

PROBATION ASSOCIATION OF NEW JERSEY

**UNITED PROFESSIONAL CENTER
617 UNION AVENUE, BUILDING 2
BRIELLE, NJ 08730**

**PHONE: 732-223-1799
FAX: 732-223-8363
EMAIL: PANJ@VERIZON.NET**



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Have you been out on a disability? If you have an accident or sickness and cannot work, how will you pay the bills? We can help you protect your paycheck. Right now we are offering payroll deducted disability insurance from **ALLSTATE & AFLAC**.

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State disability pays 60% of your salary maxed out at around \$546 per week. This benefit can also be taxed. Sometimes you will not see this money for 4-6 weeks. We can pay from day 1 on top of that number tax free.

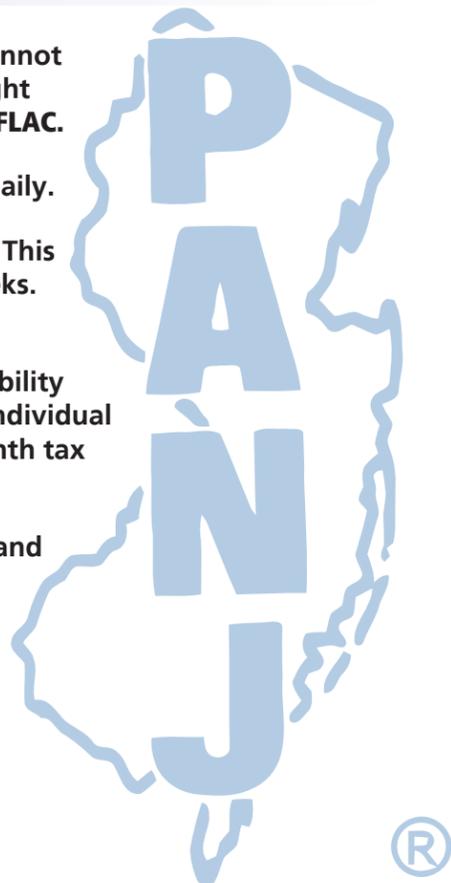
For Example: Take a person making \$40,000/year. If they go out on state disability they might be eligible for around \$300-\$400/per week from the state. If the individual has the Allstate program they are eligible to receive an additional \$1400/ month tax free on top of state disability.

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INSIGHT



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WWW.PANJ.ORG

PANJ EXECUTIVE BOARD APPROVES 2010 BUDGET

By: Stephanie Hennessey, Second Vice President

A balanced budget with no increase in dues for 2010 was presented by the PANJ Finance Committee to the Executive Board on December 17, 2009. The Board unanimously approved the Budget in its entirety.

In December, 2009, the members of the Finance Committee worked tirelessly to present the budget, keeping in mind the needs of PANJ's Committees who work for the betterment of you, its members. The Finance Committee is comprised of your co-workers: Supervising Probation Officer Susan Ormsby-Cuozzo, Morris County, Senior Probation Officer Dottie Robinson, Bergen County, Supervising Probation Officer Ann Rizzi, Middlesex County, Supervising Probation Officer Gavin Cummings, Monmouth County, Senior Probation Officer Thea Condry, Atlantic County and Supervising Probation Officer Glen Moton, Camden County, Senior Probation Officer Ellen Cribbin, Monmouth County. President George Christie is an ex-parte member of the Committee as well. These individuals work throughout the year to ensure the fiscal health of the union.

The country has been experiencing what some have called "The Great Recession". PANJ has not been immune to this serious and sometimes uncertain financial climate. We have the good fortune to work with Mr. Robert Browne, VP – Investments of Wells Fargo Advisors. He has continued to give the Finance Committee and Executive Board sound financial advice to ensure the safety of PANJ's investments. The union's financial future remains strong and stable.



OFFICIALS

George P. Christie
President

Peter A. Tortoreto
Executive Assistant to the President

Dwight Covalleskie
First V.P., Line Staff

Bradley J. Fairchild
First V.P., Supervisor's Unit

Stephanie Hennessey
Second Vice President

Daniel M. Bergin
Northern Regional V.P.

Kevin F. Farley
Central Regional V.P.

Donald Elfreth
Southern Regional V.P.

