

# INSIGHT

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## An Insight to go into the “INSIGHT”

**By: Dottie Robinson,  
 Recording Secretary**

Much has happened in the past few months and I feel the need to share with my fellow brothers and sisters of PANJ. We are all aware that the Memorandum of Agreement was finally passed and included in our contract for the Line officers. This was a monumental task to accomplish and I want to give credit to our First Vice President Dwight Covaleskie. Dwight worked his keester off! When things got sticky, bleak and down right chaotic, Dwight kept a cool head and pulled us through. I also want to thank all the members that made sure their votes got in and their voices were heard. We are not by any means out of the woods financially in this State and we will need to continue to work together in the coming months and years.

We as a Union are facing many challenges, money issues aside, disciplines seem to be flowing freely from management and we find ourselves every day fighting the fight. I would ask please do not add to this by having us defend any of you for stuff that can be so easily avoided. Do not use the e-mail system for jokes, and chain letters. Management is cracking down and it is really hard, not impossible but really hard to defend against this sort of behavior. They don't need any help lately finding things to come at us with, so please don't help them by misusing e-mail.

The PANF-EF Conference is “CHARGING” ahead and we have “TACKLED” all the details, we have “RUSHED” down the “SIDELINES” to Atlantic City and the “GOAL” is in sight. I do not want to see any “PENALTY FLAGS” thrown so please make sure you have all registered ahead for this important event. In case you don't know the theme or can't guess it (wink, wink) it's “TACKLING TOUGH TIMES IN 2009” Yes that's right FOOTBALL, remember to bring your favorite team jersey to wear at the Monday night festivities and don't forget to “CHARGE” into the classes. All the attendance will be done through sign in sheets and the Judiciary will register them in Pathlore. Remember this year after you have

attended you can apply for reimbursement of up to \$125.00 from the Judiciary. Certificates of attendance will be available the last day of the conference, which needs to be submitted with your cancelled check for registration. I know that finances have made some people think twice about attending but some things are just worth putting out the bucks and the conference is one of those things. I look forward to seeing old and new faces every year.

I can't believe how this year has sped by; maybe it just speeds up when you are old like me. I don't know about everyone else but it seems like I just got my shorts and sandals out and now they are packed away again and I am looking at sweaters. Oh well we keep spinning. Lastly on a personal note I would like to announce my son David has finally (!!!!!) gotten engaged, yep ring and all and she said yes, and I am going to be a grandma in the spring. Ok cart before the horse but I don't care I am finally going to be able to buy loud toys that aren't in my own house YIPPEE! On that note I bid you adieu and see you all at the Conference!

## PANJ-EF River Cruise Roaring Success

**By: Peter A. Tortoreto**

On Friday September 25, 2009 the boat left the dock at Brielle ten minutes late waiting for one of our valued Local Presidents from Jersey City who was stuck on the Parkway. Despite the brief delay the event was a roaring success in which made enough revenue to pay for one of the four annual scholarships presented each year to our active and retired members.

Once we got underway the party and celebration began. Well, what is there to celebrate? There are many positive accomplishments by PANJ during this troubled year. How about the term comrade ship? Now that is appropriate. For those who missed the boat we can honestly say the turnout was greater than expected and the events onboard were entertaining and cozy.

### Officers From Union County

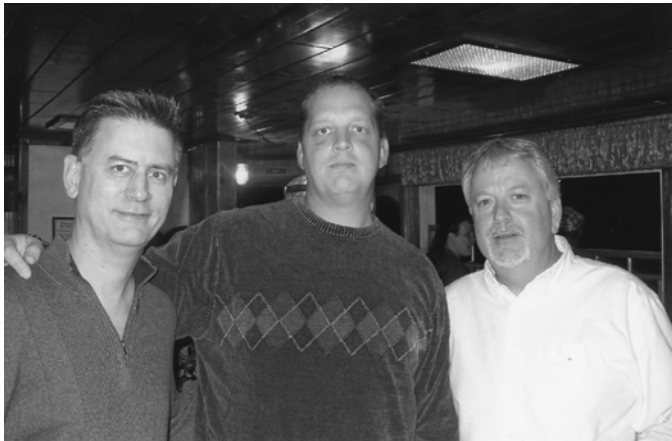
Many thanks are due to our sponsors who have generously contributed to the success of this annual event. Special recognition is due to Camden, Burlington, Gloucester, Union, Hudson, Ocean and Monmouth Counties for supporting the affair and promoting attendance thus guaranteeing a successful outing. Our host Captain Ellen Cribbin, President Monmouth County Local, Sgt at-arms, and Business Mgr did an outstanding job to coordinate and making arrangements for PANJ-EF.

