

THE BOARD AND BEYOND NEWSLETTER

November 2025



Veterans Day, observed annually on November 11th, is a day dedicated to honoring those who have served in all branches of the United States Armed Forces. Veterans Day carries a significance that goes beyond ceremonial observance. It is a time to reflect on the contribution of those who have worn the uniform, to honor their sacrifices, and to acknowledge the enduring impact that their service has on all of us. This day is a remembrance for Veterans, their families, and the communities that support them.



Thanksgiving Day is a day when family and friends gather to express gratitude for their blessings and good fortune over a shared meal. It is celebrated every 4th Thursday during the month of November. This year it falls on November 27th. May this special day be abundant, blissful, and full of laughter making beautiful memories with your loved ones.



Harry Van Arsdale, Jr. day is celebrated on the Friday after Thanksgiving. He is celebrated as a labor and community leader of New York City. The day honors his contributions which positively impacted the labor movement and the lives of working people.

JIB Updates

- 2025 Sexual Harassment Training Compliance: in progress. Deadline: Friday 12/12/2025
- 2025 Computer Compliances: in progress
- 2025 Cybersecurity: in progress

Announcements

Welcome to the team!

- Andy Sooknandan – Accounting Department
- Eric Saul – IT Department
- Kara Higgins – Legal Counsel Department
- Elisabeta Lin – Facilities Department

Employee Shout Out

- Congratulations to Tiffany Montalvo from the EESISIP Department for going above and beyond to help two of our members. These members wrote an amazing letter praising Tiffany’s willingness to go the “extra mile”. They were grateful for her “tireless efforts and positive spirit”. Keep up the spectacular work Tiffany!!



Upcoming Events and Opportunities

Open Positions and Opportunities at the JIB

- Indemnity Examiner, WC Examiner
- Facilities Associate “B”
- Switchboard Operator
- Internal Medicine Physician

LUNCHTIME WELLNESS WORKSHOPS

Chair Yoga

November 3rd, November 10th,
November 17th, November 24th
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 month! No Yoga Mats Need.



Walk Indoors



November 4th, November 13th,
November 18th, November 25th

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!

Art Meditation Workshop:

Gratitude Reflection Painting

Wednesday, November 12th
TIME: 12pm- 12:30pm AND 1pm-1:30pm
Wellness Conference Room (2nd Floor)
Time to unleash your inner artist! Join us during
your break for half an hour of creativity.
Email Wellness@jibei.com to RSVP

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@jibei.com

Join us at

THE JOINT INDUSTRY BOARD

HOLIDAY

PARTY

FRIDAY, DECEMBER 12, 2025

5:00-10:00PM

JIB AUDITORIUM

LOCAL UNION NO.3

STAFF WELCOME



We have children left! Please stop by and make a difference this holiday season!

2025
J.I.B.
HOLIDAY DONATION DRIVE
For
SAINT DOMINIC'S FAMILY SERVICES



Budget Cap is \$40

Wrapped gifts ONLY
Due Tuesday 12/16/2025



If you would like to participate
please see Dolly, ext 1244.
Thank you in advance

Drop off wrapped gifts with tag (excluding name of gift).

Deliver to Dolly (Human Resources).

Due Tuesday, December 16, 2025. Truck pick up is Wednesday 12/17 at 8:30am.

Thank you in advance

**FOR THOSE WHO SMOKE, YOU MUST COMPLY WITH THE SIGNS POSTED
AROUND THE BUILDING.**



Who is Who

Information Technology Department – Continued

Project Management Office

This expert team keeps projects on track and aligned with our business goals, delivering critical roll outs with precision. They don't just manage projects, they take our vision and turn it into reality through their dedication and collaboration.



Marie Karabetian Werner
Sr. Project Manager



Gary LaRocca
Project Manager



Linda Mansueto
Project Manager

IT Control

Our IT Control team works behind the scenes to ensure the data for our electricians is entered timely and accurately. They manage high volumes of data entry, reconcile funds, and provide amazing customer service to our electricians. Their work may be quiet but it is essential for our operations to run smoothly.



