

INSIGHT

PUBLISHED BY THE PROBATION ASSOCIATION OF NEW JERSEY
 OFFICE ADDRESS: UNITED PROFESSIONAL CENTER, BLDG. 2,
 617 UNION AVE., BRIELLE, NJ 08730
 WEBSITE: www.panj.org

HURRAY FOR HOLLYWOOD

By Dotty Robinson, Northern Regional VP, PANJ-EF Conference Committee

That's right we are all going to be STARS at least at our own Conference. The Probation Association of New Jersey Education Fund Conference will be here again November 18, 19, and 20th. We will be at Trump Plaza in Atlantic City and ready to walk the red carpet. Classes are lined up and this is the place to meet and greet.

The registration table opens at 4:00 P.M. on Sunday afternoon so please be prompt to pick up your registration packets. The early date for registration is September 28th so I hope every one has theirs in. Sunday night November 18th we have the General membership meeting and this year our new Officers will be announced. You will be receiving ballots in the mail so please watch for them. If you cannot get to registration on time try and have a reliable friend pick up your materials. As those of you who have been before know, the tickets for admission to the events are enclosed and Security (me) will not let you in without them.

We are looking for nominations for Officer of the year and Supervisor of the year so if someone stands out to you please send their name and a nomination in to Stuart Martinsen for consideration by the Awards Committee.

Monday night when we walk the Red Carpet get in the swing and add a little glitz to your attire. Local Presidents we are looking for snapshots of our attending officers, you know who you are the faithful that come every year and new faces. If you could forward them to Ann Rizzi we have some special plans for them.

This year at the luncheon we are trying to limit speakers and the noise made while they are speaking. We have business to do, awarding the scholarships etc. Please be aware of this and show courtesy. I am begging and I don't like to beg. (Cont'd on page two) (Conference, from page one) Let's remember we are professionals and we want to convey this to our

LEGISLATIVE UPDATE

By Brad Fairchild-Southern Regional Vice President-Supervisory Unit

PANJ has initiated a unique and unprecedented formal dialogue with all candidates seeking election in 2007 for the New Jersey Legislature. Each candidate for the Senate and Assembly has received a survey from PANJ which solicits their opinions on the many critical issues facing Probation Officers across New Jersey.

With the assistance of our Public Relations and Governmental Consulting firm, Nancy Becker and Associates, PANJ formulated the survey over the summer. The survey will serve as an important "two way" educational tool. As a result of the survey responses, PANJ will understand the opinions of each potential legislator and the survey itself will advise the candidates of the issues that are a priority for PANJ.

The survey process will ensure that the new Legislature that convenes in January of 2008 will recognize that approval of our legislative agenda would have a significant positive impact on the quality of life for the entire state. Our goal of greatly improving the community supervision of criminal offenders would provide greater security for all citizens which would benefit every community.

PANJ members who have any questions regarding the survey should contact the PANJ office or members of the legislative committee.

UPDATE ON HEALTH BENEFITS

By George P. Christie, President

Certain non-judicial state employees recently concluded negotiations and are now paying 1.5% of base pay by way of "premium sharing" with the State for health benefits coverage. The possible applicability of this 1.5% to you as judicial employees will be a subject for our negotiations for a successor agreement. These negotiations should start soon. (to pg. 2)

guests.

I am soooooo looking forward to seeing everyone again and to having a great time, learning, and socializing. We are also asking each County, both Line Officers and Supervisors, to contribute prizes for the raffles. If we get 100% participation it means more fun to share. Contributions to the Hospitality Suite are also needed and we ask that you get them to the Suite on Sunday night or Monday during the day to make it easier for the guys running the Suite.

Finally, I would like to say when I write these articles I try and thank those who work so diligently behind the scenes to bring it all together. I have been remiss in the past by not naming John Smack. John is our liaison in Atlantic City, he is the suave, debonair, hardworking man who makes sure we get what we need at the hotel and keeps a cool head when the rest of us may come close to losing ours at times. John works quietly and calmly always with a smile on his face. We could not accomplish all we do without his help, so thank you John and please forgive my not praising you sooner.