John Koerber
N. Regional V.P., Supervisor's Unit

Gavin Cummings, Central
Regional V.P., Supervisor's Unit

Glen Moton, Southern
Regional V.P., Supervisor's Unit

Dorothy Robinson
Recording Secretary

Susan Ormsby-Cuozzo
Financial Secretary

Ann Rizzi
Treasurer

Thea Condry
Parliamentarian

Ellen Cribbin
Sergeant-at-Arms / Business Manager

REGIONAL REPRESENTATIVES

Region 1

Anne Dutton, Morris
Bridgett Patillo, Essex
Anthony Persico, Morris

Region 2

Edda Burry, AOC
Michael LaCosta, Hunterdon
Steve Wainwright, Middlesex

Region 3

A. Francis Nunan, Cape May
Roberta Scull, Atlantic
Debra Yeich, Salem

A Message From The President



Brothers and Sisters,

I want to start by saying Happy New Year, and hope that this New Year finds you and your families happy and healthy. PANJ has been going strong since 1987, and we have made our home in Brielle for 15 of those years. This year that's about to change! By the end of the year we will be in our new home on Paynters Lane. This building will be one of the jewels in our crown, and I can't wait for it to be completed. This past year was difficult for all state workers, and we were asked to help out not only our employers but the state itself. There is no one who appreciates more the weight of the decision that you had to make with respect to the Memorandum of Agreement. I believe that for all of you who made that sacrifice you will be rewarded in the end. There is another current issue that we have been promoting, which is the transfer bill. As you all are aware there is legislation, that our legislative committee and lobbying firm has worked very hard on, that would move us out of the Judiciary and into the Executive Branch of government. This is the right thing to do and would not only be beneficial for our members, but for the communities we serve. As we start this New Year there are several new Local President's around the state, and I wish them the very best and thank them for their service to PANJ and to all of you.

Throughout the year we continually served our members better than any other union. Many of our members have been disciplined and had grievances which we assisted them with and often achieved a positive response.

Currently we are working on legislative issues and have maintained an aggressive legislative agenda. We are working with the judiciary and the civil service commission on finding ways to make the substance abuse evaluators a permanent civil service title. We are also working with the judiciary on the new federal grant for mental health caseloads. This is an unclassified position for 30 people who we decided will have the title of probation officer even though they are unclassified under grant status. However after two years when and if the project continues we will seek to make all officers in this position classified civil service.

I am honored to be your president and will always continue to be your biggest supporter and defender.

Solidarity

George Christie

Welcome to the New Insight

Brothers and Sisters,

Welcome to the new Insight! This New Year will be a big one for PANJ, a new building, elections, and changes to our website, which makes it a perfect time to celebrate our successes! As we move into the New Year it is also important we remember our Brothers who passed, John Warms and Vincent Walker. There are many of us who were shaped into the Union members we are because of their influence and good example, and they will live on in our hearts.

There are several Executive Board members who consistently author articles for the Insight, and without them this publication would not be possible. I would like to take a moment to thank them for their hard work and dedication; George Christie, President, Dwight Covalleskie, 1st V.P. Line Staff, Bradley Fairchild, 1st V.P. Supervisors, Peter Tortoreto, EAP, Stuart Martinsen, Health and Safety Rep, and Dorothy Robinson, Recording Secretary.

If over the course of the year you or your Local would like to submit articles or events, or have any submission ideas please reach out to either myself or the PANJ office.

I wish you and your families a safe and Happy New Year!

In Solidarity,

Ellen Cribbin

Ellen Cribbin
Business Manager

A Missing Friend

BY: DWIGHT COVALESKIE, FIRST VP LINE STAFF

It was always a guarantee to see my friend and advocate, John Warms at the National Staff Organization, Winter Advocacy Retreat. Each year I sat in one of his classes and although the topic was similar, I always learned something new, something that I could bring back to my Brothers and Sisters to make me a better advocate. This year my friend and advocate was missing, due to his untimely passing. John Warms' impact was just as great to the others attendees at the Retreat as it was to me. As I walked around and heard people talking and sharing stories about my friend and their advocate I know that he will be sorely missed by all he touched.

Prescription Plan Review

BREAKING NEWS



It has been brought to our attention that the new prescription plan provider Medco has some differences in the coverage provided and may amount to significantly lower coverage causing inconvenience on our Doctors and financial burdens upon our members. The most immediate problem aside from this diminished coverage is that many of us have not received their new cards. For anyone who has not received their card you may call Medco directly at 866-220-6512.

A serious problem may exist regarding Medco saying that they are denying coverage for certain drugs and they have created a preferred drug list and require doctors to apply for some "pre-approved" prior to writing prescriptions. This is a potential violation of our contractual agreements in both the Professional Case Related and Supervisory Units. As is written in our contracts there is a co-pay or deductible for generic brand name narcotics and when no generic is available and brand names when a generic is available.

