



PESU NEWSLETTER

September 2025

PESUONLINE.COM
pesuprez@pesuonline.com
973-639-9621



FROM OUR UNION PRESIDENT

I remain committed to ensuring that our legal rights are protected while diligently promoting the welfare of our members.

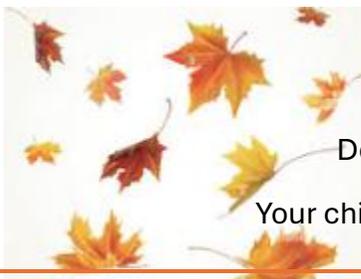
On behalf of the PESU Executive Board, we are humbled by the opportunity to serve and look forward to leading with you.

In Solidarity,
Lisa Maddox Douglas
PESU President



OPEN ENROLLMENT IS AROUND THE CORNER!

Make sure your employee benefits are current.



Delta Dental's Flagship program is now Fixed Co-pay PPO
Your children on your Delta Dental plan will age off when they turn 23.

FLEXIBLE SAVINGS ACCOUNT (FSA) RENEWALS

With open enrollment comes the opportunity to take advantage of the Flexible Savings Account, the FSA. The FSA allows an employee to set aside pretax money from their pay for out-of-pocket medical expenses. These include co-pays for doctor, vision, or dental visits, prescription costs, medical device costs, minor expenses like Band-Aids, or over the counter medications.

Be sure to keep your receipts and submit them to the fund administrator if you take part.

The funds are use it or lose it if not used by the end of the year.

Inspira Financial manages the claims and distribution of funds for the program.

<https://inspirafinancial.com/>

LEADERSHIP CORNER

Leadership is often misunderstood, states John C. Maxwell

In fact, there are plenty of misconceptions and myths people embrace about leaders and leadership. Here are five common myths:

1. **The Management Myth** - Leading and managing are not the same thing.
2. **The Entrepreneur Myth** - Entrepreneurs are skilled at seeing opportunities and going after them, and, while they see needs and understand how to meet them in a profitable way, not all entrepreneurs are good leaders.
3. **The Knowledge Myth** - Knowledge is not always power - neither IQ nor education necessarily equate to leadership.
4. **The Pioneer Myth** - Being first isn't always the same as leading.
5. **The Position Myth** - The leader makes the position; the position doesn't make the leader.

As we know, leadership is influence, which is made up of many factors, including character. Beginning with the inner person, leadership is created through relationships, knowledge, intuition, experience, past successes and ability.

What method are you using to improve your influence *right now*?

I believe people's priorities show up in two places- their datebook and their checkbook. That to which we commit our time and resources, improves.

Leadership develops daily, not in a day. Consistency compounds

There are no successful "day traders" in leadership development. Successful leaders are learners, and they use a process, a method, to compound progress

**PESU WISHES TO CONGRATULATE OUR SCHOLARSHIP RECIPIENTS
AND RECENT GRADUATES!**

EZE BROOKS SCHOLARSHIP

Sa'Rai' Gordan, daughter of Tracey Marrow, Family Service Supervisor

BROOKS FOR BOOKS SCHOLARSHIP

Ethan Salvo, son of Evelyn Espejo- Salvo, Family Service Supervisor



We thank the members of the PESU Scholarship Committee for their work, making the Scholarship program a success.

