



PROBATION ASSOCIATION OF NEW JERSEY **INSIGHT**

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NEGOTIATIONS UPDATE BY ELLEN CRIBBIN, FIRST VP LINE STAFF

Brothers and Sisters,
Happy Probation and Parole Week 2023! Not only do you do an amazing job for the Judiciary, but you keep our communities safe all year long. Thank you for all you do!

Negotiations for our PANJ Line Staff 2024-2028 are about to begin! It doesn't feel all that long ago that we asked you to ratify the 2020 -2024 contract language. I'd like to introduce our Union representatives that will see us through upcoming contract negotiations:



Officials

Dwight Covalleskie

President

Ellen Cribbin

First VP, Line Staff

Gavin S. Cummings

First VP, Supervisor's Unit

Susan Stott

Second Vice President

Anthony Persico

Northern Regional VP

Joel Narvaez

Central Regional VP

Linval Lewis

Southern Regional VP

Sabrina Beyah

Northern Reg. VP, Supervisor's Unit

Tracy Adamkiewicz

Central Reg. VP, Supervisor's Unit

Nicole Dorr

Southern Reg. VP, Supervisor's Unit

Titessa D. Smith

Recording Secretary

Lynne Taylor

Financial Secretary

Katherine Quick

Treasurer

Brian Joy

Parliamentarian

Valerie Napier

Sergeant-at-Arms

Regional Representatives

Region 1

Debra Belfi, Bergen

Evan Hutchens, Passaic

Region 2

John Papp, AOC

Nicholas Briscuso, Monmouth

Helibert Hernandez, Union

Region 3

Daniel Stahl, Camden

Ray Rose, Gloucester

Mark Nelms, Gloucester

NEGOTIATIONS UPDATE, CONTINUED

BY ELLEN CRIBBIN, FIRST VP LINE STAFF

We held an initial prep session amongst our team and talked about a number of big issues that you would like to see addressed in this contract. Some of those issues, and this is not an exhaustive list by any means; opportunities to be promoted into the SPO title, compensation for 'on call time', uniformity of remote work, increase across the boards salary increases. Our team has been listening to us and came prepared to speak your voice. We will have our first session with the Judiciary's team at the end of July.

We'll be reaching out more as we walk through the negotiation process. If you have any questions or concerns please get in touch with your Line Staff Local Rep, call, or email one of the team members or call us at the office, 732-223-1799.

MEMBERS OF THE 2024-2028 LINE STAFF NEGOTIATIONS TEAM

LINVAL LEWIS, SPO/GLOUCESTER

JOEL NARVAEZ, PO/MIDDLESEX

ANTHONY PERSICO, SPO/MORRIS

SUSAN STOTT, SPO/GLOUCESTER

TITESSA SMITH, SPO/GLOUCESTER

BRIAN JOY, SPO/ATLANTIC

GLENN GUARINO, SPO/BURLINGTON

KATHERINE QUICK, PO/OCEAN

ALBA MEDINA, PO/MERCER

HELIBERT HERNANDEZ, SPO/UNION

EVAN HUTCHENS, SPO/PASSAIC

ANDREW KAFEL, MPO/ESSEX

ELLEN CRIBBIN, CHAIR/PANJ

DWIGHT COVALESKIE, PRESIDENT/PANJ

DANIEL ZIRRITH, ATTORNEY/ZIRRITH LAW

MESSAGE FROM EDITOR

BY NICOLE DORR

Dear Brothers' and Sisters,
It is hard to believe that it is Summer 2023. I'm reminded that the world keeps spinning, the days continue to move along, and the years begin to go by at a quicker pace. We need to remind ourselves to slow down, enjoy life and celebrate accomplishments. PANJ is once again spotlighting members, who are doing great things this week on Facebook and Instagram. Check it out!!

