

DECEMBER

Employee Newsletter

ANNUAL FLU VACCINE REMINDER

Deadline: 12/31/24

As a reminder, the State of New Jersey requires ALL employees of certain healthcare facilities, including nursing homes, to receive an annual influenza vaccine, including employees who are not responsible for direct patient care.

The only exception to the vaccination requirement is for those individuals who have a valid medical reason. Those who seek the medical exemption must complete an attestation form to be submitted to the New Jersey Department of Health. **For any employees previously approved for a medical exemption, please be advised that the *Medical Exemption Statement for Health Care Personnel* will once again be required to be completed in full for the 2024/2025 flu season, by December 31, 2024, as that is an annual requirement. **Anyone approved for a medical exemption will be required to wear a mask at all times during flu season, October 1st through April 1st.****



The statute does not allow for a religious exemption.



Note: If you received your 2024 flu shot at a pharmacy or physician's office, please provide a copy to Gina Martinez, Employee Health Nurse, as soon as possible.

403(b) Thrift Plan Maximums for 2025

The Internal Revenue Service (IRS) has announced the dollar maximums and limits for qualified pension plans for 2025. All dollar amounts are effective January 1, 2025, and changes from 2024, if any, are noted.

If you wish to make any changes to your bi-weekly contribution, please login to your online account at www.mutualofamerica.com.

Maximum Elective Deferral or Contribution Limit	Increase from 2023	Age 50 and Older Additional "Catch-up" Contribution Limit
\$23,500	\$500.00	\$7,500



EMPLOYEES' COUNCIL



Note from Mary Ellen Bove

We are still looking for more members to re-start our Employees' Council.

We will meet quarterly and alternate meeting in the conference rooms on both sides of the campus, most likely at 11 am. Meetings won't go more than 45 minutes typically. We would love a non-managerial representative from housekeeping, dining, maintenance, grounds, activities, social services and nursing – we would love to have a CNA too! So far, we have volunteers from nursing, rehab and housing. The purpose is to discuss any suggestions or concerns staff in any department has as well as suggestions for employee focused events – our ping pong tournament this past year was so much fun! Please email me at mebove@heathvillage.com or leave a message at ext.5220 if you are interested in participating. We are looking forward to getting this started again! Thank you.

Payroll Record Update



In order to ensure the accuracy and successful mailing of your 2024 Form W-2, please verify the accuracy of your name and address as reflected on your pay statement. If there are any changes to be made, please contact Human Resources. W-2 forms will be mailed in January.

ATTENTION: LICENSED & CERTIFIED STAFF

(i.e. RN, LPN, CNA, CHHA, Therapists, Social Workers, etc.)

Heath Village is required to keep records of your license numbers and expiration dates. Upon renewal, please provide your supervisor or department head with a copy of your license/certification so that we may update our records and ensure the utmost accuracy.

Thank you for your cooperation.

Gratuities

Please be reminded that it is the policy of Heath Village that an employee **may not** accept any gratuity from a resident or their provider/family. A gratuity could be in the form of cash, gift certificates, gifts, or personal belongings.

Due to the seriousness of this policy, acceptance of any gratuity can lead to termination of employment. It is our intent, as a company, to have all employees rewarded for loyal service only through the Employee Appreciation Fund, which was recently distributed to eligible employees.

Thank you for your cooperation.



WELCOME ABOARD!



Heath Village is pleased to welcome the following employees who were hired in the month of November 2024!



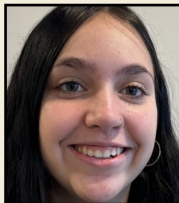
Mason Juhls
November 7
Dining Services



Ethan Mayorga
November 7
Dining Services



Angela Barth
November 12
Dining Services



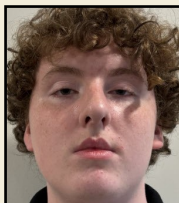
Juliana Rubin
November 13
Dining Services



Halyna Fitsak
November 14
Housekeeping



Ryna Asim
November 20
Dining Services



Conor Walters
November 20
Dining Services



Anastasiia Broda
November 24
Dining Services



Bryanna Caez
November 24
Dining Services

The Heath Village Employee Holiday Party was a Blast!





Congratulations to our



December Employee Anniversaries



Celebrating Years of Service



Department	Name	Hire/Rehire Date	Years of Service
Nursing	Jacqueline Eck	12/02/2002	22
Mayflower House	★ Wina Goble	12/18/2006	18
Maintenance	William Mullen Jr.	12/11/2010	14
Nursing	Pauline Turner	12/22/2011	13
Rehabilitation	Pura Riza Torio	12/17/2012	12
Grounds	Matthew Strunck	12/18/2017	7
Dining Services	Richard Danner	★ 12/10/2018	6
Nursing	Carolyn Weiss	12/18/2018	6
Nursing	Pamela Alvarez	12/01/2021	3
Nursing	Maria Aurora Hernandez	12/07/2021	3
Nursing	Alicia Norato	12/13/2021	3
Maintenance	Douglas Cromin	12/14/2021	3
Rehabilitation	Morgan Altieri	12/20/2021	3
Rehabilitation	Paula Kaltman	12/21/2021	3
Dining Services	Sydney Holloway	12/01/2022	2
Nursing	Richard Card	12/06/2022	2
Activities	★ Janice Wortman	12/13/2022	★ 2
Rehabilitation	Romeo Dimaculangan Jr	12/13/2022	2
Rehabilitation	James Ferretti	12/28/2022	2
Activities	Jose Maldonado	12/04/2023	1
Nursing	Mikko Ronquillo	12/05/2023	1
Nursing	Joseline Lopez Zaldana	★ 12/07/2023	1
Housekeeping	Bibi Samaroo	12/11/2023	1
Dining Services	Colton Howard	12/19/2023	1
Grounds	Michael Metzger	12/20/2023	1