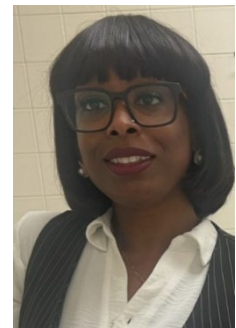
Jenny Castro
Supervisor



Susan Gambrell
Assistant Supervisor



Aileen Garcia
Senior Control Associate



Beonca Harry
Control Associate



Natalie Romero
Control Associate



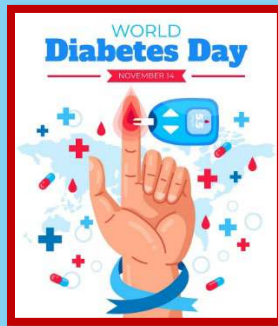
Joanne Ruiz
Control Associate



Gisel Tirado
Lead Person


Health & Wellness Corner

By: Marsha Hoffmann, RD, CDN, Wellness Coordinator
&
Michael E. Makover, MD, CMO JIB and CEO and Medical
Director JIB Medical PC



November 14th is World Diabetes Day! Diabetes is more than just “*the sugars*” disease. It is a medical condition that affects about 12% of US adults. Of those, around 8.7 million people have diabetes but are unaware they are living with it (according to the CDC, Centers for Disease Control and Prevention). There are several types of diabetes.

- Type 1 diabetes is an autoimmune disease where a person’s immune system attacks the beta cells in the pancreas, which make insulin. Although it is commonly diagnosed in childhood, type 1 diabetes can occur in adults as well.
- Type 2 diabetes is the most common form of diabetes. It is caused by the inflammation of fat cells when body weight, especially inside where you cannot see it, becomes excessive. The inflamed fat cells cause hormone imbalances and make insulin less effective (*insulin resistance*). When food is eaten, some breaks down into glucose, a type of sugar. Metabolism of glucose provides energy for the body to function. Eating releases insulin from the pancreas to move glucose from the bloodstream into cells. When insulin resistance is present, glucose metabolism is reduced and blood glucose rises. Other harmful effects also result. This causes a person to have high blood glucose levels (also known as high blood sugar).

- 
- Gestational diabetes is when diabetes begins in pregnancy and can be harmful to the mother and the pregnancy.

Inflammation inside fat cells can also cause a variety of health issues, including cancer, hypertension and diabetes. Type 2 diabetes is typically diagnosed during adulthood; however, with rising rates of childhood obesity there has been an increase in children diagnosed with Type 2 diabetes.

How do I know if I have Type 2 Diabetes?

At the beginning, diabetes is usually silent and unfelt, but as the blood sugar gets too high, symptoms as below can occur:

- Frequent urination
- Fatigue
- Increased hunger, thirst or excessive dry mouth
- Blurred vision
- Numbness in the hands or feet
- Slow healing cuts

The American Diabetes Association offers a 60-second Type 2 Diabetes Risk Test that you can take on their website (<https://diabetes.org/diabetes-risk-test>). If you have concerns about your risk factors for diabetes, please schedule an appointment with your primary doctor or at JIB Medical to discuss. Your doctor will assess your risk and run blood tests that measure the amount of glucose in your blood. Your doctor will check for your *Hemoglobin A1C*, which is the best measurement, (it reflects your blood sugar level over the prior three months) and should be below 5.6%. If your Hemoglobin A1C is between 5.6% and 6.4%, that means *Prediabetes*, which begins to cause problems and is likely to eventually become full diabetes.



Prevention and Treatment

The best way to treat Type 2 diabetes is to prevent it. Some of the ways you can do that is by:

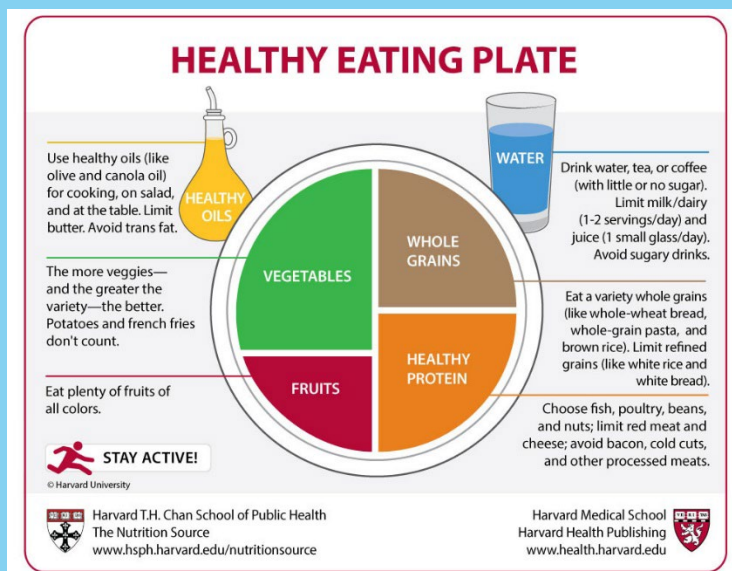
- Maintaining healthy weight:
 - BMI is a calculation of your weight relative to your height. Studies show having a BMI of over 25 usually means excess fat (unless due to heavy musculature) and puts you at increased risk for a multitude of health issues. A healthy BMI range is between 18.5-24.9. You can speak with your primary care doctor about your BMI and what a healthy weight is for you. You can calculate your BMI at: <https://www.nhlbi.nih.gov/calculate-your-bmi>
- Following a Healthy Eating Plan
 - It is beneficial to have a diet high in fiber (fruits, vegetables, nuts, seeds, and whole grains), heart healthy fats (Omega 3s and Omega 6) and protein. Following the Harvard Healthy Eating Plate method is a good place to start. (see the picture below). Very simply:
 - Eat Food (means actual food, not processed)
 - Not too much
 - Mostly plants (low-fat meat in moderation)
- Increasing Physical Activity
 - Being physically active has been shown to help with insulin resistance and much else). It is important to make sure that you are getting both aerobic exercises (like swimming, walking, running, dancing, cycling, active sports) and resistance training exercises (like weights, resistance bands, gym machines).
- Medications
 - When diet and exercise alone are not enough to manage blood glucose levels, your doctor can prescribe medications to help control blood sugar and complications.