In Solidarity,
Nicole Dorr



PRESIDENT'S MESSAGE

BY DWIGHT COVALESKIE
PANJ PRESIDENT



Welcome

As the summer season is upon us, I hope all of you enjoy pleasant weather, vacations and time spent with your families and loved ones. With the summer season here, it also ushers in the recognition of the work that all of you perform in Probation, Pre-Trial services and Parole. This year's theme is "Stronger Together!" and will be held the week of July 16 through 22, 2023. I wanted to take this moment to applaud the professionals, first in PANJ that continually provide the best service to the citizens of the State of New Jersey with unselfish dedication and conviction. I am extremely proud to be the President of PANJ and honored to be associated with such a resourceful, dedicated and intelligent group of professionals. Take a moment to reflect on how well you do a very difficult job daily. Celebrate your success!

In Solidarity,
Dwight Covaleskie

80th Annual PANJ CONFERENCE

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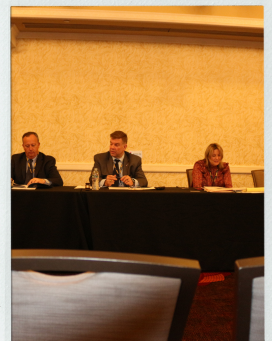


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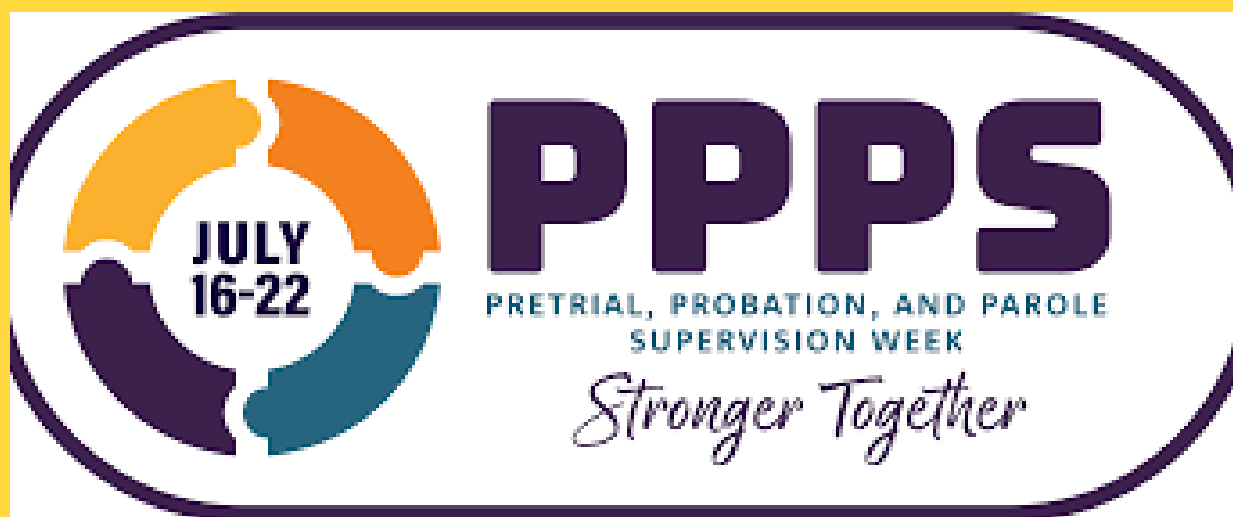




2022 PANJ Conference



The PANJ Conference Committee is looking for trainers for the 2024 PANJ Conference. Please send training ideas/suggestions and contact information to tsmith@panj.org



We are also looking for Exhibitors/Vendors. Please contact Gary Haase if you know someone who would be interested as a vendor @ panj1@panj.org

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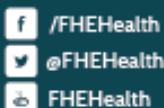
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OUR ROLE AS VOLUNTEERS

BY: CHASTITY ROBINSON, SRBPO/PANJ LOCAL 108 SECRETARY

Every year the Secretary of PANJ Local 108, Chastity Robinson gathers PANJ Local 108 Probation Officers to participate in numerous community service projects to serve people in need. We missed having the chance to do so in 2020, but we were able to volunteer again in May 2021 and December 2022. We joined the Community South Jersey Project (CSJP) for their New Jersey Family Day of Service on May 23, 2021 at Lauren Run Park. During the event, the goal was to assemble 1,000 care packages for the hardworking migrant workers who spend their summers working in South Jersey's blueberry fields. There were also hospital care packages assembled for hygiene kits for local communities in need. The Executive Board and their children attended this event to show the value of giving back to your community and for the board to unite again. It was a beautiful day, and we reached the goal of assembling 1,000 care packages that were distributed to migrant workers. In addition, there were 463 hygiene kits completed!

