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QUEEN GIBSON REPORT

Congratulations to this year's Promotion recipients! Truly we celebrate this momentous occasion for all Professional Staff members. With more than 35 portfolios submitted, a total of 21 promotions were granted to Professional Staff members.

This is the first time that Professional Staff members have been given promotional opportunities that are reflective of our numbers: more than 130 Professional Staff members. The administration is to be applauded for recognizing the hard work that Professional Staff members do at New Jersey City University in our commitment to uphold and promote the mission of this institution that we love and care for dearly.

Professional Staff members are indeed a vital part of the fabric of this university and I am pleased to see that Professional Staff members are being rewarded for their diligence. I only ask, that if you did not receive a promotion this year, please consider re-applying next year.

I would like to thank and praise the Professional Staff Peer Review Promotions Committee for all of their hard work, timeliness and keeping to the schedule. You all did an amazing and remarkable job. The best to you and enjoy the summer!

EMPLOYEE SOCIAL MEDIA BEHAVIOR MAY BE PROTECTED

Grousing about work conditions on the job, does not automatically mean a pink slip is in your future. So says an Associated Press report in *THE RECORD* (March 30, 2015). According to the article, the National Labor Relations Board says social media speech is protected speech even if "it's vitriolic or insulting..." and an employee CAN NOT be fired if they complain about working conditions. They also cannot be fired if they complain on social media and if the complaints are used as part of an effort to improve working conditions. Employer also can't suspend, reprimand, or deny promotions to employees who grip on social media.

That's not to say employees get an entirely free pass. The article quotes an employment law specialist in NYC who says employees can be fired for promoting insubordination, disparaging their employer's services or revealing trade secrets. Employees can also be shown the door for posting racist, sexist, homophobic or similar comments. In this case, the employer can fire someone rather than risk being seen as tolerating such behavior among its employees.

SAVE THE DATE

Sarah Harnick Retirement Party.

Thursday, June 11th 12:00 Noon to 2:00 PM in GSUB Room 129.

The cost is \$25 (cash only) and contributions should be made to

Desiree Clayton at dclayton@njcu.edu in GSU, Room 127 by June 9th .

YOUNG PEOPLE STRUGGLE WITH JOB STRESS, STUDY FINDS

Who are the most stressed workers in the office? Well, a Bloomberg report in the *Star-Ledger* says it's not the employees with the gray hair, but their new colleagues just entering the marketplace. The article cites a year and a half long study (January, 2013 – June, 2014) that says young Millennial (1978-1999) workers are feeling the squeeze between higher loan repayment obligations and an economy that still has relatively high unemployment rates. The study repeats what other studies have found in previous years, so at least a part of the stress may be just the normal adjustments associated with entering the workplace.

The stress shows up in how the newest employees deal with it. According to the study, 21% of millennials are likely to take a day off if the stress gets to be too much, compared with 17 percent of Generation X workers (1965-1977) and 18% of Baby Boomers (1946-1964).

GOOD TO KNOW: THERE'S SOMETHING ABOUT THE WATER

If the water coming out of your tap has tasted “funny” lately, it's not your imagination. Blame the test on this past winter's weather, specifically all of the road salt that was used on the road during blizzards. All of that salt is now draining into lakes and reservoirs used for drinking water supplies.

According to *THE RECORD*, (March 6, 2015), the runoffs from the storms has raised the sodium level at one of United Water's Bergen County reservoirs to five times greater than what the Federal Environmental Protection Agency acceptable for people on low salt diets. United Water serve approximately 800,000 residents in Bergen and Hudson Counties.

For now, United Water is mixing the water in its Bergen County reservoir with waters from more remote Passaic County sites that were less affected by the road salt. The utility has also notified local hospitals. For now, bottled water might be a good alternative. Just take a look at see where the water in the bottles originally came from. The more rural, the better.

Professional Staff Advisory Committee/Editorial Board

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