



**NEW JERSEY LAW  
ENFORCEMENT  
SUPERVISORS  
ASSOCIATION**

[www.njlesa.com](http://www.njlesa.com)

201 Delaware Avenue  
Roebling, NJ 08554

T 609-499-3095

F 609-360-0567

[Njlesa@comcast.net](mailto:Njlesa@comcast.net)

November 12, 2008

The Honorable Jon S. Corzine  
Governor, State of New Jersey  
125 West State Street  
P.O. Box 001  
Trenton, New Jersey 08625

**Re: New Jersey Law Enforcement Supervisors Association**

Dear Governor Corzine:

Please allow this letter to inform you that I am the current President of the New Jersey Law Enforcement Supervisors Association ("NJLESA"), the certified collective bargaining unit for supervisory law enforcement personnel within the State of New Jersey. I write this letter to advise you of my displeasure with the progression and current status of the contract negotiations between NJLESA and the State of New Jersey.

The most recent bargaining agreement between our organization and the State expired on June 30, 2007. Subsequently, several meetings between the State's and NJLESA's negotiation teams took place. After being unable to reach an agreement, arbitration was demanded. Thereafter, the parties met with the arbitrator on several occasions for mediation. After an agreement still could not be reached, hearing dates were scheduled. They are set to begin on December 3, 2008. Because of these actions, the members of NJLESA have been without a contract for over 16 months.

During negotiation of the 2003-2007 contracts, our organization took the lead among all the applicable bargaining units. The agreement guaranteed fair raises in wages and benefits, while preserving the membership's right to receive healthcare with no offsets being absorbed or premium sharing incurred by our members. Our unit again tried to take the lead in negotiations after expiration of our collective bargaining agreement because of our past actions.

The State, however, has stopped this effort. The State has shown a clear bias in negotiating and arbitrating first with PBA #105. Our organization always had suspicions the State wanted to first settle with PBA #105 and these suspicions have been proved. Should the State settle PBA #105's contract first, the pattern of settlement will be used against our organization in our arbitration. In essence, should the PBA #105 contract be settled first, our organization's bargaining position with regard to our agreement is greatly weakened.

Quite simply, I am very upset by the State's approach to the negotiation of the bargaining agreement with our organization. Aside from showing bias to PBA #105, there have been several delays in the negotiations and unfair practices used by the State to avoid fair negotiations with our organization. Such an approach cannot be used by the State, especially because of certain campaign promises made to our membership.

I thank you for taking the time to review this letter in detail. Should you wish to discuss this matter further, please contact me at your earliest convenience.

Respectfully,

**NEW JERSEY LAW ENFORCEMENT  
SUPERVISORS ASSOCIATION**

By: \_\_\_\_\_  
**JAMES MESSIER, PRESIDENT**