



PROBATION ASSOCIATION OF NEW JERSEY

INSIGHT

PUBLISHED BY THE PROBATION ASSOCIATION OF NEW JERSEY

OFFICE ADDRESS: 2409 PAYNTERS ROAD, WALL, NJ 08736

ISSN 1065-7800

SUMMER 2020

WWW.PANJ.ORG

Legislative Update, 2020 Summer INSIGHT *By Sabeen Kalyan-Masih, Capital Impact Group*

Budget in the Age of COVID-19

Though Governor Murphy delivered his initial budget of \$40.9 billion in February of this year, much has changed since then including our state's budget timeline and process. The state's budget was pushed back to October 1, rather than the typical July 1 deadline, in order to evaluate and act on the economic fallout brought on by a series of lockdown orders since March. That 9-month budget is still to be unveiled and the Governor is expected to announce this by late August.

In order to make up for this 3-month period, lawmakers passed a \$7.6 billion stopgap spending plan to bridge the gap from June 30 to Sept 30, so that the state does not shut down. The measure was approved by the Governor at the end of June and delays nearly \$2 billion of scheduled spending into the fiscal year beginning in October from their normal September due date. The deferrals, which include a \$951 quarterly pension payment and \$461 million school aid payment, are not a long-term strategy, but rather a short-term fix to help keep the state afloat. The three-month budget leaves New Jersey with "minimal" budgetary reserves — just \$956 million on Sept. 30, according to Hitchcock. The state is slated to receive \$2.4 billion federal CARES Act funding that cannot be used for budget relief, only COVID-19-related expenses.

To also address the anticipated shortfall the state will face in the fall, the Governor has been proposing a borrowing bill for months, which recently gained traction in the Legislature. A revamped version of the proposed plan would allow the state to borrow up to \$9.9 billion to counteract revenue losses, and to avoid state layoffs.

This bill also splits the potential borrowing into two segments, with up to \$2.7 billion authorized for the remaining months of the current fiscal year, and a second amount of up to \$7.2 billion for the fiscal year that begins Oct. 1 and runs through the end of June 2021. It also establishes a four-member select committee of lawmakers that will have the authority to approve or reject each proposal to borrow that comes from the Murphy administration through the end of fiscal year 2021. The measure is expected to pass both Houses and be signed by the Governor quickly as both the Legislature and Murphy Administration prepare for the anticipated 9-month budget process for FY21.



Continued...Legislative Update, 2020 Summer INSIGHT
By Sabeen Kalyan-Masih, Capital Impact Group

Legislative Activity

Though the Legislature has been meeting frequently, both virtually, and more recently in person, their priorities remain COVID-related. The Legislature has heard from witnesses struggling with food insecurities, lacking proper educational materials and resources, and how different facets of our state will be impacted by this global pandemic. Other legislative discussions surround the re-opening of our state, which has now since been halted due to a spike in cases throughout the country.

The Black Lives Matter movement has also created a fury of action both for the Legislature, and for the Murphy Administration. Attorney General Gurbir Grewal has revamped the state's policing by requiring that officers now must be licensed, updating the 20-year-old use of force policy, and increasing transparency. Several legislative solutions have been put forth to initiate police reform, including measures that would require towns to form civilian boards that review police use of force, and limits to when police can use chokeholds and other forms of excessive force. Further, another bill would also require the state Attorney General's Office to collect and analyze data on arrests — including race, ethnicity and gender — which advocates say could help point out disparities in arrests in African-American communities.

Though the last few months of legislative activity have primarily been focusing on these global and national issues, we can expect a flurry of non-covid and covid-related bills to be heard in August and well into the fall, as the Legislature gears up to hear from the public on the shortened 9-month budget plan. PANJ has been using this time to work with our federal and state lawmakers on ensuring that our members are protected and included in any pertinent legislation and Executive Orders, while also supporting key members and allies within the Legislature.



Probation Association of New Jersey

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Probation Association of New Jersey Recognizes the Impact of Officers, Supervisors and Related Professionals during Pretrial, Probation and Parole Supervision Week 'Restoring Trust, Creating Hope' July 19-25, 2020

The Probation Association of New Jersey (PANJ) recognizes and celebrates the work of Pretrial, Probation and Parole Officers, during the week of July 19 through July 25, 2020.