Jeminat Boxton AASFS, Christel Adams AASFS, & Toni Sanderson Clerk 4



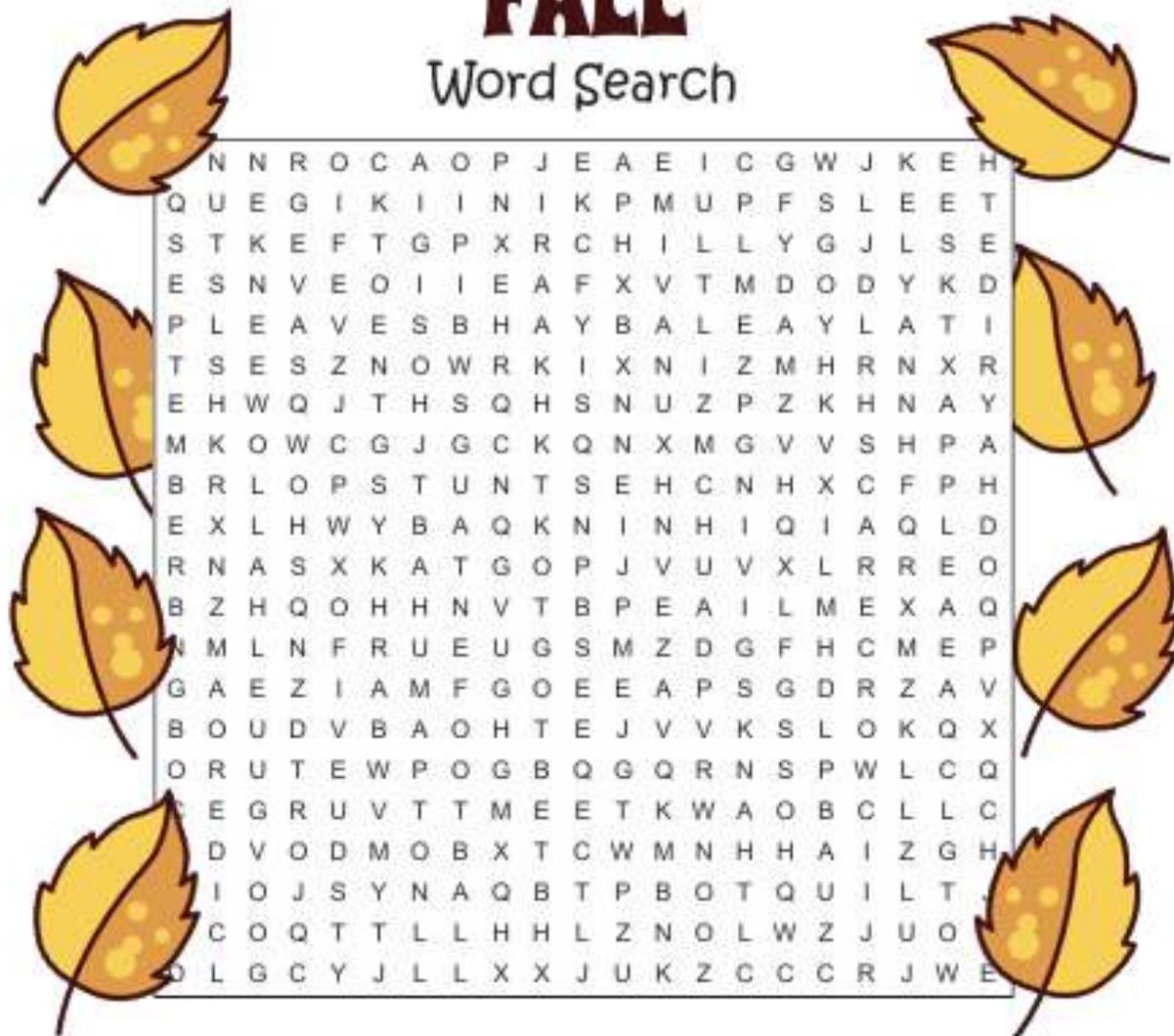
**CONGRATULATIONS TO OUR VERY OWN
SCHOLAR!**

We also wish to recognize one of our own members for her efforts. This July, Tracy Marrow has received her PHD from National University's JFK School of Psychology and Social Sciences.
PhD Doctor of Philosophy in Psychology

Name: _____ Date: _____

FALL

Word Search



ACORN
APPLE
AUTUMN
CHESTNUTS
CHILLY
CIDER
COBWEB
FALL
FOOTBALL
GOURD
HALLOWEEN

HARVEST
HAY BALE
HAYRIDE
LEAVES
MAIZE
NOVEMBER
NUTS
OCTOBER
PUMPKIN
QUILT
RAKE

SCARECROW
SEPTEMBER
SLEET
THANKSGIVING

DIRECTIONS:
Find and circle the vocabulary words in the grid. Look for them in all directions including backwards and diagonally.

