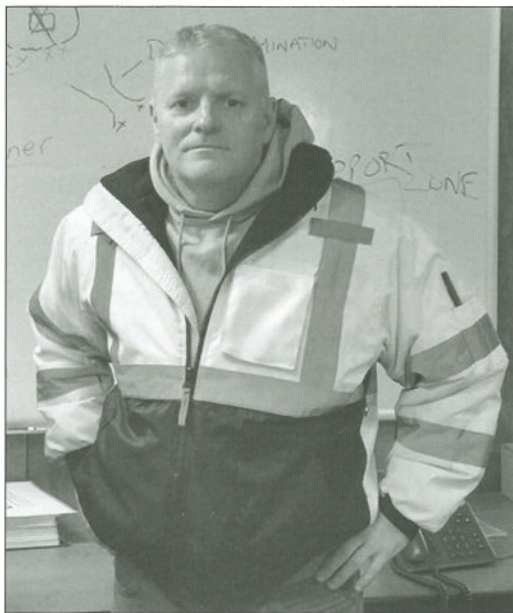
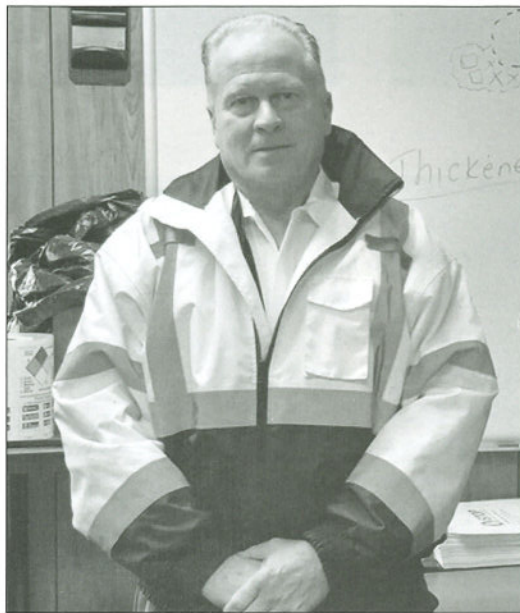


JOINT MEETING NEWS

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FALL 2020



COVID-19

The above phrase has become a part of our daily conversation. Family, friends and coworkers are affected either directly or indirectly.

In the time since our last newsletter, employees have become acclimated to a "new" way of life. Increased personal protection equipment (PPE), social distancing, temperature checks when arriving at work, adapting to changes in work spaces and work schedules, and, the most recent and effective tool, regular COVID-19 testing for employees.

Pictured above are **Rick Stafford**, left, and **Don Heminghaus** as they prepare for another day of supporting our employees by providing them with the necessary safety equipment they need to perform their tasks in less than ideal circumstances.

In June, Executive Director **Hanifa Z. Johnson** directed that all employees will receive regular testing through an on-site testing company. Employees would still have a choice of testing off-site at their preferred medical provider.

The safety protocols can be challenging for employees when performing regular duties, especially with a co-worker when socially distanced. Staff has done a great job adjusting to the "new norm". A big part of the success is credited to Safety Manager **Rick Stafford** and Assistant Safety Manager **Don Heminghaus**. Both of these gentlemen have been working with staff and vendors to create a safe work environment.



A newsletter of the Joint Meeting of Essex and Union Counties, a wastewater treatment plant serving eleven member municipalities:

East Orange
Hillside
Irvington
Maplewood
Millburn
Newark
Roselle Park
South Orange
Summit
Union
West Orange

Also serving:

Elizabeth
Livingston
New Providence
Orange

2020 Joint Meeting Board of Directors

Officers

Donald DeAugustine
Chairperson, Hillside
Renee C. Burgess
Vice Chair/Secretary, Irvington
Gerard Guarino
Treasurer, West Orange

Members

Alicia Holman, *East Orange*
Mayor Victor De Luca, *Maplewood*
Tara Prupis, *Millburn*
Anibal Ramos Jr., *Newark*
Joseph E. Petrosky, *Roselle Park*
Walter Clarke, *South Orange*
Stephen Bowman, *Summit*
Joseph M. Florio, *Union*