Our coverage must remain the same even if the State changes carriers. Only a Doctor can make medical decisions not MEDCO. Your medical coverage concerning prescription medications should remain between you and your physician. We have spoken to the AOC who have agreed with us and are in the process of setting up a meeting between Union Officials, AOC Staff and the Pension and Benefits Personnel of the Executive Branch.

We reserve our right to file any class action grievance pending the results of this discussion(s). In the mean time if anyone has any specific problems encountered regarding this diminished coverage and/or lack of coverage please contact Peter Tortoreto at PANJ Headquarters for further guidance.



George P. Christie
President



Peter A. Tortoreto
Exec. Asst. to the President



Dwight Covalleskie
First V.P., Line Staff



Bradley J. Fairchild
First V.P., Supervisor's Unit



Stephanie Hennessey
Second Vice President



Ellen Cribbin
Business Manager



Dottie Robinson
Recording Secretary



Jackie Sheehan
President Local 115

Development of PANJ Leadership

**BY: PETER A. TORTORETO,
EXECUTIVE ASSISTANT TO THE PRESIDENT**

This year PANJ has selected local leadership at the vicinage level to attend the annual training provided by the National Staff Organization. This year's training is being held in Sarasota Florida from January 13, through January 16, 2010. First Vice President Dwight Covaleskie this year's John Augustus Award winner has inherited the responsibility to select and to coordinate the participants who are attending. He has assembled a group of both new leadership and experienced representatives from both the Professional Line Staff and Professional Supervisory Units.



This year's participants include representatives from Essex Sabrina Beyah, Middlesex Susan Smith, Somerset Lynn Taylor, Camden Sophia Peele, Robyn Ghee, Pat Barrea, Linval Lewis from Gloucester, Cumberland, and Salem Vicinage, Monmouth Ellen Cribbin, Hudson Jackie Sheenan, Supervisors Glen Moton, Gavin Cummins, and President George Christie along with Dwight.

PANJ was first introduced to the NSO by its former President for 26 years John Warms. John along with others built the NSO from a small group of 35 individuals to the largest Union representing Union Officials in the Country. This group consists primarily of Educators and some correctional personnel have its origins in New Jersey under the guidance of John Warms starting in 1969. We have been attending this conference from 1995 until present and it is the first year without the legendary Labor Leader John Warms who passed away in June of 2009.

In his eulogy Former Chief Justice James R. Zazzali spoke of Mr. Warms, a former NJEA Executive tenacity to tackle problems. He was unafraid and fearless to take on lawyers and administrators on issues he felt so strongly. He always fought courageously for the little guy.

By providing superior training to our representatives we increase professionalism, provide quality representation, and conserve/save legal resources for other valued pursuits. This year's conference will be similar to all others in that we shall develop a spirit of camaraderie and increase membership participation which is characteristics of an effective Union. This training also benefits our people in many ways. It helps build loyalty, maintain commitment, deal with opposing views and helps us understand the process of dealing with internal disputes and concerns.

This valued training does provide both basic and advanced studies from highly regarded professionals spanning across the Country. We are confident that those attending shall return with a renewed sense of enhanced knowledge and the will to utilize such for the benefit of PANJ.

Dottie's Corner

BY: DOTTIE ROBINSON, RECORDING SECRETARY

The New Year is here and moving along much faster that most of us would like! Before we know it we'll be back in Atlantic City for the PANJ Conference saying hello to friends we only get to see once a year. I have so much to say and fortunately PIPC will let me ramble on! Attendance at the Conference was a little down this year, I can only blame it on the economy and the dreaded furlough days. I know that finances play into all of our decisions. For those who did make it to the Conference, Thank You, it was one of our best! As usual I bow before the true engineers of the Conference, Sue Cuzzo, Ann Rizzi, Anne Dutton, Deneen Holman, John Smack, Thea Condry, Georgette Warren, Connie Dolan, Jackie Sheehan, and Linval Lewis. I hope that I'm not forgetting anyone, I am getting old and Alzheimers is certainly taking over. Thanks to all of them who work so hard for us. This crew starts working in January of each year to make sure each November the Conference goes off without a hitch. I like to think that I do my best to contribute in some small way; this year was a little difficult for me to help out.