Earlier in the week the Wall Township planning board alas gave final approval for the construction of our new building. Sometime during the next thirty days ground breaking shall begin. Now that was and is a cause for celebration!!!!

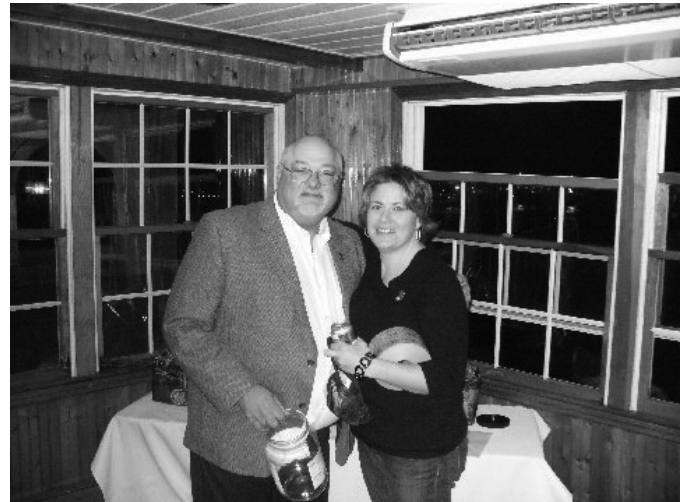
Our ship has arrived.



Pamela Dwyer, Pamela Lang,  
Anita Gordon, Assunta Limone,  
Taina Ramos and Tracie Woodall



Stuart Martinsen, Andrew Krutulis,  
Joe Heckendorn,  
Executive Board Local 106



Pete Tortoreto and Ellen Cribbin

## The View from Health and Safety

**By: Brad Fairchild,  
First Vice President,  
Professional Supervisory Unit**

Security and lack of weapons screening at Probation reporting sites has been a major concern for PANJ for several years. Again reflecting the disparate policies throughout the vicinages 15 years after unification, some counties have very secure reporting stations while others have alarming gaps.

In May 2008 former Acting Director Phillip Carchman issued a memo directing counties with reporting stations located at "ancillary facilities", which is a county leased or county owned building outside the courthouse, to provide weapons screening and sheriff's officer security. After PANJ conducted a survey of all county reporting stations, however, it was discovered that there are many reporting stations located in other various facilities without screening or security.

As a response to our concerns the Judiciary is devising guidelines that are to be utilized for each probationer to determine where that individual should report. The guidelines will include criteria such as criminal history, probationers conduct and compliance under supervision, and behavior in the community. The guidelines are to be implemented within the next few months and in all counties.

In view of its significant impact on Officer Safety, PANJ would like this process become a formalized requirement as early in the supervision process as possible. Determining where a probationer is to report should receive at least the same priority as home inspections, school and employment verifications, and urine screening. Due to violent behavior demonstrated in previous charges and on repeated occasions, the appropriate determination of where a probationer reports will a major factor in minimizing attacks on Probation Officers in New Jersey in the future.

It is imperative that all Probation Officers and Supervisors recognize that they should be the primary advocates for utilizing the reporting guidelines and they should be aggressive in making sure they are followed for every case. In this way we can provide at least a degree of security for ourselves, our families, and for all members of our distinguished Probation profession.

## Historical Roots of PANJ

**By: Peter A. Tortoreto**

**Executive Assistant to the President**

The Historical roots of PANJ are steeped in dedication, commitment and professionalism during the past 106 years of existence. Records uncovered and reviewed during the past years have discovered that PANJ has been incorporated three times. The first in 1977, again in 1983 and thirdly in 1991 after PANJ became a Professional Association with collective bargaining rights. PANJ-EF (Educational Fund) gained corporate status in 2001.

Reviewing the signatures on the corporate papers and the Counties in which they were employed we can honestly say PANJ has some deep roots in professionalism including the individuals who have perpetuated our existence. During the last few years it has become increasingly difficult to obtain and retain quality leadership in our ranks. Many Officers and Supervisors feel they do not wish to get involved convinced this move could damage their career and hinder advancement.

Many would be surprised to learn that PANJ initial corporate papers included individuals who have advanced to some of the highest ranks of management within the Judiciary. Some of the skills possessed by many of our valued local and state leaders includes, being a valued communicator, having a likable personality, being a dedicated employee, and having an unselfish interest to better the profession.

At times we are asked to represent troubled members and occasionally become adversaries of management yet avoiding being argumentative if possible. PANJ leadership is an important and valued position and respected by peers and management alike.

Now for a moment I'd like to draw attention on some past leadership of PANJ whose names are on corporate papers of PANJ. These individuals are proof that PANJ leadership roles do not necessarily hinder advancement. In fact their position with PANJ may have assisted them in advancement.

