

Heath

Village

February 2025 Employee Newsletter

SAFETY / WORKPLACE INJURIES

It is the policy of Heath Village to provide and maintain a safe work environment for all employees. A Safety Committee oversees the safety program, identifying potential safety concerns and recommending preventative measures to reduce the risk of accidents and injuries. All employees are expected to follow proper procedures related to safety.

ALL work-related injuries MUST be immediately reported to your Department Head or immediate supervisor who will work with you to complete an Incident Report, then direct you to the Nursing department for evaluation. A professional nurse will evaluate whether or not additional medical treatment is needed. **When treatment by a physician is required, the employee will be referred to our designated workers' compensation doctor.** When the immediate care of a physician is required outside of the designated doctor's normal operating hours, the injured employee may be directed to the emergency room at Hackettstown Regional Medical Center. *(Please note: Election by an employee to seek a physician not designated by Heath Village will result in non-coverage of services.)*

An employee is required to provide his/her supervisor with a written physician's statement following any medical treatment, as well as any required follow-up appointments.

Heath Village offers a productive transitional duty program that is designed to return employees to work following an injury, regardless of any work restrictions. This program involves temporarily "modifying" the employee's existing job so they are physically capable of performing their job duties. The modified duty job may not necessarily be in the employee's regular department.



EMPLOYEE RECOGNITION

A High Coffee will be held **Thursday March 27th at 10:00 a.m. in the Heritage Dining Room, main campus,** to honor the following employees for their recent milestone anniversaries:



| <u>Name</u> | <u>Department</u> | <u>Years of Service</u> |
|---------------------------|-------------------|-------------------------|
| James Forestiere | Maintenance | 25 |
| Maria Drown | Dining | 20 |
| Edith Circelli | Nursing | 20 |
| Nora Orozco | Nursing | 15 |
| John Heins | Dining | 10 |
| Brendan Cahill | Dining | 10 |
| Evgeny Ivanov | Housekeeping | 10 |
| Lucy Suarez | Dining | 5 |
| Mary Lou Miller-Heemaneth | Maintenance | 5 |
| Abigail Mensah | Housekeeping | 5 |



All employees are invited and encouraged to attend this special occasion to honor and congratulate our service award recipients.



TUITION REIMBURSEMENT



An employee who seeks to obtain educational credits related to their professional position, or who desires to take courses which would apply to a job in which they aspire within Heath Village, is eligible to apply to Administration for acceptance into the Tuition Reimbursement program.

Employees applying for tuition reimbursement must have completed a minimum of two (2) years of employment at Heath Village and be willing to fulfill the stipulated contractual obligations of this educational benefit.



A few of the program's specifics are listed below:

- Tuition reimbursement is based on employee classification of full-time, part-time or per diem (seasonal and/or temporary employees are not eligible for this benefit).
- Employees will be reimbursed for tuition, enrollment charges and books.
- Tuition reimbursement is contingent upon achieving a final grade of C or better.
- Applications for Tuition Reimbursement will be considered in the order received.

Tuition reimbursement is limited to the following maximum limits per academic year:

| | |
|-----------|------------|
| Full-time | \$5,000.00 |
| Part-time | \$2,500.00 |
| Per Diem | \$1,000.00 |

For complete information regarding our Tuition Reimbursement program, please see Kelly Stiles in Human Resources.

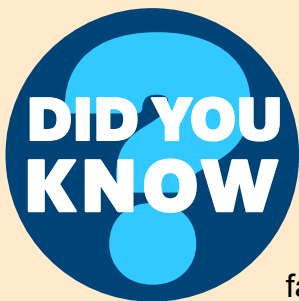
Note: Applications for the 2025/2026 academic year must be submitted as soon as possible, but no later than March 15, 2025 for budget purposes.

Current recipients do not need to reapply.

FRIENDLY REMINDER FOR LICENSED & CERTIFIED STAFF (i.e. RN, LPN, CNA, CHHA, Rehab staff, 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.



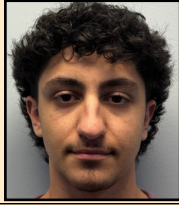
Did you know your eyes can give insights into your heart's health? It's true!