I was in California attending my son's engagement party; I flew back on the red-eye and drove straight to A.C., showered and hit the Conference running. Unfortunately by 10 my running was over and I crashed. Even so I had a GREAT TIME! I want to also thank the counties that brought their donations for the raffle. These prizes make it fun for all our brothers and sisters who come to the conference. Some counties even brought two gifts, which somewhat makes up for those who brought nothing. For those counties that failed to contribute a gift this past Conference please remember that a \$25.00 gift goes a long way, and that some of you own Local's members are the winners from these donations. The hospitality suite was manned by our brothers from Sussex County led by John Koerber. Not only do I appreciate the hard work from these guys, and the long sleepless hours donated, but all of our members do too!

This year for the first time I was blessed with doing the awards along with help from Jackie Sheehan from Hudson County. This year's winners were Dwight Covaleskie, better known as the 1st Vice President of PANJ Line Staff, and a great guy. Dwight was awarded the John Augustus Award, and honor truly deserved and gratefully given. The Probation Officer of the Year was awarded to Marianne Hassett-Marrero from Atlantic County. Marianne supervises a mental health caseload and her thinking outside the box has worked wonders with her probationers. The Supervisor of the Year was awarded to John Bond from Atlantic County. John received such accolades from his team that it was a pleasure to give him this honor. It was wonderful that there were so many nominations to choose from. To all who submitted a fellow Officer's name or that of a Supervisor, thank you for the nominations, it was a difficult choice. Please re-submit them for next year.

This New Year has many challenges facing us as a Union. We are seeing more and more disciplines throughout the State and we continue to fight hard for our Brothers and Sisters, but please don't poke the beast with a stick. We know that some disciplines can be averted if we govern our own actions. That said I also know that many of the disciplines are the result of issues that are out of our control, so please keep your eyes and ears open. If you see someone heading down a path that could be unwise, give them a heads up especially to our newer Officers. With the state of the economy and a new Governor we will be constantly watching the landscape of our State change in the coming months.



A Most Serious Issue

**BY: BRAD FAIRCHILD,
VICE PRESIDENT, PROFESSIONAL SUPERVISORY UNIT**

Since the alleged state "unification" of the Judiciary the most critical issue facing Supervisors is the infamous Article 9.8 which permits management to remove Supervisors for no reason or for any reason. When the article was first discussed in the mid 1990's the intention of the late Chief Justice Wilentz and the Judiciary was to simply transfer supervisors from Judges they were assisting directly and who were not performing to the Judges' satisfaction, but it was never intended to be utilized as a vehicle to terminate careers.

With the passage of time Article 9.8 started to be implemented inappropriately in one or two vicinages and PANJ initiated aggressive challenges to these actions. It was obvious when management was involved in a misapplication of Article 9.8 they were trying to do an "end run" around what should have been a disciplinary matter. When management seeks a disciplinary action against a supervisor the supervisor has the opportunity to defend themselves with legal council. When 9.8 is imposed there is no hearing or review of management's actions. During the last several contract negotiations PANJ sought to give the draconian 9.8 provision some semblance of fairness and provide some objective third party review of actions that can dramatically impact an individual's career. The Judiciary adamantly refused any consideration of the proposed revisions.

In recent months, however, several specific vicinages have pursued a most destructive pattern of 9.8 removals that should be viewed as a threat to every supervisor. PANJ strongly believes that these vicinages have gone far beyond applying 9.8 inappropriately, they have sunk to the level of abuse. These vicinages have deliberately chosen to bypass discipline and arbitrarily remove supervisors so they do not have to defend or justify their actions before any neutral party or review process. Because we have a notoriously weak state Judiciary when it comes to oversight over the actions of a local vicinage, vicinages feel no one will challenge their actions no matter how questionable, arbitrary, or unfair. In essence we have a fifteen county system and not the true state system we were promised. The sad reality is that after fifteen years after so called unification, the 2800 members of PANJ are still waiting for the state to take over.

The vicinages in question have deliberately chosen to circumvent our contracts and literally "kick to the curb" supervisors who, for whatever reason, have fallen out of favor with management. Senior Probation Officers and Probation Officers who may consider the position of supervisor as next on the career ladder should think twice and consider if it's worth the risk to have your career ended on any given day. PANJ will continue to challenge the current rash of removals by whatever means necessary and members can call your state representatives for additional details about this alarming trend.

