



MARCH 2025

NJ TREASURY TIMES

NJ DEPARTMENT OF THE TREASURY'S EMPLOYEE NEWSLETTER

“May misfortune follow you all the days of your life, and never catch up.”

— *Irish Blessing*

How many days until spring? While we wait for the warm weather to arrive, learn about happenings across Treasury in this month’s edition!



Come See ‘NJ On Parade’ at Taxation!

Does the art exhibit above look familiar? You may have seen it in New York City’s Penn Station, but it now calls the Division of Taxation home!

As a result of a years-long collaboration between Taxation, the Division of Property Management and Construction, the Economic Development Authority, NJ TRANSIT, and the NJ State Council on the Arts, the 1,000 square-foot exhibit “NJ On Parade” was moved from Penn Station to the first floor lobby of 3 John Fitch Way. The building was designed to have the first floor area accommodate the two pieces that make up “NJ on Parade,” which is visible from the street and accessible to the public.

Next time you’re walking by the Taxation building or swiping into the office, take a moment to enjoy this iconic art piece!

Famous Art Installation Arrives at Taxation pg. 1

Join Treasury’s ERG Community - pg.3

Celebrate March Commemorative Months - pgs. 2 and 5

...and much more!



FinLit Tidbit: *Save For Your Goals!*

Looking to buy a house? Maybe finance a car or save for vacation? NJ FinLit has a course designed to help you create a financial plan for your priorities and goals. The course introduces financial planning and explains how you can achieve financial well-being with a personalized and holistic approach.

Check it out today at <https://njfinlit.enrich.org/courses/creating-a-financial-plan-priorities-goals>



Get alerts on State Office closures and delays due to weather or any other emergencies straight to your phone.

Sign up for Everbridge Emergency Notifications in the MyNewJerseyPortal: my.state.nj.us/oui/Login. You can also call the Emergency Response Unit Hotline at 877-652-2847, which provides updates on status regarding facility closings, delayed openings, changes in reporting locations, and other instructional information.

Download Women's History Month Virtual Backgrounds on TNET!

Observed annually in March, Women's History Month recognizes and celebrates the vital role, accomplishments, and contributions of women throughout history. The 2025 Women's History Month theme established by The National Women's History Alliance titled "Moving Forward Together! Women Educating & Inspiring Generations" honors the collective strength and influence of women who have dedicated their lives to education, mentorship, and leadership.

In the spirit of celebration, we also invite you to visit TNET to download and use any of the four Treasury Celebrates Women's History Month virtual backgrounds, newly created for this occasion and beyond! These backgrounds have been approved and verified by our Cyber Security Team. Special thanks to Jacqueline Washington of the eDevelopment Team for her designs!

Treasury Celebrates Women's History Month March 2025



Enjoy using these virtual backgrounds!
Visit TNET to download images and instructions.
<http://tnet/>



Team Treasury Spotlight

FY2026 Budget Rollout is A Success!

Congratulations to all of Treasury on the successful rollout of the FY2026 Budget Proposal! This months-long, multi-faceted effort requires coordination between the majority of Treasury's divisions, and peaks in February with the Governor's Budget Message. We see all of the dedicated Treasury employees who worked tirelessly and diligently to make the last budget proposal of the Murphy Administration successful. Your dedication is always valued and appreciated!

Join Treasury's Employee Resource Groups!

Have you checked out Treasury's new Employee Resources Groups? ERGs provide a platform for employees to connect, share experiences, and collaborate on meaningful projects. Five ERGs are available for interested employees to join:

- Community Volunteering
- New Employees
- Wellness
- Women
- Working Families



Register for all groups here:

<https://forms.office.com/g/1yx5wNz6yF>

And keep an eye out for emails from Treasury's Diversity Unit on ERG happenings this month!



Irish-American Heritage Month, established by Congressional action in 1991 and affirmed through Presidential proclamation, is observed every March. Timed to coincide with St. Patrick's Day, this period pays tribute to the rich history and culture of Ireland and celebrates the profound impact Irish-Americans have had on American history.

Treasury Celebrates Irish-American Heritage Month March 2025



This month-long celebration provides an opportunity to learn about Irish history, participate in cultural events, and enjoy traditional Irish recipes. Irish-American Heritage Month also offers a moment to reflect on the challenges and prejudices faced and overcome by Irish-Americans, while recognizing their substantial contributions to American culture.

Enjoy using these virtual backgrounds!
Visit TNET to download images and instructions.
<http://tnet/>

In the spirit of celebration, we invite you to visit TNET to download and use any of the Treasury Celebrates Irish-American Heritage Month virtual backgrounds, created for this occasion and beyond! These backgrounds have been approved and verified by our Cyber Security Team. Special thanks to Jacqueline Washington of the eDevelopment Team for her designs!



Make an IMPACT!

