

## OPEN LETTER TO PBA PRESIDENT DERICK JAMES

TO: President D. James

FROM: Concerned Union Members of PBA 109

DATE: January 5<sup>th</sup> 2017

RE: Equal Opportunities for Advancement/Positions at the Jail/ Overtime

President James:

We are writing this letter to ask you what our Union is doing on behalf of the entire Membership in addressing the problems of advancement; assignment to specialty units; and overtime at the jail . All the opportunities are being assigned to a select group of officers and not being offered to anyone else. It has come to our members' attention that a small select group uses these positions to work a large amount of overtime and receive special privileges, like training and assignments.

All members want to be considered for those opportunities to get special training and overtime. All members would like opportunity to apply for assignments to the Re-Entry Program, Work Release, JEMP, OPS training instructor, to be assigned on-loan to the Prosecutor's Office; and to work in Internal Affairs. Why are these positions not being offered to all members and why are you, as our Union President, not doing anything to help us?

It is reasonable to demand that the Department post position vacancies for Investigator Secured Facilities (Office of Internal Affairs) with New Jersey Civil Service Commission and demand testing for qualified applicants.

Moreover, it is reasonable to demand that the department conduct an equal and fair selection process for specialty positions in Work Release, JEMP, Re-Entry, and OPS training instructor. Our union should demand that these positions be posted and be open to all qualified members.

Additionally, our union should demand that all special training be assigned on an equal and fair basis to all interested members. Why are you not questioning, for example, the recent investigative training given to personnel assigned to Work Release? The department will use this special training as a subterfuge to later claim that those already assigned meet some predetermined and required qualifications. These positions should have been posted; qualified applicants identified; and a valid selection process undertaken. They should have been sent to training AFTER the selection process was complete.

Who is assigning and approving overtime? Why do the officers on-loan to the Prosecutor's Office get to work overtime whenever they want? Investigative assignments usually require a specific commitment and entails working diverse and irregular hours and being on call 24/7. Does the

Prosecutor allow for outside overtime? What happens if the investigator is working at the jail and is immediately needed by the Prosecutor to respond to a case.

Why can't all members be permitted to work in operations? **Which one of our brother or sister members in Operations is calling the same officer and assigning him to work overtime in Operation on weekends? And why?** Isn't he on call for the Prosecutor. We thought we were in charge of assigning overtime.

You can't really tell us they don't need additional personnel in Internal Affairs. They all tested for that position and there should be no reason all of our Members can't. It's a promotional position with a 5% pay increase. How can our department the size of ours justify only having one member assigned to Internal Affairs?

Our union members believe that every member has an interest in this and that if we do not challenge it, the Administration, or a select few officers will continue to do what they want, and this is simply not fair. This is covered in our Contract. We think we may have a class action against the County? But why file a class action without asking for a fair shake first by simply DEMANDING THAT WE ALL HAVE A FAIR CHANCE and that these positions be posted.

Everyone here knows how hard it is to deal with the County and do your job. However, if there is something we all need to do to address this issue, like continuously file grievances and file law suits then lead and let us know, what is happening to the rest of our membership is wrong.

Kindly advise all members what actions the Union is intending on taking on our behalf.

Sincerely, your concerned Brothers and Sisters of PBA 109