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NEW JERSEY SUPERIOR OFFICERS ASSOCIATION

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As many of you know, the Department has been considering the running of inmate visits on Saturday, December 25th; Christmas Day. Immediately upon hearing of the Department's intentions, all of the custody unions voiced opposition to this possibility.

On December 10th, the Officers', Sergeants', and Lieutenants' unions met with Deputy Commissioner Farsi and Chief of Staff Cranston to discuss the plans for Christmas Day. All of the unions collectively voiced the same concerns with regard to running visits on Christmas Day. We advised that it would be a huge attack on employee moral if inmates were given the opportunity to spend Christmas with their families while many custody staff members would be forced to miss Christmas with their families. We advised that it would create a snowball effect with staff calling out to avoid having to work and/or be mandatoried on Christmas Day. Lastly we pointed out that it would cost additional resources to staff visit positions on Christmas Day.

The Deputy Commissioner and Chief of Staff explained that the issue of inmate visits on Christmas, as well as staff absences, was being discussed in the Commissioner's Office. They advised that a huge concern of the Commissioner's Office was that there were going to be increased staff call-outs during the holiday season. The Commissioner's Office understands our concerns with regard to employee morale and an agreement was reached in order to cancel inmate visits on Christmas Day, thus allowing for the maximum number of custody staff to be off for Christmas Day.

In exchange for the Department cancelling inmate visits on Christmas Day, all of the unions agreed that we would urge our members to come to work as scheduled during the holiday season. Please refrain from utilizing sick days unless you are legitimately sick. This will allow for the maximum number of custody staff to utilize vacation, A/L, and compensatory time.

The Department advised that they are still under mandates to reduce overtime costs and that a large contributor to these costs is sick leave abuse. They advised that if there are increased numbers of sick call-outs during the holiday season, they will be compelled to look at amending the sick policy to address the problem.

Please help us in our effort to reduce the number of sick call-outs during the holiday season so that we can maintain our current sick leave policy. If we don't police ourselves in reducing sick leave abuse then we have no complaint when the department addresses and

probably amends the policy themselves. Let's all come to work during the holidays so that we can all enjoy our time off with our families.

Thanks for your understanding and cooperation. Have a safe and happy holiday season!

Sincerely,

A handwritten signature in blue ink that reads "Jeffrey Smith". The signature is written in a cursive style with a large initial "J" and a distinct "S".

Jeffrey Smith, President