PANJ Headquarters Administrative Assistants

**BY: PETER A. TORTORETO,
EXECUTIVE ASSISTANT TO THE PRESIDENT**

For those of you who call the PANJ Headquarters frequently you probably already know the two outstanding Administrative Assistants employed by PANJ. They are Lisa Place and Frances Hopps. Currently the main office is located in Brielle, NJ. This should be the last year here since we are under contract for a new building and office to be built in Wall Township, located on Route 34 just a few minute drive down the road.

In this article I wish to introduce or re-introduce our administrative assistants. Lisa Place having been at the Brielle Office for over five years has become the morning staple. She usually is the first to arrive, answers calls, checks the emails, regular mail, incoming fax just to start out. Lisa is very familiar with our local leadership and on occasion can identify those calling by their voice recognition alone. She is also familiar with the local township having a home in neighboring Manasquan with two children Daniel and Nicole and her husband Hal, who is a State Trooper assigned to the Marine Unit currently in Point Pleasant. If you need direction or information on a good restaurant in the area Lisa is available for advice and assistance on PANJ issues.

Our other Administrative Assistant Frances Hopps is considered a Master at her work. Fran has been with our organization since we opened a small one room office dating back to 1995. She was hired on the strong recommendation from the legendary John Morton. Morty a CSS2 in Monmouth Vicinage knew Fran when she was employed in the Monmouth County Court House and recognized her talents. Fran was trained by Morty whose policies and practices remain in effect, albeit somewhat altered at time to adjust to the changing environment and professionalizing of our equipment and tools. Fran works the afternoon shift at PANJ and has trained many of staff during the years. Her knowledge of the organization is invaluable and has extensive experience with our data base, filing, office practices, policies and procedures.

Fran has an intensive interest in traveling. We both share a love for cruises and often share stories and or information regarding new ships and experiences on these vessels. She is always so pleasant to have around.

President George Christie has called our Administrative Assistants invaluable and a vital part of our Professional Organization. They are in part a major factor in determining the location of our new dwelling. It makes a great deal of sense to re-locate to an area convenient to two of our Professional Office staff.



**From left; Lisa Place, Pete Tortoreto,
and Fran Hopps**

Incident Reports

**BY: BRAD FAIRCHILD,
VICE PRESIDENT,
PROFESSIONAL SUPERVISORY UNIT**

Among the twenty one county courthouses and the countless additional facilities that house judicial staff, there are many incidents that occur which unfortunately go unreported. It is critical to PANJ's advocacy for improving safety that incidents are documented and reported.

Incident reports are the factual proof that is necessary to convince legislators and judicial management that changes must be made which will protect our Officers and move our profession closer to the national "mainstream" of Probation practices and training.

When incidents occur in the offices or in the community Officers should file the Judicial Incident report forms and/or the PANJ report which is located on our Web site, www.panj.org. A copy of the report should be sent to the PANJ office and the Officer should keep a copy.

A special area of concern in the past few years has been documenting the violent behavior of active probationers. When active probationers commit a homicide or a crime that involves a firearm, an Incident Report should be filed. During the state shutdown in July of 2006 the Judiciary claimed publicly that probationers are mostly non violent first offenders. Such ludicrous statements demonstrate how "out of touch" the Judiciary has become regarding the conditions Probation Officers operate in every day. Incident reports that illustrate the violent behavior of probationers are the evidence that clearly reveal how indefensible the Judiciary's position has been on the most critical issue facing Probation in New Jersey in 2010.

At the end of each year PANJ compiles a summary of all the incident reports that occurred throughout the state. From the results of the last few years it is obvious there is a great variety of incidents that happen and we owe it to the safety of our members to continue collecting this vital information. It takes just a few minutes to complete this task and if you have any questions please contact me through the PANJ office.



Workplace Privacy

**BY: JACKIE SHEEHAN,
PRESIDENT LOCAL 115 HUDSON COUNTY**

I had the privilege of attending the National Staff Organization this month, along with a great crew of PANJ Union representatives. Among the classes that I took, the most eye – opening was called "Just because you paranoid doesn't mean you Employer isn't out to get you; Workplace Privacy." The trainers started the class with case law stating that you are not entitled to any expectation of privacy while in your office even to change your clothes! The trainers went on to teach us about security cameras being allowed in the workplace anywhere except in the bathroom and changing areas. I learned that we have no expectation of privacy while at work whether we're on the phone or on the computer. The Judiciary is allowed to and does record the conversations that we have on our work phones.

