

# INSIGHT



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## SOCIAL MEDIA AND A PROBATION OFFICER

By Ellen Cribbin, 1st VP Line Staff

As all of us know, the Judiciary has been tracking our training classes and acknowledgements of receipt of judicial policies through JLMS. All too often we see, at the state level, that management's discovery, during the disciplinary process, includes a member's acknowledgment of a policy that they are accused of violating.

Many of us use social media to keep in touch with family and friends, to network among our peers and to keep up to date on current events. A social media policy was issued to all of us on January 31st, 2011. The policy speaks to our need, as judicial employees, to adhere at all times to the Code of Conduct. At the state and local levels, we as reps have seen our brothers and sisters get called into investigatory interviews that result in disciplinary action due to violations of the social media policy. These disciplines can be prevented!

Some keynotes to prevent this type of discipline in the future are housed in the policy itself. Code of Conduct rules in the workplace also apply to social media accounts. We can't share confidential information acquired in the course of our employment. There are strict prohibitions with respect to certain political activities that carry into social media, that's the same rule that applies to our outside activities. We are allowed to join government-run Facebook groups, sign up for RSS Feeds or automated text message groups, and any other electronic communication from any official government organization. I know that the Code of Conduct is a large document that spells out numerous do's and don'ts, but I think we can all be guided by this: if you wouldn't say or do it while you are working, don't do it on social media.

*Assemblywoman Shavonda Sumter selected as 2016 Legislator of the Year*

By Jeanette Hoffman & Gerry Gibbs, Capital Impact Group

PANJ's Legislative Committee has selected Assemblywoman Shavonda Sumter to be honored as the 2016 Legislator of the Year at the 73rd Annual PANJ Education Fund Training Conference Luncheon in November.

Assemblywoman Sumter, of Paterson, was first elected to the New Jersey General Assembly on November 8, 2011. She was selected as Majority Conference Leader on January 16, 2015, filling the vacancy left by Bonnie Watson Coleman, who was elected to the U.S. House of Representatives.

As a member of the Assembly Law and Public Safety Committee, Assemblywoman Sumter has helped advance many of PANJ's key legislative initiatives and is a strong supporter of New Jersey's probation officers. She is also the Director of Behavioral Health Services at Mountainside Hospital in Montclair.

## OFFICIALS

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Ellen Cribbin  
First V.P., Line Staff

Gavin Cummings  
First V.P., Supervisor's Unit

Jacqueline Guarini-Sheehan  
Second Vice President

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Southern Regional V.P.

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Tracy Adamkiewicz  
Central Reg. V.P., Supervisor's Unit

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Nicholas Briscuso, Monmouth

### Region 3

Titessa D. Smith, Gloucester  
Susan Lively, Cumberland  
Greg Wolf, Salem

## A Message From The President

Congratulations to Both Units.

I want to take a moment to thank all of the members in both units of PANJ. You have shown tremendous professionalism and patience while contracts were negotiated in both units. I am extremely humbled to be the President of this great organization and to represent such a dedicated group of professionals. PANJ knew that what we were doing was right for our members, and that is why it took 39 months.

I would like to thank Ellen Cribbin, 1st VP Line, and Gavin Cummings, 1st VP Supervisors, their respective negotiations committees, and Daniel Zirrieth, General Counsel to PANJ, for their diligence and unwavering desire to secure the fairest possible contract for our members. We will move forward and continue to remain steadfast in our representation of our membership and work to make further improvements to address economics, working conditions, and other important issues central to our members' and their families' welfare. This was no small feat with the economic climate and anti-public employee sentiment that we are faced with today. We will continue our unwavering representation of our membership.

Yours in PANJ,

*Dwight Covalleskie*

Dwight Covalleskie  
President



## A Message From The Editor

Brothers and Sisters,

Patience and persistence have finally paid off! Both the Supervisors and Line Staff have settled and ratified their contracts, after a long and difficult fight. We owe our gratitude for this achievement to PANJ President Dwight Covalleskie, First Vice Presidents Ellen Cribbin and Gavin Cummings, the negotiations teams and Attorney Dan Zirrieth. Their dedication and commitment, throughout this arduous process, has truly been inspiring.

We should be proud of our Union and all of our members for standing strong and united. Congratulations to all of us on this triumph! We will celebrate at the PANJ EF Training Conference in Atlantic City. Hope to see you there. Have a Happy and Safe Holiday Season everyone!

In Solidarity,

*Nick Briscuso*

Nick Briscuso  
Editor

## Managing Stress

By Katie Sullivan-Rodebaugh, HCAMS

The staff at **Healthcare Assistance with Member Support (HCAMS)** understands that Union members are facing more difficult issues this year than ever before. Contract changes, increased insurance contributions, increased workloads and other outside forces may be altering the way that you approach your job and the world beyond your work environment.

