

INSIGHT



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WWW.PANJ.ORG

PANJ ELECTIONS

By Stephen McMullen, Chairperson Nominations/Elections Committee

The election for the Executive Board of PANJ will take place this fall; all offices from President to Sergeant-at-Arms will open for election. The elections are held every three years and will be conducted in accordance with the PANJ Constitution and By-Laws. All active members in good standing as of August 1, 2013 will be eligible to vote. The State of New Jersey is divided into three regions and you will receive a ballot for your respective region and unit of work.

The Nominations/Elections Committee will prepare the ballot of all members who are eligible and have been nominated by active members. All nominated members have been offered the opportunity to submit written biography/qualifications for the office they seek. This will be distributed with the ballots that will be sent out prior to November 1, 2013. The ballots will be mailed by American Arbitration Association to your home and they are to be returned to American Arbitration Association in the included envelope. Please follow the directions as the American Arbitration Association will be conducting the election and they will discard any ballots that are not submitted per their rules.

The ballots will be tabulated by American Arbitration Association and the results forwarded to Election/Nominations Chairperson and Committee. A simple majority of ballots tabulated will constitute the election. The results will be announced at the PANJ membership meeting November 24, 2013; which will be held at Bally's in Atlantic City. The elected Officers will be installed at the first Executive Board meeting in 2014.

If your address or name has changed recently, please contact the PANJ Office at 732-223-1799. In addition please visit the PANJ website at www.PANJ.org for ongoing updates.

Please get involved and help make our union stronger. Your participation counts; now make your vote count too. Participate in the election of your next PANJ Executive Board.

OFFICIALS

Brad Fairchild
Interim President

Dwight Covaleskie
First V.P., Line Staff

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

Stephanie Hennessey
Second Vice President

Daniel M. Bergin
Northern Regional V.P.

Kevin Farley
Central Regional V.P.

Patrick Barrea
Southern Regional V.P.

Donald DeHart
Northern Regional V.P., Supervisor's Unit

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

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

Dorothy Robinson
Recording Secretary

Susan Ornsby-Cuzzo
Financial Secretary

Jacqueline Guarini-Sheehan
Treasurer

Linval Lewis
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
Susan Smith, Middlesex

Region 3

A. Francis Nunan, Cape May
Greg Wolf, Salem
Susan Lively, Cumberland

A Message From The Editor

Brothers and Sisters,

Welcome to the Fall Edition of the Insight! As usual your representatives have been busy speaking your voice, and promoting PANJ's interests.

Negotiations for Line Staff and Supervisors have been on going. The First Vice Presidents of each unit have been meeting with their respective negotiations teams to resolve the outstanding issues; such as the grievance and discipline articles, union leave, a two tiered compensation plan and 9.8.

We're currently in election season, not just for New Jersey's next governor, but for our own Executive Board as well. Stephen McMullen is chair of the election committee, and has included an article with all the details. Remember your vote counts!

PANJ-EF's annual conference is almost here. Early registration is due by September 20th. Make sure you get your checks in before then to take advantage of the lower price. The chair of this year's conference is Deneen Hohman and she has included an informative article in this edition as well.

In Solidarity,

Ellen Cribbin

Editor



The APPA Conference and Bureau of Justice Working Group Meeting, July 2013

By Stuart Martinsen, PANJ Legislative Liaison

Several PANJ Executive board members and PANJ conference committee members attended the American Probation and Parole Association (APPA) Summer Training Institute in Baltimore, Maryland during the week of July 27-31, 2013.

APPA has been supportive of many safety and organizational concerns to probation and parole agencies on a national level for many years. PANJ has been a major contributor to APPA's progress in this area in New Jersey and nationally as well.

Specifically, on July 30, 2013 PANJ representatives participated in the APPA-BJS working group meeting with representatives of the Bureau of Justice to discuss the status of the Census of Adult Probation Supervising Agencies (CAPSA). Also, discussion was held concerning the plans for developing a core and set of supplemental questionnaires for future use in the Annual Surveys of Probation and Parole (ASPP) and the Community Corrections Officers Killed and Assaulted survey (CCOKA) national project. In attendance at this meeting with BJS staff were representatives from probation and parole agencies in Texas, Illinois, California, Ohio, New Jersey and other states.

