COUNTY MANAGER
Alfred J. Faella, County Manager

March 16, 2012

BOARD OF
CHOSEN FREEHOLDERS

ALEXANDER MIRABELLA
Chairman

LINDA CARTER
Vice Chairman

ANGEL G. ESTRADA

CHRISTOPHER HUDAK

MOHAMED S. JALLOH

BETTE JANE KOWALSKI

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DANIEL P. SULLIVAN

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

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C.M.C., M.P.A.
Deputy County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE,
Clerk of the Board

TO: NAME
Street
City, NJ 07033

FROM: Alfred J. Faella, County Manager


* * * * *

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of:

Economy and efficiency you will be laid off from your permanent position of <<insert title>> in the <<insert department name>> effective at the close of the working day on May 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

Since your position is subject to layoff, you may have the right to displace employees in other positions. A copy of this notice is being forwarded to the New Jersey Civil Service Commission, which will be responsible for determining your seniority, lateral displacement, demotion, and/or special reemployment rights. The Civil Service Commission will notify both you and the appointment authority of its determinations prior to the effective date of the layoff action.

The procedure to be followed instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.



Signature of Appointing Authority

INDIVIDUAL LAYOFF NOTICE (cont.)
PAGE 2

Name & Home Address of Employee

METHOD OF SERVICE

Personal Service

Name of Server:

Date Served:

Certified or Registered Mail (Attach copy of receipt)
Date sent to employee or agent must be shown on postal receipt.

Copy of notice forwarded to Civil Service Commission Regional Office in:
 Newark Trenton Camden Date: _____

NOTICE TO APPOINTMENT AUTHORITY: Concurrent with the issuance of this notice to the employee, a copy of this notice must be forwarded to the New Jersey Civil Service Commission as required by N.J.S.A. 11A:8-1

Attachment C -
List of Potentially Affected Employees

Attachment C - List of Potentially Affected Employees

Department	Job Title	Name: Last, First Middle	Union
Admin Serv	Assistant Buyer	Maurigi Jr, Jerry F	Non-Union
Admin Serv	Clerk I	Varady, Daniel R	Non-Union
Admin Serv	Mechanics Helper	Merkler, Matthew A	Council 8
Admin Serv	Svng Welder	Ortuso, Peter J	U.C. Park Foreman's Assoc.
Correctional Services	Clerk	Wimbush, Ashley L	Council 8
Correctional Services	Clerk	Mayrand, Lise J	Council 8
Correctional Services	Keyboarding Clerk 3	VanCleave, Kathryn S	Council 8
Dept of Finance	Clerk Typist	DeRosa, Lisa	Non-Union
Dept of Finance	Pr Account Clerk	Bertram-Kieri, Susan R	Council 8
Dept of Finance	Sec To Dept Head	Bostel, Marlene D	Non-Union
Dept of Finance	Spvr Accounts	Wynn, Roslyn	Non-Union
Runnells	Asst Spvr Bldg Svc	Ribeiro, Melo	Council 8
Runnells	Bldg Maint Wkr	Walker, Patrick F	Council 8
Runnells	Clerk	Conforti, Joseph N	Non-Union
Runnells	Clerk Typist	Famular-Ellis, Lisa	Council 8
Runnells	Clerk Typist PT	Fitch, Tuneka R	Council 8
Runnells	Food Svc Wkr PT	Iparaguire, Fernando	Council 8
Runnells	Food Svc Wkr PT	Pascual, Reynaldo	Council 8
Runnells	Food Svc Wkr PT	Sibayan, Alejandro M	Council 8
Runnells	Laborer	Riehle, Ronald	Council 8
Runnells	Medical Social Wkr	Viet, Lorna L	Non-Union
Runnells	Nursing Svcs Clerk	Lynn, Anna M.	Council 8
Runnells	Nursing Svcs Clerk PT	Rubia, Fe	Council 8
Runnells	Occup Therapy Aide	Lawrence, Daisy	Council 8
Runnells	Physical Therapy Aide	Pagan, Rosa M	Council 8
Runnells	QA Spclst Hlth	Calderin-Preval, Florentino	Non-Union
Runnells	Rec Therapy Aide	Jordan, Bridgette	Council 8
Runnells	Rec Therapy Aide	Hendricks, Albert	Council 8
Runnells	Rec Therapy Aide	Michalowski, Carol E	Council 8
Runnells	Rec Therapy Aide	Gonzalez, Ana E	Council 8
Human Services	Rec Therapy Aide	Jackson, Alice M	Council 8
Human Services	Teacher	Karafel Jr, William G	Council 8
Human Services	Teacher Juv Facility	Brown, Mary E	Teamsters Jail Professionals

Attachment C - List of Potentially Affected Employees

Human Services	Teacher Juv Facility	Opacity, Gail	Teamsters Jail Professionals
Parks & Community Renewal	Laborer	Seymour, Sean P.	U.C. Park Maintenance Assoc
Parks & Community Renewal	Laborer	Tomkiewicz, Michael J	U.C. Park Maintenance Assoc
Parks & Community Renewal	Laborer	Gaestel, Kyle C.	U.C. Park Maintenance Assoc
Parks & Community Renewal	Landscape Architect	Ryan, Sean C	Non-Union
Parks & Community Renewal	Park/Rec Maint W/kr	MacDermant, Joseph P	Non-Union
Parks & Community Renewal	Sr Cashier	Adessa, Joseph W	Non-Union
Public Safety	Invest Consumer Protect	Merchant, Bina R.	Council 8
Public Safety	Rad Defense Offer	McCutcheon, Richard J	Non-Union
Sheriff	Chf Security Guard	Caruso, Stephen A	Non-Union

Attachment D -
List of Vacant Titles to be Eliminated

2012 Budget Vacant Titles to be Eliminated

Job Title	Dept Name Description	Dept-Div Code
Clerk 1	Admserv	702-350
Clerk /Interm. Pers Dir	Admserv	702-350
Clerk Typist	Admserv	702-350
Sr Personnel Asst	Admserv	702-350
Co Corr Capt	Corrections	763-300
Sr. Accountant	Human Services	789-128
Mngmt Spclst	Human Services	789-128
Clerk Typist	Human Services	794-720
Social Worker Spvr 1 Secured Fac	Human Services	894-090
Prgm Dev Spclst/Youth Serv	Human Services	849-090
Prgm Dev Spclst/Cult Hrt affairs	Parks & Community Renewal	717-040
Data Proc Pgrmr	Parks & Community Renewal	717-020
Data Proc Pgrmr Trainee	Parks & Community Renewal	717-050
Tree Climber	Public Works and Facilities	775-580
Bldg. Maint Wkr.	Public Works and Facilities	775-570
Laborer	Public Works and Facilities	775-581
Bldg Maint Wkr	Public Works and Facilities	775-570
Rec Maint Wkr	Public Works and Facilities	775-581
Heavy Equip Oper	Public Works and Facilities	775-580
Mechanics Helper	Public Works and Facilities	775-580
Sr Maint Repairer	Public Works and Facilities	775-570
Bldg Maint Wkr	Public Works and Facilities	775-570
Clerk	Runnells	791-610
Clerk pt	Runnells	791-624
Bldg Maint Wkr	Runnells	791-649
Bldg Maint Wkr	Runnells	791-649

Laundry Wkr	Runnells	791-648	
Food Svcs Wkr	Runnells	791-635	
Grad Nurse Per Diem	Runnells	791-623	
Equip Operator	Public Works and Facilities	775-570	6.2
Clerk Typist	Surrogate	713-740	1
Pr Clerk	Tx Brd	710-960	0.71
Total			1
			30.91

COUNTY OF UNION

OFFICE OF THE COUNTY MANAGER
Alfred J. Faella, County Manager

March 21, 2012

**BOARD OF
CHOSEN FREEHOLDERS**

ALEXANDER MIRABELLA
Chairman

LINDA CARTER
Vice Chairman

ANGEL G. ESTRADA

CHRISTOPHER HUDAK

MOHAMED S. JALLOH

BETTE JANE KOWALSKI

DEBORAH P. SCANLON

DANIEL P. SULLIVAN

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE,
Clerk of the Board

VIA HAND DELIVERY & EMAIL

Mr. Kenneth Connolly, Director
Division of State & Local Operations
P.O. Box 313
Trenton, New Jersey 08625-0313

Re: County of Union Layoff Plan

Dear Mr. Connolly:

Pursuant to N.J.A.C. 4A:8-1.4, this letter serves to inform you that the County of Union ("County") intends to issue Notices of Layoffs in the Department of Administrative Services (3), Department of Corrections (11), Department of Engineering, Public Works and Facilities (25), Department of Finance (2), Department of Human Services (37), Department of Parks and Community Renewal (10), Department of Public Safety (9), Runnells Specialized Hospital (129), Office of the County Counsel (1), Office of the Union County Sheriff (2), Rutgers Cooperative Extension (5), Union County Superintendent of Schools (1).

As set forth below, the County submits this Layoff Plan for economy and efficiency and would request that the Division of State & Local Operations approve this Plan in an expedited manner.

Reasons for Layoff

The Layoffs are for reasons of economy and efficiency.

The proposed layoffs are part of an overall plan to reduce the total number of positions across all County departments in an effort to close a portion of a projected \$35.2 Million budget deficit for 2012.

This projected deficit is a result of loss of revenue and required cost increases, the most significant of which include:

ADMINISTRATION BUILDING

Elizabethtown Plaza

Elizabeth, NJ 07207

(908)527-4200

fax(908)289-0180

www.ucnj.org

We're Connected to You!

- Contractual Increases: \$6.3 Million
- Debt Service Increase: \$5.7 Million
- Health Benefits Insurance Increase: \$11.2 Million
- Miscellaneous Mandated Cost Increases
(eg.: State Inst., Utilities, Soc. Sec., etc.): \$1.16 Million

The deficit will be addressed in the following manner:

• Estimated Tax Increase	\$14,200,000
• Other Expense Reductions	1,800,000
• Previously approved RIF & OE reductions	<u>5,800,000</u>
	\$21.8 Million

Projected Effective Date of Layoffs

The layoffs are projected to be effective at the close of business on Friday, June 1, 2012 or 45 days from approval of the plan.

Sample copies of the Layoff Notice and Projected Date for Issuance

The General Notice of Layoff Action and Individual Notice of Layoff are annexed to this letter as attachments A and B, respectively. With approval from the New Jersey Civil Service Commission the targeted date for issuance of the layoff notices is set for Monday, April 16, 2012, affording the 45 day notification for a tentative layoff action to be effective at the close of business June 1, 2012.

Positions Affected by Layoff Action

Layoffs can be implemented in twelve (12) County departments and offices for the following reasons:

- Department of Administrative Services for reasons of economy will eliminate certain positions and consolidate other services;
- Department of Corrections for reasons of economy will eliminate certain positions and consolidate other services;
- Department of Engineering, Public Works and Facilities for reasons of economy will eliminate certain positions and consolidate other services;
- Department of Finance for reasons of economy will eliminate certain positions and consolidate other services;
- The Department of Human Services for reasons of economy will eliminate certain positions and consolidate other services;

- Department of Parks & Community Renewal for reasons of economy will eliminate certain positions and consolidate other services;
- Department of Public Safety for reasons of economy will eliminate certain positions and consolidate other services;
- Runnells Specialized Hospital for reasons of economy will eliminate certain positions and consolidate other services;
- Office of the Union County Counsel for reasons of economy will eliminate certain positions and consolidate other services;
- Office of the Union County Sheriff for reasons of economy will eliminate certain positions and consolidate other services;
- Rutgers Cooperative Extension for reasons of economy will eliminate certain positions and consolidate other services;
- Office of the Union County Superintendent of Schools for reasons of economy will eliminate certain positions and consolidate other services.

