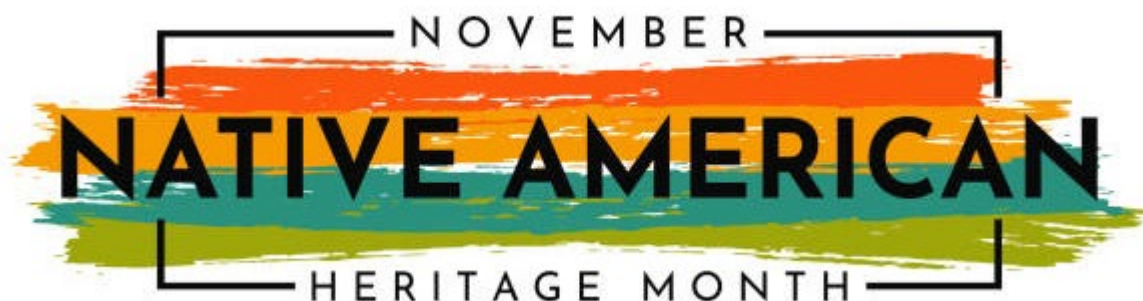


THE BOARD AND BEYOND NEWSLETTER

**Welcome to the Board and
Beyond Newsletter!**



Celebrating National Native American Heritage Month

As we observe Native American Heritage Month this November, the JIB wants to honor and celebrate the rich cultures, traditions, and history of Native Americans and their contributions. This month offers an opportunity to learn and recognize the achievements of Indigenous communities throughout history and today.



Wishing You a Happy Thanksgiving!

As Thanksgiving approaches, the JIB wants to express our gratitude to each of you for being a valuable part of the team. Your hard work and dedication are deeply appreciated.

Whether you're gathering with loved ones, enjoying a quiet moment of rest, or creating new traditions, we hope this holiday brings you joy, warmth, and togetherness.

Wishing you and your family a relaxing and wonderful Thanksgiving!

Halloween Fun Featured!

HR is excited to feature some costumes from colleagues for this year's Halloween celebrations:



JIB Updates

REMINDER!

- Upcoming Sexual Harassment Prevention Training

This is a reminder that our Sexual Harassment Prevention Training session is coming up soon. This is mandatory for all employees. This training is essential to ensuring a respectful, safe, and inclusive workplace.

Members Records

We are excited to announce that the Members Records Department has officially relocated to the 3rd Floor to better serve the needs of our organization.

For all inquiries, you can also reach the team at their usual contact information.

Announcements

Welcome to the team!

- Laura Gonzalez – Jr Technical Support Specialist – IT Department
- Carla Adams – Executive Assistant – Administration

Department Team Building

This month, the IT Department Team came together to celebrate Yary Polanco's special Day! HR wants to recognize and appreciate the amazing individuals who make our workplace special. Here's to another year of success, joy, and growth.



Who is Who

Administration – Continued from October Issue



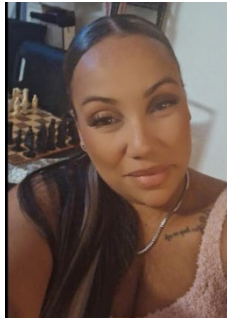
Zenaida Bramwell
Administrative Assistant

Annuity Department

This month, The JIB shines the spotlight on our Annuity Department! This team demonstrates dedication, expertise, and teamwork to deliver exceptional service and solutions. Their commitment ensures our clients receive the support they deserve. We are so proud of their hard work and the positive impact they make every day!



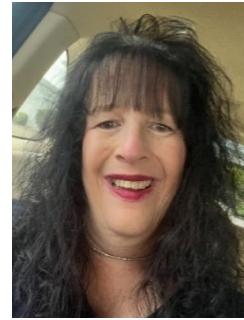
Kristine Black
Annuity Associate



Brittany Granger
Annuity Associate



Kathy Lebron
Annuity Associate



Felicia Marti
Loan Associate



Christopher McGivney
Annuity Associate



Theresa McGuigan
Supervisor



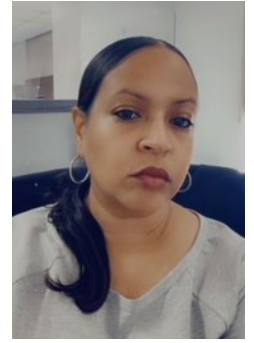
Maria Mendez
Assistant Supervisor



June Ann Mohabir
Annuity Associate



Debra O'Boyle
Annuity Associate



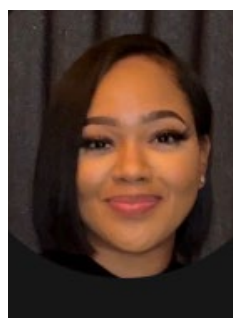
Kinah Perez
Annuity Associate



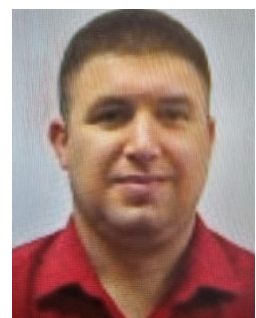
Mohini Ramsukh
Annuity Associate



Mercedes Rodriguez Gramsch
Lead Person



Chelsea Roye
Annuity Associate



Nicholas Tarricone
Senior Benefit Processor

Health & Wellness Corner



Men's Mental Health

A message from Dr. Michael Makover

This is Men's Health Month. Today we concentrate on Men's mental health.