If stress and anxiety are affecting your already complex daily routine, there is help available to Union members and their families. HCAMS offers confidential, 24 hour a day/7 day a week, no cost Employee Assistance Professional (EAP) job protection services.

It's important to recognize the signs and symptoms of stress, which, left untreated, can have a negative impact on an individual's health and job performance. Stress affects every aspect of your life – work, home and family.

This service is a continued effort to assure the well-being of Union members and their families. HCAMS has over 90 years of combined experience working with clients dealing with issues such as:

- Stress and Anxiety Related Conditions
- Drug and Alcohol Dependencies
- Depression, Anger or Low Energy
- Grief and Loss Counseling
- DUI Advocacy
- Hostile Work Environment/Bullying

Job protection is HCAMS number one goal particularly in these difficult times. Don't let "stressors" affect your job security.

# Stress Alert!

If you or a family member is experiencing "STRESS" or struggling with a behavioral health and/or substance abuse condition, you can contact your confidential, no cost referral service at 1-888-828-7826



[www.UnionSupport.org](http://www.UnionSupport.org)

**73rd Annual PANJ EF Training Conference**  
**“You Don’t Need Super Powers to be a Super Hero”**  
**Conference Agenda**

**Sunday, November 22, 2015**

- 2:30 PM - 7:30 PM Registration & PANJ EF Store – Grand Ballroom Foyer (3rd Floor)
- 5:00 PM - 6:00 PM Executive Board Meeting – Newport (4th Floor)
- 6:30 PM - 7:30 PM General Membership – Newport (4th Floor)
- 8:00 PM-11:00 PM Welcome Reception with the Exhibitors- Grand C (3rd Floor)

**Monday, November 23, 2015**

- 8:00 AM - 6:00 PM Exhibitors Viewing – Grand C (3rd Floor)
- 7:30 AM - 8:45 AM Breakfast – Grand C (3rd Floor)
- 8:00 AM -12:00 PM Registration & PANJ EF Store – Grand Ballroom Foyer (3rd Floor)
- 9:00 AM-10:30 AM Workshops – 4th Floor
- 10:45AM- 12:15 PM Workshops – 4th Floor
- 12:30 PM - 2:00 PM Awards Luncheon—*Vegetarian/ Gluten Free entrees available - please request earlier at registration* – Grand A & B Ballroom (3rd Floor)
- 2:30 PM - 3:30 PM Registration & PANJ EF Store – Grand Ballroom Foyer (3rd Floor)
- 2:30 PM - 4:00 PM Workshops – 4th Floor
- 4:00 PM – 6:00PM Mixer with Exhibitors – Grand C (3rd Floor)
- 8:00 PM - 12:00AM Hero Party – Music/ Dancing – Haven Night Club

**Tuesday, November 24, 2015**

- 7:30 AM – 8:45 AM Breakfast – Grand C (3rd Floor)
- 8:00 AM – 3:00 PM Registration & PANJ EF Store – Grand Ballroom Foyer (3rd Floor)
- 9:00 AM–10:30 AM KEY NOTE SPEAKER- The Showroom (3rd Floor)
- 10:45AM – 12:15 PM Workshops – 4th Floor
- 12:15 PM – 1:30 PM Lunch with Exhibitors – Grand C (3rd Floor)  
*(All prizes to be awarded- Must Be Present to Win!)*
- 1:30 PM – 3:00 PM Workshops – 4th Floor
- 2:30PM Certificates will be available at Registration area

*Please remember to bring non-perishable items for donation to the “Community Food Bank”, to participate in drawing donations must be dropped off prior to **11:00 AM** Tuesday, November 24, 2015.*

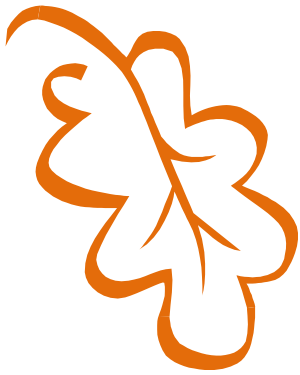
**PROBATION ASSOCIATION OF NEW JERSEY**  
**EDUCATION FUND, INC.**  
**73RD ANNUAL TRAINING CONFERENCE**



**For More Info**  
[www.PANJ.org](http://www.PANJ.org)



**November 22-24, 2015**  
**Golden Nugget**  
**Atlantic City, NJ**



PANJ would like to wish  
all of our members,  
families and friends  
a Happy & Healthy  
**Thanksgiving,**  
a Warm & Wonderful  
**Holiday Season**  
and a  
Peaceful & Prosperous  
**New Year!!**

