



PESU NEWSLETTER

APRIL

2018

A Word From Our PESU President

The Public Employees Supervisors' Union was established on September 1996 under the leadership of President Nicholas Nicoletta until his retirement in 2011. Nick along with membership separated from the Teamsters union to form PESU. Currently, our union is comprised of various supervisory titles which perform clerical and administrative duties within the Division of Family Assistance and Benefits formerly known as the Division of Welfare located in Essex County, NJ.

As a collective bargaining labor union we seek to protect and preserve our bargaining power through effective and efficient negotiations. We will continue our efforts to promote harmonious relations between the employer and the Union, while establishing mutually agreed upon procedures for the resolution of differences. Public Employers Supervisors Union (PESU) will strive to maintain equitable and fair wages, reasonable work hours and satisfactory work conditions. The overall mission is to ensure that our legal rights will continue to foster the interests and welfare of our union members and the trade labor movement as a whole. As your President, I am humbled by the opportunity and look forward to serving you.

Fraternally, Lisa Maddox-Douglas

What's the Buzz?



We congratulate and wish our members below the best on their retirements. We thank them for their dedication and years of service. Their knowledge and presence will be missed:

- ◆ Denise Colvin
- ◆ Sharon Wiggins
- ◆ Carol Perkins*



*A special thank you to Carol Perkins on her years of service for our PESU Union and its members.



We also congratulate Tre'vena A.L. Bennett, daughter of our member Sharanda Bennett on her graduation from Bentley University in May 2018 with a Bachelor of Science in Marketing and a minor in Sports Business Management. Tre'vena has also been accepted into the Master's Program at Georgetown University majoring in Sports Industry Management in the Fall of 2018. We wish her all the best!

APRIL IS...

⇒ Autism Awareness Month

Nearly a quarter of a century ago, the Autism Society launched a nationwide effort to promote autism awareness, inclusion, and self-determination for all, and assure that each person with ASD is provided the opportunity to achieve the highest possible quality of life. For more information on Autism, please visit the Autism Society at <http://www.autism-society.org>



⇒ Distracted Driving Awareness Month

The latest statistics show motor vehicle fatalities are up 6% from 2015. More than 40,000 people were killed on our nation's roadways last year, and distracted driving is a major contributor. In honor of awareness month, the National Safety Council is offering a free 45 minute Distracted Driving Online Course from April 15-21, 2018. For more information, please visit <https://www.nsc.org>



⇒ Stress Awareness Month

Stress happens. Sometimes it's unavoidable, at times it's unbearable. Stress does not merely afflict your mind; it can also affect you on a cellular level. In fact, long-term stress can lead to a wide range of illnesses—from headaches to stomach disorders to depression—and can even increase the risk of serious conditions like stroke and heart disease. Understanding the mind/stress/health connection can help you better manage stress and improve your health and well-being. For more information on stress and ways to relax, please visit <https://foh.psc.gov/calendar/stress.html>



Recipe Corner

Carressa Simmon's Famous

Meatballs

Ingredients:

- 10 ounce grape jelly
- 12 ounce chili sauce
- 1 pound hamburger
- 1/2 cup bread crumbs (I use Italian flavor)
- 1 egg
- 1/4 cup milk
- 1/2 tsp Worcestershire sauce
- 1/3 cup onion (you add onion to your liking)



Directions:

- Combine jelly and chili sauce in pot to simmer together on low heat. (I usually do this in a crock pot if serving same day to keep everything warm once done cooking).
- Stir occasionally to ensure the jelly breaks down and combines with chili sauce.
- Warm oil in pan (just enough to coat bottom of pan. Add more if needed along the way.)
- Mix all other ingredients into hamburger meat.
- Make balls with meat.
- Once oil is heated place meatballs into pan and fry until done.
- Once done cooking drain and put in sauce.

Bon Appetit!



BRAIN TEASERS

CELEBRITY ANAGRAMS

Unscramble the letters to spell the name of a current celebrity.

Example: wnki tsleate = kate winslet

1. hwit ilmls
2. ath smokn
3. iteka nrvh
4. rusab irjlte
5. otmn atnda
6. wyrpi feaonrh
7. fznojepl enire



How Communication Affects Teamwork

by George N. Root III



Teamwork offers advantages such as increased productivity, a heightened sense of morale and improved staff efficiency. One of the key elements in creating a good team is proper communication. To develop effective team communication, you need to understand how communication affects teamwork positively and negatively. That understanding will help you to promote good communication habits.

Increases Interaction

When communication channels in a team are properly established and information flows easily between teammates, then that increases the ability of staff members to interact, according to the Management Skills Advisor website. Team members learn how to interact more efficiently with each other to perform their job duties, and they are better able to understand the strengths and weaknesses of each teammate.

Conflict

Poor communication within a team can cause misunderstandings that lead to internal conflict. A team that spends its time misinterpreting information and creating conflicts is not able to be a productive work unit. Developing a strong system of communication eliminates misinformation and cuts down on the possibility of conflict. The team can focus on company tasks as opposed to wasting time sifting through conflict.

Responsibilities

Members of a team need to understand their individual responsibilities to the team's success, and they also need to understand how the duties of their team help the company to move forward. Good communication gets all of the necessary information to each team member on their responsibilities, and it also keeps the team updated on the company's progress. A broken communication system can leave team members confused as to what is expected of them, and unmotivated because they do not understand how their work contributes to the company's success.

Training

A team with an effective communication system can be easily trained by the company, or by the team manager. When communication is not functioning properly within a team, training information does not get distributed to the entire team. The staff members that received the information are up to date while other parts of the group still need to be brought up to speed on new developments. Good team communication helps to maintain employee development and keeps the entire team updated with new information.