Biological men and women are more alike than different, but there are differences in anatomy, hormones and social context and expectations.

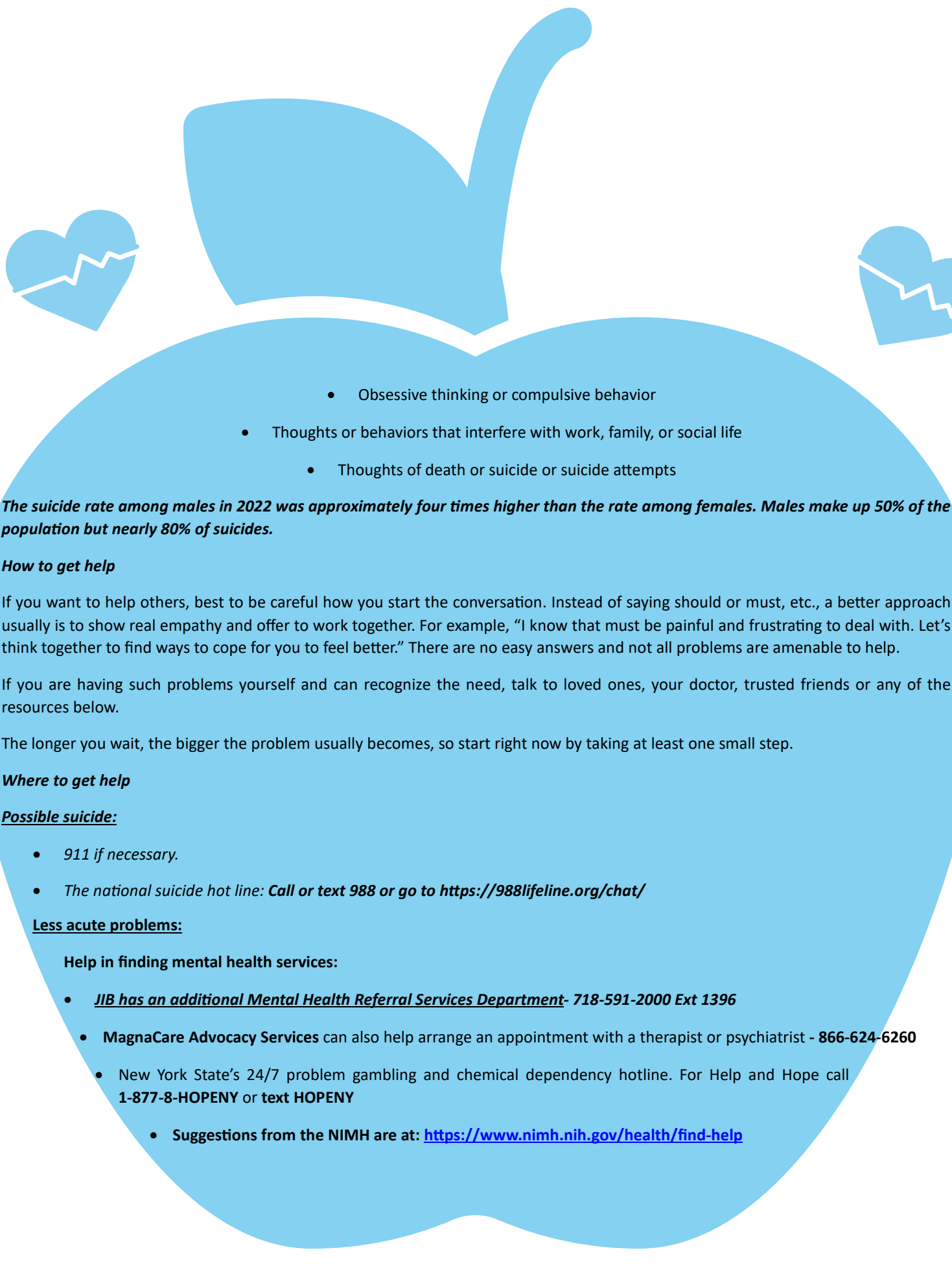
Generalizations are just approximations but provide some guidance. There is enormous evidence that women are far more likely to seek help than men, as seen, for example, in doctor visits. A book by a psycholinguist named Deborah Tanner ("You just don't understand") was on the best sellers list for 22 weeks. It showed how women are more likely to share their feelings with others, especially with other women, than men. Women more often deal with problems by sharing and commiserating.

The first step to coping with stress and mental health problems is to share them with others, something unfortunately men may not do.

The worst outcomes of not coping and seeking help may include depression, paralyzing anxiety, substance abuse, suicide and violence.