PANJ represents approximately 3000 Probation Officers, Supervisors and related Professionals in New Jersey, who oversee one of the largest probation populations in the United States.

Since 1841, the practice of probation and parole has played a vital role in our justice system. Probation Officers, Supervisors and other represented Professional Staff are deeply involved in multiple judicial functions, including supervising adult and juvenile offenders in the community, ensuring child support orders are followed, providing family and pretrial services, and by providing support mechanisms for victims and offenders. In the end this makes the citizens of New Jersey safer and provides a better quality of life.

As professionals, you are a critical part of the public safety system, who work tirelessly and are rarely recognized for the vital services that you provide under a difficult environment and strained resources, day in and day out. This year with the pandemic, all of you have worked to make a difference in people's lives with additional and uncharted responsibilities. Officers, Supervisors and other Professional Staff work tirelessly 'Restoring Trust, Creating Hope' to improve the lives and futures of victims and offenders, through their endeavors.

PANJ and I would like to thank each and every one of you who make a significant contribution and difference to New Jersey as Probation Officers and Supervisors and Professional Staff. In recognition of all that you do, not only this week, but throughout the year, *Thank You! I am extremely proud to be associated with such resourceful, dedicated and talented officers.*

*Dwight Covaleskie
President, PANJ*



STATE OF NEW JERSEY
EXECUTIVE DEPARTMENT

Proclamation

WHEREAS, New Jersey's parole and probation professionals, both sworn and civilian, protect our families and communities by helping adult and juvenile offenders learn to make decisions that will help them reenter society as law-abiding citizens; and

WHEREAS, national studies show that parole and community-based programs for offenders protect the public by fighting recidivism; and

WHEREAS, these programs directly target factors leading to new crimes, specifically, the lack of employment opportunities, lack of education and job skills, additional and mental health problems; and

WHEREAS, these crime-prevention programs avert rising costs related to property damage, victim injuries, incarceration and extensive legal processes, thereby generating large savings to our State and communities; and

WHEREAS, parole and probation professionals develop partnerships among government agencies and the private sector, advocating community and restorative justice and seeking solutions to prevent new crimes;

NOW, THEREFORE, I, Philip D. Murphy, Governor of the State of New Jersey, do hereby proclaim:

JULY 19 THROUGH JULY 25, 2020

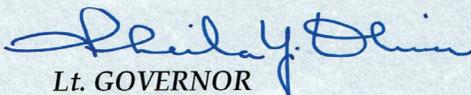
AS

**PROBATION, PAROLE &
COMMUNITY SUPERVISION WEEK**

in recognition of the dedication of parole and probation professionals to upholding the law and safeguarding the public from crime.



GIVEN, under my hand and the Great Seal of the State of New Jersey, this sixth day of July in the year two thousand twenty, the two hundred forty-fifth year of the Independence of the United States.


Lt. GOVERNOR


GOVERNOR



PROBATION ASSOCIATION OF NEW JERSEY

“ALL LABOR HAS DIGNITY”

Martin Luther King Jr.

As we recognize Probation, Parole, and Community Supervision Week during the month, we Americans celebrate our independence, I would also call upon us to reflect on Social Justice and its historic relation to that of workers' rights. The fight for workers' rights has always been tied hand and hand with the fight for equality, fair treatment, and dignity for all mankind.

I am sure many of you watched at least some of the “I Have a Dream Speech” and saw Martin Luther King, Jr. at the podium with people wearing some sort of white cap behind him. You may still wonder to this day who they were. Well let me solve that for you, the people in white caps were Union members. In fact, thousands of union members were in attendance and helped to sponsor the event.

It is amazing that it has been over 50 years since Martin Luther King, Jr. gave his speech at the Lincoln Memorial and since his passing. Oddly the fight for fair treatment, equality, and the overall dignity of labor continues to be of issue. In December of 1963 Martin Luther King, Jr. decided to forgo receiving the Nobel Peace Prize and instead stood in picket lines with black women at a factory in Atlanta. How many of us would make the same choice today for workers' rights?