Cranberry Orange Sauce

Yield: 3 cups

Prep: 5 minutes

Cook: 15 minutes

Total: 20 minutes

Skip the canned cranberry sauce and make it right at home. It's embarrassingly easy with just 3 ingredients!

Ingredients

- $\frac{3}{4}$ cup water
- $\frac{1}{4}$ cup freshly squeezed orange juice
- 2 tablespoons orange zest
- $\frac{1}{2}$ cup sugar, *or more, to taste*
- 1 (12-ounce) bag fresh cranberries

Equipment

- [Saucepan](#)
- [Microplane](#)

Instructions

- In a medium [saucepan](#), combine water, orange juice, orange zest, and sugar over medium heat. Cook, stirring occasionally, until the sugar has dissolved.
- Stir in cranberries and bring them to a boil.
- Reduce heat and simmer until sauce has thickened, about 15 minutes.
- Let cool completely before serving.

<https://damndelicious.net/2013/11/15/cranberry-orange-sauce/>



COMMEMORATIONS:

HISPANIC AMERICAN HERITAGE MONTH

Hispanic Heritage month is observed September 15 – October 15 to promote and celebrate the rich cultures, traditions, and contributions of the Hispanic and Latin American communities. From groundbreaking achievements in science, art, and politics to the flavors that spice up our kitchens and the music that moves our souls, this month is a tribute to the enduring influence of Hispanic heritage on American history and identity.

<https://www.hispanicheritagemonth.gov/>



NAVARATRI

This year, Navratri will be observed from September 22 and conclude on October 2.

Navratri is one of the most auspicious and vibrant festivals celebrated by Hindus. Devotees during this period worship Goddess Durga, the divine feminine power (Shakti). These nine days of festivities are marked by great joy, happiness and fasting.

<https://www.njexpocenter.com/event/navratri-4/>

<https://www.republicworld.com/lifestyle/fashion/navratri-2025decode-the-meaning-behind-nine-colours-of-navratri>



BREAST CANCER AWARENESS MONTH

October is dedicated to educating people about Breast Cancer, Metastatic Breast Cancer (MBC), and the importance of early detection which can lead to early access of high-quality care.

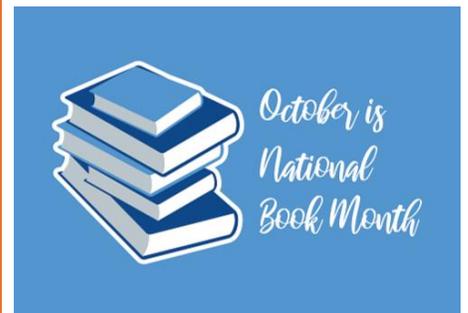
<https://www.nationalbreastcancer.org/>



NATIONAL BOOK MONTH

National Book Month is an annual celebration occurring in October in the United States, aimed at promoting the joy of reading and honoring books and authors. The month serves as an opportunity for readers of all ages to explore new books, share favorites with others, and participate in community discussions about literature.

<https://www.ebsco.com/research-starters/social-sciences-and-humanities/national-book-month>



ADHD AWARENESS MONTH

October 2025, highlights the many faces of ADHD. The goal is to provide reliable Information & Resources to help people thrive with ADHD. Visit the site for art, stories, videos, and ADHD memes.

