



PROBATION ASSOCIATION OF NEW JERSEY

INSIGHT

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LEGISLATIVE REPORT STATE HOUSE STRATEGIES ROB NIXON

I am truly grateful to the PANJ Executive Board for retaining me to represent the interests of probation officers in Trenton. The role of PANJ lobbyist is not new to me. For well over a decade starting in the mid 1990's I served in this role for PANJ. I therefore have a unique understanding of the issues PANJ members face in New Jersey and how to represent those needs to the powers that be in Trenton.

My previous service to PANJ was not without action. I was proud to have passed legislation establishing the law enforcement perspective of parts of probation over the personal objections of then Chief Justice Poritz. It is unfortunate that the Judiciary chose to litigate the matter rather than work to address the underlying reasons for the bill.

But the goal of lobbying is not confrontation but relationship building. It is critical first and foremost that legislators know who to turn to when they have questions on an issue and, when issues pop up, that organizations know how to connect with those decision makers quickly. PANJ leadership is no stranger to the Legislature and their presence across the State has built them a loyal following of legislators. My role therefore is to help grow those relationship and to prioritize the PANJ legislative agenda whenever possible.

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Legislation Continued..

This legislative session is only six months old. Unlike prior years, the session has taken a more methodical pace into Budget season.

Committees meet with limited bills to consider and hearings have been less chaotic. This has led to slow motion in some areas of interest to PANJ but slow is not necessarily a bad thing. At present, PANJ is tracking over 70 bills that could impact probation, public safety, public employment and the Judiciary. That list will grow as the session rolls along.

Every June brings with it the consideration and passage of the State Budget following which is traditionally a summer recess with little to no activity. But no activity in Trenton does not mean no activity for PANJ. Relationship building is a 365 day activity. PANJ legislative priorities need that time to develop.

Lobbying therefore is not a silver bullet. It is a long-range process that starts with strategic thinking and planning. PANJ has the reputation for honest and clear thinking in the legislative process. I know working together will not only feel like old times but it will be easy with a partner as well regarded as PANJ.

MESSAGE FROM EDITOR

BY NICOLE DORR

Dear Brothers' and Sisters,

We have news for you!! I am happy to announce that the 2022 PANJ Conference location has been moved to the Hard Rock in Atlantic City. We are excited to host our yearly conference at this new venue, and we are hoping you are excited too. More details will be sent out later this summer.

In Solidarity,
Nicole Dorr



PRESIDENT'S MESSAGE

BY DWIGHT COVALESKIE
PANJ PRESIDENT



Welcome

As the season changes from Spring to summer, I wish you all the best. As the seasons change, I was thinking about all the change that we have been through over the last few years. It has been said that success is not measured so much by the position that one has reached in life, but by the obstacles that one has overcome in life to succeed. We have definitely overcome obstacles during Covid and I really hope that the future does not throw constant obstacles going forward. I want to thank the Supervisor's Negotiations Committee for all of their hard work on the ratified contract: Gavin Cummings, 1st VP; Nicole Dorr, SRVP; Tracey Adamkiewicz, CRVP; Sabrina Beyah, NRVP; Joanne Morrison, Cape May; Ann Mullan, Union; Jean Wright, Monmouth; Diana Fonseca, Morris and John Papp, AOC. . PANJ is made up of Probation Officers and other covered bargaining unit titles and Supervisors that represent Probation Officers and Supervisors. We are PANJ, your union.

In Solidarity,
Dwight Covalleskie

PANJ THROUGH THE YEARS

BY DWIGHT COVALESKIE

Our organization has come a long way over the past 114 years. In 1908, twelve men from all around our state came together to improve standards and promote Probation as a rehabilitative process in the administration of Justice.

The Association has continually worked toward the betterment of the Probation profession. Over time PANJ has seen many changes and an expansion of community services. Probation Officers and their Supervisors are no longer strictly focused on the aspect of dealing with the supervision of offenders. Now Probation Officers are an integral part of the Child Support, Family and Criminal divisions.

Probation Officers work with recovery courts, mental health and domestic violence cases. Throughout the past 114 years the Probation Association of New Jersey has been a force for positive change and has worked for the benefit of its members.

PANJ is the union representing all Probation Officers, Supervisors, and other represented titles. PANJ has successfully secured a contract for the Supervisors. We held local meetings throughout the state to discuss to contract with supervisors. PANJ Supervisors voted on the contract. The Judiciary is working on retro checks and should be disbursed in the near future.

We are also focused on promotional opportunities for those members in the Case Related Professional Unit, so a Probation Officer can have upward mobility in their title.

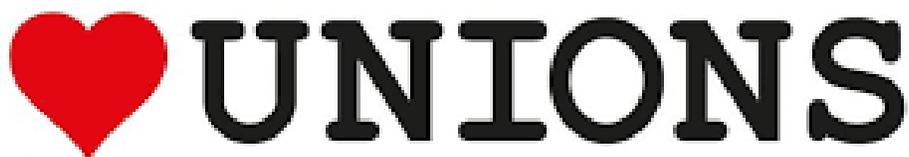
PANJ through its educational fund provides substantive training for over 500 Probation Officers, Supervisors and other represented employees every year with the exception of the pandemic in 2020.