As your PANJ representatives, we recognize you deserve Respect and Dignity. These are core principles, which are deserving of all mankind, both worker and client, both rich and poor, both supervisor and officer. I note that Martin Luther King, Jr. stated that it was not the duties of the sanitation workers that lacked dignity, but their working conditions that lacked dignity. We continue to work in very trying times. Stay steadfast and continue the proud work that you do as to assist probationers, clients, children, and families. Your work is essential and increasingly important. *“The arc of the universe is long, but it bends towards justice.”*

To all Solidarity!

Keenon R. Simmons, Southern Region Vice President – PANJ PSU

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Helibert Hernandez, Union

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Nicole Dorr, Atlantic
Titessa D. Smith, Gloucester
Ray Rose, Gloucester

Brothers and Sisters,

As I write this Article, we have had our lives and careers turned upside down. This pandemic has adversely affected every member. I hope that you and your families have been safe and continue to remain the same. All of you have been called upon to rapidly respond and institute practices to accommodate "shelter-in-place" and 'social distancing' orders while carrying out your job functions in ways that have really never been done. On a whim, you have mastered technology, used resources and continued to keep the community aspect in community supervision, as well as all divisions where you work. All of this occurred while in a strained environment. I cannot applaud the Judiciary for their response; however, I can compliment you on the response that you have had and will continue to commit too. Be safe!

In Solidarity,

Dwight Covaleskie
PANJ, President

Brothers and Sisters,

Welcome to the 2020 Summer Edition of the Insight!

The world of probation, much like the world itself, is in a strange time in history as a result of COVID-19. You're still being asked to keep our communities safe, but now there are measures obstructing your work that no one could have anticipated months ago. PANJ knows your work is challenging . We appreciate your determination and dedication during this unprecedented time. This week we celebrate you!!!! It is Probation, Parole, and Community Supervision

week.

We thank you for all that you do each and every day.

In Solidarity,

Nicole Dorr
Editor



Probation Week in a Remote World
By Ellen Cribbin,
1st Vice President, Line Staff

As we approach Probation, Parole and Community Supervision Week our roles within the Judiciary have never looked so different. The large majority of judicial employees including Probation Officers are working in some type of remote capacity. Although we may not be face to face with court users, litigants and probationer's your jobs are no less important.

This year's theme of Probation, Parole and Community Supervision Week is 'Restoring Trust, Creating Hope,' simply speaks to the world around us, and how important your work is to the state of New Jersey.

You've been recognized nationally for protecting victims, reducing recidivism and promoting education and job opportunities in the communities you serve. Many of you have become knowledgeable in the newest technologies and have creatively utilized collaborative efforts with your community leaders and resources, schools and treatment providers during the pandemic.

It's an honor to celebrate our profession under the banner of 'Restoring Trust, Creating Hope.'

PPPS
Pretrial Probation and Parole
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*Restoring Trust,
Creating Hope*

July 19-25, 2020
www.appa-net.org/PPP-Supervision-Week

 American Probation and Parole Association

#pppsweek



Thoughts on My Career

Stephanie Hennessey, RETIRED

Senior Probation Officer, Mercer County

A dear friend suggested that I put down some thoughts on my 35 year career. I didn't think it was such a bad idea since I was a part of this amazing experiment called PANJ at its genesis. There was a group of us back in the 80's, yes the 1980's, that all carried a pervasive thought - - who else can represent Probation Officers better in Legal, Legislative and Negotiative issues than PROBATION OFFICERS! What a brilliant concept! So, we found a very good attorney who stuck by us through thick and thin (and some times very thin) and took PANJ the Professional Organization to PANJ the Union. So, a merry band of dedicated PANJ officials travelled around the entire State from Sussex and Warren Counties all the way down to Salem and Cape May Counties to pique the interest of County Probation Officers and Supervisors to explain how there should be equal protections as well as similar disciplines meted out across our State. We continued to crisscross the State and one by one, county by county, Probation Officers and Supervisors alike started to understand our vision and joined us. Then came State Unification and the brilliant crafting of a contract that allowed all of our staff with similar time to earn the same salary, all within a dollar or 2. That Negotiation Team was sheer genius and subsequent Teams, including the current two in existence have continued to build on those courageous pioneers.

It wasn't always smooth sailing for PANJ in those middle years. There were the State-wide, lunchtime picketings and the television and newspaper reports demanding better and more equipment and training. There were State closures due to the inability for the Legislature to pass a balanced budget and a negotiated furlough thrown in there, too! There were attempts to remove PANJ as your Bargaining Representative, which we fought and won! All the while PANJ local reps and State officials continued to fight for all of its members in every way possible.