The projected layoffs in the respective departments are:

Department of Administrative Services (3)

Clerk 1(1)	Non-Union
Clerk 1 (1)	Council 8
Mechanics Helper (1)	Council 8

Department of Corrections (11)

Correction Officer (11)	PBA 199
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Department of Engineering, Public Works and Facilities (25)

Building Maintenance Worker (3)	Council 8
Bridge Repairer (1)	Council 8
Carpenter (1)	U.C. Park Maintenance Assoc.
Clerk 1 (1)	Non-Union
Construction Management Spec. 4 (1)	Non-Union
Laborer (5)	Council 8
Park Maintenance Worker (1)	U.C. Park Maintenance Assoc.
Recreation Maintenance Worker (3)	U.C. Park Maintenance Assoc.
Senior Recreation Maintenance Worker (3)	U.C. Park Maintenance Assoc.
Sign Maker 2 (1)	Council 8
Tree Climber (2)	U.C. Park Maintenance Assoc.
Traffic Maintenance Worker (3)	Council 8

Department of Finance (2)

Clerk 4/Spvng Clerk Typist (1)	Council 8
Supervisor of Accountants (1)	Council 8

Department of Human Services (37)

Clerk 1 (1)	Non-Union
Clerk 1 (1)	Council 8
Clerk Transcriber (1)	Non-Union
Community Youth Worker (1)	Council 8
Counselor Juv Family Crisis Intervention (1)	Non-Union
Data Process Programmer (1)	Non-Union
Human Service Spec 1 (12)	CWA
Human Service Spec 2 (2)	CWA
Human Service Spec 3 (1)	CWA
Human Service Spec 4 (1)	Teamster Primary Supervisors
Investigator County Welfare Agency (2)	CWA
Keyboarding Clerk 1/Clerk Typist (1)	Council 8
Keyboard Clerk 2/Sr. Clerk Typist (2)	CWA
Messenger (1)	CWA
Office Supervisor (1)	Non-Union
Program Analyst (1)	Non-Union
Secretary Assistant Steno (1)	Non-Union
Social Worker (4)	CWA
Social Worker Supervisor (1)	Teamster Primary Supervisors
Supervisor Senior Citizen Activities (1)	Non-Union

Department of Parks and Community Renewal (10)

Asst. Manager Indoor Artificial (1)	Non-Union
Ice Arena/Recreation Supvr. Swimming	
Data Process Programmer (3)	Non-Union
Gardener (1)	U.C. Park Maintenance Assoc.
Keyboarding Clerk 1 (3)	Non-Union
Keyboarding Clerk 1 (1)	Council 8
Laborer (1)	U.C. Park Maintenance Assoc.

Department of Public Safety (9)

County Division Head (1)	Non-Union
Clerk 1 (2)	Council 8
Clerk 2 (1)	Non-Union
Clerk 3 (1)	Council 8
County Police Officer (1)	PBA 73
Keyboarding 3 (2)	Council 8
Traffic Safety Coordinator (1)	Council 8

Runnells Specialized Hospital (129)

Administrative Secretary (1)	Non-Union
Advanced Practice Nurse Gerontology (1)	Non-Union
Asst. Director Food Services (1)	Non-Union
Asst Food Service Manager (4)	Non-Union
Asst. Hospital Utilization Review Coord (1)	Non-Union
Asst. Supervisor Building Service (2)	Council 8
Building Maintenance Worker (28)	Council 8
Building Maintenance Worker PT (1)	Council 8
Chief Physical Therapist (1)	Non-Union
Clerk 1 (2)	Non-Union
Clinical Dietician (4)	Non-Union
Cook (5)	Council 8
Dietician Helper (1)	Council 8
Director of Food Services (1)	Non-Union
Executive Housekeeper (1)	Non-Union
Food Service Worker (24)	Council 8
Food Service Worker PT (15)	Council 8
Graduate Nurse PD (1)	HPAE Local 5112
Graduate Nurse PD Supervisor (2)	Non-Union
Head Cook (1)	Council 8
Institutional Attendant (1)	Council 8
Keyboarding Clerk 2 (1)	Council 8
Keyboarding Clerk 2 (1)	Non-Union
Laundry Worker (5)	Council 8
Laundry Worker PT (3)	Council 8
Newspaper Editor (1)	Non-Union
Nursing Services Clerk (4)	Council 8
Occupational Therapy Assistant (2)	Council 8
Physical Therapy Assistant (2)	Non-Union
Physical Therapist (2)	Non-Union
Principal Clerk Transcriber (1)	Council 8
Senior Building Maintenance Worker (1)	Council 8
Senior Instructor Of In Service Nursing (1)	Non-Union
Senior Laundry Worker (1)	Council 8
Senior Library Asst (1)	Council 8
Senior Occupational Therapy Aide (1)	Council 8
Senior Physical Therapy Aide (1)	Council 8
Supervising Dietitian (1)	Non-Union
Supervisor of Nurses PD (1)	Non-Union
Stock Clerk (1)	Non-Union

Office of the County Counsel (1)

Keyboarding Clerk 3 (1)	Council 8
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Office of the Union County Sheriff (2)
 Keyboarding Clerk 1 (1) Council 8
 Parking Attendant (1) Council 8

Rutgers Cooperative Extension (5)
 Keyboarding Clerk 1 (1) Council 8
 Keyboarding Clerk 3 (2) Council 8
 Office Supervisor (1) Non-Union
 Receptionist Typing (1) Council 8

Office of the County Superintendent of Schools (1)
 Keyboarding Clerk 2 (1) Council 8

Vacant Positions in Layoff Units Appointing Authority is Willing to Fill As of Effective Date of Layoff

Appropriate vacancies in the eight layoff units do not exist at this time. If such vacancies become available prior to June 1, 2012, they will be filled as appropriate.

Alternatives to Layoff and Pre-Layoff Actions

1. A hiring freeze for all non-essential positions was implemented on February 15, 2012.
2. The County implemented a vacancy freeze from March 2011 through February 14, 2012, requiring all vacancies, with the exception of 24/7 positions, to be held vacant for at least 90 days. In 2011, this Policy saved the County approximately \$800,000. The County intends to continue to apply this Policy to vacancies in essential positions to the extent practicable.
3. The County continually maintains as a matter of policy, both a Voluntary Furlough Program and a Vacation Purchase Program. In 2011, these programs produced a \$176,000, savings. Given current economic conditions, we do not know if similar saving can be projected for 2012.
4. The County has offered employees the ability to voluntarily reduce their hours of employment.
5. In the County layoff plan filed on February 15, 2012 the County eliminated 30.91 FTE's vacancies for an approximate savings of \$1.5 million dollars.
6. 41 additional vacancies will be eliminated prior to effective date of layoff. County-wide as follows:
 Administrative Service (1) Corrections (13)

County Counsel (1)	Human Services (12)
Eng & Public Works (6)	Parks (1)
Public Safety (2)	Sheriff (3)
Schools (1)	Surrogate (1)

These eliminations generated approximate savings of \$2.0 million.

Summary of Consultations with Affected Negotiations Representatives

The proposed layoff directly affects (7) collective negotiations representatives: Union Council 8, Park Maintenance Association, Teamster Primary Supervisors, HPAE, CWA, PBA199 and PBA 73. Pursuant to N.J.A.C. 4A:8-1.3(c), a meeting was held with the four unions on February 15, 2012, in which the following issues were discussed:

- a) The reason and rationale for the proposed layoffs, as set forth above;
- b) Alternatives to layoff and pre-layoff actions, including the hiring freeze, the voluntary furlough and vacation purchase program, the placement of those persons affected by the layoff in vacant positions and classifications throughout the County for which they are qualified and voluntary reduction in hours.

During the discussion, the unions raised the following questions and concerns and the County responded as indicated:

- The Timing of the proposed layoff.
County Response: It was explained that the County intends to submit the Layoff Plan to the New Jersey Civil Service Commission on March 21, 2012, and subject to Plan approval, issuing the General and Individual Notices of Layoff on April 16, 2012, with an effective date of June 1, 2012.
- An explanation of the reasons why the County is facing a budget deficit.
County Response: The County provided an explanation of the items listed above under: "Reasons for Layoff."
- A list of employees by seniority in each of the County Departments included in the Layoff Plan.
County Response: The information was provided.
- Unions inquired about bumping and re-employment rights.
County Response: The Civil Service Commission will determine all bumping and re-employment rights.
- How many positions and vacancies being eliminated.
County Response: The information was provided.

- Is there a retirement package being offered?
County Response: Not at this time.
- Questions were raised whether Runnells Specialized Hospital would be privatized?
County Response: A study will be conducted.

List of Affected Negotiations Representatives

COUNCIL 8

Edward Lozinski, President
Union Council Number 8
I.F.P.T.E./AFL-CIO, CLC
42 East Westfield Avenue
Roselle Park, New Jersey 07204

Karen Bellamy-Lewis, Business Rep
IFPTE/AFL-CIO
kbellamy@ifpte.org

Michael Bukosky, Esq.
Loccke & Correia P.A.
24 Salem Street
Hackensack, New Jersey 07601

UC PARK MAINTENANCE ASSOCIATION

Joseph Petrosky, President
317 Sheridan Avenue
Roselle Park, New Jersey 07204
(metsfaninrp@aol.com)

Bruce Leder, Esq.
Cohen, Leder, Montalbano &
Grossman - 1700 Galloping Hill Rd
Kenilworth, New Jersey 07033

TEAMSTERS LOCAL 102 - PRIMARY SUPERVISORS

Kevin O'Connor, Business Agent
Teamsters Local 102
446 Morris Avenue
Springfield, New Jersey 07081
(Teamsters102@verizon.net)

Pedro Maldonado, President
621 Laurita Street
Linden, New Jersey 07036
(pmaldona@xbp.dhs.state.nj.us)

CWA LOCAL 1080

Gail Mason-Massey, Business Rep
CWA Local 1080
102 South Warren Street
Trenton, New Jersey 08046

Rene Wilder, President
CWA Local 1080
P.O. Box 14
Elizabeth, New Jersey 07207-0014

HPAE LOCAL 5112 - NURSES

Carlton Levine, Business Rep
HPAE Local 5112

Barbara Egger, President
582 Chestnut Street

110 Kinderkamack Road
Emerson, New Jersey 07630

Stirling, New Jersey 07980
(bhegger@aol.com)

PBA73- COUNTY POLICE
Jim Mets, Esq.
555 U.S. Highway One South
Suite 240
Iselin, NJ 08830

Barry Kaplan, President

PBA199 - CORRECTION OFFICERS
Jim Mets, Esq.
555 U.S. Highway One South - Suite 240
Iselin, NJ 08830

Joseph Krech, President

List of Attachments

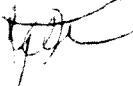
- A - General Notice of Layoff Action
- B - Individual Notice of Layoff Action
- C - List of Potentially Affected Employees
- D - List of Vacant Titles to be Eliminated

Conclusion

For reasons of economy and efficiency as outlined above, the layoff actions are necessary to provide a positive financial and administrative impact to the County of Union. We request that the Civil Service Commission approve this layoff plan in its entirety as soon as possible so that the plan may proceed as efficiently as possible under the circumstances

If you have any questions or require any additional information, please contact me at (908) 527-4200.

Very truly yours,


Alfred J. Faella
County Manager

Cc: Alexander Mirabella, Chairman, Board of Chosen Freeholders
Members, Board of Chosen Freeholders
James E. Pelletiere, Clerk of the Board

Attachment A
General Notice of
Layoff Action

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Department of Administrative Services

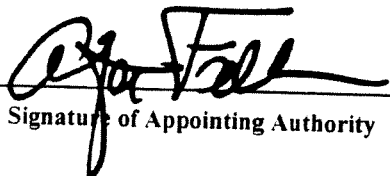
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

At the present time, it is not possible to determine the exact effect that this layoff action will have on each employee. However, this is to notify you that you are among those employees in career service positions who may be affected by the exercise of the seniority, lateral displacement, demotion and/or special reemployment rights of other employees.

A copy of this notice is being forwarded to the New Jersey Civil Service Commission (formerly the N.J. Department of Personnel). In the event you are affected by a layoff action, the Commission will be responsible for determining your seniority, lateral displacement, demotional and/or special reemployment rights. The Civil Service Commission will notify both you and the appointment authority of its determinations prior to the effective date if you are affected by the layoff action.

The procedures to be followed in instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.


Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Department of Correctional Services


FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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The procedures to be followed in instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.



Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Office of the County Counsel

FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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The procedures to be followed in instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.


Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Department of Finance


FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

At the present time, it is not possible to determine the exact effect that this layoff action will have on each employee. However, this is to notify you that you are among those employees in career service positions who may be affected by the exercise of the seniority, lateral displacement, demotion and/or special reemployment rights of other employees.

A copy of this notice is being forwarded to the New Jersey Civil Service Commission (formerly the N.J. Department of Personnel). In the event you are affected by a layoff action, the Commission will be responsible for determining your seniority, lateral displacement, demotional and/or special reemployment rights. The Civil Service Commission will notify both you and the appointment authority of its determinations prior to the effective date if you are affected by the layoff action.

The procedures to be followed in instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.


Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Department of Human Services

FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Department of Parks and Community Renewal

FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Department of Public Safety

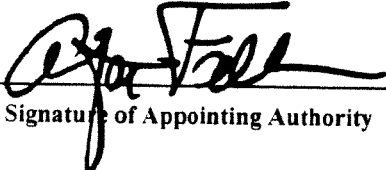
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in Runnells Specialized Hospital


FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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The procedures to be followed in instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.


Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Office of the Union County Sheriff

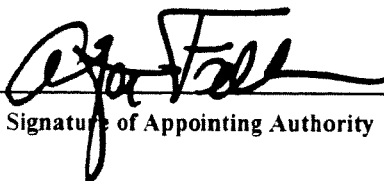
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Department of Engineering, Public Works & Facilities

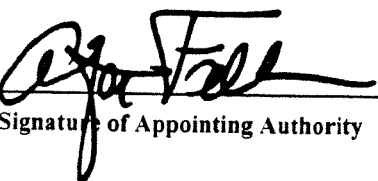
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Office of Rutgers Cooperative Extension

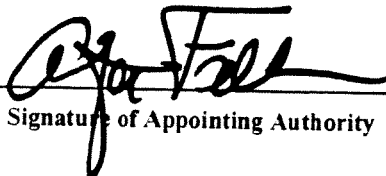
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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The procedures to be followed in instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.



Signature of Appointing Authority

NOTICE OF LAYOFF OR DEMOTION

County of Union

April 16, 2012

TO: Employees in the Office of the County Superintendent of School

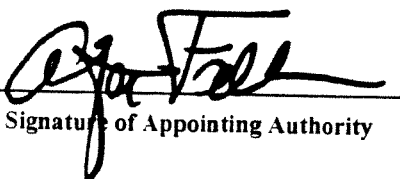
FROM: Alfred J. Faella, County Manager

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of: Economy and efficiency it is possible that you will be laid off from your permanent position. If your position is subject to layoff, you may have the right to displace employees in other positions. These layoffs will be effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

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Signature of Appointing Authority

Attachment B

Individual Notice of Layoff Action

OFFICE OF THE COUNTY MANAGER
Alfred J. Faella, County Manager

April 16, 2012

BOARD OF
CHOSEN FREEHOLDERS

ALEXANDER MIRABELLA
Chairman

LINDA CARTER
Vice Chairman

ANGEL G. ESTRADA

CHRISTOPHER HUDAK

MOHAMED S. JALLOH

BETTE JANE KOWALSKI

DEBORAH P. SCANLON

DANIEL P. SULLIVAN

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE,
Clerk of the Board

TO: EMPLOYEE NAME
EMPLOYEE ADDRESS

FROM: Alfred J. Faella, County Manager


* * * * *

Pursuant to the provisions of N.J.S.A. 11A:8-1, this is to notify you that for reasons of:

Economy and efficiency you will be laid off from your permanent position of [INSERT TITLE] in the [INSERT DEPARTMENT] effective at the close of the working day on June 1, 2012. This notification provides you with the minimum 45 day layoff notice required by the above law and, unless otherwise extended by the Chair/Chief Executive Officer of the Civil Service Commission, shall expire no later than 120 days from the date of issuance.

Since your position is subject to layoff, you may have the right to displace employees in other positions. A copy of this notice is being forwarded to the New Jersey Civil Service Commission, which will be responsible for determining your seniority, lateral displacement, demotion, and/or special reemployment rights. The Civil Service Commission will notify both you and the appointment authority of its determinations prior to the effective date of the layoff action.

The procedure to be followed instituting any appeals will be outlined in the letter of notification of your layoff rights from the New Jersey Civil Service Commission.



Signature of Appointing Authority

ADMINISTRATION BUILDING

Elizabethtown Plaza

Elizabeth, NJ 07207

(908)527-4200

fax(908)289-0180

www.ucnj.org

We're Connected to You!

INDIVIDUAL LAYOFF NOTICE (cont.)
PAGE 2

NAME
ADDRESS

METHOD OF SERVICE

Personal Service

Name of Server:

Date Served:

Certified or Registered Mail (Attach copy of receipt)
Date sent to employee or agent must be shown on postal receipt.

Copy of notice forwarded to Civil Service Commission Regional Office in:
 Newark Trenton Camden Date: _____

NOTICE TO APPOINTMENT AUTHORITY: Concurrent with the issuance of this notice to the employee, a copy of this notice must be forwarded to the New Jersey Civil Service Commission as required by N.J.S.A. 11A:8-1

Attachment C

List of Potentially Affected Employees

ATTACHMENT C - List of Potentially Affected Employees

Name: Last, First Middle	Job Title	Last Hire Date	Hrs	Union
Administrative Services (3)				
Harrod, Laurie L	Clerk 1	8/13/2011	80	A50
Garcia, Tomas	Clerk 1	2/21/2006	80	A51
Jimenez, Diego F	Mechanics Helper	7/31/2004	80	A51
Corrections (11)				
Pryor, Antoine J	Co Corr Officer	7/9/2011	83.3	A57
Roman, Andrew	Co Corr Officer	7/9/2011	83.3	A57
Santiago, Luis M	Co Corr Officer	1/4/2012	83.3	A57
Diaz, Daniel R	Co Corr Officer	1/4/2012	83.3	A57
McKeown IV, Theodore B	Co Corr Officer	1/4/2012	83.3	A57
Brose, Justin A	Co Corr Officer	1/4/2012	83.3	A57
Laraway, Robert W	Co Corr Officer	1/4/2012	83.3	A57
Grzeda, Mark S	Co Corr Officer	1/4/2012	83.3	A57
Verras, George	Co Corr Officer	1/4/2012	83.3	A57
Regan, Jonathan A	Co Corr Officer	1/4/2012	83.3	A57
Buitrago, Carlos	Co Corr Officer	1/4/2012	83.3	A57
County Counsel (1)				
Kurzawski, Debra L	Keyboarding Clerk 3	4/18/1998	70	A51
Rutgers Cooperative Ext (5)				
Yancey, Frances R	Clerk Typist	1/29/2005	40	A51
Klutkowski, Lynne	Keyboarding Clerk 3	5/18/1996	70	A51
Dilorio, Ellen C	Keyboarding Clerk 3	1/3/1998	70	A51
Laganga, Judi A	Office Spvr	4/13/1998	70	A50
Barboza, Digna	Receptionist Typing	10/5/2002	70	A51
Finance (2)				
Fullman, Diane	Spvr Accounts	6/12/1974	70	A51
Pecorella, Roberta L	Spvng Clerk Typist 35	5/8/1995	70	A51
Human Services (37)				
Smiley, Ricky A	Clerk 1	4/23/2011	70	A50
Hanciles, Alfred S	Clerk 1	1/2/2001	38	A51
O'Neil, Louise W	Clerk Transcriber	7/24/1999	70	A50
DeStefano, Lois	Community Youth Wkr	5/31/1983	80	A51
Cotto, Raymon	Couns JFCI	6/23/2001	80	A50
Lozano, Elvira M	Data Proc Prgmr	4/12/1997	70	A50
Rapczak, Joan	Human Svc Spclst 1	10/24/2011	70	A64
DiNardo, Steven	Human Svc Spclst 1	10/24/2011	70	A64
Dominguez, Shioban	Human Svc Spclst 1	10/24/2011	70	A64
Rupa, Wendy	Human Svc Spclst 1	10/24/2011	70	A64
Cortes-Vigoya, Piedad	Human Svc Spclst 1	10/24/2011	70	A64
Chandler, Juanita	Human Svc Spclst 1	10/24/2011	70	A64

ATTACHMENT C - List of Potentially Affected Employees

Robinson, Ayeisha	Human Svc Spclst 1	10/24/2011	70	A64
Odermatt, Christina	Human Svc Spclst 1	10/24/2011	70	A64
Mayes, Michael J	Human Svc Spclst 1	10/24/2011	70	A64
Martinez, Katherine	Human Svc Spclst 1	10/24/2011	70	A64
Vieira, Diana	Human Svc Spclst 1	10/24/2011	70	A64
Gibbs, James J	Human Svc Spclst 1	10/24/2011	70	A64
Lopez, Iris M	Human Svc Spclst 2	2/13/2001	70	A64
Daniels, Michele	Human Svc Spclst 2	10/9/2007	70	A64
Quigley-O'Brien, Monica C	Human Svc Spclst 3	10/20/1986	70	A64
Armbruster, Gary K	Human Svc Spclst 4	4/30/1979	70	A63
Smith, Shelia B	Invest Cwa	3/20/1989	70	A64
Steed, Rita M	Invest Cwa	6/6/2000	70	A64
Porquin, Ivette	Keyboarding Clerk	9/4/2007	70	A51
Dillard, Elaine	Keyboarding Clerk 2	6/20/1983	70	A64
Carmichael, Tracy	Keyboarding Clerk 2	11/2/1991	70	A64
Jenkins, Darren A	Messenger	7/6/2002	70	A64
Brown, Bessina	Office Spvr	11/17/1980	70	A50
Abbe, Carolyn M	Prgm Analyst	12/14/1996	70	A50
Mazza, Margaret E	Sec Asst Steno	10/1/1973	70	A50
Burrill, Toni H	Social Wkr	10/15/2001	70	A64
Perkins, Delores J	Social Wkr	9/20/2003	70	A64
Brunson, Rochelle	Social Wkr	4/26/2004	70	A64
McClain, Rhonda	Social Wkr	9/26/2005	70	A64
Arneja, Arvind	Social Wkr Spvr	9/27/1993	70	A63
Santillan, Hector	Spvr Sr Cit Act	2/22/2003	70	A50

Parks and Community Renewal (10)

Stephens, Robert L	Assistant Manager Ice Arena/Recreat	9/10/1988	80	A50
Margadonna, Christopher F	Data Proc Prgmr	3/27/2010	80	A50
Leonard, Thomas J.	Data Proc Prgmr	2/19/05	70	A50
Lerant, Charles G	Data Proc Prgmr	10/16/2010	80	A50
Monaco, John M	Gardener	3/8/03	80	A66
McKenna, Erin	Keyboarding Clerk 1	1/22/2007	70	A51
Marinelli, Joyce L	Keyboarding Clerk 1	3/15/2008	70	A50
Mathews, Mary Ann R	Keyboarding Clerk 1	9/2/2008	70	A50
Pereira, Marina M	Keyboarding Clerk 1	10/6/02	70	A50
Tennaro, Alfonso W	Laborer	11/17/01	80	A66

Public Works and Facilities (26)

Candelaria, Ryan I.	Bldg Maint Wkr	10/24/2009	80	A51
Kairova, Rita P.	Bldg Maint Wkr	10/24/2009	80	A51
Debowski, Grace	Bldg Maint Wkr	2/16/08	80	A51
Rigano Jr, Joseph J.	Bridge Repairer	10/15/05	80	A51
Wielgus, Kazimier C	Carpenter	7/5/1989	80	A66
Earley, George W	Clerk 1	9/27/2007	70	A50
Patrylo, Walter R	Const Mgmt Spclst 4	4/1/1989	70	A50
Salvatore, Robert	Laborer	2/1/2012	80	A51

ATTACHMENT C - List of Potentially Affected Employees

Hunt, Lamar	Laborer	2/2/2012	80	A51
Stradford Sr, Kyle D	Laborer	9/29/2007	80	A51
Allen, Daniel M	Laborer	8/13/11	80	A51
Lawrence, Robert V	Laborer	1/7/12	80	A51
Donlin Jr, Michael J	Park Maint Wkr	7/27/2002	80	A66
Alston Jr, George	Rec Maint Wkr	12/9/00	80	A66
Swidersky, Gregg A	Rec Maint Wkr	10/2/99	80	A66
Winters, David M	Rec Maint Wkr	3/21/98	80	A66
Guarnaccio, Patrick	Sign Maker 2	4/12/03	80	A51
Novak, Lawrence	Sr Rec Maint Wkr	9/25/1982	80	A66
Hayden, Marc B	Sr Rec Maint Wkr	6/22/1996	80	A66
Pisaeno, Matthew J	Sr Rec Maint Wkr	12/7/2002	80	A66
Temple Jr, William W.	Traffic Maint Wkr	3/5/2005	80	A51
Jacoby, Donald A	Traffic Maint Wkr	9/30/95	80	A51
Martakis, Alexander J	Traffic Maint Wkr	3/25/89	80	A51
Santos, Anthony P.	Tree Climber	3/31/2007	80	A66
Harrison, Paul T	Tree Climber	11/24/2007	80	A66
 Public Safety (9)				
Martinez, Nicholas E	Clerk 1	10/20/2007	70	A51
Dieguez, Mario G	Clerk 1	11/15/2008	70	A51
Krauskopf, Deborah	Clerk 2	12/27/1997	70	A50
Firetto, Nella	Clerk 3	7/29/2000	70	A51
Peterson, Florence	Co Div Head	8/23/1982	70	A50
Ribau, Daniel F	Co Police Officer	1/13/2012	80	A65
Mejia, Samary	Keyboarding Clerk 3	4/27/2002	70	A51
Iannone, Liliana M	Keyboarding Clerk 3	11/13/1985	70	A51
Marcantonio, Christine	Traffic Safety Coord	6/27/1998	70	A51
 Runnells (129)				
Chieffo, Susan	Adm Sec	12/11/1988	75	A50
Lewis, Margaret E	Adv Prac Nurse Geron	4/13/2003	75	A50
Carrie, Emma Katrina	Asst Dir Food Svcs	1/8/2012	75	A50
Gathers, Kenneth	Asst Food Svc Mgr	12/20/1998	75	A50
Oliva, Rosario H	Asst Food Svc Mgr	3/3/2002	75	A50
Marciano, Jeffrey C	Asst Food Svc Mgr	11/1/1992	75	A50
Sisco, Steven O	Asst Food Svc Mgr	7/23/1995	75	A50
Viel, Geraldine	Asst Hosp Utilz Rev	7/14/1996	40	A50
Grant, David	Asst Spvr Bldg Svc	10/26/1986	80	A51
Lee Jr, Thea	Asst Spvr Bldg Svc	1/31/1988	80	A51
Iparraguirre, Sonia	Bldg Maint Wkr	6/26/2011	80	A51
Burroughs, Keith	Bldg Maint Wkr	5/23/1973	80	A51
Bennett, Ernest	Bldg Maint Wkr	6/21/1981	80	A51
Belon, Raimundo	Bldg Maint Wkr	1/12/1986	80	A51
Schelhorn, Catherine	Bldg Maint Wkr	6/26/1988	80	A51
Parrott, Jerry	Bldg Maint Wkr	8/9/1992	80	A51