It is now recognized that excess weight is mostly due to the biological changes caused by inflamed fat cells. There are medications that can help reduce weight when needed.

If you are interested in making changes in your diet and lifestyle, you can schedule an appointment with JIB Medical's Registered Dietitian, Erica Vinas. She is a Certified Diabetes Care Educator and Specialist (CDCES) and can provide medical nutrition therapy to aid you with preventing or managing weight and diabetes. To schedule a virtual or in-person appointment with her, please call 718-591-2014.

Our doctors at JIB Medical are always available to help you prevent or manage diabetes.

Information from this article was founded: American Diabetes Association, Centers of Disease Control and Prevention, Cleveland Clinic, Mayo Clinic, MedlinePlus, National Institutes of Health, World Health Organization



2025 JIB HALLOWEEN



TEAM BUILDING

The E&C Department took a well-deserved break on a beautiful weekend to unwind and bond over good food and company.





November Work Anniversaries

Carla Adams	Marie Karabetian Werner	Daisy Pineiro-Caballero
Kristine Black	Pedro Martinez	Patricia Rivera
John Burke	Christopher McGivney	Flor Roldan
Christine Cotto	Maria Mendez	Natalie Romero
Adam Field	Tiffany Montalvo	Gina Russo
Qrenzina Francis-Kendrick	Tommy Netland	Allison Saunders
Himraj Gajai	Dawn Nofi	Chenguang Tao
Natasha Gill	Debra O Boyle	Gisel Tirado
Laura Gonzalez Gonzalez	Elizabeth Odierna	Demetrios Tsiolis
Tanya Harrison	Mel Odonohue	Janet Velez
Brian Hobbie	Kinah Perez	George White



Happy November Birthdays to our Staff Members

Jessica Algarin	Qrenzina Francis-Kendrick	Tommy Netland
Antonio Brown	Rongbiao Fu	James Orban Jr.
Alexis Bush	Felix Guilbe	Shondell Patterson
Rafelyna Capellan	Mary Hu	Emmit Peterson
Amy Chin-Hong	Brian James	Uri Peyser
Rimeeka Clanton	Brandon Jawahir	Yary Polanco
Diana Clark	Kambon John	Michael Porr
Eslaye Devine-Barros	Mohammad Khan	Flor Roldan
Meredith Diliberti	Howard Lau	Chelsea Roye
Boris Dynkin	Yan Xing Lin	Nathaniel Williams III
	Alexandra Mojica-Rosario	

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

Easy Low Calorie Creamy Cauliflower Soup

Ingredients

40 oz of frozen cauliflower

1 onion diced

2 garlic cloves diced

2 Tablespoons of oil

1 Quart of vegetable or chicken broth

Salt and pepper to taste and garnish with parsley or chives

Other options: add in 1 can of white beans, 2 tablespoons of Sherry, or add in sliced mushrooms at the end.

Other spices: a dash of nutmeg, parsley, nutritional yeast, umami, or chives.

Instructions

1. Sauté onions and garlic in a big pot when lightly brown add in the vegetable or chicken broth.
2. Add in the frozen cauliflower and bring to a boil and then simmer for 20-30 minutes.
3. Blend with a blender or immersion blender to make a delicious creamy soup!



Erica A. Viñas RD, CDE

Thank You

A special Thank you to Dr. Greenberg, Kate Clark, and Mrs. Ross for a most informative Lunch and Learn on Thursday, October 23rd. Many of the staff immersed themselves in absorbing the knowledge being shared by those in the medical field, those advocating for earlier awareness, and those that had, and are presently living with, breast cancer. We are grateful to all who participated in the special event.



Stay connected by contacting JIBHR@JIBEI.com