In the early days, the really early days, we worked out of our cars and our brief cases. I even dubbed my old Maroon Mercury Sable the "PANJmobile" having put so many miles on it I drove it into the ground and hardly sought any mileage because we didn't have the available money in the checking account. I knew that because, at the time, I was the PANJ Treasurer. Thankfully, times have changed! A few years later I was elected Second Vice President, I had the best Finance Committees over my years of service and with their help and the help from a financial professional to guide us, we were able to build on numerous years of conservative budgets and responsible spending which allowed us to go from a 2 room office to an expansive stand-alone building which is now debt free! (The debt free part is due to your current leadership!)

And lest I forget the Conferences. I was honored to work on the first conference in the new era and oh, so many more in almost every functioning capacity available. They were exhilarating, nerve wracking, pressure filled, tense, thought provoking, comical, fun and at least a dozen more adjectives that I won't bore you with. Those years of getting to know hotel staff and working with them and them treating you like the professionals you were made all of the years so memorable. I would not trade those memories for the world.

My career as a Probation Officer in Mercer County was a humbling experience. I started as an unclassified staffer, which at the time the County Administration fostered the notion of taking the 'Civil Service' test, getting placed on the list and becoming a Probation Officer and that's what I did. I worked in Criminal Case Management, Bail/ROR, Adult Probation, Child Support and lastly, the Family Division. I had my share of loss during my career - - a marriage, of children that were never born, of loving grandmothers and of a father who guided me into this life of service to others and by example, to protect the rights and privileges of those individuals I worked beside, day and day. Whenever an officer came to me as their Local President with a problem, question or concern, I always told them, "I'll do the best I can". Isn't that the least anyone should expect of you, "the best"? I was grateful to work with the best officers that any one person could ever deserve to. I hope that I am remembered, every so often and remembered fondly, that I tried to do the best I could for every single person whose life I touched. And hopefully for the better.

Now that I begin my retirement, I want to thank everyone who mentored me, who I mentored and I want to thank the dear friend who permitted a few thoughts. Support PANJ to the fullest. I did.



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Holiday Merriment as it Should Be

By: Chastity Robinson, Sr. Bilingual Probation Officer

In December 2018 PANJ Local 108 did not have our usual Holiday Luncheon and that did not sit well with the Executive Board. So, we vowed to have a strong comeback for December 2019. The Executive Board met and discussed new ideas for the Holiday Luncheon to bring back our annual Holiday Luncheon. We introduced a Chinese Auction and Ugly Sweater contest. On December 11, 2019 we decorated the room in Holiday Spirit and served our finest spread of delicious food and desserts to share with our fellow Probation Officers for our 8th Annual Holiday Luncheon. We brought back the merriment and more! Each Local 108 Executive Board member donated a generously filled themed basket and all our fellow Probation Officers had to do was attend the luncheon for a chance to win a basket. There was a total of six (6) baskets and each guest received six (6) raffle tickets, but if the Probation Officer sent us a RSVP, they received an extra raffle ticket. They were also able to scope out the room and find the ugliest sweater to enter their vote. PANJ Local 108 President, Linval Lewis led the meeting and introduced the Executive Board members and welcomed 2nd Vice President, Ellen Cribbin, who provided us a PANJ Contract update. There were also representatives from Liberty Mutual and Janet B. Gerhard from FHE Health present. Each representative gave their own presentations and answered questions about the services they provide Probation Officers. Finally, it just would not be complete without giving our guests a parting gift. We presented our Probation Officers with a PANJ Local 108 baseball cap to share our union spirit with them. It was a wonderful turnout and so fun announcing our winners as they proudly claimed their prizes. Looking around the room, everything was back to the holly jolly and very merry as it should be.



Dear Probation Officer, You are Amazing!