ATTACHMENT C - List of Potentially Affected Employees

Cannone, Michael	Bldg Maint Wkr	6/25/1995	80	A51
Moncion, Andre R	Bldg Maint Wkr	11/19/1995	80	A51
Martinez, Elaine	Bldg Maint Wkr	11/26/1995	80	A51
Allan, Beryl	Bldg Maint Wkr	1/26/1997	80	A51
Gonzalez, Esther	Bldg Maint Wkr	9/14/1997	80	A51
Alonso, Maria E	Bldg Maint Wkr	6/28/1998	80	A51
Deluga, Wanda	Bldg Maint Wkr	5/27/2003	80	A51
Palivos, Anastasios	Bldg Maint Wkr	5/27/2003	80	A51
Rachwal, Adrianna A	Bldg Maint Wkr	11/16/2003	80	A51
Gorman, Frederick R	Bldg Maint Wkr	11/30/2003	80	A51
Lightsey, Guy H	Bldg Maint Wkr	2/7/2004	80	A51
Fernandez, Bernardo E	Bldg Maint Wkr	3/28/2004	80	A51
Amaral, Maria L	Bldg Maint Wkr	5/9/2004	80	A51
Perry, Alice	Bldg Maint Wkr	5/23/2004	80	A51
Amaral, Alberto	Bldg Maint Wkr	8/29/2004	80	A51
Santiago, Wilma I	Bldg Maint Wkr	10/12/2004	80	A51
Nassy, David A.	Bldg Maint Wkr	5/8/2005	80	A51
Santiago, Yahairah E	Bldg Maint Wkr	4/1/2007	80	A51
Thomas, Brandon G	Bldg Maint Wkr	1/31/2010	80	A51
Amaral, Michael P	Bldg Maint Wkr	6/1/2010	80	A51
Deluga, Jacek	Bldg Maint Wkr	1/9/2011	80	A51
Slawinski, Irene	Bldg Maint Wkr	11/30/2002	80	A51
Suarez, Lady E	Bldg Maint Wkr PT	3/3/2002	64	A51
Olsen, John F	Chf Phys Therapist	7/21/2002	75	A50
Rica, Maureen A	Clerk 1	6/19/2011	75	A50
Wilson, Joyce	Clerk 1	6/5/2011	75	A50
Lee, Chyiru R.	Clinical Dietician	11/2/2003	75	A50
Minarck, Laura	Clinical Dietician	12/2/2007	75	A50
Aspras, Jessica A	Clinical Dietician	11/9/2008	75	A50
Morrison, Darlene A	Clinical Dietician	6/6/2010	75	A50
Moore, Antoinette	Cook	7/26/1981	75	A51
Quarterman, Vincent	Cook	5/27/1986	75	A51
Flores, Felicisimo B	Cook	7/16/1995	75	A51
Conner, Victor L	Cook	10/30/2005	75	A51
Castillo, Reggie C	Cook	12/11/2005	75	A51
Bullock, Lisa	Dietician Helper	4/11/1999	75	A51
Feuerberg, Garry H	Dir Food Svc	10/4/1998	75	A50
Bourguet, Laura S	Exec Housekeeper	10/18/1992	75	A50
Cordones, Roberto	Food Service Worker	5/26/1993	75	A51
Cannady, Teresa	Food Service Worker	6/6/1993	75	A51
Cedeno, Franklin A	Food Service Worker	10/24/1993	75	A51
Bonifacio, Rosa C	Food Service Worker	7/3/1994	75	A51
Gillon, Karlton	Food Service Worker	9/25/1994	75	A51
Galbraith, Christi L	Food Service Worker	11/20/1994	75	A51
Allan, Gavin O	Food Service Worker	9/20/1998	75	A51
DeLaVilla, Amanda	Food Service Worker	10/13/1998	75	A51
Castro, Sergio	Food Service Worker	8/1/1999	75	A51

ATTACHMENT C - List of Potentially Affected Employees

Mills, Corise	Food Service Worker	10/12/1999	75	A51
Franklin, Sterling E	Food Service Worker	3/12/2000	75	A51
Edwards, Irene	Food Service Worker	8/13/2000	75	A51
Parks, Anita R	Food Service Worker	6/30/2002	75	A51
Manalo, Pedrito K	Food Service Worker	2/9/2003	75	A51
Magno, Mary Jane	Food Service Worker	1/17/2012	30	A51
Melendez, Carmen Aurora	Food Service Worker	1/17/2012	30	A51
Gillon, Gloria	Food Service Worker	9/20/1982	75	A51
Hahn, Carolyn	Food Service Worker	11/28/1983	75	A51
Dismuke, Pamela	Food Service Worker	9/8/1985	75	A51
Sorge, Laura	Food Service Worker	3/15/1987	75	A51
Jordan, Esther	Food Service Worker	3/13/1988	75	A51
Nassy, Lloyd A	Food Service Worker	9/4/1990	75	A51
Ramdin, Ramratti	Food Service Worker PT	2/23/2003	45	A51
Patel, Kalpena	Food Service Worker PT	7/20/2003	45	A51
Dunnell, Simone N	Food Service Worker PT	6/1/2004	45	A51
Batiquin, MA Catherine B	Food Service Worker PT	10/17/2004	45	A51
Watson, Taleeah	Food Service Worker PT	11/14/2004	45	A51
Charles, Wilkins	Food Service Worker PT	2/13/2005	45	A51
Patel, Pushpa B	Food Service Worker PT	2/27/2005	45	A51
Segui, Danilo B	Food Service Worker PT	2/21/2006	45	A51
Jaramillo, Joseph F.	Food Service Worker PT	11/12/2006	45	A51
Arandia Jr, Andres C	Food Service Worker PT	11/18/2007	45	A51
Cooper, Fred R	Food Service Worker PT	5/18/2008	45	A51
Cerbone, Filippa	Food Service Worker PT	8/10/2008	45	A51
Antonio, Meraluna M	Food Service Worker PT	5/3/2009	45	A51
Kearney, Raymond S	Food Service Worker PT	5/3/2009	45	A51
Abreu, Angel E.	Food Service Worker PT	7/27/03	45	A51
Nuarin, Rommel N	Food Service Worker/Spvr	3/16/2003	45	A51
Rosado, Giovanni A	Food Service Worker/Spvr	11/16/2008	45	A51
Kvederas, Mary Jane	Graduate Nurse PD	10/3/2004	15	A89
Ritter, Joan	Graduate Nurse PD /Supvr	5/17/2009	15	A50
Mathews, Annamma	Graduate Nurse PD /Supvr	5/17/2009	15	A50
Fakhoury, Fouad	Head Cook	4/16/2000	75	A51
Goffe, Joya E	Instit Attend	9/15/1991	75	A51
Nassy, Dhanmatti	Keyboarding Clerk 2	3/3/2002	75	A51
Wysocki, Wendy L	Keyboarding Clerk 2	1/12/1997	75	A50
Garces, Mariana	Laundry Worker	10/1/1995	75	A51
Teixeira, Antonio L	Laundry Worker	3/22/1998	75	A51
Henry, Cynthia	Laundry Worker	1/6/2008	30	A51
Parks, Velma	Laundry Worker	3/27/2011	45	A51
Jimenez, Rafael	Laundry Worker	5/16/1993	75	A51
Walton, Inez	Laundry Worker PT	11/27/1994	30	A51
Alce, Winechell E	Laundry Worker PT	5/3/1998	45	A51
Gouveia, Paulo	Laundry Worker PT	9/22/2002	45	A51
Sheld, Norma T	Newspaper Editor	10/25/1986	75	A50
McDonald, Stacey N	Nursing Svcs Clerk	5/18/2003	75	A51

ATTACHMENT C - List of Potentially Affected Employees

Cooper, Paulette	Nursing Svcs Clerk	3/23/2003	75	A51
Wirzbicki, Mariana	Nursing Svcs Clerk	9/7/2004	75	A51
Tirado, Toni L	Nursing Svcs Clerk	2/19/2002	45	A51
Lombardo, Kathleen	Occup Therapy Asst	10/1/1978	45	A51
Errico, Judi	Occup Therapy Asst	11/26/1995	75	A51
Romero, Jose R	Physical Ther Asst	5/20/2001	75	A50
Saffron, Mary Ellen	Physical Ther Asst	3/7/1999	75	A50
Lim, Venus P.	Physical Therapist	4/20/2003	75	A50
Ocana, Leonid M	Physical Therapist	8/9/2009	75	A50
Kablis, Martha	Pr Clerk Transcriber	12/16/1984	75	A51
Fenchel, Rosemarie	Spvng Dietitian	10/3/2004	75	A50
Smith, Betty	Sr Bldg Maint Wkr	5/31/1987	80	A51
Micich-Otero, Elisabeth M	Sr Instruct Nursing	9/20/2009	15	A50
Marto, Moises D	Sr Laundry Wkr	7/28/2002	75	A51
Blackmon-Johnson, Monique C	Sr Library Asst Typing	5/3/1998	75	A51
Hall Jr, Garrison	Sr Occup Therapy Aide	10/1/1978	75	A51
Briggs, Margaret	Sr Physical Therapy Aide	8/7/1972	75	A51
Dabney Jr, Arthur	Stock Clerk	6/26/1983	75	A50
Brima, Pamela C	Supervisor of Nurses PD	4/20/2008	15	A50
 Schools (1)				
Mannino, Patricia	Keyboarding Clerk 2	9/25/2004	70	A51
 Sheriff (2)				
Kaminski, Jennifer Lynn	Keyboarding Clerk	3/19/2011	70	A51
Ciaramella III, Anthony J	Parking Attendant	8/13/2011	80	A51

Attachment D

List of Vacant Titles to be Eliminated

POSITION TO BE DELETED	SALARY	VACANCY NAME
Administrative Services		
Clerk (Econ Dev Spclst)	\$ 34,396.00	Jamel Holly
Corrections		
Co Correction Officer	\$ 50,498.00	Luciano Porto
Co Correction Officer	\$ 32,643.00	Antoine Pryor
Co Correction Officer	\$ 92,428.87	James Roche
Co Correction Officer	\$ 92,163.39	Ernest Vinella, Jr
Co Correction Officer	\$ 91,863.07	Vincent Delouisa
Co Correction Officer	\$ 91,863.07	Lena Alexander
Co Correction Capt	\$ 124,892.00	John Staba
Co Correction Officer	\$ 54,247.00	Christopher Matousek
Co Correction Officer	\$ 50,498.00	Moises Bayate
Co Correction Officer	\$ 33,459.00	NaShonda Ballard
Co Correction officer	\$ 64,040.00	Thomas Fowler, Jr.
Co Correction Officer	\$ 92,163.39	Allen Cooke
Co Correction Officer	\$ 57,268.00	Edward Brooks
County Counsel		
Asst Co Counsel	\$ 59,292.05	Moshood Muftau
Engineering Public Works		
Stationary Engineer	\$53,635	John Tully
Laborer	\$ 33,521.00	Patrick Scanlon
Road Repairer	\$ 35,622.00	Natalia Mooney
Bridge Operator	\$ 51,422.00	James Donaghy
Laborer	\$ 33,208.00	Michael Pinella
Pk Maint Worker	\$ 52,733.00	Richard Sleeper
Human Services		
Clerk Typist	\$ 27,638.00	Deborah LaNier
Clerk Typist	\$ 40,940.00	Megan Connors
Program Devl Specl	\$ 39,122.00	Leslie Lucero-Gutierrez
Youth Group Worker	\$ 46,575.00	Dalton Koufacos
HSS2	\$ 54,833.00	Kenyetta Jackson
HSS2	\$ 64,783.00	Fawzia Jacob
HSS3	\$ 74,495.00	Joseph Hugg
HSS4	\$ 89,235.00	Dalton Carofilis
SW Supervisor	\$ 82,010.00	Tilottama Patel
Social Worker	\$ 74,495.00	Roseann Guzevich
Clerk Typist	\$ 47,017.00	Denise Gibson
Juvenile Dent Officer	\$36,094	Ebonye Jacobs
Parks and Community Renewal		
Asst Admin	\$67,734.61	Barbara Fuller