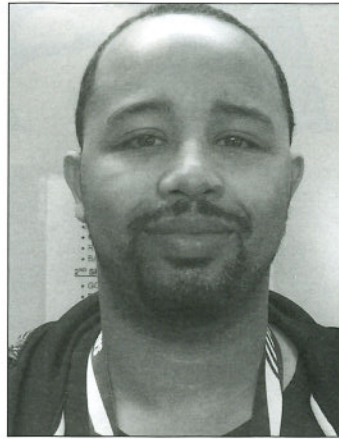
Executive Director
Hanifa Z. Johnson

www.jmeuc.com

Employee News

New Employees

Vincent Scott, Operator in Training, comes to Joint Meeting after working as a HVAC Technician for Comfort Pro in West Milford, NJ. In addition, he was working for the family business of Mavick Construction in Elmhurst, NY. Vincent is currently residing in East Orange, NJ.



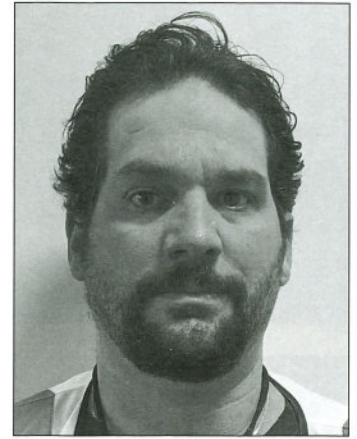
Destiny Brown, Operator in Training, most recently worked for Preferred Pet Care in Maplewood, NJ. Prior to that, Destiny was a restaurant manager in Bloomfield, NJ. She also worked two summers for the city of East Orange. Destiny attended Essex County College and currently resides in East Orange, NJ.



Darrell Finley, Security Officer, came to Joint Meeting after being employed for several years in the industrial security industry, primarily in the Essex County region. He served as a Security Supervisor for Gateway Security and, prior to that, he was the VP of Operations for Newark Now, a non-profit based in Newark, NJ. Darrell currently resides in Newark, NJ.



James Agnew has joined Joint Meeting as part of the Electrical Department team. He brings several years of quality experience to Joint Meeting. Jim and his family reside in Holmdel, NJ.



Promotion

Joint Meeting is pleased to announce the promotion of **Aron Harris** to the position of Electrical Supervisor. Aron has been with Joint Meeting since June 2001. He worked as an Operator for three years before moving to the Electrical Department in 2004. Prior to coming to Joint Meeting, Aron served in the United States Marine Corps from 1997 to 2001.



New Family Members

James Paluch, Collections, and his wife Gingy are proud to welcome their great granddaughter, Winnie Mae Crabtree, into the world. Mom Brianna Crabtree and baby are doing well. Congratulations to all.



Patricia Fraga, Laboratory, and her husband Manuel welcomed their new son Lucas on November 1, 2020. Lucas arrived at 10:01 am, weighing 10 lbs. 5.4 oz. Mom, Dad and big sister Elena are all doing well.



It is with deepest regrets to announce the passing of a former colleague, **Adolph Kofman**, on October 3rd. Adolph served as the Boiler Supervisor for 23 years of his 27 years with Joint Meeting. He was employed by Joint Meeting from 1977 to 2004. Our thoughts and prayers go out to his family, especially his son and former Joint Meeting employee, Marcelo Kofman.



Retirement

We say farewell to a good friend and colleague, **Edmund Patterson**. Ed served Joint Meeting as the Electrical Supervisor. He began his career with Joint Meeting in 1992. We wish Ed a happy and healthy retirement.



