

THE BOARD AND BEYOND NEWSLETTER



Wishing You a Joyous Eid!

The JIB would like to extend our warmest wishes to all those celebrating Eid. It's a time of joy, reflection, and togetherness, and we hope you have a wonderful holiday filled with happiness, peace, and cherished moments with your loved ones.

For those observing, may this Eid bring you prosperity and blessings.

Eid Mubarak!

Voluntary CPR & AED Training - February 26, 2025

A big congratulations to our staff who participated in our FDNY Early CPR training and the use of an Automated External Defibrillator (AED)!

Your commitment to learning these life-saving skills helps make our workplace and community safer.

Thank you for taking the time to prepare for emergencies—you never know when your knowledge could make a difference.

Great job, everyone!



JIB Updates

- A friendly reminder that the 2025 tax filing deadline is April 15th. Make sure you file on time to avoid any penalties.
If you have any questions, be sure to consult a tax professional or visit the IRS website for guidance. Stay compliant and plan ahead!
 - If you need another copy of your W-2 or 1095-C, both documents are available for download through UKG.

Announcements

Welcome to the team!

- Diannery Perez – EITC L3 Apprentice Instructors – Apprentice Instructor
- Amanda Favillo – EESISP –Associate
- Diana Sena – Payroll – Coordinator
- Janeth Diaz – Annuity – Associate
- Dmitriy Petrushin – IT – Programmer
- Alexis Bush – EESISP - Associate

Promotions

- Congratulations to George White on his promotion to Director of the JIB Apprentice Program!

Employee Shout Out

Shout out for Exceptional Support for Our Customers:

The JIB wants to recognize the following employees for their dedication to providing top-notch service to our members. Thank you for your commitment to always putting our members first and for embodying our company values every day. It does not go unnoticed!

Keep up the great work!

- **Leslie Biscardi** – We want to give a big shoutout to Leslie Biscardi for her outstanding support in assisting one of our employees when he needed medical coverage assistance for his dependent. Leslie handled the situation with professionalism and care, ensuring the process was smooth and stress-free.
- **Gabrielle Schulman** - A huge shoutout to Gabrielle Schulman for her great customer service skills and for going the extra mile to truly listen and provide support to a member in need of their prescription. Her diligence and dedication made a meaningful difference to the member.
- **Gina Russo** - A big shoutout to Gina Russo for going above and beyond to assist a member with their Express Scripts issues! Her patience, expertise, and commitment to excellent service made all the difference in ensuring the member received the support he needed.
- **Isabella Lovasz** – A shoutout to Isabella Lovasz for providing exceptional customer service to a member.

Upcoming Events and Opportunities

Open Positions and Opportunities at the JIB

- Internal Medicine Physician
- Clinical Pharmacist
- Software Engineer
- Temporary E&C Associate
- EESISP Claims Associate
- Benefits & Financial Administrator
- HR Jr. Generalist
- Optometrist

Department Team Building

St. Patrick's Day Celebration – Team Spirit in Action! 🍀

Members Records Department had a fantastic time celebrating St. Patrick's Day together! From festive green outfits to enjoying delicious treats, it was wonderful to see everyone come together and strengthen their team spirit.



Cheers to everyone from Annuity who participated and made their St. Patrick Day event special. Staff wore their best green attire while celebrating with each other and made the holiday memorable.



Who is Who

Educational & Cultural Trust Fund Department (Continued)

This month, we're excited to introduce the rest of the Educational & Cultural Trust Fund Department – Long Island City Electrical Industry Training Center and the Long Island Educational Center at Cutchogue. They provide educational benefits for Local 3 Union members and their children.

Electrical Industry Training Center - LIC



Darlene Stokes
Director of Bootcamp



Michael Valero
Administrator of EITC

Long Island Educational Center - Cutchogue



Nicholas Erikson
Associate Director and
President of JIB Catering



Stephanie Saladino
Director



Celebrating George Schuck on his Retirement!

After 22 years of dedication, hard work, and countless contributions, George retired! While we will certainly miss his expertise, leadership, and camaraderie, we are excited for him as he embarks on this new chapter of relaxation and adventure.

We wish you all the best in this well-earned retirement—may it be filled with joy, new experiences, and plenty of time to enjoy the things you love!

Congratulations!





We're thrilled to share some wonderful news— Chelsea Roye has welcomed a beautiful new addition to their family!