By Chastity Robinson,
Sr. Bilingual Probation Officer

You never know what you sign up for until you begin your first day as a Probation Officer. As a Senior Bilingual Probation Officer who has been happy to be a member of PANJ for the past nineteen (19) years and the Secretary of PANJ Local 108 for eleven (11) plus years, my career path has been a fulfilled blessing. The PANJ Local 108 Executive Board is comprised of Probation Officers who are proud to serve their fellow Probation Officers and are seasoned in the service they provide in their respective divisions. So, we fully understand there are days of reckoning, days we will never forget, days we want to forget and days reminding us why we had chosen the career of being a Probation Officer. You see, you never really know what you sign up for because the title Probation Officer precedes our ability to be on our toes at any given moment in serving the public, to be in constant training for the next new judicial policy/legislation, to manage our caseloads, maintain a professional demeanor and most importantly, to know your identity is not found in the title, but found in the very fabric of who you have become because of the volume of people you have served. In honor of this, we realize Gloucester County Probation Officers must be recognized in different ways because they are of worth and value in the roles they play. This past year was our second annual celebration of Probation Officer Week that took place the week of July 21-26, 2019 and we wanted to do something special for our Probation Officers that told them how much we appreciate them. President of PANJ Local 108, Linval Lewis and I hand delivered almost 80 snack bags to the desk of each Probation Officer. The bags were filled with snacks and bottled water that correlated with the adorned tag which told them they were the "Best Probation Officer Ever" (see picture for full tag saying). The snack bags were received with smiles, hugs and warmed hearts. Gloucester County PANJ Local 108 Executive Board takes pride in the Probation Officers we serve and we would like to tell Probation Officers of other vicinages/counties, "Dear Probation Officer, You are Amazing!"



Hudson County Probation celebrates retirees!

Hudson County Probation celebrated the retirement of Maria Pecorelli and Pierre Jeanbaptiste. Maria Pecorelli was hired in 1994. With the guidance of various child support supervisors, such as Mike Coyne, Jim Kozmor and Diane Chavis-Robinson, she took the Civil Service Test for Investigator/PO. Fast forward to June of 2019, she has completed 25 years of service. She hopes that she was able to make a difference in the lives of the children of Hudson County by making sure they received the financial support needed to keep a roof over their head and food on the table. After working together for 25 years, Maria will truly miss her Child Support Family. Pierre Jeanbaptiste was hired as a Probation Officer in 2001. Pierre worked in the UIFSA Interstate Unit in Child Support. Pierre retired in 2019.



Camden County Outstanding Achievement Award Submitted by Dan Stahl

Despite all the good intentions of those working within the profession, the culture that permeates Probation Supervision can often be stigmatizing. A Probation Officer who works in Probation supervision may seek the intrinsic satisfaction of helping others by helping clients learn to engage in prosocial behaviors, by preserving the safety of those in the community, etc... Meanwhile, Probation Officers may be portrayed as the catalyst for a client's maladaptive behavior, the culprit for the damage our clients tend to do within the community, etc... As a result, self-reflection or management led reflection usually focuses on missed opportunities or mistakes made.

In Camden's Probation Division-Adult Supervision Unit, the team of PANJ Supervisors are actively rewriting this narrative by birthing a recognition program to honor staff that support the Division in a truly special way. The first ever recipient, Claudia Gonzalez, a Probation Officer, received the inaugural Outstanding Achievement Award for the month of January for her many contributions to the Division. Claudia is always going above and beyond to assist others, support Court operations such as performing intake and VOP duties for others and approaches even the most unfavorable of tasks with the most positive outlook. Thank you and congratulations Claudia!



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¹ Speak with a Member Service Representative or Loan Advisor for details.

² You may sign up for overdraft protection from your Personal Line of Credit (PLOC) when you open or maintain a PLOC.

³ The Annual Percentage Rate will vary with the Market based on the Prime Rate and may adjust monthly, and is SUBJECT TO CHANGE WITHOUT NOTICE. It will be an “Index” minus a “Margin”. The “Index” for any given month will be equal to the “Prime Rate” posted in the Selected Interest Rates section of the Federal Reserve website at www.federalreserve.gov, fifteen days prior to the beginning of each month. If the Selected Interest Rates section is not updated that day, we will select the rate on the next day it is updated. If the Index changes on or before this day in any given month, your Annual Percentage Rate and monthly periodic rate may change on your statement that is produced on or after the first day of the subsequent month. The “Margin” is -0.75%. Your Annual Percentage Rate thus equals the Prime Rate minus 0.75%. The maximum Annual Percentage Rate that we may impose will not exceed that permitted to be charged by a federally chartered credit union, which at the time of this disclosure is 18%. The minimum APR that can apply is 2.99%. Advances of credit are permissible for five years (the draw period) during which the minimum monthly payment will equal the finance charges plus any other charges (the minimum payment will not reduce the principal balance that is outstanding on the line). After the draw period, the outstanding balance must be repaid over 15 years. Home Equity Line of Credit must be secured by a member’s primary residence and have a maximum LTV of < 80%. Please consult a tax advisor regarding the deductibility of interest.