New Director of Finance and Administration

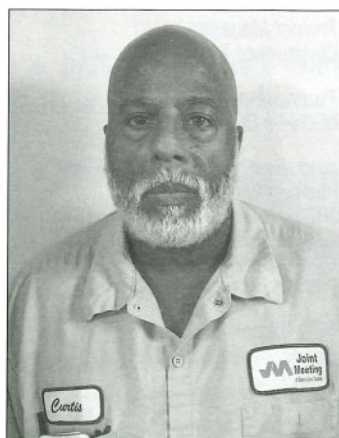
Joint Meeting welcomes **Daniel Gonzalez** as Director of Finance and Administration.



Daniel most recently worked for the City of Newark as a Special Assistant/CFO to the Newark Public Safety Director. Prior to this position, he worked for the County of Essex as its Chief Financial Officer and for the County of Passaic, also as its Chief Financial Officer. Daniel graduated from Rutgers University with a Bachelor of Science degree in Accounting. He resides in Newark, NJ.

Joint Meeting Loses Two Friends

It is with a heavy heart that we announce the passing, in October, of **Curtis Brown**, a Wastewater Operator since March 2006. According to Operations Manager Paul Cuttino, he and Curtis worked together at Penick Corporation prior to joining Joint Meeting. Paul remembers Curtis as a good friend and a hard worker who always had a joyful personality and always conducted himself in a professional manner. He will be missed by all who knew him.



Perfect Attendance

Eight employees have achieved a perfect attendance record for the 3rd Quarter of 2020. Those individuals achieving a record of no sick time and no absences are:

Altarek Cummings, Operations

Marlon Echeverria, Operations

James Foy, Boiler Operators

Harby Guerrero, Operations

Paul Hunt, Pretreatment

Joe Jacobi, Operations

Brian More, Operations

Tony Rivers, Site Services

Congratulations to all of the above listed employees for their excellent attendance records.

Celebrating Milestone Years of Service

Congratulations to the following dedicated employees for their years of hard work and for reaching service milestones:

10 YEARS

Ocquan Morris, Operations

5 YEARS

James Foy, Boiler Operations

Roger Marques, Operations

Oscar Rodriguez, Mechanical Maintenance

Joseph Wiewiorski, Operations

Help is Available

Joint Meeting maintains an Employee Assistance Program administered by Barnabas Health. The program provides assistance to employees and their families. The program is called **ONESOURCE** and can be reached at **1-800-300-0628**. The service is confidential and is available 24 hours, seven days per week, 365 days a year. The clinicians offer referral, counseling and crisis intervention. Services related to COVID-19 are also available through the Program. Employees needing assistance obtaining these services may also contact Human Resources.

www.jmeuc.com

Joint Meeting of Essex and Union Counties

Wastewater Treatment Plant
& Administrative Offices
500 South First Street
Elizabeth, NJ 07202
(908) 353-1313
FAX (908) 353-7925

Joint Meeting Administrative Staff

Executive Director
Hanifa Z. Johnson

Chief Engineer
Position Vacant

Superintendent
Stephen Dowhan

Director of Admin. and Finance
Daniel Gonzalez

Director of Human Resources
Robert Barry

Industrial Pretreatment Manager
Michael Phillips

Project Manager
Christopher Pabst

Purchasing Officer
Michelle DeFrancis

Asst. Board Secr./Financial Asst.
Position Vacant

*Asst. Superintendent
Operations/Maint.*
Francis Bonaccorso

*Asst. Superintendent
Collection System*
Jim Paluch

Operations Manager
Glen Riscen

Maintenance Manager
Roman Wisniewski

Safety Officer
Richard Stafford

Administrative Office Manager
Grace Quintero

IT Manager
Ray Jimenez

Board Committees 2020

The Board of Directors committee assignments for the 2nd half of 2020 are:

Operations Committee

Chair: Renee C. Burgess
Walter Clarke
Gerard Guarino
Tara Prupis

Public Relations Committee

Chair: Walter Clarke
Renee C. Burgess
Joseph E. Petrosky
Tara Prupis

Finance and Budget Committee

Chair: Gerard Guarino
Stephen Bowman
Victor De Luca
Joseph M. Florio

Personnel and Procurement Committee

Chair: Anibal Ramos Jr.
Victor De Luca
Joseph M. Florio
Alicia Holman

