



Communications Workers of America, AFL-CIO Local 1085

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Local 1085 Brothers and Sisters,

By now you should be aware that the proposed contracts have been ratified by both Local 1085 members and the Gloucester County Commissioners. When proposed contracts are ratified, employees will quickly begin to ask when will they see their raises and when will they receive their retroactive pay. Although I cannot provide specific dates for either, hopefully this letter will give you an understanding of what to expect.

Employees should start to see their new pay rates within the next 1-2 pay cycles. This is the usual time frame for when CWA has settled past contracts with Gloucester County.

As for retroactive pay, this will take longer. It should first be explained that the employees who will be working on the retroactive pay have other responsibilities, most notably making sure all county employees are paid on time every two weeks. I have been told multiple times throughout my tenure that payroll takes 4-5 days to complete for every pay cycle, meaning they will only be able to work on retroactive calculations every other week. I have also been informed by the county that each employee's retro pay will have to be done individually, meaning there is not a one size fits all formula they can use in a spreadsheet to get everyone done at once. The employee's movement through both the pay ranges and steps lengthens this process along with overtime and any other extra pay. This process is going to take time and patience will be necessary.

In the past, the county would wait until all retroactive pay calculations for all employees were complete before issuing the checks. They have agreed to release completed checks by department, so there may be a week where you will hear that someone in another department got their retro check, but you did not receive yours. Please understand that when this happens, you will not be forgotten, and you will still be receiving a retro check. I believe releasing the checks in this manner will be better than in past years since there will be well over 800 CWA covered employees waiting for their retro checks, and we will now be able see that the checks are being worked on, issued, and knowing that your turn will be coming up.

I realize employees are anxious to get their back pay, and I will be monitoring this process daily until everyone has received what they are owed. I will also stress, as I always do to members, make sure you are doing your best to keep track of your time and money. If you feel there are errors, CWA will help to make sure any discrepancies get resolved as quickly as possible.

Thank you, and have a safe and healthy summer.

In unity,



Mike Blaszczyk, President

CWA Local 1085, AFL-CIO