Our eyes are made up of blood vessels and nervous tissue, which can be hard to see most of the time. However, by looking at your eyes, your eye doctor has a unique opportunity to view these areas without relying on invasive procedures. In fact, an eye exam can help detect early signs of over 270 health conditions, such as diabetes, high blood pressure, and heart disease.

As we near the end of February, American Heart Month, help us support the American Heart Association's effort to improve cardiovascular health and increase awareness about the connection between eye care and heart health. Schedule an appointment with a VSP® Vision Care network doctor to ensure both your eyes and heart are well taken care of.

WELCOME ABOARD!

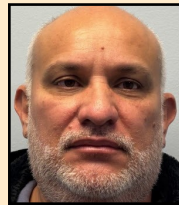
Heath Village is pleased to welcome the following employees who were hired in the month of January 2025!



Mehmet Durmus
January 2
Dining Services



Dylan VanNess-Leeper
January 3
Grounds



William Orjuela
January 3
Maintenance



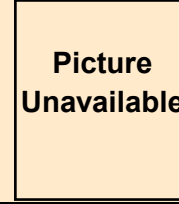
Jonathan Sohle
January 13
Security



Susana Albarado
January 16
Dining Services



Nate O'Connor
January 16
Dining Services



Picture
Unavailable

Courtney Schroeder
January 16
Dining Services



Matthew Tyburczy
January 16
Dining Services



Wallace Tyburczy
January 16
Dining Services



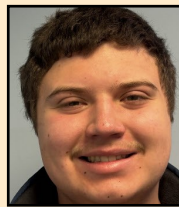
Christopher Franco
January 17
Dining Services



Colin Matthews
January 20
Rehabilitation



Claudia Colorado
January 22
Housekeeping



Eric Dolinoy
January 30
Maintenance



Rebecca Flanagan
January 29
Social Services



Vance Sherwood
January 30
Dining Services



Congratulations to Gina Martinez on receiving Leading Age of NJ/DE's 2025 *Excellence in Professional Advancement* Award. This award celebrates individuals who have assumed progressive leadership responsibilities within their organization and have worked to build a shared vision, develop robust relationships and enhance organizational capacity.

Gina is Clinical Coordinator/Infection Preventionist, but she has worn many hats at Heath Village over the past 22 years of service! Her dedication to our community is inspirational and we are so grateful for everything she does to better our village. This well-deserved recognition is a wonderful achievement. Way to go Gina!





Congratulations to our February Employee Anniversaries

Celebrating Years of Service



FEBRUARY 2025



| Department | Name | Hire/Rehire Date | Years of Service |
|----------------------|---------------------------|------------------|------------------|
| Maintenance | Douglas Russack | 02/27/1997 | 28 |
| Nursing | Gina Martinez | 02/05/2003 | 22 |
| Dining Services | Charo Drown | 02/15/2005 | 20 |
| Other Administration | Deborah O'Brien | 02/09/2009 | 16 |
| Nursing | Sam Manna | 02/28/2011 | 14 |
| Nursing | Erika Parra | 02/18/2011 | 14 |
| Business Office | Carolyn Nicholas | 02/21/2017 | 8 |
| Nursing | Ma Joanna Ealdama-Manabat | 02/01/2017 | 8 |
| Nursing | Claudia Raglievich | 02/21/2018 | 7 |
| Housekeeping | Ana Garcia | 02/19/2019 | 6 |
| Security | Matthew Greene | 02/20/2021 | 4 |
| Maintenance | Russell Uhrig | 02/02/2022 | 3 |
| Rehabilitation | Nicole Glozzy | 02/28/2022 | 3 |
| Housekeeping | Mercy Avelar de Lopez | 02/10/2023 | 2 |
| Nursing | Aukje Kuntz | 02/06/2023 | 2 |
| Dining Services | Lanamarie Howard | 02/03/2024 | 1 |
| Dining Services | Leslie Vasquez | 02/27/2024 | 1 |
| Dining Services | Sebastian Salcedo | 02/08/2024 | 1 |