⁴ \$150 is charged if you choose an appraisal upgrade.

⁵ The ANNUAL PERCENTAGE RATE (APR) for purchases, balance transfers, and cash advances will vary with the Market based on the Prime Rate and may adjust monthly, and is SUBJECT TO CHANGE WITHOUT NOTICE. It will be the sum of an “Index” plus a “Margin”. The “Index” for any given month will be equal to the Prime Rate published in the Selected Interest Rates section of the Federal Reserve website at www.federalreserve.gov fifteen days prior to the beginning of each month. The “Margin” will be 5.9%, 9.9%, or 14.65% depending on your credit score at the time of your application. The maximum APR that we may impose will not exceed that permitted to be charged by a federally chartered credit union, which at the time of this disclosure is 18.00%. The maximum rate on this card will change if the NCUA changes the maximum rate permitted.

⁶ Financing up to 120% LTV available for members with Tier A+, Tier 1, and Tier 2 credit scores.

⁷ The Police and Fire Federal Credit Union Member Bonus Program is subject to change at any time, without notice. The Member Bonus amount, when paid, is dependent on Police and Fire Federal Credit Union’s financial performance and is not guaranteed. Student Loans are not eligible for the Member Bonus. To receive the Member Bonus, you must meet all eligibility criteria and have an account in good standing on the deposit date. You must not have caused PFFCU a loss with a charged-off loan(s) and/or a negative share charge-off(s) in the last five years. Member Bonus payout requires that you must have accumulated enough deposit interest, loan interest or courtesy overdraft fees to qualify for at least a \$1 Member Bonus. Maximum Member Bonus payout is \$1,000. The combined balances of all first mortgages that are sold to Fannie Mae and active as of November 30, 2020 may receive up to \$100 for the Member Bonus Program in 2020. The Member Bonus may be taxable and a portion will be included on a 1099-INT form. Police and Fire Federal Credit Union does not provide tax advice, please consult a tax advisor.



Line Staff Contract Update
By Ellen Cribbin, 1st VP Line Staff

Our Line Staff negotiation team is still at the table bargaining the July 1, 2020 through June 30, 2024 contract. We were at the bargaining table virtually last month. We will continue to meet with the Judiciary.

Although there are so many hot issues happening right now, contract negotiations are at the top. We have several open articles left to agree upon; discipline, work hours, health and safety, association rights in addition to health-care and salary. I know that healthcare and salary take center stage in our conversations, the other open articles are very important to our members also.

Our team has remained prepared during the pandemic to bargain this current contract, as we move through the next few months I will continue to keep you in the loop.

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PANJ Store Link

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We have MASKS!



77th PANJ Annual Conference Submitted by Nicole Dorr

The 77th PANJ EF Conference was a huge success. The conference was held at the Golden Nugget in Atlantic City. There were 25 very informative classes that included our keynote, Lockey Maisonneuve, who presented “Girl Raised by Wolves. Additional classes that were presented were; “There are no hopeless cases”, “Wellness in the workplace; Developing healthy dietary habits”, “How being trauma -informed improves critical justice system responses” , “Success focused leadership”, “Lower your mark, It’s not about you”, and “The Present: The gift of Yoga, Mediation, and Breathing Techniques in the Workplace”. This was a record year with Exhibitors, there were 33 Exhibitors who participated at our Conference.