So, see you at the Conference! Every year we grow bigger and better and it is with your help and participation.

(Health Benefits, from page one) Other major health benefits issues will be the subject of these negotiations. For instance, the State Health Benefits Plan (SHBP) provides for your insurance coverage. Effective on or about April 1, 2008, those State employees who have agreed to the 1.5% "premium sharing" payment, will be switched to a new plan which will replace the current Traditional Plan and the current Point of Service Plan (sometimes referred to as POS or New Jersey Plus). SHBP has within the last two weeks received large packages of bid proposals pursuant to RFP's (Request for Proposals) for this replacement plan. Approximately six insurance providers have submitted the bids on the RFP's, including the current provider for the Traditional Plan and POS Plan, which is Horizon Blue Cross and Blue Shield. We have seen the numerous huge boxes containing extensive bids which were only recently submitted to the New Jersey Division of Health Benefits. The bid for the new plan will be awarded to the lowest responsible bidder who then will become the provider for this plan for those State employees, who, as a result of negotiations now, pay 1.5% of their base salary by way of "premium sharing."

However, I reiterate that our obligations on the 1.5% payment, if any, and the movement to the replacement plan from the Traditional and POS will be the subject of negotiations.

For your information, however, other non-judicial State employees who will be moved to the replacement new plan as a result of the abolishment of the existing Traditional Plan and POS will have co-pays for physicians, specialists, and emergency room raised as follows: \$10.00 co-pay for physicians to \$15.00; \$10.00 co-pay for specialists to \$15.00; \$25.00 co-pay for emergency room treatment, to \$50.00. There will, obviously, be other differences in the replacement plan from the two that currently exist.

PANJ, through its attorney David Fox, and I have spent many days on all these issues and the examination has included a dialogue with representatives of SHBP. I believe that it is important to understand the meaning of this change as to the non-judicial employees affected, so that I will be able to address this during negotiations and to respond to any questions which you may have regarding it. On a Statewide basis, approximately 20% of active members are in the Traditional Plan. Approximately 60% of retired members are also in the Traditional Plan. We are reviewing with SHBP the impact of its plans with regard to current retired employees.

For now, pending the outcome of negotiations, things will remain basically the same with regard to your coverage and payments towards premiums, if any, for the plan you have elected. There will be a nominal opportunity during the open period in October, to make changes effective January 1, 2008. This is a special bulletin to members to provide you insight into these issues, particularly since non-judicial State employees will soon become aware of changes that affect them. We will be available to answer questions.

Labor Relations Lesson from Cars

By Peter A. Tortoreto, First Vice President

As a State PANJ Official many of us travel around the state in our cars. We traverse the state on the NJ Turnpike, Routes 295, I-95, Route 55 and Parkway among other routes. This takes a good portion of our time as we converse with our Legal Staff, Consultants, local leaders and members on our cell phones. Our attempts to solve problems and represent our professional colleagues are endless and sometimes seem unrewarding. Constant disagreements with Judicial Employee and Labor Relations Unit of the AOC have become the norm and one never gets comfortable with an apparent policy to crush and destroy the Union at all costs.

On weekends my wife of 34 years and I enjoy driving in our Sebring convertible to various Drive In movies. Becky's in Berlinsville, PA., The Warwick, Warwick NY, and our favorite The Delsea, Vineland, NJ. These outdoor movies allow us to relive our youth

of simpler times and relax in our vehicle. One movie among many we have seen capped my interest for a lesson even after a year has passed. That movie was CARS. This was an animated film about a rookie race car driver so intent on winning that he lost sight of the vitally important issues in life.

Now if we relate this to the employee and labor relations unit of the AOC a vivid parallel can be drawn. Does the average Joe of the AOC want a good and positive labor/mgt relation and vicinage harmony or do they continue a policy to win at all cost? Cost in which burden the tax payer and drain the resources of all parties not to mention the destruction of positive communications.

