

EMPLOYEES STATEMENT OF GRIEVANCE:

The Department of Corrections has removed protective fire equipment from New Jersey State Prison, which was used to protect staff in the performance of their duties during a fire emergency. This protective fire equipment has been available for many years and has been an important safety device for the protection of staff.

The Department of Corrections has made no reasonable provisions to replace the protective fire safety equipment that has been removed, thus producing an unsafe working environment for staff. The Department of Corrections has made no alternative reasonable provisions for the safety of staff during a fire emergency since removing the protective fire safety equipment from the prison.

Having appropriate and reasonable safety devices available for staff protection intimately and directly affects the work and welfare of the employees, which qualifies as a term and condition of employment. The Department of Corrections' removal of previously available reasonable safety devices is a drastic change in a term and condition of employment. This change in the terms and conditions of employment was never conveyed, nor was it ever negotiated with the bargaining agent.

TO CORRECT MY GRIEVANCE THE FOLLOWING SHOULD BE DONE:

The Department of Corrections shall immediately return the protective fire safety equipment to New Jersey State Prison.

The Department of Corrections shall not make changes in the terms and conditions of employment of the bargaining agent without proper notice to, and negotiation with the bargaining agent.

The Department of Corrections shall continue to make reasonable provisions for the safety and health of the members of the bargaining unit, and will continue to provide appropriate safety devices for their protection.