Concerning the CCOKA project, the BJS along with APPA and PANJ have developed a pilot survey to be rolled out to several states in 2014 to gather national data on deaths and assaults of probation and parole officers responsible for supervising adults in the U.S. Data to be collected include characteristics of officer victimization such as location of the incident, type of weapon used and officer activity. Also to be studied and surveyed are incident characteristics including the death of the victim-officer, number of assailants, hostage situations and assailant intimidation of officers. Assailant characteristics to be captured in the data include the relationship of the assailant to the victim-officer, supervision status of same, prior criminal record, substance abuse and/or mental health history and other relevant variables of the assailant(s).

It should be noted here that PANJ has determined in NJ alone, approximately 10.5% of all shootings in the state for 2013 so far involve active probation cases, either as shooters or victims of shootings. PANJ data correlated with NJSP-ROIC reports indicate that approximately 97 shooting victims for 2013 as of this article's date (of a total of 1011 shooting victims) were on active supervised probation. Further, approximately 20 were killed by gunfire of these 97 probationers. PANJ considers these percentages to be significant as do our legislators and a major safety concern to the supervising officers in the field who could be caught in a crossfire or encounter the probationer(s) when armed. Also, NJ probationers were charged with committing approx. 19 attempted or actual homicides for 2013 (not all were shooting incidents). While the AOC reports that PANJ line staff and supervisors oversee approximately 120,000 adult persons on probation in NJ, only about 62,000 are considered to be "actively" supervised according to AOC reports.

In consideration of these above statistics that PANJ will also be sharing with the Chief Justice's ad hoc committee at AOC on Sept. 24, 2013, the need for statewide national assault and death data on probation and parole officers as being addressed by the BJS and APPA is of the utmost importance. Further as a direct result, officer and field supervisor safety must be studied carefully and all efforts must be made to enhance same by probation and parole agencies in NJ and across the country. A social media survey/report by the NJ AOC this year found that at least 5 officers were killed in the line of duty since 2007 and 30 were assaulted or shot since 2005 nationally.

Your state PANJ representatives will be attending future meetings at APPA with the BJS and report any updated information to the PANJ membership as it develops. PANJ also wishes to thank all APPA staff; Chief William Sabol, Asst. Director Lauren Glaze and all other BJS staff at the Dept. of Justice for their arduous work in developing this collection project in order to bring attention to the need for probation, parole officers and their supervisor's ongoing safety and training concerns across the nation.

Please see the PANJ website photo gallery for pictures of the July 2013 APPA conference and the BJS working group at <http://panj.org/photo-gallery/index.php>. Please contact this writer if you have further questions or suggestions regarding this important PANJ matter.



The Battle Continues

By Brad Fairchild, Interim PANJ President

I would like to thank all the Executive Board members and Officers in PANJ who have made my first few months as the new Interim President an incredible experience. I am deeply grateful for all your help and assistance in adjusting to this new position. It's a humble feeling following in the footsteps of a great leader like George Christie as George set a standard for leadership that few people can match.

There is a lot to report as the summer months have not slowed the pace of activity in the world of PANJ. Contract negotiations for both line staff and supervisors have become intense and the First Vice Presidents, Gavin Cummings and Dwight Covaleskie, have been superb in leading their negotiating committees. Recently observing both contract committees in action I know they are negotiating in very difficult times and although it may be many months until PANJ has settlements in both units, members can be assured PANJ will not relent in its pursuit of an agreement that is fair to our members.

Several months ago the Judiciary presented an economic package that would have an extreme negative impact on current and future members. The proposal would give PANJ members significantly less money than those state workers in the Executive branch who settled last year. PANJ is coordinating opposition to the Judiciary's plan with other Judiciary unions and a second meeting of the unions will be hosted by PANJ at our office in Wall Township on September 6.

I have been meeting with legislators this summer to discuss PANJ's legislative priorities. In addition to our continued advocacy for the transfer of Probation to the Executive branch, PANJ is also urging Senators and members of the Assembly to do everything possible to reduce the cost of high health insurance premiums as PANJ members will be paying a 35% share in two years. For some members this cost will rise to over \$7000 per year which will reduce their net pay.

