

Professional Non-Case Related Unit PNCR

Summary of Tentative Agreement

July 1, 2024 – June 30, 2028



PNCR members have won a strong Tentative Agreement (TA) after months of negotiations. The negotiations team proudly recommends this agreement for approval.

The Tentative Agreement provides strong across-the-board raises on base for all employees, including those at Maximum and Maximum 2. This TA raises the value of our annual progression for the first time since 2014 and creates a new Maximum 3 for those who have been at Maximum 2 for at least 24 months. The combination of these ATBs, increased progression, and new “Maximum 3” significantly increases our base salaries and permanently increases our maximums. This Agreement finally recognizes the unique and challenging work of bilingual employees by adding a new stipend for BICAT certified Bilingual titles.

The TA recognizes the current Remote Work Program in our PNCR contract and provides for ongoing engagement regarding changes to that program.

We increased our education and training fund from \$10,000 to \$25,000 for members taking classes or coursework. Additionally, we are excited to have created a first-of-its-kind separate \$50,000 fund to offset student loan debt carried by eligible PNCR members. We’ve protected our healthcare, expanded due process rights in disciplinary matters, and created new bereavement time.

Overall, this Tentative Agreement delivers a comprehensive compensation package, recognizes remote work in our contract, and improves benefits in several areas. This proposed contract will set a strong foundation for the Union’s continuing work during the next four years.

Tentative Agreement Explanation Meetings

We are holding three explanatory meetings at different times and days to accommodate members’ availability.

Registration is required. This meeting is for members only.

After registering, you will receive a confirmation email containing information about joining the webinar.

Presentation #1 (Teams)

Wed Apr 4, 2024 12:00PM –
1:00PM

[Click here to register in advance](#)

Presentation #2 (Zoom)

Mon Apr 8, 2024 06:30PM –
7:30PM

[Click here to register in advance](#)

Presentation #3 (Teams)

Tue Apr 16, 2024 12:30PM –
1:30PM

[Click here to register in advance](#)

Summary of Negotiated Terms

1. Duration

The proposed contract is a 4-year term, beginning on July 1, 2024, and ending on June 30, 2028.

2. Across the Board Increases (ATBs)

- July 2024 3.50% permanent increase to base for all employees
- July 2025 3.50% permanent increase to base for all employees
- July 2026 3.50% permanent increase to base for all employees
- July 2027 3.50% permanent increase to base for all employees
- No “off-base” bonuses instead of raises. All raises are permanent increases to base salary and are applied to minimums and maximums.

3. Progression

- **Annual progression increased** from the current 3.0% per year to 3.50% per year, paid each January. All members receive progression annually in January until they reach Maximum, then move to Maximum 2 after 24 months.
- **New Maximum 3** established as of January 2026. Max3 will be 3.5% higher than Maximum 2. All members will move to Maximum 3 after completion of 24 months at Maximum 2. Members who already have 24 months at Max 2 as of January 2026 will move to Max 3 as soon as it is established.

4. Additional Stipends

- **NEW Stipend for Bilingual positions** of \$1,000 paid to employees after 1 year in the title and \$1,000 after completing 3 years in the title. For current bilinguals, payments are made in July 2024 and July 2026. Stipends come with the expectation that employee will use bilingual skills in job duties.
- **CSO Pretrial Retention Stipends** for CSO 1 every 3 months and one-time stipend for CSO2s.

5. Health Benefits

- **Vision Reimbursements** are increase for eyeglass/contacts to \$80 and eye exam reimbursement increased to \$45.
- **Employee contribution rates set at current levels.** Protects PNCR members from changes being imposed without negotiation.

6. Remote Work Program

- **Current remote work program is recognized in the body of the contract.** Employee participation will not be unreasonably denied. Denials are grievable. Denial or reduction across a unit or Division must be reconsidered every 30 days. Employees on remote work must be treated the same as employees not teleworking. Union and management will meet quarterly.

7. Hours of Work

- **Continuation of ISP On-Call Time for Electronic Monitoring Duties**
- **Continuation of Special Project Rate for ITA1, ITA2, ITA3s**

8. Education Reimbursement and Student Loan Aid

- **Tuition Aid Fund** increases from \$10,000 to \$25,000 per fiscal year; increased annual cap per applicant from \$1,200 to \$1,500 per fiscal year.
- **NEW Student Loan Aid Fund** funded at \$50,000 per calendar year during the life of the contract to pay for member loans that are not forgiven under federal loan forgiveness. Members are eligible to receive up to \$1,500 per year.

9. Discipline Procedure

- Improved Loudermill process with an appeal to a hearing officer in cases of immediate suspension.
- Established a new, higher standard if Judiciary disagrees with arbitrator's recommendation

10. Bereavement Leave Day

- NEW One (1) bereavement day per year will be provided starting July 2024. After bereavement is used, employees can then use sick leave for additional time.

11. Other Terms and Conditions

- **Classification**
 - Clarified JIQ process so members have better preparation for JIQs and better understanding of the results.
 - If it is determined employee is doing higher level work, allows for employee to retain duties and be paid provisionally pending promotional process to fill the higher-level title. All time spent performing the duties is credited for eligibility purposes.
 - Appeals directed to Civil Service Commission instead of Judiciary Classification Review Board
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- **Mileage** – increase mileage rate at \$0.47/mile or state appropriations act, whichever is greater.
- **Artificial Intelligence** – ensure equal training opportunities on AI if implemented by Judiciary; proactive labor-management committee on AI; obligation to hold impact negotiations upon request of the Union.
- **Union Rights** – updated language regarding access to communications platforms, digital union membership cards, and committees
- **Grievance Procedure** – updated for virtual hearings

Ratification Process

Voting Period: Starts 10AM on Tuesday, April 9 and ends at 3PM on Friday, April 19. Results will be posted on our website on Friday, April 19.

All PNCR members will receive a ballot in their Judiciary email on Tuesday, April 9. The email contains a unique link. Members can cast their vote online 24/7 until voting closes on Friday, April 19.

If you have any problems accessing your ballot, please contact us at (609) 530-0060 or vote@cwa1036.org.

Bargaining Update for JCAU Members

While we have reached tentative agreement with the PNCR unit, JCAU bargaining is ongoing. We are optimistic that we will reach a strong agreement at that table before expiration.

Reminder! Register for a TA Explanation Meeting

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