

THE BOARD AND BEYOND NEWSLETTER

Welcome to the Board and Beyond Newsletter!

National Hispanic American Heritage Month - September 15 to October 15

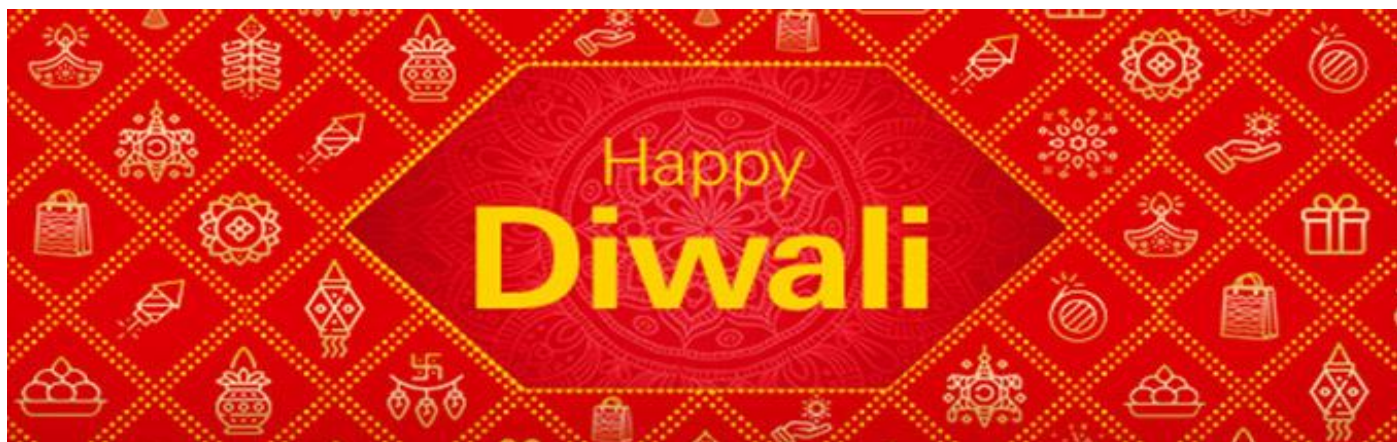
As we celebrate Hispanic Heritage Month, we are proud to recognize and honor the many contributions of the Latino community, both within the Joint Industry Board of the Electrical Industry (JIB) and beyond. This year, we are especially excited to highlight a significant achievement in our company's history—the appointment of Humberto Restrepo as our first Latino Chairman of the Board.

Chairman Restrepo embodies the spirit of leadership, and dedication that makes the JIB thrive. His journey, rooted in hard work and commitment, serves as a powerful example of the contributions that the Latino community has made to our industry and society. We are privileged to have his guidance and vision shaping the future of our organization.

During this month of celebration, we not only honor Humberto Restrepo's accomplishments but also the rich cultural heritage that inspires all of us. Together, we continue to build a diverse and inclusive environment that reflects the strength and unity of our team.

Let's all celebrate this special moment and recognize the incredible impact that Latino leaders like Chairman Humberto Restrepo has made across our company.





Celebrate The Festival of Lights and Joy

As we embrace the spirit of diversity and inclusion at the Joint Industry Board (JIB), we are excited to join in celebrating Diwali, the Festival of Lights, on October 31, 2024. This vibrant festival, observed by millions around the world, symbolizes the triumph of light over darkness, good over evil, and knowledge over ignorance.

Diwali is a time for family, community, and reflection. It reminds us of the importance of hope, kindness, and unity—values that resonate with us here at JIB as we strive to create a welcoming and supportive environment for all.

We wish all those celebrating Diwali a joyous festival filled with happiness, peace, and prosperity.

Labor Day Parade



Lunch & Learn - Breast Cancer Awareness



The Joint Industry Board of the Electrical Industry
October 24, 2024

Narcan Training



The Joint Industry Board of the Electrical Industry
October 16, 2024

JIB Updates

REMINDER! Joint Industry Board's Employee Discount Program

It's cost-free and easy to enroll. Just visit www.workingadvantage.com/ and use company code JIBEIPERKS to begin saving!

Announcements

Welcome to the team!

- Hope Millman – Safety Associate – Safety Department
- Julisa Duran – Medical Associate – JIB Medical Admin Department
- Stanley Moore – Trainee Patrolman – LIC Security Department
- Seodat (Ricky) Bhola – Claims Associate – EESIS Department
- Hong Kit Tsang – Assistant Bookkeeper – Accounting Department

Happy Retirement

- Robert Cummings – LIC Apprentice Instructor

Employee Shout Out

The JIB wants to thank Kathy Figueroa for the exceptional support she provided to our patients recently. Her dedication, compassion, and willingness to go above and beyond have not gone unnoticed and it is much valued. She put the needs of our patients first, and her efforts make a real difference in their experience in JIB Medical. In addition, her hard work and commitment to excellence reflect positively on our entire team. Keep up the great work!