In December 2022 Mrs. Robinson connected with a local food pantry located in Woodbury, NJ. We collected a specific list of food items the pantry needed most for their February 2023 rush as the pantry said food donations seems to decrease during that month. PANJ Local 108 collected 2 full bags of non-perishable food items and the executive board also donated 5 family size frozen lasagnas. President of PANJ Local 108, Linval Lewis and Mrs. Robinson dropped off donations to the local food pantry and we were given a tour to learn more about their all-year-round operation. Our donations assisted multiple families in need as the pantry serves up to 500 families and 2,000 people per month.

The continued volunteer work PANJ Local 108 completes to help others is very important to us. We value each experience with every single organization we have had the pleasure of working with. Without the support of the executive board and its members, we would not be able to accomplish so many initiatives to serve our community.



STRESS

BY GLENN GUARINO, HEALTH & SAFETY REPRESENTATIVE

Many years ago, I wrote an article on stress. At that time, I thought it was an essential subject to talk about. Well, in the year 2023, it's even a more imperative subject.

At one time or another, we will all have to manage stress. The question is CAN YOU manage it effectively! The environment in the workplace today is constantly changing. There is a great increase with Government jobs having to deal with social, cultural and economic changes. Work related stress could lead to health concerns such as Heart Disease, Diabetes and Obesity. Work related stress has also been emerging as one of the main causes of adverse symptoms of mental health. We find ourselves vulnerable to depression, anxiety and fatigue.

Some tips to manage stress are as follows: Exercise, Deep Breathing, Yoga, Balanced Diet, and Take Breaks! Sometimes easier said than done, especially with our large workloads, being understaffed and the increasing demands placed upon us. Sometime things can appear too much to bear. Do not let yourself become a victim of stress. There is help out there! There are programs such as FHE Health. This employee assistance program works in conjunction with our union to protect your job and your life. If you find yourself in this need of assistance whether it's for you, your family or for a pattern of progressive discipline at work. You can call 24/7 for confidential assistance at 866-769-7021.



A HYBRID HOLIDAY LUNCH

BY: CHASTITY ROBINSON,

SRBPO/PANJ LOCAL 108 SECRETARY

We did not want another Holiday to slip past us without getting together. The PANJ Local 108 Executive Board received word we could host in-person food events again. So, we jumped on the opportunity to bring us back together to acknowledge the hard work of a Probation Officer, offer updates on contract negotiations and most importantly, spend quality time together. We decided this year to offer a hybrid appearance and host the luncheon at two different locations. Each location connected with the other via Microsoft Teams. Both locations were catered by a local restaurant and food was delivered to each spot. Our President, Linval Lewis appeared in-person at the Gloucester County Justice Complex and then drove to the other location at the Gloucester County Probation Department for the 2nd half of the luncheon.

This year we presented our fearless PANJ Local 108 Treasurer, Frances Paul with a plaque of appreciation for her years of service in the union. We had a total of 44 members attend the luncheon. It was wonderful to gather again, and we understand we were the first to assemble since restrictions were lifted. Our members appreciated having two locations so as not to burden them with having to cut their lunch short due to driving time.

We had our famous yearly give-away like we have done every year, even during COVID restrictions. This year we gave out an eco-friendly travel mug with our PANJ Logo on it. I would also like to add that we reflected on our celebration of Probation Week in the summer of 2022 and gave out reusable grocery bags with the PANJ Logo to our members, due to New Jersey's ban on plastic bags.



We truly do care about our members and are hopeful looking toward the future. As Probation Officers continue to prove their resilience in learning new ways to serve the public and process information, the local union is committed to recognize their efforts.

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PANJEF GOLF OUTING

May 8, 2023

We would like to thank and recognize all the individuals, organizations and businesses that generously contributed to this year's golf outing:

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All proceeds go toward the funding of the PANJ EF scholarships which are
given out each November at the PANJ EF Training Conference.

*Best Wishes to
Frances Paul, SPC
Gloucester County
Retired*



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