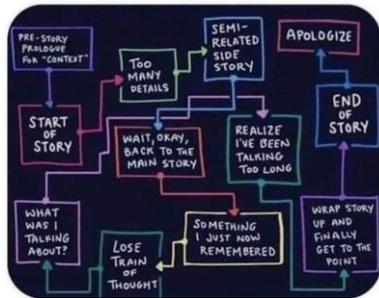
<https://www.adhdawarenessmonth.org/>

ADHD AWARENESS OCTOBER 2025

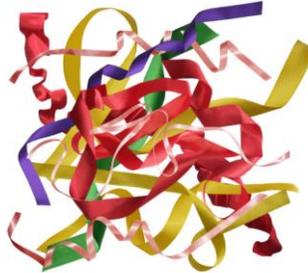
How a normal person tells a story



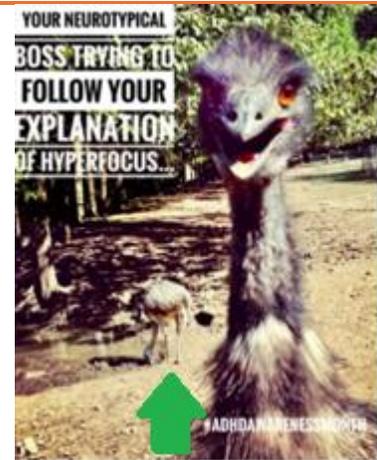
How I tell a story



ADHD awareness ribbon



#adhdawarenessmonth
www.adhdbjvrouwen.nl

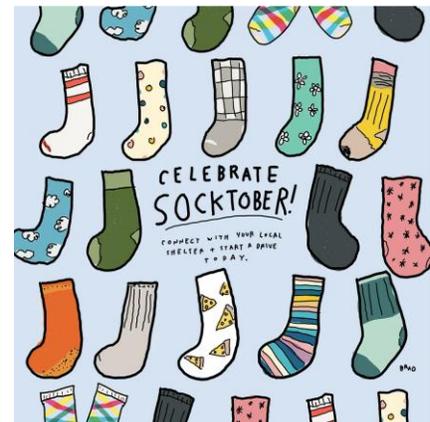


SOCKTOBER

October marks the start of Socktober, a month-long initiative dedicated to collecting socks and clothing for people experiencing homelessness. This grassroots movement, started by Kid President creator Brad Montague, has grown into a nationwide effort to provide essential items to those in need. As the weather cools, the demand for warm clothing increases, making Socktober an essential time for communities to come together and support the homeless population.

<https://www.happysocktober.com/>

<https://ccthin.org/news/socktober-donating-socks-and-clothes-for-our-unhoused-neighbors>



LGBTQ HISTORY MONTH

LGBT History Month celebrates the achievements of 31 lesbian, gay, bisexual, or transgender icons. Each day in October, a new LGBT icon is featured with a video, bio, bibliography, downloadable images, and other resources.

<https://lgbthistorymonth.com/>

lgbt[™]
HISTORY MONTH

OCTOBER
31 Days. 31 Icons.

Celebrate the achievements of lesbian, gay, bisexual and transgender icons

OCTOBER 1ST IS WORLD VEGETARIAN DAY

World Vegetarian Day was established as an annual celebration to promote the joy, compassion and life-enhancing possibilities of vegetarianism. The day was originated by the North American Vegetarian Society in 1977 and endorsed by the International Vegetarian Union in 1978. World Vegetarian Day kicks off a month of parties, potluck, presentations, food tasting displays...and lots of friendly discussions!

<https://worldvegetarianday.navs-online.org/>



OCTOBER 4TH IS KINDNESS TO ANIMALS DAY

St. Francis Day honors of the Patron Saint of Animals, Saint Francis of Assisi. In remembrance of his love for all sentient beings, guardians sometimes take their animal companions to church for a Blessing of the Animals.