PANJ is continuing the fight for improved equipment and training for Officers who are conducting supervision and other court functions that involve going into homes to conduct investigations and verify addresses. Recent events and trends across the state has made the situation even more dangerous than in the past.

In cities like Jersey City, Trenton, and Camden, gun related crime has escalated which puts our members in harm's way as they are out in the middle of much of the violence.

Counties have also been closing Juvenile Detention Centers at a rapid rate, (six counties have closed their facilities in the last 5 years) and several counties have closed their jails to consolidate with neighboring counties in the hope of saving money. These actions may be a savings to the counties but it also means fewer juveniles and adults are being incarcerated. If such individuals are not locked up they are in the community which places a greater sense of urgency on improving the safety of community supervision.

Another policy initiative recently announced by Attorney General Eric Holder in Washington may also have serious future implications for community supervision and probation. There are plans to eliminate mandatory jail sentences for some federal drug offences which could result in fewer individuals being detained for drug related offences and, as an alternative, referred to community supervision. If such trends trickle down to the state level more individuals who were previously incarcerated will be the responsibility of probation.

I also believe that PANJ can connect with individual mayors and mayoral organizations to build support for changes that PANJ's advocates. If we can better equip and train Officer's to go into high crime neighborhoods where some of our clients reside and conduct regular and effective supervision, it have a direct positive impact on the quality of life on the street. This is a concept mayors can embrace and support.

In early August I met with Jersey City Mayor Steven Fulip and he agreed that PANJ and his administration have common concerns and we will continue the dialogue. I have also scheduled a meeting with the Conference of Urban Mayors next week and hope to lay a foundation for establishing a relationship that will benefit PANJ's legislative agenda.

I look forward to working with the Executive Board in the months ahead. All members should feel free to call the office with any questions or concerns.

Pending Arbitrations

By Dwight Covaleskie, First Vice President, PANJ

Arbitration is defined as: "the submission of a dispute to an unbiased third party designated by the parties of the controversy, who agree in advance to comply with the award- a decision to be issued after a hearing in which both parties have an opportunity to be heard."

Arbitration procedures have been around since the eighteenth century, however the process really took hold in labor-management relations after WW II with the passage of the Taft Hartley Act, by Congress and Supreme Court decisions cementing arbitration awards as a means of keeping matters from the Courts.

In our particular case there is a contract clause, under the grievance procedure, that allows PANJ to move grievances to arbitration in which contractual issues that are in dispute and are unable to be resolved at the Step 3 hearing. Arbitrations are very important from the standpoint of fairness and getting an independent decision. All of the following matters have had hearings at a lower level, prior to the matter being moved to Arbitration.

The following is an overview of pending arbitrations of importance to our members: CO-ARB-001-12- this matter dealt with crowding in the hallways that affected the safety of the officers and public. CO-ARB-003-12- Cashing Out of Comp Time - Officers time is being cashed out prior to the end of the fiscal year, thus violating a contractual clause of our contract, that states this decision must be made in two weeks. CO-ARB-009-12- Hours of Work Week/ Alternative Work week - this resulted in the change of schedule without consulting with the union at the local level. CO-ARB-10-12- Flex Time - this matter deals with a violation of changing work weeks/hours. CO-ARB-012-12- 1312-10 & 1028-10- Preservation of Work Unit- In two counties, work that has been performed by Team Leaders was assigned to the PO title without negotiations or pay. This is very important because this maintains the preservation of our work unit. CO-ARB-001-13- Fairness of hearing officer - our contract contains a provision that the hearing officer that is employed by the Judiciary is to be fair and impartial. This arbitration will focus on actions of the hearing officer that PANJ thought, to be in violation of the contract, including information that was never mentioned at the hearing, but was contained in favorable management decisions. CO-ARB-003-13- Retaliation JIQ Issues- this grievance which has reached Arbitration was filed after actions involving another grievance that preceded this matter. Employees were told that they must fill out a Job Information Questionnaire, or face discipline. The contractual language regarding this matter clearly indicates that this procedure is voluntary. CO-ARB-004-13- Overtime/Beeper Duty- this specific matter deals with only a certain number of qualified individuals being assigned after hours pager duty amongst a qualified pool of officers. CO-ARB-006-13- Dress Code Policy- This particular case deals with the enforcement of a dress code without negotiating specific safety concerns as well as costs associated with the policy. Finally, CO-ARB- 008-13 is a joint matter between Line and Supervisors that directly impacts PANJ's ability to negotiate a successor contract and the specific time off, that is now chargeable in relation to contract negotiations preparation.