Public Safety

Co Police Officer	\$	89,860.40	Richard Schubert
Co Police Officer	\$	102,155.00	Michael Vena

Sheriff

Sr. Clerk Typist	\$	51,279.00	Carol Gomez
Sheriff	\$	82,327.00	Paul Matusiefsky
Sheriff	\$	49,122.00	Michael Regan

Surrogate

Sr Crt Clerk Probate	\$	54,985.52	Janet Yanusz
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Schools

Clerk Typist		\$52,757	Camielle Busichio
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COUNTY OF UNION

OFFICE OF THE COUNTY MANAGER
Alfred J. Faella, County Manager

April 30, 2012

**BOARD OF
CHOSEN FREEHOLDERS**

ALEXANDER MIRABELLA
Chairman

LINDA CARTER
Vice Chairman

ANGEL G. ESTRADA

CHRISTOPHER HUDAK

MOHAMED S. JALLOH

BETTE JANE KOWALSKI

DEBORAH P. SCANLON

DANIEL P. SULLIVAN

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

DELIVERY EMAIL & US MAIL

Mr. Kenneth Connolly, Director
Division of State & Local Operations
P.O. Box 313
Trenton, New Jersey 08625-0313

Re: Amendment #1 to Union County's Layoff Plan Approval #1
Effective May 1, 2012, Log #02120258

Dear Mr. Connolly:

Please accept this letter as an amendment to Union County's Layoff Plan Effective May 1, 2012, Log #02120258. The County wishes to make the following amendments:

Runnells Specialized Hospital:

1. The County identified three (3) Food Service Worker positions for elimination at close of business on May 1, 2012. It is the County's intention now to extend the effective date of the layoff until end of business on June 1, 2012 to coincide with the June 1st layoff of similar titles.
2. Ms. Blessing Ogbonna is being displaced from her Institutional Attendant position by Ms. Rosa Pagan. Ms. Pagan was a Physical Therapy Aide with the rights to her previous title of Institutional Attendant. The County has a vacant Institutional Attendant position available and wishes to rescind the layoff of Ms. Ogbonna's position.

Department of Finance

1. The County identified the position Supervisor of Accounts for elimination at close of business on May 1, 2012. It is the County's intention now to extend the effective date of the layoff until end of

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Elizabeth, NJ 07207

(908)527-4200

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business on June 1, 2012. In addition, the displaced employee's (Ms. Antonette Muscaritolo) employment will be extended until end of business on June 1, 2012.

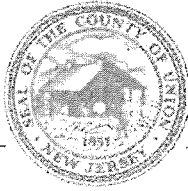
If you have any questions or require any additional information, please contact Matthew DiRado, Acting Director of the Department of Administrative Services at (908) 527-4160.

Very truly yours,



Alfred J. Faella
County Manager

Cc: Matthew N. DiRado, Esq., Acting Director,
Department of Administrative Services



COUNTY OF UNION

OFFICE OF THE COUNTY MANAGER
Alfred J. Faella, County Manager

May 10, 2012

**BOARD OF
CHOSEN FREEHOLDERS**

ALEXANDER MIRABELLA
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Vice Chairman

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DANIEL P. SULLIVAN

VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

DELIVERY EMAIL & US MAIL

Mr. Kenneth Connolly, Director
Division of State & Local Operations
P.O. Box 313
Trenton, New Jersey 08625-0313

Re: Amendment #1 to Union County's Layoff Plan Approval #2
Effective June 1, 2012, Log #03120163

Dear Mr. Connolly:

Please accept this letter as an amendment to Union County's Layoff Plan Effective June 1, 2012, Log #03120163. The County would like to make the following amendments:

Department of Corrections:

1. The County identified eleven (11) Correction Officer positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012.

Department of Engineering, Public Works and Facilities:

1. The County wishes to amend its plan to include an additional Laborer position. The affected employee is Richard Dare. He was issued an Individual Notice in accordance with the requirement.
2. The County wishes to rescind the layoff of a Building Maintenance Worker position. The affected employee is Grace Debowski.
3. The County wishes to rescind the layoff of the Construction Management Specialist 4 position. The affected employee is Walter Patrylo.

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Department of Parks and Community Renewal:

1. The County rescinds the layoff of one (1) of the Data Processing Programmer. The affected employee is Thomas Leonard.

Department of Human Services:

1. The County rescinds the layoff of one (1) of the Keyboarding Clerk 1 position. The affected employee is Trina Carmichael.
2. The County wishes to amend its plan to include the position of Social Worker. The affected employee is Daniel Rapczak. He was issued an Individual Notice in accordance with the requirement.
3. The County wishes to rescind the layoff of a Social Worker position. The affected employee is Delores Perkins.
4. The County wishes to amend its plan to include the position of Investigator of CWA. The affected employee is Sharon DelValle. She was issued an Individual Notice in accordance with the requirement.
5. The County wishes to rescind the layoff of an Investigator of CWA position. The affected employee is Sheila Smith.
6. The County's included Ms. Ivette Porquin position as Keyboarding Clerk 1 Bilingual In Spanish and English. However, in the plan submitted the bilingual variant was inadvertently left out.

Office of the Sheriff

1. The County wishes to amend its plan to include the position of Keyboarding Clerk 2. The affected employee is Amy Tavormina. She was issued Individual Notice in accordance with the requirement.
2. The County wishes to rescind the layoff of a Keyboarding Clerk 1 position. The affected employee is Jennifer Lynn Kaminski.

Runnells Specialized Hospital:

1. The County wishes to rescind the layoff of the Advanced Practice Nurse Gerontology position. The affected employee is Margaret Lewis.

2. The County identified one (1) Assistant. Director of Food Services positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.
3. The County identified four (4) Assistant. Food Services Manager positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employees are listed on Attachment A.
4. The County identified two (2) Assistant Supervisor Building Service positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employees are listed on Attachment A.
5. The County identified twenty-eight (28) Building Maintenance Worker positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff date for twenty-seven (27) of the Building Maintenance Worker position until end of business on August 31, 2012. The affected employee is listed on Attachment A.
6. The County identified two (2) Clerk 1 positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff date for one (1) of the Clerk 1 position until end of business on August 31, 2012. The affected employee is listed on Attachment A.
7. The County identified four (4) Clinical Dietician positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employees are listed on Attachment A.
8. The County identified five (5) Cook positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employees are listed on Attachment A.
9. The County identified one (1) Dietician Helper position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.
10. The County identified one (1) Director of Food Service position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.

11. The County identified one (1) Executive Housekeeper position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.
12. The County identified twenty-four (24) Food Service Worker positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employees are listed on Attachment A.
13. The County identified fifteen (15) Food Service Worker (Part-Time) positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employees are listed on Attachment A.
14. The County identified one (1) Head Cook position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.
15. The County identified one (1) Institutional Attendant position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.
16. The County identified two (2) Keyboarding Clerk 2 positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff date for one (1) of the Keyboarding Clerk 2 position until end of business on August 31, 2012. The affected employee is listed on Attachment A.
17. The County identified five (5) Laundry Worker positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employees are listed on Attachment A.
18. The County identified three (3) Laundry Worker (Part-Time) positions for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employees are listed on Attachment A.
19. The County identified one (1) Supervising Dietitian position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.


20. The County identified one (1) Senior Building Maintenance Worker position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.

21. The County identified one (1) Senior Laundry Worker position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.

22. The County identified one (1) Stock Clerk position for elimination in the June 1 plan. It is the County's intention now to extend the effective date of the layoff until end of business on August 31, 2012. The affected employee is listed on Attachment A.

If you have any questions or require any additional information, please contact Matthew DiRado, Acting Director of the Department of Administrative Services at (908) 527-4160.

Very truly yours,



Alfred J. Faella
County Manager

Cc: Matthew N. DiRado, Esq., Acting Director
Department of Administrative Services



Chris Christie
Governor
Kim Guadagno
Lt. Governor

STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION
DIVISION OF STATE AND LOCAL OPERATIONS
P. O. Box 313
Trenton, New Jersey 08625-0313
Telephone: 609-292-8329

Robert M. Czech
Chair/Chief Executive Officer

April 4, 2012

Alfred Faella, County Manager
Office of the County Manager
County of Union
10 Elizabethtown Plaza
Elizabeth, NJ 07207

RE: Layoff Plan Approval #2, Effective Date June 1, 2012, Log #03120163

Dear Mr. Faella:

I have reviewed your letter of March 21, 2012 regarding the contemplated layoff of two hundred and thirty five (235) employees from the following twelve departments of the County of Union: Administrative Services; Corrections; Engineering, Public Works & Facilities; Finance; Human Services; Parks and Community Renewal; Public Safety; Runnells Hospital; County Counsel; Sheriff; Rutgers Co-Operative Extension and the Superintendent of Schools. The contents of your letter are in compliance with the provisions of N.J.A.C. 4A:8-1.4, and your layoff plan is hereby approved.

You have indicated an effective layoff date of June 1, 2012. In order to meet the time frames you have established for the layoff, please be advised that the **general and individual notices must be issued no later than April 17, 2012 (at least 45 days prior to the effective date of the layoff).**

The "Individual Notices" must be served personally on the employees whose positions have been initially selected or targeted for abolishment or reduction. If an employee is not available, or is on a leave of absence, notification must be served by certified mail.

The "General Notices" must be conspicuously posted in all facilities of the affected organizational unit(s), and a notice must be personally served on all employees whose positions may be affected by the layoff.


Please be advised, in accordance with N.J.S.A. 11A:8-1(i), no employee who is on a military leave of absence for active service in the U.S. Armed Forces in time of war or emergency will be subject to any layoff action.

A listing of such employees of the affected organizational unit(s) must be provided to the New Jersey Civil Service Commission (NJCSC) to ensure they are not affected in the NJCSC's determinations of displacement rights.

Please note that pursuant to N.J.A.C. 4A:8-1.6(a), copies of each Individual Notice must be submitted to this office and to affected negotiation representatives. These should be sent simultaneously with the issuance of the original notices to the employees. Upon receipt of the copies of individual 45-day notices, this office will determine the seniority, displacement rights and special reemployment rights of affected employees. **These determinations will be based on the current employee information as recorded in CAMPS. The accuracy of this information is the responsibility of the Appointing Authority.** Employees will be notified of these determinations prior to the effective date of the layoff.

I ask that you keep this office advised of any contemplated or actual changes in the scope or timing of the layoff so that we are able to efficiently allocate our resources and make determinations with the best available information. If you have any questions or concerns, please do not hesitate to contact Saheed Olushi by phone 609-292-8329 or email (Saheed.Olushi@CSC.state.nj.us).

Sincerely,


Kenneth Connolly, Director

KC/AH/so

- C: Edward Lozinski, President, Union Council Number 8
Joseph Petrosky, President, Union County Park Maintenance Association
Pedro Maldonado, President, Teamsters Local 102 – Primary Supervisors
Rene Wilder, President, CWA Local 1080
Barbara Egger, President, HPAE Local 5112 – Nurses
Barry Kaplan, President, PBA 73 – County Police
Joseph Krech, President, PBA 199 – Correction officers
Daniel Hill
Henry Maurer
Valerie Stutesman
James Mason
Arthur Hoenig **(with originals)**
Saheed Olushi

Jurisdiction Name:
COUNTY OF UNION

Date Prepared:
04/16/2012

Department:
RURNNELLS HOSPITAL

Effective Date of Layoff:
05/01/2012

INSTRUCTIONS: Indicate the status of ALL employees affected by layoff action. Use a separate form for each different effective date and department in which layoff occurred. Return one copy of this form to CSC, P.O. Box 314, Trenton, NJ 08625 within ten (10) days of receipt.