Baby Madison arrived on February 22, 2025, bringing lots of joy and love.

Congratulations to Chelsea and their family on this exciting new chapter! Can't wait to see all the adorable baby pictures.

Wishing you all the best during this special time!



Health & Wellness Corner

**Take good care
of your kidneys, so
they can take good
care of you**



In the back of your lower abdomen are your two kidneys, about 4 by 5 inches, shaped like the beans named after them. You can't live without them.

Your kidneys:


- Remove waste from your metabolism
- Balance the vital important minerals and proteins in your body
- Maintain proper body water levels
- Help regulate your blood pressure
- Help make red blood cells
- Affect bone formation, phosphorus, and calcium, which are important for healthy bones and other bodily needs

There are many kinds of kidney disease. The most common is Chronic Kidney Disease (CKD).

CKD is silent for a very long time. Kidney function usually declines slowly in CKD and symptoms do not appear until it becomes very advanced and impairs kidney function. Your body has a lot of redundancy for safety – most organs can be reduced considerably before you feel it. Most people have four times as much kidney as they need. That is why living donors can donate one kidney and still live full, normal lives.

According to the National Kidney Foundation, symptoms, when they begin to occur, can include:

- Foamy urine
- Urinating more often or less often than usual
- Itchy and/or dry skin
- Feeling tired
- Nausea
- Loss of appetite
- Weight loss without trying to lose weight



People who have more advanced stages of CKD may also notice:

- Trouble concentrating
- Numbness or swelling in your arms, legs, ankles, or feet
- Achy muscles or cramping
- Shortness of breath
- Vomiting
- Trouble sleeping
- Breath smells like ammonia (also described as urine-like or “fishy”)


A simple blood test can detect CKD early way before you get to these advanced symptoms.

CKD usually progresses slowly in stages. The first stage usually has no symptoms. At more advanced stages, you might feel fatigue, become anemic and often might have excess protein in your urine, and other symptoms as above. If too much protein is lost, that can cause ankle swelling (edema) and more. The last stages usually require dialysis (in which a dialysis machine cleans the blood) or kidney transplant.

CKD also increases the risk and severity of atherosclerosis (hardening of the arteries) and hypertension (high blood pressure) and thus increases the risk of heart attacks, strokes, dementia, heart failure, erectile dysfunction (ED) and much else that atherosclerosis causes.

Many things can contribute to CKD:

- Diabetes
- Atherosclerosis
- High blood pressure (hypertension)
- Heart disease and/or heart failure
- Obesity (having a body mass index or BMI of 30 or more)
- Over the age of 60
- Family history of CKD or kidney failure
- History of acute kidney injury (AKI)
- Smoking tobacco or anything else
- Some medications (not commonly used, some herbal products and some environmental pollutants)



Specialists in CKD are internal medicine doctors called nephrologists. Urologists (surgeons who deal with other kidney and urinary tract problems) are sometimes also needed.

Your doctor can periodically screen you for early CKD with blood, urine and other tests as needed. A comprehensive metabolic blood panel will show your EGFR. That is an estimate of how well your kidneys are filtering your blood. An EGFR above 90 is normal. The more below that, the more kidney decline there is, but that does not become severe until much lower, usually below 30.

The National Kidney Foundation is an excellent resource (<https://www.kidney.org/>).

According to the CDC:

- More than 1 in 7 US adults—about 35.5 million people, or 14%—are estimated to have CKD.†
- As many as 9 in 10 adults with CKD do not know they have it.
- About 1 in 3 adults with severe CKD do not know they have CKD.

CKD by age, sex, and race/ethnicity

According to current estimates:

- CKD is more common in people aged 65 years or older (34%) than in people aged 45–64 years (12%) or 18–44 years (6%).
- CKD is slightly more common in women (14%) than men (12%).
- CKD is more common in non-Hispanic Black adults (20%) than in non-Hispanic Asian adults (14%) or non-Hispanic White adults (12%).
- About 14% of Hispanic adults have CKD.

The best thing you can do for your kidneys (and for the rest of you) is to follow the advice for a healthy way of life, as outlined in our previous articles and from many healthcare services and information sources.

When all else fails, a kidney transplant can be lifesaving and health restoring. Every year many tens of thousands die because of lack of transplantable organs. If everyone agrees to be an organ donor, most of those deaths could be prevented. Please consider registering to be a donor. You could be saving the life of a family member, a friend, or another human being.