PANJ is happy to announce that we have secured the Hard Rock Hotel and Casino for the 2022 Training Conference. We are very excited to offer this new venue to members for training.

PANJ also defends and represents its members in negotiations, disciplines, grievances and arbitrations. PANJ also is legislatively involved in making sure our members interests are represented at the State level.

This year PANJ changed our lobbyist and is currently represented by Statehouse Strategies, President, Rob Nixon. Rob has decades of experience representing the New Jersey State PBA and was instrumental in getting the weapons bill passed in 2001. The Judiciary ultimately sued the Legislature to have it declared unconstitutional.

The Probation Association of New Jersey has a great history and will no doubt be an advocate for the Probation profession for a long time to come. Our work is not done and we are constantly evolving to provide the best representation to our members in all areas.



♥ UNIONS

**PANJ is pleased to
announce that
PANJ PSU has a
contract!**



**Did you just put in your
RETIREMENT paperwork?**

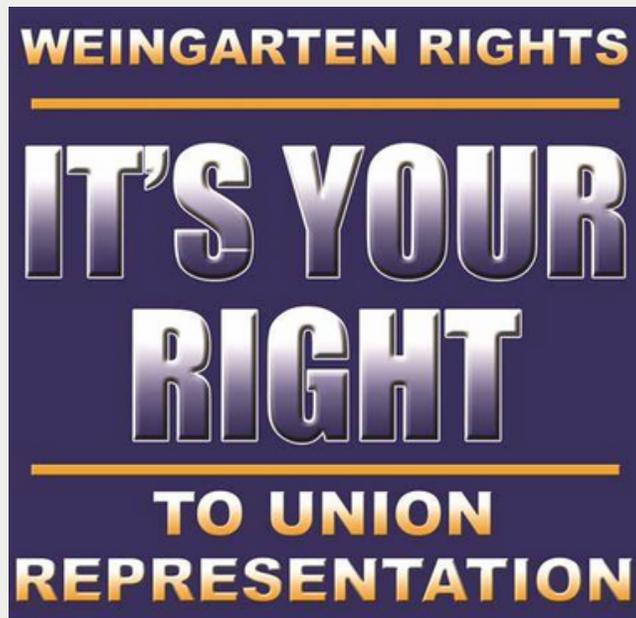
**Do you have accrued time you
can't take with you?**

**Do you want to donate it to a
brother or sister in need?**

Sign on to ECATS

Click on your Benefit Detail

Click on Donate Leave



PANJ ROCKS



79TH PANJ CONFERENCE
NOVEMBER 20-22, 2022

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WWW.PANJ.ORG

The PANJ Conference Committee is looking for trainers for the 2022 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

FHE Health is proud to support the Probation Association of New Jersey



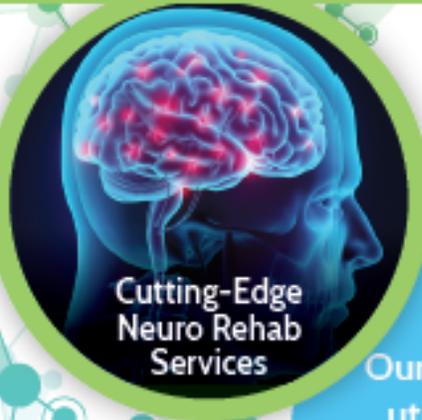
FHEHealth

*We Salute Probation Officers
and Their Dedication to Serve the Community*

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YOUR VOICE

BY ELLEN CRIBBIN

FIRST VICE PRESIDENT, LINE STAFF

If you are like every other human being who works for a living, it's probably fair to say that there are aspects of your work life that you don't like.

Unions are one of the most powerful tools that we have to gain some control over what takes place on the job. In order to make improvements to your workplace you need to understand how PANJ can work for you if you want it to. You won't be able to get a sense of what the possibilities are without being in tune with the processes at your Local level and your State level of PANJ. If you become educated about what your Local or State PANJ can do to change your workplace for the better, you are in a position to give us the input the union needs to effect change.

Some ways to that you as an employee can get in tune with PANJ processes;

- familiarize your self with your Collective Bargaining Agreement which can be found online at PANJ.org
- sign up to become a full dues paying member
- speak with your Local President about holding a general assembly meeting
- find out and introduce yourself to your Local Shop Steward

If you're a representative of the Local some ways to help your members to become familiar with PANJ processes;

- provide members your contact information so they can reach you
- hold new member orientation meetings
- attend the monthly Executive Board meeting to get the most up to date union information
- educate yourselves on frequently asked member questions in your contract





Nancy Wilson, of Woodbury, NJ, passed away on Friday, March 25, 2022. She was 60.