We are currently awaiting decisions on Off-site reporting, which deals with officer safety and acting pay, for those officers that fill in for team Leaders over a period of time.

Each and every award we receive is extremely important to the preservation of our contract and each and every member. Please do not hesitate to contact me if you have any specific questions regarding the Arbitrations.

71st Annual PANJ EF Conference

By Deneen Hohman, Conference Chair

Autumn Leaves, football, school, cool weather and the Annual PANJ EF Conference. It's that time of year again! This year's conference theme is "Information-Interaction-Innovation" with a "survivor" motif for the events. We have made some changes this year and are looking forward to another great experience.

Recently the training committee received some sad news. One of the trainers passed away. The training committee was able to replace the two workshops on Monday from the revolving list of quality trainers. The committee is also pleased to announce we are offering two child support workshops this year. All the workshops and their descriptions are on the PANJ website at panj.org. There are many interesting workshops this year that target all our members. Just remember at any given time anyone can be transferred to any position. If you are registered for the conference and would like to help by moderating a workshop, please email Thea Fitzpatrick with the workshop you wish to moderate.

The booklet is being created and we would like for all the locals to take out an ad or one liner. This booklet is a great opportunity to advertise businesses statewide. Scholarship and Award nominees are also needed.

We have a lot of new exhibitors this year. The conference committee is asking for all the local's to donate \$25 gift for the Monday exhibitor raffle. You must be present to win.

We will be continuing with the "Give Back to the Community" by collecting non-perishable items for the FOOD BANK.

The Committee would like to remind everyone the early bird registration is due September 20th, 2013. The Conference Committee hopes to see everyone November 24th-26th, 2013 at Bally's Hotel & Casino. Please visit the PANJ website for more information.

The logo for the 71st Annual Conference is centered on a background of a map of New Jersey. At the top, it reads "PROBATION ASSOCIATION OF NJ EDUCATION FOUNDATION" in bold, black, sans-serif font. Below this is a large green oval with a yellow border. Inside the oval, the words "INFORMATION" and "INTERACTION" are written in a curved path at the top, and "INNOVATION" is written in a curved path at the bottom. In the center of the oval, "71ST ANNUAL CONFERENCE" is written in a large, bold, yellow, blocky font with a black outline. Below the oval, the dates "November 24- 26, 2013" and the location "Bally's Hotel & Casino, Atlantic City, NJ" are listed in bold, black, sans-serif font. At the bottom of the graphic, it says "for registration and workshop information visit the website" and "www.PANJ.ORG" in bold, black, sans-serif font.

**PROBATION ASSOCIATION OF NJ
EDUCATION FOUNDATION**

INFORMATION INTERACTION

**71ST
ANNUAL
CONFERENCE**

INNOVATION

November 24- 26, 2013
Bally's Hotel & Casino, Atlantic City, NJ

**for registration and workshop information
visit the website**

www.PANJ.ORG

Corr-Stat Meeting

By Stuart Martinsen, PANJ Legislative Liaison

On Thursday August 22, 2013 George Christie, former President of the Probation Association of New Jersey attended the regularly scheduled meeting of law enforcement (LE) executives regarding surging crime statistics along the Route 21 corridor. This meeting was called for the purpose of information sharing and collaboration concerning criminal activity and safety concerns for LE and also probation and parole officers. This area includes Essex, Passaic and Hudson Counties and was hosted by Chief of the Passaic County Prosecutors Office, Mr. Anthony Ambrose.

The goal of the meetings was to share with the New Jersey State Police and other police organizations information on crimes and criminals that plague the route 21 corridor. There are plans for this committee to meet monthly and for other similar committees to meet in high crime areas of the state.

PANJ was highly praised for their input and statistical (ROIC) reports orchestrated through the dedication and hard work of probation officers and supervisors who receive and share them within the local vicinages. PANJ has determined, based on this data, that for 2013 approximately 13% of all shootings in the state involve active probationers either as suspects in the shootings or as shooting victims.