CONFIRMATION OF LAYOFF ACTION

NEW JERSEY CIVIL SERVICE COMMISSION

DIVISION OF STATE AND LOCAL OPERATIONS

Employee Name (Employee ID)	TITLE from which employee was laid off or displaced	Have layoff rights been accrued to date?		If employee was laid off & no longer employed, state the last date worked.	(If still employed, state present title at position held.)	Manner in which employee obtained present title: Special Reemployment (give date) <input type="checkbox"/> On merit <input type="checkbox"/> Other (specify on back) <input type="checkbox"/> On merit of <input type="checkbox"/> Labor Disputement <input type="checkbox"/> Other (specify on back)	Date placed in present title	Present Department
		Yes	No					
JANICE RUITER (000045108)	Q/A SPECIALIST HEALTH SERVS	X			(Prov. Appt.) Quality Assurance Coordinator		1/1/12	Runnells
DAISY LAWRENCE (000028333)	OCCUPATIONAL THERAPY AIDE	X		05/01/2012				Runnells
SONIA IPARRAGUIRRE (0000699346)	BUILDING MAINTENANCE WORKER	X		05/01/2012				Runnells
THERESA DONNELLY (000511339)	KEYBOARDING CLERK 1	X			Keyboarding Clerk 1		2/4/07	Runnells
LISA TAMULAR- ELLIS (000661845)	KEYBOARDING CLERK 1	X		RECEIVED FROM LAY OFF	Keyboarding Clerk 1		7/29/07	Runnells
MAUREEN RICA (000699294)	CLERK 1	X		05/01/2012				Runnells
FLORENTINO CALDERIN-PREVAL (000104236)	Q/A SPECIALIST HEALTH SERVS	X		05/01/2012				Runnells
MICLO RIBEIRO (000091306)	ASST SPVSR BUILDING SERVICES	X			Sr. Bldg. Mtnc. Worker		5/2/12	Runnells
TUMIKA FITCH (000017814)	KEYBOARDING CLERK 1	X		05/01/2012				Runnells
BETTY SMITH (000035117)	SR BUILDING MTC WRKR	X			Bldg. Mtnc. Worker		5/2/12	Runnells

Per 17 2012 10:33am P007

Fax:

TONI TIRADO (000083690)	NURSING SVCS CLERK	x			Nursing Serv. Clerk	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	2/19/02	Runnells
ANNA LYNN (000038136)	NURSING SVCS CLERK	x	05/01/2012			<input type="checkbox"/> Promoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)		Runnells
FE RUBIA (000682171)	NURSING SVCS CLERK	x			Clerk 1	<input checked="" type="checkbox"/> Promoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	5/2/12	Runnells
FERNANDO IPARRAGUIRRE (000525053)	FOOD SVCS WORKER	x	Extended thru 06/01/2012.		Food Serv. Wkr.	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	12/10/06	Runnells
RAYMOND KEARNEY (000682170)	FOOD SVCS WORKER	x	Extended thru 06/01/2012.		Food Serv. Wkr.	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	5/3/09	Runnells
REYNALDO PASCUAL (000689102)	FOOD SVCS WORKER	x	Extended thru 06/01/2012.		Food Serv. Wkr.	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	3/7/10	Runnells
ALBJANDRO SIBAYAN (000693276)	FOOD SVCS WORKER	x	Extended thru 06/01/2012.		Food Serv. Wkr.	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	9/12/10	Runnells
ROSA PAGAN (000006433)	PHYSICAL THERAPY AIDE	x	Recinded from Lay Off.		Voluntary Demotion Inst. Attendant	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	5/2/12	Runnells
BLESSING OGDONNA (000698719)	INSTITUTIONAL ATTENDANT				Inst. Attendant	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	5/22/11	Runnells
RONALD RIEHLE (000075884)	LABORER 1	x	Retired 04/30/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)		Runnells
JACEK DELUGA (000695713)	BUILDING MTC WRKR	x			Bldg. Mtnc. Worker	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	1/9/11	Runnells
JOSEPH CONFORTI (000059559)	CLERK 1	x	05/01/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)		Runnells
GRETCHEN HICKEY (000697847)	CLERK 1	x			Clerk 1	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral (Specify on back) <input type="checkbox"/> Other (Specify on back)	4/24/11	Runnells

ALBERT HENDRICKS (0000869664)	RECREATION THERAPY AIDE	X	05/01/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	Runnells
CAROL MICHALOWSKI (000081011)	RECREATION THERAPY AIDE	X	Disability Retirement 04/30/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	RUNNELLS
ALICE JACKSON (000480310)	RECREATION THERAPY AIDE	X	05/01/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	runnells
ANA GONZALEZ (000005579)	RECREATION THERAPY AIDE	X	05/01/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	Runnells
BRIDGETTE JORDAN (000138686)	RECREATION THERAPY AIDE	X	05/01/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	Runnells
JAMIE GRANATO (0000665610)	RECREATION THERAPY AIDE	X	05/01/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	Bunnells
PATRICK WALKER (000697404)	BUILDING MTC WORKER	X	05/01/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	Runnells
JOYCE WILSON (0000698978)	CLERK I	X		Clerk 1		<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	Runnells
VLIET, LORNA (000106934)	Medical Social Worker		Retirement, 03/31/2012			<input type="checkbox"/> Demoted <input type="checkbox"/> Local Displacement <input type="checkbox"/> Other (specify on back)	
KREUTZER, NAOMI (000700392)	Medical Social Worker			Medical Social Worker			7/31/11 Runnells

CONFIRMATION OF LAYOFF ACTION

NEW JERSEY CIVIL SERVICE COMMISSION

DIVISION OF STATE AND LOCAL OPERATIONS

INSTRUCTIONS: Indicate the status of ALL employees affected by layoff action. Use a separate form for each different effective date and department in which layoff occurred. Return one copy of this form to CSC, P.O. Box 314, Trenton, NJ 08625 within ten (10) days of receipt.

Jurisdiction Name: COUNTY OF UNION
 Date Prepared: 04/16/2012
 Department: ADMINISTRATIVE SERVICES
 Effective Date of Layoff: 05/01/2012

Employee Name (Employee ID)	TITLE from which employee was laid off or displaced	Have layoff rights been exercised to date?		If employee was laid off & no longer employed, state the last date worked.	If still employed, state present title of position held.	Manner in which employee obtained present title: Special Reemployment (give date)	Date placed in present title	Present Department
		Yes	No					
PETER ORTUSO (000079282)	SUPERVISING WELDER			Retired 04/30/12		<input type="checkbox"/> Displaced <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
JERRY MAURIGI (000523037)	ASSISTANT BUYER	✓		Laid OFF 05/01/12		<input type="checkbox"/> Displaced <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
MATHEW MERKLER (000676774)	MECHANIC HELPER	✓		Laid OFF 05/01/12		<input type="checkbox"/> Displaced <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
J AURIE HARROD (000700693)	CLERK 1	✓			Clerk I (P/T)	<input checked="" type="checkbox"/> Displaced <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)	05/01/12	Adm. Serv.
DANIEL VARADY (000704454)	CLERK 1	✓		Laid OFF 05/01/12		<input type="checkbox"/> Displaced <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
						<input type="checkbox"/> Displaced <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		

CONFIRMATION OF LAYOFF ACTION

NEW JERSEY CIVIL SERVICE COMMISSION

DIVISION OF STATE AND LOCAL OPERATIONS

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Jurisdiction Name:

COUNTY OF UNION

Department

CORRECTIONAL SERVICES

Unit's Representative

04/16/2012

Effective Date of Layoff:

05/01/2012

Employee Name (Employee ID)	TITLE from which employee was laid off or displaced	Have layoff rights been exercised to date?		If employee was laid off & no longer employed, state the last date worked.	If still employed, state present title of position held.	Manner in which employee obtained present title: Special Reemployment (give date)	Date placed in present title	Present Department
		Yes	No					
ELIZABETH HOWANITZ (000077268)	KEYBOARDING CLERK 3	✓		Laid OFF 05/01/12		<input type="checkbox"/> Described <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
MARY MENENDEZ (000698155)	CLERK 1	✓		Laid OFF 05/01/12		<input type="checkbox"/> Described <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
YADAH DAVIS- ABUBAKARI (000699315)	CLERK 1	✓		Laid OFF 05/01/12		<input type="checkbox"/> Described <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
KATHRYN VAN- CLEAVE (000104635)	KEYBOARDING CLERK 3	✓			KEYBOARDING CLERK 3	Seniority Displacement <input type="checkbox"/> Described <input type="checkbox"/> Lateral Displacement <input checked="" type="checkbox"/> Other (specify on back)		
LISE MAYRAND (000106618)	CLERK 1	✓			CLERK 1	Seniority Displacement <input type="checkbox"/> Described <input type="checkbox"/> Lateral Displacement <input checked="" type="checkbox"/> Other (specify on back)		CORREC SERV
ASHLEY WIMBUSH (000671682)	CLERK 1	✓			CLERK 1	Seniority Displacement <input type="checkbox"/> Described <input type="checkbox"/> Lateral Displacement <input checked="" type="checkbox"/> Other (specify on back)		CORREC SERV

CONFIRMATION OF LAYOFF ACTION

NEW JERSEY CIVIL SERVICE COMMISSION

DIVISION OF STATE AND LOCAL OPERATIONS

INSTRUCTIONS: Indicate the status of ALL employees affected by layoff action. Use a separate form for each different effective date and department in which layoff occurred. Return one copy of this form to CSC, P.O. Box 314, Trenton, NJ 08625 within ten (10) days of receipt.

Jurisdiction Name:

COUNTY OF UNION

Department

PUBLIC SAFETY

Date Prepared:

04/16/2012

Effective Date of Layoff:

05/01/2012

Employee Name (Employee ID)	TITLE from which employee was laid off or displaced	Have layoff rights been exercised to date?		If employee was laid off & no longer employed, state the last date worked.	If still employed, state present title of position held.	Manner in which employee obtained present title: Special Reemployment (give date)	Date placed in present title	Present Department
		Yes	No					
BINA MERCHANT (000691545)	INVESTIGATOR CONSUMER PROTECTION	✓		LAI D OFF 05/01/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
RICHARD MCCUTCHEON (000075049)	RADIOLOGICAL DEFENSE OFFICER	✓		LAI D OFF 05/01/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
						<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		

CONFIRMATION OF LAYOFF ACTION

NEW JERSEY CIVIL SERVICE COMMISSION

DIVISION OF STATE AND LOCAL OPERATIONS

INSTRUCTIONS: Indicate the status of ALL employees affected by layoff action. Use a separate form for each different effective date and department in which layoff occurred. Return one copy of this form to CSC, P.O. Box 314, Trenton, NJ 08625 within ten (10) days of receipt.

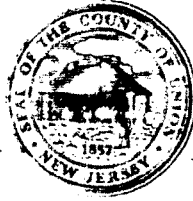
Jurisdiction Name:
COUNTY OF UNION

Date Prepared:
04/16/2012

Department:
FINANCE

Effective Date of Layoff:
05/01/2012

Employee Name (Employee ID)	TITLE from which employee was laid off or displaced	Have layoff rights been exercised to date?		If employee was laid off & no longer employed, state the last date worked.	If still employed, state present title of position held.	Manner in which employee obtained present title: Special Reemployment (give date)	Date placed in present title	Present Department
		Yes	No					
ANTONETTE MUSCARITOLO (000021195)	PRINCIPAL ACCOUNT CLERK				Extended thru 06/01/12 (see Attached Amend) PR Acct. Clerk	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
OBINNA ENWEREMADU (000083993)	SENIOR ACCOUNTANT			Retired 04/30/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
SUSAN BERTRAM- KIERI (000023509)	PRINCIPAL ACCOUNT CLERK		✓	Laid OFF 05/01/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
LISA DEROSA (000494803)	KEYBOARDING CLERK 1		✓	Laid OFF 05/01/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
ROSLYNN WYNN (000076019)	SUPERVISOR OF ACCOUNTS				Extended thru 06/01/12 (see Attached Amend) Supv. of Accts	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		



COUNTY OF UNION

OFFICE OF THE COUNTY MANAGER
Alfred J. Faella, County Manager

April 30, 2012

**BOARD OF
CHOSEN FREEHOLDERS**

ALEXANDER MIRABELLA
Chairman

LINDA CARTER
Vice Chairman

ANGEL G. ESTRADA

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BETTE JANE KOWALSKI

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VERNELL WRIGHT

ALFRED J. FAELLA
County Manager

ROBERT E. BARRY, ESQ.
County Counsel

JAMES E. PELLETTIERE
Clerk of the Board

DELIVERY EMAIL & US MAIL

Mr. Kenneth Connolly, Director
Division of State & Local Operations
P.O. Box 313
Trenton, New Jersey 08625-0313

Re: Amendment #1 to Union County's Layoff Plan Approval #1
Effective May 1, 2012, Log #02120258

Dear Mr. Connolly:

Please accept this letter as an amendment to Union County's Layoff Plan Effective May 1, 2012, Log #02120258. The County wishes to make the following amendments:

Runnells Specialized Hospital:

1. The County identified three (3) Food Service Worker positions for elimination at close of business on May 1, 2012. It is the County's intention now to extend the effective date of the layoff until end of business on June 1, 2012 to coincide with the June 1st layoff of similar titles.
2. Ms. Blessing Ogbonna is being displaced from her Institutional Attendant position by Ms. Rosa Pagan. Ms. Pagan was a Physical Therapy Aide with the rights to her previous title of Institutional Attendant. The County has a vacant Institutional Attendant position available and wishes to rescind the layoff of Ms. Ogbonna's position.