**Essex Vicinage - Dennis Beyer Past Pres.**  
*Advanced VCPO Middlesex*

**Essex Vicinage - Richard Talty-Past Pres.**  
*Advanced to Adm. Director Probation*

**Camden Vicinage - Eugene McGrath First VP**  
*Advanced to VCPO*

**Ocean Vicinage - Brendon Toner Jr**  
*Advanced to VCPO/ Family Division Mgr.*

**Essex - Jude Del Preore- PANJ Past Insight Editor**  
*Advanced to TCA Mercer/Burlington Vicinage*

**Somerset - Glenn Krantz, PANJ Rec. Secretary**  
*Advanced to Manager*

**Warren - Ron Kirk PANJ Local President**  
*Advanced to Manager Family Division*

**Other Notable Union Officials at the  
 Local level include the following:**

**Middlesex - Greg Edwards Past Union Shop Steward**  
*Advanced to TCA*

**Ocean - Rich Prifold Past Shop Steward**  
*Advanced to TCA*

**Passaic - Frank DiGiamo Past President Passaic**  
*Advanced to VCPO Mercer*

**Passaic - Mike Costible PANJ Official**  
*Advanced to Human Resource Manager*

This list goes on and on and there are some recent PANJ Leaders from the Supervisors Unit who have become part of the management ranks for example: John Mooney, Hudson Co.; Gilberto Velasquez, Camden Co.; and Roy Friedman, Bergen Co.; Dawn Waters, Camden Co. Our message to these newly appointed managers is "Please don't forget where you came from".

One purpose of writing this article is to stimulate interest for our members to get involved with the issues, to ensure you that becoming a labor leader will not in itself hinder advancement and to point out the intrinsic rewards of serving your constituency. There are many ways to get involved with PANJ. There are numerous committees, special projects, educational/training pursuits just to name a few.

PANJ is in the process of updating many of our local constitutions and incorporating a small stipend to generate enthusiasm and to compensate our Professionals for electing to serve and becoming servants of all.

We encourage you to attend this years' conference at the Trump Plaza. Once there we encourage you meeting and acquainting/reacquainting with your fellow officers across the state. We are the one Happy PANJ Family and a collection of true Professionals, past, present and future.

**We Are Our Brother's Keeper**  
**By: Brad Fairchild,**  
**First Vice President,**  
**Supervisory Unit**

The utilization of sick leave has some important elements that may not be obvious to all Judiciary staff. A brief examination, however, may reveal some important policies that may give some of us the opportunity to help fellow PANJ members in times of desperate need.

All of us must manage our sick leave wisely in order to take care of ourselves and family members. As we get older many of us will need to use increasing amounts of sick time to take care of our own medical needs as well as aging and ailing parents. All state employees receive 15 days of sick leave per year which can provide the opportunity for some individuals to bank large balances of days during a 20-30 year career.

When PANJ members retire they can receive the cash value of one half of the accumulated sick time up to \$15,000 in cash for any accumulated sick time balances. Any accumulated sick times balances in excess of \$15,000, however, are essentially lost and cannot be used for anyone's benefit.

PANJ members who have total sick time balances totaling over \$15,000 in cash value have the unique ability to give some of their time to members on the approved donated leave list. All information and applications for donors and recipients are available through each Human Resource Unit. Individuals seeking donated sick leave often have very serious and critical needs and the dollars they obtain from donated sick leave can make a major positive impact as these individuals, and their families, struggle with stressful financial and health related issues. It is no exaggeration to say that donated sick leave could make all the difference when sick and disabled members are fighting to make mortgage payments and maintain other basic family expenses.

All donors are required to designate recipients when they file applications with local Human Resource Units. PANJ is also considering proposing legislation that would create a Donated Leave Bank which would permit members to deposit sick days upon retirement. The result would be a larger pool of time available to members in need. Reaching out with a helping hand and a compassionate heart to our members in need is one of the most basic principles to union activism and in this spirit PANJ encourages all members to consider making donations to the Donated Sick Leave

**Information Technology**  
**In The Workplace**  
**By: Dwight Covalskie,**  
**First Vice President,**  
**PANJ Line Staff**

Please be advised that the computer provided for you in the workplace is for work only. You have absolutely no right to expect any type of privacy with the computer, computer networks, email and other electronic communication systems and all communications received, stored or sent via these systems. These systems and communications created are the property of the employer and you have NO RIGHT to expect any type of privacy when using these systems.

Please be advised that these systems are routinely monitored for any number of reasons including security, maintenance and upgrades and system performance. This is done on a daily basis by the AOC.