If you are interested in organ donation visit the National Organ Donor website at <https://www.organdonor.gov/>

LUNCHTIME WELLNESS WORKSHOPS



Chair Yoga

MONDAYS & FRIDAYS

April 7, April 14, April 18, April 21, April 25, April 28

TIME: 12pm-12:30pm AND 1pm-1:30pm

Wellness Conference Room (2nd Floor)

Join us as we stretch and breathe our way to a happy and productive week! No Yoga Mats Need.



Walk Indoors

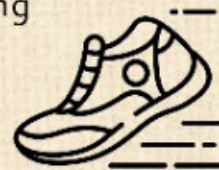
TUESDAYS & THURSDAYS

April 8, April 10, April 15, April 17, April 22, April 24

TIME: 12pm- 12:30pm AND 1pm-1:30pm

Wellness Conference Room (2nd Floor)

Join us as we get our steps in during our lunch break!



Events are hosted by JIB Medical's Wellness program are strictly voluntary and do not constitute any professional medical advice, diagnosis, or treatment. Participants should follow advice of their healthcare providers before starting any exercise program

For more information about events email: Wellness@jibe.com*



March Work Anniversaries

| | | |
|------------------------|----------------------|-----------------|
| Sherlyn Aldas | Felix Guilbe | Chelsea Roye |
| Patricia Barrera | Vanessa Heyward | Rocco Russo |
| George Beecher | Rise Jacobs | Maureen Steiger |
| Teresa Campos | Kambon John | Gary Talkofsky |
| Shayla Crawford-Holder | Dr. Michael Makover | Tellah Taylor |
| Aston Crossdale | John-Thomas Marchell | Rafay Uz Zaman |
| Meredith Diliberti | Sandra Marin | Felix Zhosan |
| Frances Evangelista | Emmit Peterson | |



Happy March Birthday to our Staff Members

| | | |
|------------------|-------------------|--------------------|
| Thierno Barry | Himraj Gajai | Cora O Shaughnessy |
| Terrence Benton | Magdalena Go | Lauren Rivera |
| Margaret Caputo | Marie Herivaux | Dhir Shah |
| Rosanna Cardenas | Stacey Hice | Nicole Simpson |
| Erland Castillo | Franco Iampieri | Gary Talkofsky |
| Jennifer Chu | Christopher Kelly | Ramdat Veerapen |
| Christine Cotto | Paul Morro | Christian Vega |
| | Jennifer Munoz | |

In the Kitchen with our Nutritionist Erica A. Viñas RD, CDE

Basic Smoothie Formula That You Can Customize



Instructions

1. To make **lower calorie** shakes use water, more ice, skim milk, 30 calorie nut milks. Use lower calorie fruits like berries, try PB2 peanut butter powder or be generous with vegetables.
2. For **weight gain** use higher calorie nut milks, pea milk, cow milk or yogurts, add in nut butters, nuts, or protein powders. Top with granola for an extra high calorie boost.

You'll Need

Liquids 1- 1/2 cups

- Kefir
- Juice
- Iced Coffee
- Milk- fresh or powdered
- Plant based milk
- Water/Ice
- Yogurt

Frozen Fruits/Vegetables 1-2 cups Fresh or Frozen

- | | |
|-------------|------------|
| Spinach | Berries |
| Kale | Pineapple |
| Carrots | Banana |
| Beets | Peach |
| Cucumber | Mango |
| Cauliflower | Melon |
| Ginger | Acai puree |

Creamy Add ins 1-2 Tablespoons

- Nut butter
- PB2 peanut butter powder
- Coconut Cream
- Avocado

Sweetener (optional)

- Honey
- Maple Syrup
- Sugar, brown sugar, or Molasses
- Dates

Fiber/omega 3/Immune Boost 1-2 Tablespoons

- Ground Flax Seeds
- Chia Seeds
- Ground Hemp Seeds
- Wheat Germ
- Matcha tea powder
- Mushroom powders
- Spirulina powder

Flavor Boost

- | | |
|-----------------|------------------|
| Vanilla Extract | Hazelnut Extract |
| Lemon Juice | Cocoa powder |
| Cinnamon | Turmeric |
| allspice | parsley |
| Fresh Mint | Ground Cardamom |

Stay connected by contacting JIBHR@JIBEI.com