Department of Finance

1. The County identified the position Supervisor of Accounts for elimination at close of business on May 1, 2012. It is the County's intention now to extend the effective date of the layoff until end of

ADMINISTRATION BUILDING

Elizabethtown Plaza

Elizabeth, NJ 07207

(908)527-4200

fax(908)289-0180

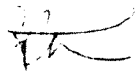
www.ucnj.org

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business on June 1, 2012. In addition, the displaced employee's (Ms. Antonette Muscaritolo) employment will be extended until end of business on June 1, 2012.

If you have any questions or require any additional information, please contact Matthew DiRado, Acting Director of the Department of Administrative Services at (908) 527-4160.

Very truly yours,



Alfred J. Faella
County Manager

Cc: Matthew N. DiRado, Esq., Acting Director,
Department of Administrative Services

CONFIRMATION OF LAYOFF ACTION

NEW JERSEY CIVIL SERVICE COMMISSION

DIVISION OF STATE AND LOCAL OPERATIONS

INSTRUCTIONS: Indicate the status of ALL employees affected by layoff action. Use a separate form for each different effective date and department in which layoff occurred. Return one copy of this form to CSC, P.O. Box 314, Trenton, NJ 08625 within ten (10) days of receipt.

Jurisdiction Name: COUNTY OF UNION		Date Prepared: 04/16/2012
Department: HUMAN SERVICES		Effective Date of Layoff: 05/01/2012

Employee Name (Employee ID)	TITLE from which employee was laid off or displaced	Have layoff rights been awarded to date?		If employee was laid off & no longer employed, state the last date worked.	If still employed, state present title of position held.	Manner in which employee obtained present title: Special Reemployment (give date)	Date placed in present title	Present Department
		Yes	No					
WILLIAM KARAFEL, (000022915)	TEACHER			Retired 04/30/12		<input type="checkbox"/> Dismissed <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
MARY BROWN (000015698)	TEACHER JUVENILE FACILITIES		<input checked="" type="checkbox"/>	Retired 04/30/12		<input type="checkbox"/> Dismissed <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		
GAIL OPACITY (000019285)	TEACHER JUVENILE FACILITIES		<input checked="" type="checkbox"/>	Retired 04/30/12		<input type="checkbox"/> Dismissed <input type="checkbox"/> Lateral Displacement <input type="checkbox"/> Other (specify on back)		

CONFIRMATION OF LAYOFF ACTION

NEW JERSEY CIVIL SERVICE COMMISSION

DIVISION OF STATE AND LOCAL OPERATIONS

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Jurisdiction Name:
 COUNTY OF UNION
 Department
 PARKS & COMMUNITY RENEWAL

Date Reported:
 04/16/2012
 Effective Date of Layoff:
 05/01/2012

Employee Name (Employee ID)	TITLE from which employee was laid off or displaced	Have layoff rights been exercised in date?		If employee was laid off & no longer employed, state the last date worked.	If still employed, state present title of position held.	Manner in which employee obtained present title: Special Reemployment (give date)	Date placed in present title	Present Department
		Yes	No					
SEAN RYAN (000090316)	LANDSCAPE ARCHITECT	✓		Laid off 05/01/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Reemployment <input type="checkbox"/> Other (specify on back)		
JOSEPH ADDRESSA (000094307)	SENIOR CASHIER		✓	Retired		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Reemployment <input type="checkbox"/> Other (specify on back)		
JOHN MONACO (000060731)	GARDENER		✓	04/30/12	Gardener	<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Reemployment <input type="checkbox"/> Other (specify on back)		
SEAN SEYMOUR (000514975)	LABORER I		✓	Laid off 05/01/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Reemployment <input type="checkbox"/> Other (specify on back)		Parks Comm. Renewal
MICHAEL TOMKIEWICZ (000673578)	LABORER I		✓	Laid off 05/01/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Reemployment <input type="checkbox"/> Other (specify on back)		
KYLE GAESTEL (000686469)	LABORER I		✓	Laid off 05/01/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Reemployment <input type="checkbox"/> Other (specify on back)		
JOSEPH MACDERMANT (000038097)	MAINTENANCE WORKER I GROUNDS		✓	Laid off 05/01/12 Retired 04/30/12		<input type="checkbox"/> Demoted <input type="checkbox"/> Lateral Reemployment <input type="checkbox"/> Other (specify on back)		

J. Monaco was able to stay since J. MacDermant did not
Exercise his displacement right.

Claudia Martins

From: Melinda Allen
Sent: Friday, April 13, 2012 10:35 AM
To: Olushi, Saheed
Cc: Claudia Martins

Saheed,

Matt & Claudia are interested in having a representative come here next week, April 19th, to speak to employee's who have a number of questions pertaining to the May 1st layoff. Please advise.

Melinda J. Allen
Senior Personnel Assistant/NJDOP Liaison
County of Union/Department of Administrative Services
Division of Personnel Management and Labor Relations
908-527-4024 - Office / 908-558-2566 - Fax
mallen@ucnj.org

Claudia Martins

From: Olushi, Saheed [Saheed.Olushi@csc.state.nj.us]
Sent: Friday, April 13, 2012 2:44 PM
To: Melinda Allen
Cc: Claudia Martins; Hoenig, Art
Subject: RE:

We certainly understand the stress your employees are experiencing while undergoing a layoff. We would prefer to receive all questions in writing by email, rather than verbally explain the rules about title rights, "bumping", etc. which are often misunderstood by employees about to be laid off. We will answer all questions as promptly as possible. We are also available by phone if an employee needs a fuller explanation.

SAHEED OLUSHI

New Jersey Civil Service Commission
Division of State and Local Operations
Telephone: (609) 292 8329
Fax: (609) 777 0905



**New Jersey
Civil Service
Commission**

*Governor Chris Christie
Lt. Governor Kim Guadagno
Robert M. Casch, Chair/Chief Executive Officer*

From: Melinda Allen [mailto:mallen@ucnj.org]
Sent: Friday, April 13, 2012 10:35 AM
To: Olushi, Saheed
Cc: Claudia Martins
Subject:

Saheed,

Matt & Claudia are interested in having a representative come here next week, April 19th, to speak to employee's who have a number of questions pertaining to the May 1st layoff. Please advise.

Melinda J. Allen
Senior Personnel Assistant/NJDOP Liaison
County of Union/Department of Administrative Services
Division of Personnel Management and Labor Relations
908-527-4024 - Office / 908-558-2566 - Fax
mallen@ucnj.org

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Claudia Martins

From: Olushi, Saheed [Saheed.Olushi@csc.state.nj.us]
Sent: Tuesday, May 15, 2012 12:26 PM
To: Claudia Martins
Subject: RE: June 1st layoff

Thanks, Claudia.

SAHEED OLUSHI

New Jersey Civil Service Commission
Division of State and Local Operations
Telephone: (609) 292 8329
Fax: (609) 777 0905



**New Jersey
Civil Service
Commission**

*Governor Chris Christie
Lt. Governor Kim Guadagno
Robert M. Czech, Chair/Chief Executive Officer*

From: Claudia Martins [<mailto:cmartins@ucnj.org>]
Sent: Tuesday, May 15, 2012 12:12 PM
To: Olushi, Saheed
Subject: June 1st layoff

Here's my contact information, if I don't hear from you, I will call you on Friday morning. Thank you for your assistance, if you need anything, please call me.

Claudia Martins

Deputy Director of Personnel & Labor Relations
County of Union - 6th Floor
Administration Building
Elizabeth, NJ 07207
908-527-4289 ☐ Fax 908-558-2566



Before printing this e-mail ask yourself if it is necessary:)

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Terry Pacheco

From: Michele Miller
Sent: Tuesday, May 22, 2012 11:05 AM
To: Terry Pacheco
Cc: Matthew DiRado
Subject: FW: layoff question

For OPRA request...

From: Olushi, Saheed [<mailto:Saheed.Olushi@csc.state.nj.us>]
Sent: Friday, April 13, 2012 3:15 PM
To: Michele Miller
Cc: Melinda Allen; Robin McPhaul
Subject: RE: layoff question

Consequent upon layoff, names of affected employees are placed on a Special reemployment List (SRL) for the titles from which they have been laid off. The SRL has priority over all eligibility lists and must be exhausted before appointments are made from other lists.

Effectively, laid off employees will have priority consideration for appointment to the positions from which they were laid off before anyone else is considered.

SAHEED OLUSHI

New Jersey Civil Service Commission
Division of State and Local Operations
Telephone: (609) 292 8329
Fax: (609) 777 0905



**New Jersey
Civil Service
Commission**

*Governor Chris Christie
Lt. Governor Kim Guadagno
Robert M. Czech, Chair/Chief Executive Officer*

From: Michele Miller [<mailto:mmiller@ucnj.org>]
Sent: Friday, April 13, 2012 3:08 PM
To: Olushi, Saheed
Cc: Melinda Allen; Robin McPhaul
Subject: layoff question

Hi Saheed,

We are currently dealing with a layoff action. I have a question concerning employees targeted for layoff that are in promotional positions & have bumping rights. For instance, if a permanent HSS 2 bumps down to an HSS 1, is there any type of special consideration given to them when promotional vacancies become available in the future for the HSS 2 positions?

*Michele Miller
Union County Division of Social Services
Personnel Unit
908-965-3608 phone*

NOTICE OF CONFIDENTIALITY

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Terry Pacheco

From: Michele Miller
Sent: Tuesday, May 22, 2012 9:49 AM
To: Terry Pacheco
Cc: Matthew DiRado
Subject: FW: need ur advice

For OPRA request...

From: Olushi, Saheed [<mailto:Saheed.Olushi@csc.state.nj.us>]
Sent: Thursday, April 19, 2012 12:08 PM
To: Michele Miller
Subject: RE: need ur advice

Generally,"eligibles on special reemployment lists shall be ranked in descending order of the class code or class level of the title from which the eligible was displaced. Within each class code or class level.....","eligibles shall be ranked in accordance with seniority at the time of layoff, based on the method for calculating seniority in effect at the time of certification of the list."

SAHEED OLUSHI

New Jersey Civil Service Commission
Division of State and Local Operations
Telephone: (609) 292 8329
Fax: (609) 777 0905



Governor Chris Christie
Lt. Governor Kim Guadagno
Robert M. Czech, Chair/Chief Executive Officer

From: Michele Miller [<mailto:mmiller@ucnj.org>]
Sent: Wednesday, April 18, 2012 5:09 PM
To: Olushi, Saheed
Subject: need ur advice

Saheed,

One of my employees, Sharon DelValle, who has received a layoff notice posed this question to me.... She is receiving a layoff notice as an Investigator & has bumping rights to HSS 2. She was wondering if she accepts the layoff, will it be a problem for her to come back to work as an Investigator when we replace vacancies in the future. I know there are special re-employment lists, but how does that work when 2 Investigators are receiving layoff notices, 1 bumps down & the other opts to accept the layoff? Do they both have the same rights to return to the position of Investigator? Right now, Sharon has a lot more seniority than her peer (Rita Steed).

Is this a safe thing for her to do??

Michele Miller
Union County Division of Social Services

refuses to exercise her title rights, that changes the whole determination for this chain of 'bumpings'. It is only right that the least senior employee in a title is bumped first.