In addition, the system is monitored in situations of alleged illegal conduct, investigations of misconduct by an employee and for other related reasons. In recent matters where there has been a lawsuit or EEO/AA investigation, the work computers assigned to employees have been copied for use in either the investigation or proceedings. Both systems are monitored on a 24 hour basis.

Why is it important that you know this? That is because the IT policy for the Judiciary is very strict, as well as case law related to this subject. We have defended numerous members for various reasons regarding alleged violations of the IT Policy. Chain letters slow the system and something non-related to work was sent to a Judge and other employees that resulted in suspensions.

Please do not use your work computer for anything other than work related purposes. There is clear case law that supports this and sometimes makes defending these cases difficult for our members.

## In memoriam of S.P.O. Vincent Dwayne Walker 1957-2009

Senior Probation Officer Vincent Walker passed away untimely on July 22, 2009 after a long illness with kidney and heart ailments. He had been an Officer in the Atlantic Vicinage since 1986 and was also past PANJ President of the Atlantic City Local for many years prior to his recent medical retirement in 2008. He was a member of the PANJ labor contract negotiations Executive team. He was a friend to his co-workers, colleagues and to many of us who knew him as a member of the State-wide PANJ Executive Board.

A formal retirement ceremonial was held for him and several other retiring PANJ members on Nov 18, 2008 by current Atlantic President Thea Condry. His colleagues and fellow PANJ members paid tribute to him that night when the above picture was taken of him holding the certificate he received from his local in recognition of his contributions.

Vince enjoyed being a Probation Officer and an ardent union activist according to his mother Joan and sister Cecilia Walker. Over the years he also served a local PANJ trustee, treasurer, vice-president and finally President before his retirement due to illness.

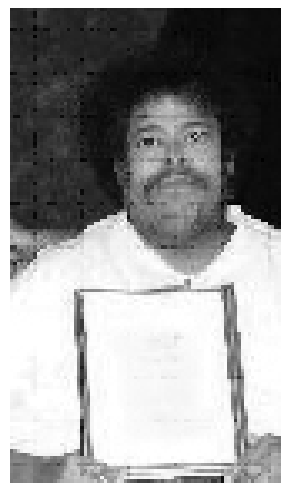
Further, he was actively involved with his church from 1994 on and participated in several ministries. He was also a certified Boy Scouts of America Troop Leader and served them through his congregation. He was dedicated to his family and took pride in his role as a "big brother" to his three sisters.

PANJ President George Christie also knew Vince and we went to see him last year when he was in the hospital. I remember Vince was glad to see us. Also P.O. Peter Bell from his local had gone with me to see Vince during another hospitalization as well, as there were several. All throughout his health struggles, Vince remained strong and even a week before he passed away when I saw him, he spoke very little about his illness and instead was more concerned about my well-being and how his fellow PANJ members and friends were.

Many of our members will remember seeing Vince at the PANJ conferences which he enjoyed attending. Had it not been for PANJ, I would not have known Vince Walker and that would have been regrettable. We do not realize how PANJ brings us together as an organization, but I believe Vince did and he appreciated the friendships he made and his role in the leadership of his local.

His mother and family also told me how much they appreciated the outpouring of sympathy and expressions of grief sent by many of Vince's friends and colleagues and all they did for him as well when he was ill. I also wish to recognize SPO Deneen Hohman from Atlantic who had also been there for Vince many times when he needed assistance and was a close friend of his. Also, local Atlantic President and Minister Thea Condry, who spoke at his service. PANJ Southern Regional representative Francis Nunan was also a good friend to Vince. He had driven Vince to the last few PANJ meetings he attended and worked with him on several union issues.

On behalf of PANJ, we express our sympathies to Vince's mother Joan, his sister Cecilia and family and we wish them to know that Vince's memory and spirit will always remain strong in our hearts and minds. Personally, I also acknowledge to them the loss of a good friend who will and always be missed as my friend. By: Stuart Martinsen, Legislative Chairman

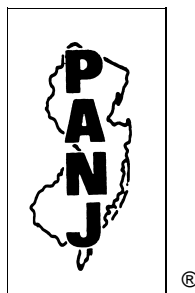


*Vince Dwayne Walker*

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*Serving our state since 1904.*

*We're on the Web!*  
*[panj.org](http://panj.org)*

**SAVE THE DATE!!**  
**“TACKLING TOUGH TIMES IN 2009”**  
**PANJ-EE CONFERENCE 2009**  
**TRUMP PLAZA HOTEL AND CASINO**  
**ATLANTIC CITY NEW JERSEY**  
**NOVEMBER 22ND – 24TH**  
**SEE YOU LOCAL REP FOR DETAILS**