The National Institute of Mental Health (NIMH) lists some examples of clues suggesting a mental health problem:

- Anger, irritability, or aggressiveness
- Noticeable changes in mood, energy level, or appetite
 - Difficulty sleeping or sleeping too much
- Difficulty concentrating, feeling restless, or on edge
 - Increased worry or feeling stressed
 - Misuse of alcohol, drugs, or both
- Persistent sadness or feelings of hopelessness
- Feeling flat or having trouble feeling positive emotions
 - Engaging in high-risk activities
- Aches, headaches, or digestive problems without a clear cause

- 
- Obsessive thinking or compulsive behavior
 - Thoughts or behaviors that interfere with work, family, or social life
 - Thoughts of death or suicide or suicide attempts

The suicide rate among males in 2022 was approximately four times higher than the rate among females. Males make up 50% of the population but nearly 80% of suicides.

How to get help

If you want to help others, best to be careful how you start the conversation. Instead of saying should or must, etc., a better approach usually is to show real empathy and offer to work together. For example, “I know that must be painful and frustrating to deal with. Let’s think together to find ways to cope for you to feel better.” There are no easy answers and not all problems are amenable to help.

If you are having such problems yourself and can recognize the need, talk to loved ones, your doctor, trusted friends or any of the resources below.

The longer you wait, the bigger the problem usually becomes, so start right now by taking at least one small step.

Where to get help

Possible suicide:

- 911 if necessary.
- The national suicide hot line: **Call or text 988 or go to <https://988lifeline.org/chat/>**

Less acute problems:

Help in finding mental health services:

- **JIB has an additional Mental Health Referral Services Department- 718-591-2000 Ext 1396**
- **MagnaCare Advocacy Services** can also help arrange an appointment with a therapist or psychiatrist - **866-624-6260**
- New York State’s 24/7 problem gambling and chemical dependency hotline. For Help and Hope call **1-877-8-HOPENY** or text **HOPENY**
- Suggestions from the NIMH are at: <https://www.nimh.nih.gov/health/find-help>

Upcoming Events and Opportunities

Open Positions and Opportunities at the JIB

- Internal Medicine Physician
- Software Engineer
- EESISD Director
- Annuity Associate
- Switchboard/Scanning/File Position
- Mail Room Associate

Events

Local Union No. 3 New Year's Eve Party 2025



2024 JIB Holiday Donation Drive for Saint Dominic's





Celebrating Academic Achievements in Our Team!

Please join the JIB in congratulating Adam Field who has reached an incredible milestone earning a master's degree.

This achievement is special because Adam used the JIB Education Benefits to accomplish this which supports our team's development.

For anyone who is interested in exploring our education benefit program to pursue their own goals, please reach out to Human Resources. We're here to support your growth and celebrate your successes.



Happy Birthday to Our November Staff Members

Jessica Algarin
Janet Antonello
Antonio Brown
Rafelyna Capellan
Rimeeka Clanton
Diana Clark
Eslaye Devine-Barros
Meredith Diliberti
Boris Dynkin
Qrenzina Francis-Kendrick

Rongbiao Fu
Felix Guilbe
Mary Hu
Brian James
Kambon John
Mohammad Khan
Howard Lau
Yan Xing Lin
Nick Nardella
Tommy Netland

James Orban Jr.
Shondell Patterson
Emmit Peterson
Uri Peyser
Yary Polanco
Michael Porr
Khalilur Rahman
Flor Roldan
Alexandra Rosario
Chelsea Roye



November Work Anniversaries

Kristine Black
John Burke
Adam Field
Qrenzina Francis-Kendrick
Himraj Gajai
Natasha Gill
Tanya Harrison
Brian Hobbie
Marie Karabetian Werner
Pedro Martinez

Christopher Mc Givney
Maria Mendez
Tiffany Montalvo
Tommy Netland
Dawn Nofi
Debra O Boyle
Elizabeth Odierna
Mel Odonohue
Kinah Perez
Daisy Pineiro-Caballero
Patricia Rivera

Flor Roldan
Natalie Romero
Gina M Russo
Allison Saunders
George Schuck
Chenguang Tao
Gisel Tirado
Demetrios Tsiolis
Janet Velez
George White

Olive Tapenade



You'll Need

- 2 - 1/2 cup Mixed Pitted Olives such as Black, Kalamata, ripe Green, drained
- 2 Tablespoons Capers drained
- ¼ cup Sun Dried Tomatoes diced
- 1 Tablespoon Garlic chopped
- 1 Tablespoon Oregano dried
- 2 Tablespoons Fresh Parsley Leaves chopped
- ¼ cup Fresh Basil Leaves chopped
- Juice of one lemon
- 1/4 cup Extra Virgin Olive Oil
- Options: tuna 1 can and or anchovies, cherry tomatoes, roasted pepper, or flaked hot pepper
- black pepper to taste

Use tapenade to top flounder, deviled eggs, pasta, or crackers

Method

1. Add all the ingredients into your food processor and blend. If you want a smooth spread keep in the blender longer and add a bit of water if necessary
2. Top with parsley, basil or whole olives or capers.
3. Serve with vegetables or on top of your favorite crackers.

Stay connected by contacting JIBHR@JIBEI.com