On July 2, 1961, Nancy was born and raised in New Bedford, Massachusetts. After graduating from High School, she enlisted in the United States Air Force and began her career serving the nation on July 4, 1979. She was an expert in air transportation, specializing in passengers and household goods, but her passion was the Honor Guard. As a Ceremonial Guardsman, Nancy epitomized the profession of arms, honoring past and present service members in numerous military commemorations all over the world. She served during the Gulf War and traveled and lived in many places, including Alaska, Hawaii, Korea, Japan, the Air Force Academy in Colorado, and the Azores, Portugal. Living in the Azores was her dream come true, as she had a deep-rooted connection to her Portuguese heritage cultivated since childhood.

Nancy had an intense and lifelong love for education, both as a student and teacher, and after fourteen years in the Air Force, she decided to go back to school. In 1999, she earned her Bachelor of Arts degree in Criminal Justice from Rowan College and continued her commitment to service as a transcendent youth and family counselor. Nancy combined her diverse and unique life experiences, military background, and education to enrich the lives of a myriad of families all over New Jersey. She personified what it means to be a mentor as a transcendent family counselor during her time at the YES Children's Shelter, Youth Consultation Services, and various other family support programs. In 2008, she took her talents and passion with her when she transitioned into a role as a probation officer for Camden County, New Jersey, where she worked until the present day. As was her way, she excelled in her career and continued touching the lives of those she knew with her mentorship and kindness. To Nancy, helping others wasn't a job; it was her calling.

Nancy will be remembered for being loving, genuine, principled, fierce, compassionate, creative, tenacious, and dedicated to improving the lives of anyone with whom she came in contact. Her enthusiasm, spirit, and strength knew no bounds and were contagious to anyone privileged enough to know her personally or professionally. She lived by a guiding belief to always "pay it forward," leveraging her life experience and pouring her heart, mind, body, and soul into her tireless pursuit of helping others. Like the beautifully ornate crochets she hand-made and gifted throughout her life, Nancy's love and benevolence are forever imprinted on those fortunate enough to have spent even the smallest amount of time with her.

Loving daughter of the late Sarah Santos, loving wife of Louis Wilson, Sr.; beloved mother of Maurice Wilson (Brooke), Jalisa Wilson, and was just like a mother to Alicia Rojas; cherished grandmother (Vovo) to Jocelyn, Luciana, Dominic, and Malcolm; dear sister of the late Robert Santos, Robert Guillemette, Juanita Ashley, and Andre Lopes; esteemed aunt to Richard, Michael, Melissa, and the late Robert (Boe) Santos, Jr.

PEOSH
(PUBLIC EMPLOYEES OCCUPATIONAL SAFETY & HEALTH)
BY GLENN GUARINO, HEALTH & SAFETY REPRESENTATIVE

PEOSH is a Division/Segment of the NJ Department of Health. They develop and enforce health standards for public employees and encourages employers and employees to improve their working environment. PEOSH recommends taking the following steps to increase employee participation in the workplace.

- Talk w/ fellow employees about concerns (in meetings, informally, with surveys)
- Learn about the hazards that exist in your work setting. (Facilities, office, air quality)
- Participate in your local joint labor-Mgt. and/or Health & Safety committees.
- Take part in regular workplace walkthroughs to identify Hazards.
- Report Health & Safety hazards (employees and their union reps should attempt to correct the concerns w/ the appropriate members of management. If the problem is not corrected and a potential violation of PEOSH standards persist, then file a PEOSH complaint! DO NOT let the problem go without resolve.)

Filing these complaints keep the employer responsible and keeps everyone safe. When you fill out these complaints, be sure they have accurate information about the severity of the hazard. You can indicate being present when the inspection is conducted by PEOSH. You also have the right for your name to be withheld from the report and the employer. Finally, when the citations are issued to an employer by PEOSH, comment periods will be specified for all parties involved.

Safety in the workplace is everyone's responsibility.

Please be vigilant and report issues.

EVERYONE QUALIFIES

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PANJ EF GOLF OUTING

May 9, 2022

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

Golf Giveaway provided by:

Law Offices of Daniel J. Zirrith, Esq

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The Florida House Experience

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NJ State Troopers NCO Association

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Hard Rock Atlantic City
Longwood Gardens
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Third Avenue Chocolate Shop
Urban Coalhouse
Vic' s Pizza

Earth Treasure' s Jeweler
Hand & Stone
Jersey Shore BlueClaws
Mark & Debbie Thomas
Outback
& Forge Pond
Pete & Elda' s Bar
Red Lobster
Somerset Patriots
Stateside Vodka
Sue & Tom Cuzzo "In Memory of Kim"
Turning Point Grill
Valerie Bruno

Thank you to the following Locals who also generously
contributed

Burlington Probation Offices
Burlington Supervisors
Camden Probation Officers
Cape May Probation Officers
Essex Probation Officers
Gloucester Probation Officers
Hunterdon Probation Officers
Mercer Probation Officers
Middlesex Probation Officers
Monmouth Probation Officers
Monmouth Supervisors
Morris Supervisors
Ocean Probation Officers
Passaic Probation Officers
Somerset Probation Officers



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