Department Team Building

JIB wants to recognize the Safety Department which participated in their recent team building event. Everyone had a fantastic time at dinner and karaoke.

Congratulations to Maria and Felicia from the Annuity Department who displayed team spirit as they celebrated at the METS watch party at Citi Field.



Who is Who - Administration

As the JIB continues to grow and evolve as an organization, it's important that we stay connected and familiar with the various teams and departments that make our company successful. We are eager to announce that in the coming months we will be reintroducing the talented team members of each department that drive our collective success.

Administration Department

The JIB wants to recognize and celebrate our incredible Administrative Team. Often working behind the scenes, this dedicated group plays a vital role in keeping our operations running smoothly and efficiently every day.

Their hard work, attention to detail, and problem-solving skills are key to the success of our organization.



Jessica Feliciano
Legal Services Associate



James Harris
Senior Retirement/Pension
Analyst



Sitara Hines
Administrator



Mayumi Loremil
Administrative Assistant



Dalinda Lugo
Office Manager



Monika Luthra
Senior Retirement/Pension
Analyst



Nick Nardella
Manager



Jessica Ortiz
Contract Specialist



James Passanante
Manager of Financial Reporting



Glenn Phillips
Pension/Retirement &
Compliance Administrator



Rocco Russo
Assistant Administrator



Deborah Sanchez
Benefits Analyst



Laura Sexton
Administrative Assistant

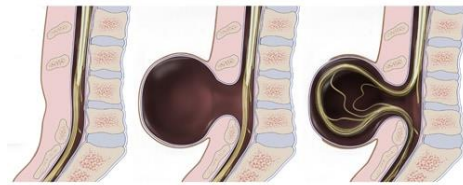


Carol Silak
Executive Assistant



Laura Taylor O'Boyle
Administrator

Health & Wellness Corner



Spina bifida occulta

Meningocele

Myelomeningocele

Preventing Spina Bifida and Other Neural Tube Defects

A message from Dr. Michael Makover

When I was in medical school, I heard a lecture about Spina Bifida. The most severe form was *ninety-five percent fatal even with surgery*. The surgeon giving the lecture said he and others had figured out a better way to manage the babies. He said that *the survival went from 5-10% to over 90%*! I was amazed. When I met my future wife, she was a pediatric occupational therapist working in a spina bifida clinic that previously had not existed because of the high death rate in the past. Today, with further progress, many children with spina bifida can lead much better lives and there are far fewer clinics.

Spina bifida is a failure to completely close the spinal canal, allowing the covering and the nerves to balloon out. See the CDC article for more information on this illustration.

Amazingly, some spina bifida cases can now be surgically corrected in the womb before birth.

Spina Bifida is one of several *Neural Tube Defects* (NTDs). Infection had been inevitable in the past, along with serious neurological defects, and few survived, or did so extremely disabled, until better prevention and management were developed. It is one of the miracles of modern medicine. *Anencephaly* is the most severe NTD - children are born without the thinking part of the brain, the cerebral cortex.

Please see these links for good descriptions of spina bifida and its prevention and management.

CDC: <https://www.cdc.gov/spina-bifida/about/index.html#:~:text=Spina%20bifida%20is%20a%20condition,range%20from%20mild%20to%20severe>.

Nationwide Children's Hospital: <https://www.nationwidechildrens.org/conditions/health-library/spina-bifida-in-children>

Mayo Clinic: <https://www.mayoclinic.org/diseases-conditions/spina-bifida/diagnosis-treatment/drc-20377865>

Folic acid prevents most cases

Eventually it was recognized that *simply taking folic acid will prevent up to 70% of cases of NTDs*. *NYU Langone Pediatrics* recommends: "Because spina bifida occurs early in pregnancy, doctors recommend that women who are planning to have a baby start taking **400 micrograms of folic acid every day for at least three months before trying to become pregnant. Women should continue to take folic acid daily throughout pregnancy.** If spina bifida runs in your family and you are pregnant or planning to become pregnant, your doctor may prescribe a 4,000-microgram of folic acid to reduce the risk of having a child with the condition." Women might consider taking 400 micrograms of folic acid supplement every day in their childbearing years in case an unplanned pregnancy occurs. Spina bifida can occur early before the woman knows she is pregnant. Many standard vitamin pills, such as Centrum, contain 400 micrograms of folic acid. Check the label.

Note: Some people, not many, are low in Vitamin B12. In those cases, it is vital that they raise their B12 levels before taking extra folic acid.

Early detection

Blood tests, ultrasound and amniocentesis can detect spina bifida early in most cases (see the references above), meaning women who so choose can abort the pregnancy early, where allowed today.