It has become apparent and strikingly clear that the Labor and Employee Relations Unit has developed a policy to beat PANJ and win at all costs regardless of the negative ramifications and ever lasting detrimental effects. The Chief of Labor and Employee Relations Unit has not been shy about this issue. The bragging and boasting of how they continue to win hearings is ever present. Even after a PERC ruling ordering them to negotiate with PANJ over safety their focus has been to get the order overturned in the Appellate Court (which did not happen to their chagrin).

Can we ever expect the right thing to happen? Can the lessons from CARS be transferred to Employee/Labor Relations in the real world? Win for the sake of winning and fight for the sake of fighting is a "tunnel vision" approach. Time will tell if lessons are learned. In the mean time it is back on the road again. Let us all get back on the right road this time.

"PASSAIC AWARD"

Submitted by the recipient

CSSII Donald E. DeHart representing the Passaic Vicinage Probation Department received the coveted 'Passaic Award' on Friday, June 22, 2007 at a special ceremony celebrating various judicial employees' participation within the Passaic Vicinage.

Officer DeHart first began employment as a teacher with the 'Youth Service Center/Alternative Schooling with Henry Wimberly, thus began his Probation career. Two decades have elapsed since this meager beginning. Officer DeHart received his Bachelor of Arts Degree from Saint Paul's College in Lawrenceville, Virginia. He continued his education at Virginia Polytechnic Institute & State University (VA Tech) in Blacksburg, Virginia. He was bestowed with a Masters Degree in Religion and Doctor of Divinity from the Universal Life Church.

Officer DeHart has a thirst for knowledge as is presented in his following training and achievements. Some of his non-judicial and judicial accomplishments are:

- Member Alpha Phi Alpha Fraternity,
- Outstanding Young Men of America (1983),
- The 'First' and Only African American Elected to The State of New Jersey, Junior Chamber of Commerce, 43rd State President,
- Colonel Ranking in the State of Kentucky, National Jr. Chamber – Serving on the Boards on the 'Fiscal' and 'Individual Development' Committees,
- Governor State of NJ Model Legislature Program,
- AOC/AQCES Award – 'The Court and You'
- AOC/AQCES Award – 'Beyond AA/EEO: Understanding Your Role In a Multicultural Work Environment Program 1995,
- AOC/Liaison for the Passaic Vicinage Minority Concerns Advisory Committee from 1994 to present,
- Labor/Management Committee Representative Passaic County,
- PANJ 'Supervisor of the Year' 2006,
- Local PANJ President from 1996 – June 2000, PANJ Regional Representative,
- PANJ State Task Force Safety Committee Representative,
- Criminal Justice Certification #20,
- Paterson Village Initiative Program (former Supervisor),
- Domestic Violence 'Duluth Model' Certified NJ State Police 'Methods of Instruction'
- Entry Level Training for Probation Officers (ELTPO) Training Certification
- AOC/Train the Trainer Certified Domestic Violence Counselor,
- Passaic Probation Division Domestic Violence Initiative original member and Counselor/Co-Facilitator,
- Instructor Paterson Police Academy and Passaic County Police Academy.

Most recently Officer DeHart was recognized in 'Biltmore Who's Who' a National Recognition Program. He also completed the 'Natural Response Control Tactics' Train the Trainer Program in the AOC's new Tactical PO (TacPro) Probation Officer Training Program to be an Instructor for Unarmed Self Defense. Believe it or not, Officer DeHart presented management with an outline for 'Division Management and Recognition' in 1992.

Officer DeHart recognizes his Wife Paula and children Faith, Dorian and Desiree as foundation for his accomplishments and their support in his endeavors.

PROBATION ASSOCIATION OF NEW JERSEY

**617 UNION AVENUE, BUILDING 2
BRIELLE, NJ 08730**

Phone: 732-223-1799

FAX: 723-223-8363

Email: panj@verizon.net



Serving our state since 1904

We're on the Web!
panj.org

PRSR STD
U.S. POSTAGE
PAID
AFFILIATED MAILING

5211 Route 33
Wall, NJ 07727