George Christie was also joined by probation officers from Passaic and Essex who were approved by their vicinages to attend and were glad to be part of such an important endeavor. It should be noted that PANJ was able to establish important lines of communication with members of the NJSP which still continue to the present day.

Further, it should also be noted that the approval to receive ROIC and ALERT reports was developed as an outgrowth of the ad-hoc/PANJ and Judiciary committee formed by Chief Justice Rabner. The committee is chaired by AJSC Ciccone and AJSC Volkert. The committee continues to meet regularly with PANJ and has expressed concern for the safety of PANJ members both in the field and the office. Please contact the PANJ office at panj1@optimum.net, if you have any questions or suggestions concerning other safety issues that PANJ should be addressing.

New APPA President

By Brad Fairchild, Interim President

On July 29, 2013 in Baltimore, Maryland the American Probation and Parole Association (APPA) swore in their new President Carmen Rodriguez.

Carmen started her career in Probation as a Probation Officer in Cook County, Illinois in 1987. Several years later she was promoted to Senior Training Specialist. Carmen became active in APPA beginning in 1989 holding various positions before becoming President.

Carmen's selection as President is significant for several reasons. She is first person of color in the 38 years of APPA's existence, and she is from a field practitioner's position and not strictly administration. She has demonstrated a unique ability to connect with her colleagues and believes strongly in making training a priority even in times of budgetary restraints.

Ms. Rodriguez believes strongly in Probation's future and its critical role in public policy. She advocates the benefits of "evidenced based practices" and supports community collaboration in many aspects of probation supervision.

Carmen was born in Cidra Puerto Rico and arrived in Chicago, Illinois when she was just a year old. She has spent all her time in the Chicago area, but also returns Puerto Rico each summer.

PANJ looks forward to working with President Rodriguez and we know she will be an incredible asset to Probation on a national scale in the years ahead.

Union Membership

By Jacqueline Guarini-Sheehan and Stuart Martinsen, Co-chairs Membership Committee

PANJ represents two units, the line staff and supervisors. Both units have full dues members and "agency fee" members. A full dues member is someone who signed a union membership card and is paying the full dues amount. The full dues amount set by PANJ is \$17.42 per pay period. An "agency fee" member is someone who did not sign a union card, but falls under the collective bargaining agreement. The agency fee member pays \$14.80 per pay period.

When you become a full member of PANJ there are many benefits. You have a voice at the negotiating table; as well as, other issues affecting all our members. You have the ability to run and vote in local and state elections. You have the right to vote on your contract.

As an agency fee member, you are only covered under the collective bargaining agreement. You do not have the right to vote on your contract.

If you are not a full dues member, please fill out a union card. You can contact your local representatives or the PANJ office to obtain one.

Please visit the PANJ website often www.panj.org and our Facebook page Probation Association of New Jersey.

A Dedicated Senior Probation Officer Retires

By Linval Lewis- Gloucester County Local President, State PANJ Parliamentarian

Sally Cooper, a Gloucester County Senior Probation Officer, retired after 34 years of dedicated service to the Judiciary. She was hired as a Probation Officer in November of 1978 with a starting salary of \$10,500.00. She began her career in Family Intake interviewing litigants for appropriate Family Court services but not limited to custody, child support, medical coverage, and paternity. She conducted consent conferences, assisted judges, attorneys, Board of Social Services, and DYFS personnel. Five years later, her duties increased as did others, including juvenile beeper duty, home inspections, and custody investigations. Sally was promoted to a Senior Probation Officer in 1986. She became a volunteer coordinator for the Juvenile Conference Committee in Vicinage 15 and was responsible for overseeing eight committees. She recruited the volunteers and assisted with training them for four years. She was also the coordinator of the supervised visitation program for twenty years. Sally worked for a short time period in the Family Crisis Unit setting up supervised visitations at the Robin's Nest Program for DYFS as well as working with families and juveniles through the court system. In 2002, she transferred back to the Family Intake Unit to customer service litigants up until her last day of retirement. Now that Sally has retired, you'll find her enjoying most of her time at her beach house in Long Beach Island, New Jersey. She enjoys taking long walks with her dog, interacting with previous retired Gloucester County Family Court employees, and attending wine tasting festivals.

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