SAHEED OLUSHI

New Jersey Civil Service Commission
Division of State and Local Operations
Telephone: (609) 292 8329
Fax: (609) 777 0905



*Governor Chris Christie
Lt. Governor Kim Guadagno
Robert M. Cloch, Chair/Chief Executive Officer*

From: Florence Adams [<mailto:fadams@ucnj.org>]
Sent: Monday, May 07, 2012 8:57 AM
To: Olushi, Saheed
Cc: Melinda Allen
Subject: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital

Melinda Allen called me this morning on the layoff, it seems that Joyce Wilson was laid off on 5/1/2012 and Maureen Rica stayed. Anna Lynn, Nursing Services Clerk was to bump Toni Tirado, Nursing Services Clerk and then Toni Tirado was to bump Maureen Rica, Clerk 1. Anna Lynn took the lay off so there was no bumping rights there and Maureen stayed. Fe Rubia, Nursing Services Clerk, was to bump Joyce Wilson, Clerk 1, which she accepted, and Joyce Wilson was laid off on 5/1/12. Joyce Wilson started on 6/5/2011 Permanent, and Maureen Rica started on 6/19/2011 Permanent. Please advise.

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Governor Chris Christie
Lt. Governor Kim Guadagno
Robert M. Czech, Chair/Chief Executive Officer

From: Melinda Allen [<mailto:mallen@ucnj.org>]
Sent: Monday, May 07, 2012 10:16 AM
To: Olushi, Saheed
Cc: Matthew DiRado; Florence Adams
Subject: FW: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital

Saheed,
Please see Greg Hardoby's email. Will we be receiving documentation from CSC & how should we proceed with this?

From: Florence Adams
Sent: Monday, May 07, 2012 10:03 AM
To: Melinda Allen
Subject: FW: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital

From: Gregory Hardoby
Sent: Monday, May 07, 2012 9:48 AM
To: Florence Adams
Cc: Joan Wheeler
Subject: RE: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital

Are we getting an amended letter from CSC?

From: Florence Adams
Sent: Monday, May 07, 2012 9:43 AM
To: Gregory Hardoby
Subject: FW: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital

From: Olushi, Saheed [<mailto:Saheed.Olushi@csc.state.nj.us>]
Sent: Monday, May 07, 2012 9:36 AM
To: Florence Adams
Cc: Melinda Allen; Hoenig, Art
Subject: RE: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital

Flo,

Each time an employee's layoff is rescinded or an employee declines title rights offered to him/her, it resets the whole dynamics of bumping rights and we have to re-determine the rights of employees in the chain of the affected titles.

Per procedure; the rights of the employee with most seniority (Anna Lynn) in the same title is determined first and he/she is offered the position of the least senior in the affected title (in this case, Maureen Rica's). Since Anna Lynn

Terry Pacheco

From: Florence Adams
Sent: Tuesday, May 22, 2012 9:10 AM
To: Terry Pacheco
Subject: FW: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital
Attachments: Revised letters_UC_layoff_05012012.pdf

From: Olushi, Saheed [mailto:Saheed.Olushi@csc.state.nj.us]
Sent: Monday, May 07, 2012 4:29 PM
To: Melinda Allen
Cc: Matthew DiRado; Florence Adams; Hoenig, Art
Subject: RE: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital

Attached are copies of revised letters to the following employees:

1. Rubia S. Fe
2. Maureen Rica
3. Joyce Wilson
4. Blessing Ogbonna

Original copies will be mailed out tomorrow.

SAHEED OLUSHI

New Jersey Civil Service Commission
Division of State and Local Operations
Telephone: (609) 292 8329
Fax: (609) 777 0905



*New Jersey
Civil Service
Commission*

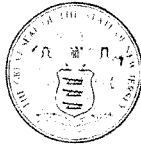
*Governor Chris Christie
Lt. Governor Kim Guadagno
Robert M. Czech, Chair/Chief Executive Officer*

From: Olushi, Saheed
Sent: Monday, May 07, 2012 10:45 AM
To: 'Melinda Allen'
Cc: Matthew DiRado; Florence Adams; Hoenig, Art
Subject: RE: Maureen Rica; Joyce Wilson, Clerk 1, Runnells Specialized Hospital

We'll send out revised letters to the employee copies to the AA noting the title right update.

SAHEED OLUSHI

New Jersey Civil Service Commission
Division of State and Local Operations
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Fax: (609) 777 0905



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION
DIVISION OF STATE AND LOCAL OPERATIONS
P. O. Box 313
Trenton, New Jersey 08625-0313

Chris Christie
Governor
Kim Guadagno
Lt. Governor

Robert M. Czech
Chair/Chief Executive Officer

May 7, 2012
REVISED LETTER

Fe S. Rubia



Home
Address

**RE: Layoff from your permanent position of Nursing Services Clerk,
County of Union, Runnells Hospital, effective on the close of business
on May 1, 2012.**

Dear Ms. Rubia:

In accordance with the provisions of N.J.S.A. 11A:8-1 et seq., your layoff from the title of **Nursing Services Clerk** has been recorded. Your name will be placed on the Special Reemployment List for your current permanent title and for other titles that may be deemed appropriate. In addition, it has been determined you have a demotional displacement right to the following title:

- Title Name: **Clerk 1**
- Held permanently by: **Maureen Rica**

If you accept the displacement right, you must notify the Appointing Authority of the County of Union (Alfred J. Faella; Elizabethtown Plaza, Elizabeth, NJ 07207) by close of business on April 25, 2012.

If you refuse the displacement right, you must advise the Appointing Authority and send a signed statement of refusal to the New Jersey Civil Service Commission not later than close of business on April 25, 2012. Refusal of the demotional displacement right will result in being laid off and your name will be retained on the Special Reemployment List(s) for future employment consideration.

Special Reemployment Lists will be certified, subsequent to the effective date of layoff, against employees serving on a provisional basis. If there are no such employees, your name will remain on the Special Reemployment List(s) for

certification against future vacancies or provisional employees. Please note it is the responsibility of each employee whose name is placed on a Special Reemployment List to advise the Civil Service Commission of any present or future change of name or address. Failure to do so may result in not receiving a future employment opportunity or possible removal from the list.

You may appeal whether the Appointing Authority acted in good faith in instituting this layoff plan. The burden of proof in such appeals is on the part of the appellant. Such appeals must specify the grounds of your appeal and must be received within twenty (20) days of your receipt of this notice. Please be advised, pursuant to P.L. 2010 C.26, effective July 1, 2010 there shall be a \$20 fee for good faith layoff appeals. Please include the required \$20 fee with your appeal. Payment must be made by check or money order only, payable to NJ CSC.

Persons receiving public assistance pursuant to P.L.1947, c.156 (C.44:8-107 *et seq.*), P.L.1973, c.256 (C.44:7-85 *et seq.*), or P.L.1997, c.38 (C.44:10-55 *et seq.*) and individuals with established veterans preference as defined by N.J.S.A. 11A:5-1 *et seq.* are exempt from this appeals fee. Good faith appeals should be addressed to the New Jersey Civil Service Commission, Division of Merit System Practices and Labor Relations, Unit H, P.O. Box 312, Trenton, New Jersey 08625-0312.

You may also appeal the determination of your layoff rights or seniority. The burden of proof in such appeals is on the part of the appellant. Such appeals must specify the grounds of your appeal and must be received within twenty (20) days of your receipt of this letter. These appeals should be addressed to the New Jersey Civil Service Commission, Division of Merit System Practices and Labor Relations, Written Records Appeals Unit, P.O. Box 312, Trenton, New Jersey 08625-0312. No fee is required for layoff rights or seniority appeals.

Sincerely,

A handwritten signature in black ink that reads "Joe Hill, Jr. (AH)". The signature is written in a cursive style.

Joe M. Hill, Jr., Assistant Director

C: Alfred J. Faella, Appointing Authority



Chris Christie
Governor
Kim Guadagno
Lt. Governor

STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION
DIVISION OF STATE AND LOCAL OPERATIONS
P. O. Box 313
Trenton, New Jersey 08625-0313

Robert M. Czech
Chair/Chief Executive Officer

May 7, 2012

REVISED LETTER

Maureen Rica



*Home
address*

RE: Layoff from your permanent position of Clerk 1, County of Union, Runnel's Hospital, effective the close of business on May 1, 2012.

Dear Ms. Rica:

As a result of the layoff of Rubia S. Fe from her permanent position of **Nursing Services Clerk**, she has been given a demotional title right to the position of **Clerk 1** held by you, effective on the close of business on May 1, 2012.

In accordance with the provisions of N.J.S.A. 11A:8-1 et seq., your layoff from the title, **Clerk 1** has been recorded. The New Jersey Civil Service Commission has determined there are no displacement rights that can be afforded to you.

Should the above employee exercise her displacement right, your employment will be terminated effective on the close of business on May 1, 2012 and your name will be placed on the Special Reemployment List for your current permanent title and for other titles that may be deemed appropriate.

Special Reemployment Lists will be certified, subsequent to the effective date of layoff, against employees serving on a provisional basis. If there are no such employees, your name will remain on the Special Reemployment List(s) for certification against future vacancies or provisional employees. Please note it is the responsibility of each employee whose name is placed on a Special Reemployment List to advise the Civil Service Commission of any present or future change of name or address. Failure to do so may result in not receiving a future employment opportunity or possible removal from the list.

You may appeal whether the Appointing Authority acted in good faith in instituting this layoff plan. The burden of proof in such appeals is on the part of the appellant.

Such appeals must specify the grounds of your appeal and must be received within twenty (20) days of your receipt of this notice.

Please be advised, pursuant to P.L. 2010 C.26, effective July 1, 2010 there shall be a \$20 fee for good faith layoff appeals. Please include the required \$20 fee with your appeal. Payment must be made by check or money order only, payable to NJ CSC. Persons receiving public assistance pursuant to P.L. 1947, c.156 (C.44:8-107 *et seq.*), P.L.1973, c.256 (C.44:7-85 *et seq.*), or P.L.1997, c.38 (C.44:10-55 *et seq.*) and individuals with established veterans preference as defined by N.J.S.A. 11A:5-1 *et seq.* are exempt from this appeals fee. Good faith appeals should be addressed to the New Jersey Civil Service Commission, Division of Merit System Practices and Labor Relations, Unit H, P.O. Box 312, Trenton, New Jersey 08625-0312.

You may also appeal the determination of your layoff rights or seniority. The burden of proof in such appeals is on the part of the appellant. Such appeals must specify the grounds of your appeal and must be received within twenty (20) days of your receipt of this letter. These appeals should be addressed to the New Jersey Civil Service Commission, Division of Merit System Practices and Labor Relations, Written Records Appeals Unit, P.O. Box 312, Trenton, New Jersey 08625-0312. **No fee is required for layoff rights or seniority appeals.**

Sincerely,

A handwritten signature in black ink that reads "Joe Hill, Jr. (AH)". The signature is written in a cursive style.

Joe M. Hill, Jr., Assistant Director

C: Alfred J. Faella, Appointing Authority



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION
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P. O. Box 313
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Chris Christie
Governor
Kim Guadagno
Lt. Governor

Robert M. Czech
Chair/Chief Executive Officer

May 7, 2012
REVISED LETTER

Joyce Wilson



Home
address

**RE: Layoff from your permanent position of Clerk 1, County of Union,
Runnell's Hospital, effective on the close of business on May 1, 2012.**

Dear Ms. Wilson:

In a letter dated April 16, 2012, you were informed that Ms. Rubia S. Fe was granted a demotional title right to the position of Clerk 1 held by you. You were also informed that no title right was available to you, as a result of which you were being laid off from your permanent position of Clerk 1, effective on the close of business on May 1, 2012.

Please be advised that due to the decision of another employee during the layoff, it has been determined that your position is no longer affected by the layoff at Runnell's Specialized Hospital, County of Union.

Sincerely,

Joe M. Hill, Jr.
Assistant Director

C: Alfred J. Faella, Appointing Authority



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION
DIVISION OF STATE AND LOCAL OPERATIONS
P. O. Box 313
Trenton, New Jersey 08625-0313

Chris Christie
Governor
Kim Guadagno
Lt. Governor

Robert M. Czech
Chair/Chief Executive Officer

May 7, 2012
REVISED LETTER

Blessing Ogbonna



home
address

**RE: Layoff from your permanent position of Institutional Attendant,
County of Union, Runnells Hospital, effective close of business on
May 1, 2012.**

Dear Ms. Ogbonna:

In a letter dated April 16, 2012, you were informed that Rosa Pagan was granted a demotional title right to your position of **Institutional Attendant**. You were also informed that there was no title right available to you, as a result of which you were being laid off from your permanent position as **Institutional Attendant**, effective at the close of business on May 1, 2012.

Please be advised that because another employee choose to be laid off, rather than exercise a title right, it has been determined that your position is no longer affected by the layoff at Runnells Specialized Hospital, County of Union.

Sincerely,

Joe M. Hill, Jr., Assistant Director

C: Alfred J. Faella, Appointing Authority