



# NJSOA

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## New Jersey Superior Officers Association

FRATERNAL ORDER OF POLICE • LODGE # 183  
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ESTABLISHED 1978

March 10, 2004

Mr. John P. Nuttall, Director  
State of New Jersey  
Department of Corrections  
Office of Employee Relations  
P. O. Box 863  
Trenton, NJ 08625-0863

Re: Joint Safety and Health Committee

Dear Mr. Nuttall:

I received your fax communication regarding the Joint Safety and Health Committee. While I appreciate your "offer" regarding the several issues I raised in my March 02, 2005 letter to you, I think that maybe you missed one of my main objectives, which is to "establish" a Joint Safety and Health Committee. I offered several issues that were of immediate importance to us, with regard to the safety and health of our members. However, those issues were not meant to diminish the importance of the initial establishment of the committee itself.

While we can surely discuss the safety and health concerns that I did raise, please keep in mind that it is very important to us to also establish an effective committee. At a point when we have yet to even establish the Joint Safety and Health Committee, I don't find it productive to hold those initial safety and health concerns to the confines of a yet to be established safety committee forum. In order for us to have a successful Joint Safety and Health Committee, we must first work together to lay the groundwork in establishing the committee.

As stated, I very much appreciate any intervention or correction of the initial safety and health concerns that we raised. However, I think it will require several meetings to get the committee established and up and running. For this reason, I still would like to have the six members of our Executive Board present in initially establishing the committee.

As you may, or may not know, the New Jersey Department of Health and Senior Services provides assistance to public employers and labor organizations in the establishment of Joint

Labor/Management Safety and Health Committees. Also, the Public Employees Occupational Safety and Health (PEOSH) Program provides general guidelines for establishing a committee as well as active assistance. In fact, I believe that New Jersey may even be eligible to receive funding from the Occupational Safety and Health Administration (OSHA) to administer its own safety and health plans for public employees. There is a wealth of information available to assist us in establishing an effective committee.

With regard to the initial safety and health concerns that I identified in my March 02, 2005 letter to you, I still offer those as items that need to be discussed. I hope that our Joint Safety and Health Committee is truly a "joint" effort, with both labor and management demonstrating their commitment and resources to an effort to provide a safe place of employment. If the committee were structured in a way that the union simply "identified" concerns, and the Department then engaged in a campaign to "defend" against the concerns, the committee would be essentially useless. Hopefully, the committee will work to mutually identify safety and health concerns, and then work together to rectify any problems.

In closing, I want to reiterate our commitment to establishing an effective committee. I look forward to meeting with you and your representatives on March 24<sup>th</sup>, and hope that we can hit the ground running in getting this committee established. Again, while I understand that the collective bargaining agreement provides for three of our members to be appointed to the committee, I still request that our six Executive Board Members be involved in the initial establishment of the committee.

Please accept this request to have the following Executive Board Members released so that they may attend our initial meeting on March 24, 2005:

Jeffrey Smith	South Woods State Prison
Scott Derby	Bayside State Prison
John Alchevsky	Albert Wagner Correctional Facility
Louis Hall	Bayside State Prison
Todd Faubert	Mountainview Youth Correctional Facility
Peter Cessario	East Jersey State Prison

Thank you for your time and attention in this matter. If you have any comments or questions, please feel free to contact me through any of the contact information provided.

Sincerely,

Jeffrey Smith, President

CC:  
Camille Warner Anthony  
Mario Iavicoli  
Membership  
File