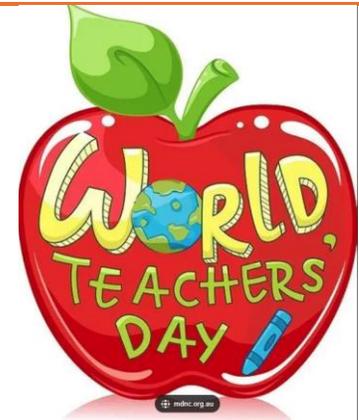
<https://www.peta.org/features/st-francis-day/>



OCTOBER 5TH IS WORLD TEACHERS' DAY

It is a day to celebrate how teachers are transforming education but also to reflect on the support they need to fully deploy their talent and vocation, and to rethink the way ahead for the profession globally. World Teachers' Day is co-convened in partnership with the International Labour Organization (ILO), UNICEF and Education International (EI).

<https://www.unesco.org/en/days/teachers>



WORLD SIGHT DAY

On Thursday, 9 October 2025, you are invited to #LoveYourEyes and help make the case for eye care that is accessible, available, and affordable for everyone, everywhere. On World Sight Day a spotlight is cast on the importance of eye care.

https://www.iapb.world/world_sight_day



NATIONAL COMING OUT DAY

October 11th is the anniversary of the Second National March on Washington for Lesbian and Gay Rights (which occurred on October 11, 1987). National Coming Out Day is meant to be a celebration of individuals within the LGBTQ+ community who openly identify as lesbian, gay, bisexual, transgender, non-binary, queer, asexual, intersex or exist anywhere on the queer spectrum.

<https://www.hrc.org/campaigns/national-coming-out-day>

<https://parade.com/living/national-coming-out-day>



**NATIONAL
COMING OUT
DAY**

October 11

WORLD SPIRIT DAY

This year, on Thursday, October 16th, GLAAD will organize thousands of celebrities, influential voices, news & media outlets, tv & film studios, brands & corporations, landmarks, sports leagues, tech leaders, influencers, faith groups and so many more to go purple and support LGBTQ youth by creating clear possibility models for them to thrive and be represented in the world.

<https://glaad.org/spiritday>



DAYLIGHT SAVINGS TIME ENDS NOVEMBER 2

Daylight saving time ends at 2 a.m. Nov. 2. We gain an hour in November to accommodate for more daylight in the mornings. Some tips for adjusting to the change:

- Gradually shift your sleep and wake times before the clocks change.
- When it's light outside, expose yourself to as much light as possible. When it's dark, cut back on the amount of bright light around you.
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<https://www.usatoday.com/story/news/2025/09/23/when-does-daylight-savings-time-end-2025-when-clocks-change/86220287007/>



NOVEMBER IS AMERICAN DIABETES AWARENESS MONTH

About 1 in 3 US seniors has diabetes.

Approximately 773,700 adults in New Jersey, or 9.1% of the adult population, have diagnosed diabetes.

Every year, an estimated 55,000 adults in New Jersey are diagnosed with diabetes.

The serious complications of diabetes include heart disease, stroke, amputation, end-stage kidney disease, blindness—and death.

<https://diabetes.org/>

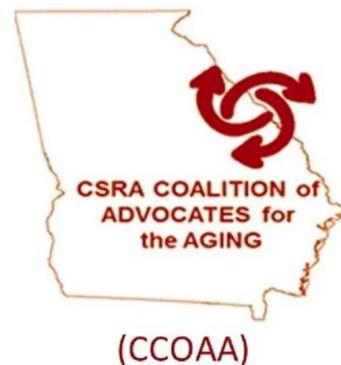


December is a time to honor the Universal Declaration of Human Rights, an international document stating the fundamental rights and freedoms to which all human beings regardless of age, race, etc are entitled. These rights include freedom from discrimination, the right to equality, and the right to be considered innocent until proven guilty. The UDHR was the first international document that spelled out the “basic civil, political, economic, social and cultural rights that all human beings should enjoy.” The declaration was ratified without opposition by the UN General Assembly on December 10, 1948. December 9, 2001 President George W. Bush declared the first Human Rights Week (it has since become a monthlong holiday).