Many more cases are now prevented. The rates of children born with NTDs have significantly declined. Many of the spina bifida clinics have closed. Folic acid has reduced NTDs by 28% per the CDC. Foods are "fortified" with folic acid and the CDC is trying to spread the word. There would be even fewer babies born with NTDs if folic acid was used more widely. Currently, the CDC says each year, about 1,278 babies are born with spina bifida, or 1 in every 2,875 births. Please discuss with your doctor prior to taking any folic acid.

Figure 1. Spina bifida rates, 1991–2006

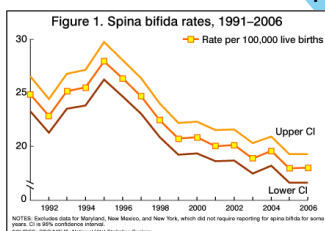
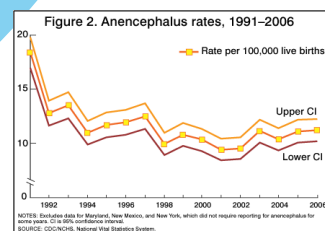


Figure 2. Anencephalus rates, 1991–2006



Upcoming Events and Opportunities

Open Positions and Opportunities at the JIB

- Annuity Associate
- Internal Medicine Physician
- Medical Assistant
- Software Engineer
- Executive Assistant
- EESISD Director
- Members Record Associate



The JIB wants to congratulate Carol on her retirement after 55 years of dedication and hard work. Your expertise, kindness, and commitment have left a lasting legacy, and you will be missed greatly by all of us. While we're sad to see you go, we're excited for you to enjoy this well-deserved time for yourself, pursuing new adventures, and spending time with loved ones. Thank you for everything. We wish you a fulfilling and joyful retirement, filled with all the things you love!

Everyone had a fun night at her retirement party.





Happy Birthday to Our October Staff Members

Michael Alves	Rosario Keller	George Schuck
David Battaglini	Deborah Leung	Clotilde Sepulveda
Seodat Bhola	John-Thomas Marchell	Daniel St.Juste
Leslie Biscardi	Pedro Martinez	Chenguang Tao
Elizabeth Burbige	Mariusz Mikulec	Karina Taylor
Nelson Eusebio	June Ann Mohabir	John Vita
Scott Feldman	Jeffery Moore	Xiaobo Wu
Brittany Granger	Keith Motisi	Shoshana Zipkin
Autumn Holford	Phyllis Oliner	

A special Birthday shout out to Scott Feldman, our Director of Administration!





HAPPY WORK ANNIVERSARY



October Work Anniversaries

Meera Prabhat	Michael Napoli	Janet Eng
Karen Flores	John Santorelli	Su Min Yun
Carlo Cornejo	Leslie Biscardi	Nicholas Zeig
Paul Greenberg	Donnette Burgess	Natalya Koyanova
Pamela Acquaotta	Tamara Lukach	Shoshana Zipkin
Erica Vinas	Franco Iampieri	Mar Vigil
Susan Gambrell	Robert Lopez	Lauren Rivera
Orville Campbell	William Devore	Kevin Petrick
Pamela Kilgallon	Bindu Poulouse	Habiba Islam
Jenny Chin	Rimeeka Clanton	Aaron James
Marcia Mcdermott	Nelson Eusebio	

Hearty Butternut Squash Soup



You'll Need

- 2 tablespoons oil
- 1 large yellow onion, chopped
- ½ teaspoon salt
- 1 – 3 pound butternut squash, peeled, seeded and cubed (for richer flavor cut the squash in half and roast on parchment paper face down at 375 degrees – add cinnamon and all spice) Roast for 30 minutes and then scoop out and add to the sauteed onions and broth) If you buy already cubed just toss with avocado oil and roast)
- 1 sweet potato peeled and cubed
- 4 garlic cloves, chopped
- 1 teaspoon chopped fresh sage
- 1 teaspoon grated fresh ginger
- ¼ teaspoon of cinnamon
- ¼ teaspoon of nutmeg
- 4 cups vegetable or chicken broth
- Freshly ground black pepper
- For serving garnish with parsley or the roasted seeds of the squash

Optional additions: shallots, peeled apple, almond coconut milk – 1 cup, allspice

Method

Instructions

1. Heat the oil in a large pot over medium heat. Add the onion, salt, and 3 grinds of fresh pepper and sauté until soft. Add the squash and sweet potato and cook until it begins to soften, stirring occasionally.
2. Add the garlic, sage and ginger. Stir and cook 30 seconds to 1 minute, until fragrant, then add 3 cups of the broth. Bring to a boil, cover and reduce heat to a simmer. Cook until the squash is tender, 20 to 30 minutes.
3. Use an immersion blender and blend or blend in traditional blender.
4. To roast the seeds – take off all the stringy parts and dry. Lay out on parchment paper and spray with vegetable oil and roast for 15-20 minutes at 374 degrees Fahrenheit.

Stay connected by contacting JIBHR@JIBEI.com