During our awards luncheon, Bobby Harris was honored with the William Thomas Citizen of Year Award. Bobby founded the Dreams of Tomorrow Organization. PANJ EF also raised enough money throughout the year through various fundraising efforts to award 7 scholarships at our yearly luncheon. The Dwight Watson Leadership Scholarship Award winner was Jared Chimento, son of Kim Chimento from Hudson County. The Ethan Janowitz Training Education Scholarship Award winner was Cole Kendrick Dawson, stepson to Robert Mills from Middlesex County. The Kimberly Cuzzo Continuing Education Scholarship was awarded to Elvis Ramirez, son of Arinda Cruz from Camden County. The additional four PANJ EF Scholarship winners were: Amina Lafleur, niece to Frances Paul from Gloucester County; Sarah Yanes, daughter to Elena Kenney from Burlington County; Julia Adamkiewicz, daughter to Tracy Adamkiewicz from Middlesex County; and Jaizahn Jones, son to Ronda Jones from Hudson County.

Three members were honored at our 77th PANJ Conference luncheon, Diane Archer from Gloucester County was awarded Probation Officer of the Year. Diane Chavis-Robinson from Hudson County was named Supervisor of the year. The prestigious John Augustus winner was Keenon Simmons from ISP.

The future of our conference this year is uncertain with the times that we are currently working and living in. If we don’t get to see you all this year, we hope to see you next year!!

A few memories from the 77th PANJ Conference





Recognizing Hidden Dangers
By Glenn Guarino, Health & Safety Chairperson

It's obvious that Health & Safety hazards exist in the workplace where manual labor or heavy machinery is involved, however a surprising number of hazards can be present in the office setting such as our own.

According to the Bureau of Labor Statistics, more than 80,000 workers suffered on the job injuries last year in an office or administrative setting. Many of these injuries could have been prevented had workers, supervisors, managers recognized the risks and implemented simple workplace modifications.

Falls: Over 25,000 workers were affected. Staying clutter free can help prevent falls from happening. Boxes, files and furniture need to be properly located. Worn carpet with bad seams can be a dangerous hazard. Stairs that are skid-resistant can serve to reduce falls.

Struck/Caught by: Over 15,000 workers were affected. Safe stacking of office equipment, the shutting of drawers, correcting ceiling tile issues or improper hanging of pictures are just some of the examples to help in preventing injuries.

Ergonomics: Perhaps the most prevalent injuries are those prone to strains and other injuries related to posture and repetitive movements at your desk. Make sure you have suitable equipment such as proper chairs, desks and computers that suit your physical needs. Keep those feet on the floor when seated at your desk! (unless otherwise told by a physician). If you need special accommodations, please address them with HR.

Bottom line is we all have a responsibility to keep the workplace safe and free of dangers and hazards. If you see something....**SAY** something. Contact your appropriate supervisors and local union representative so that they are aware of these dangers so that they are correct immediately. If needed, please fill out a JIRS (Incident Report) so that these issues are documented as a concern that needs to be addressed.

*** Editor Note: This article was written prior to COVID 19, the comments above can be applied to working remotely in our new home office settings.

Have a safe and healthy summer!



Janet B. Gerhard, Director of Public Affairs FHE Health

PANJ MEMBERS

We recognize that uncertainty in the workplace and the constant battle that our community faces with Covid-19 is leading to heightened behavioral health issues. If stress and anxiety is becoming overwhelming, as a PANJ member, you have access to CONFIDENTIAL care for you and your family.

FHE HEALTH is available to address untreated addiction, depression, anxiety and other behavioral health challenges. It's time to get help. Call Janet Gerhard at 267-249-0513 for confidential assistance in these difficult times.

Taking care of our emotional and physical health is vital at this time.

Transitioning from working at home back to the vicinage or your office may be difficult in the coming months.

**THE STATE IS OPENING UP,
YOU SHOULD TOO!**



**Job
Protection**

Don't *Unravel* this summer.
Unwind.

We Assist Union Members With:

- Drug, Alcohol, Sex & Gambling Addictions
- Depression & Other Behavioral Health Issues
- Stress & Anxiety Disorders

Use this summer to reset. With over **15 years of assisting union members** and their families when they are struggling with behavioral health or addiction issues, we understand your next choice is vital.

Stress and anxiety in the workplace is real and it is our goal to offer you confidential assistance 24 hours a day, seven days a week.

We work in **conjunction with your union** to protect your job and your LIFE! If you find yourself in a pattern of progressive discipline at work, you may have underlying behavioral health issues and there are federal laws that may be able to protect you.



Behavioral Health - Mental Health



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Call for 24/7 **CONFIDENTIAL** Assistance

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