- **RESPECT**-Governments must not deprive people of a right or interfere with persons exercising their rights.
- **PROTECT**-Governments must prevent private actors from violating the human rights of others.
- **FULFILL**-Governments must take positive action to facilitate the enjoyment of basic human rights.

<https://www.ccoaa.org/national-human-rights-month>

<https://www.un.org/en/about-us/universal-declaration-of-human-rights>



United Nations

**Peace, dignity and equality
on a healthy planet**

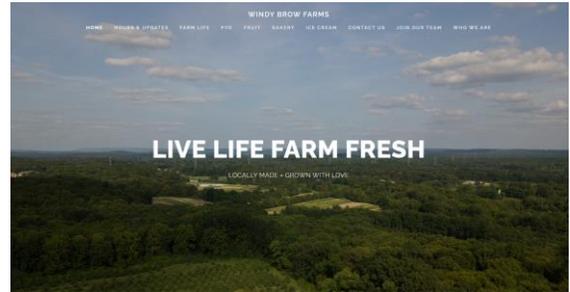
AROUND THE STATE

September & October

[WINDY BROW FARMS](#)

Pick your own apples, bakery, ice-cream, farm store
Wood fired pizza most Fridays & Sundays
359 Ridge Road, Newton, NJ 07860
973-579-9657

<https://windybrowfarms.com/>



Sept 27 – Sept 28

HORROR CON FILM FESTIVAL – A TRUE STATE OF HORROR & POP CULTURE

New Jersey Horror Con and Film Festival
Kids under 7 free with paying adult
NJ Expo Center, Edison, NJ

<http://www.newjerseyhorrorcon.com/>
njhorrorcon@gmail.com



THE UNIVSOUL CIRCUS

October 2 – 19th, Weequahic Park, Newark, NJ
Celebrating 31 years and counting of fun under the Big Top!

Tickets are available through Ticketmaster and other ticketing sites,
with dates including the "City of Newark Night" on October 2nd,
featuring guest ringmaster Mayor Ras J. Baraka.

<https://www.universoulcircus.com/>



THE FALL NJ GEM SHOW

October 8th - 12th, Wed-Friday Noon-8PM, Sat 10AM-7PM, Sun 10AM-6PM

Get ready for an epic journey to find Earth's natural treasures at the Fall NJ Gem Show! This event is a treasure trove for anyone passionate about earth sciences. Whether you're a collector, an enthusiast, or just looking for a unique and exciting experience, this is the place to be. So, buckle up and prepare to embark on a one-of-a-kind adventure!

<https://fallnjgem.show/>



10/24/25- 10/26/25 – Fri 6p-11p, Sat 10am-7pm, Sun 11am-4pm

[CHILLER THEATRE EXPO](#)

Toy, Model, & Film Expo

1 Hilton Ct, Parsippany, NJ 07054

<http://www.chillerttheatre.com/main.htm>



11/18/25 10am – 8 PM

DARKSIDE NEW JERSEY ART & ODDITIES EXPO

New Jersey's Home to the weird, odd, curious, & macabre
NJ Convention & Expo Center, Edison, NJ

<https://www.darksidenj.com/>



11/8/25 – 11/9/25, Sat 10-5, Sun 11-5

NJ WOMEN'S EXPO + GREAT FOOD EXPO 2 GREAT EVENTS 1 AMAZING WEEKEND

NJ Expo Center

**Combining the Very Best in Shopping, Speakers, Makeovers and Rejuvenation for the
Ultimate Experience for Women**

<https://newjerseywomensexpo.com/>



11/2/25 – 11/23/25 Saturday 10-6, Sunday 10-5

COLLECT – A – CON

Free admission for children 7 and under

Collect-A-Con - The Nation's largest trading card, anime & pop culture convention

NJ Expo Center, Edison, NJ

<https://collectaconusa.com/new-jersey-2/>