As many of you are aware our employers Information Technology Department have remote access to our computers, and can monitor every keystroke. We all sign acknowledgement forms each year that state the Judiciary IT policy, and that we will adhere to it. As a Local President I am aware that PO's are still violating this policy. As social networking sites like a Facebook become more popular, this can lead to more disciplines, even if you post it from your home computer, due to postings, pictures, and comments. Entering this New Year we all need to be more cognizant about our computers, emails, and phone use while at work.



Dues Notes

**BY: STEPHANIE HENNESSEY,
SECOND VICE PRESIDENT**

Many individuals in the Case-Related and Professional Units start employment in a county other than the one they reside in with the hopes of one day transferring closer to home. For many, this opportunity does occur. Be aware that even though you transfer, your status as a member does not. After you have transferred, contact your local PANJ representative to sign a new "Authorization For Employee Organization Deduction" card, also known as the Dues Deduction card. Your completion of the new card will allow little, if any, change in status.

Any changes, whether it be an address or name change, should be reported to the PANJ Business Office, either directly or with the assistance of your local PANJ representative. Correct information cuts down on unnecessary and incorrect mailings, which saves time and money.

2010 (NSO)
National Staff Organization



From left to right, Linval Lewis, Sophia Peele, Patrick Barrea, Robyn Ghee, Glenn Moten, Sabrina Beyah, Susan Smith, Jackie Sheehan, Lynne Taylor, and Ellen Cribbin.



Left to right, Linval Lewis, Lynne Taylor, Patrick Barrea, Glenn Moten, Susan Smith, Jackie Sheehan.



Left to right, George Christie, Ellen Cribbin, John Flynn, Linval Lewis, Robyn Ghee, Patrick Barrea, Sophia Peele, Gavin Cummings, and Glenn Moten.



From left to right Jackie Sheehan, Ellen Cribbin, Gavin Cummings, George Christie and John Flynn.

NSO
UNION BY CHOICE!

NSO - UNION BY CHOICE!

2009 PANJ - EF Conference



President Christie presents PANJ President's Award to PO S. Smith



PANJ conference class presenters Community Corrections Institute on Dealing with Aggressive Behavior



President Christie presents PANJ President's Award to SPO M. Edwards



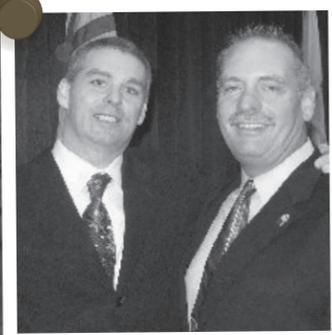
PANJ Conference Committee members



PANJ John Augustus Award recipient PANJ 1st VP Line Staff Unit- Dwight E. Covaleski



President Christie presents PANJ President's Award to CSS II Barbara Vignola, with Local PANJ- CR President Linval Lewis (far right)



Jim Dowd with NJ State Parole Officers PBA President Craig Pfeifer



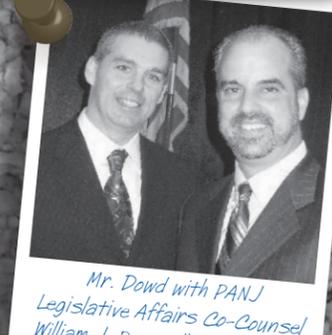
President Christie presents PANJ President's Award to SPO L. Duverge



Fireman's Mutual Benevolent Association President William Lavin



PANJ William H. Thomas Citizen of the Year Award recipient James Thomas "Jim" Dowd (center) with Mr. Thomas to his left and PANJ President Christie on right. (Mr. Dowd's website- www.theultimatefan.com)



Mr. Dowd with PANJ Legislative Affairs Co-Counsel William J. Pascrell III, Esquire



PANJ Probation Officer of the Year Marianne H.-Marrero



PANJ Conference Chair Susan Ormsby-Cuozzo with Mr. Dowd holding the 1995 Stanley Cup victory ring



Supervisor of the Year John F. Bond



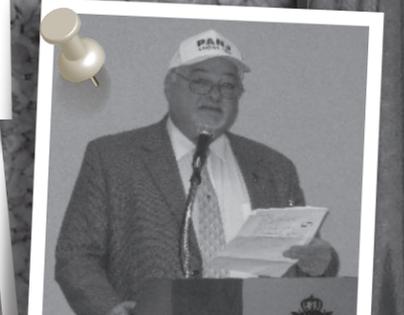
State Troopers Fraternal Association Vice-President Christopher Burgos



PANJ Legislator of the Year Sean Kean



President Christie presents PANJ President's Award to CSS II N. Brunetto



PANJ Executive Asst. to the President Peter Tartoreto