Introducing Treasury's New Mentorship Program: **IMPACT**

Inspiring Mentorships to Promote Achievement, Career advancement, and Talent development

The **IMPACT** Mentorship Program offers Department of Treasury employees:

Comprehensive support to create a culture of learning, collaboration, and inclusion to foster professional growth and success.



Career development, skill enrichment, and personal growth.

Why participate as a mentor or mentee?

Mentors:

Experienced employees can further develop their leadership and coaching skills, as well as gain new perspectives from their mentees.



Mentees:

New and/or less-experienced employees will receive valuable guidance, feedback, encouragement, professional support and career assistance through networking, resume review, notice of relevant trainings and understanding the promotional process.

The **IMPACT** Program starts September 2024!

Want to learn more?

Contact the Office of Equal Employment Opportunity/Affirmative Action at:

IMPACT@treas.nj.gov



MAKING SPACE

Celebrating Diversity, Equity, and Inclusion

Decoding the History of "Molly Pitcher"

By Russell K. Dutcher, III, Division of Administration

With March being designated as Women's History Month, along with 2025 signifying the 250th Anniversary of the beginning of the American Revolution, it is only fitting that we remember one of New Jersey's most famous heroines from the Revolutionary War era. One such individual who has been embedded in historical folklore, is "Molly Pitcher," the woman who served with the Continental Artillery at the Battle of Monmouth Courthouse on June 28, 1778.

However, the term, "Molly Pitcher" does not identify any specific person, but is a generic term and interpretation of the many women who provided water and support to troops during battle, and often times, took part in various military engagements throughout the conflict.

One such individual was Mary (Ludwig) Hays who was born in Trenton on October 13, 1754 the daughter of Johann G. and Margaretha Ludwig. After the death on her father in early January 1769, Mary's mother married John Hays in June of 1769. Close family ties abounded with Mary marrying William Hays, an early supporter of the cause of liberty and staunch patriot in 1777.

Sometime after their marriage, William Hays enlisted in the Continental Army and was assigned to the 4th Continental Artillery, also known as Proctor's Artillery which was comprised primarily of men from Pennsylvania. In late December and through the Spring of 1778, the Continental Army was encamped at Valley Forge, with Mary and other women following their husbands, while acting as support personnel and nurses for the soldiers. These women also supported the artillery units by providing the much needed water which was used to extinguish the hot embers within the gun barrels after firing.

It would be during the Battle of Monmouth that Mary Ludwig Hays' name would become synonymous with that of "Molly Pitcher." But, she was one of many women who served with the American forces that day and lent a hand to the soldiers during the battle. In the letters of General George Washington, we find a reference to a woman manning an artillery piece with the Continental Artillery and upon learning Mary's name, Washington authorized an enlisted commission for her with the rank of Sergeant in gratitude for her exploits on the field of battle.

March "Dates to Know"

Women's History Month - Designated as Women's History Month by Presidential proclamation, March is a month dedicated to honor the contributions, achievements, and impact that women have made throughout history in various fields, such as politics, science, arts, and social justice.

Developmental Disabilities Awareness Month - Established in 1987 by President Ronald Reagan, to raise awareness about the needs and challenges of individuals with developmental disabilities, promote understanding and celebrate their contributions to society.

Irish American Heritage Month - Designated by Congress in 1991, Irish American Heritage Month celebrates the rich history, culture, and achievements of Irish Americans. and acknowledge the discrimination they endured in the U.S. It also serves as a time to recognize the resilience and enduring spirit of the Irish community, and to celebrate the vibrant contributions they have made to American society.

March 1: Employee Appreciation Day - Created in 1995, the day is a time for employers to recognize and appreciate the wonderful talent and contributions of employees to the workplace.

March 3: Clean Monday (Kathara Deftera) - Celebrated by some Eastern Orthodox and Eastern Catholic communities in the United States, Clean Monday is a significant Greek feast. It marks the beginning of Great Lent in the Eastern Orthodox Church, which includes the Greek Orthodox Church. Sometimes referred to as "Ash Monday", the feast begins on the 7th week before the Greek Orthodox Easter Sunday. It's a day of cleansing and spiritual renewal, often celebrated with outdoor picnics, flying kites, and enjoying Lenten foods. The day emphasizes the themes of forgiveness, fasting, and preparation for the Lenten journey ahead.

March 4: Mardi Gras - Also referred to as "Fat Tuesday", the day originated in France and is traditionally celebrated before the Christian season of Lent begins. This day marks the last night of eating rich, fatty foods before the Lenten season of sacrifices and fasting begin.

March 5: Ash Wednesday - Ash Wednesday marks the beginning of Lent, a 40-day period of fasting, repentance, and reflection leading up to Easter Sunday in the Christian tradition.

March 8: International Women's Day - Celebrated annually on March 8th, this global holiday is dedicated to advocating for gender equality and to celebrate the social, economic, cultural, and political achievements of women around the world.

March 13: Holika Dahan - A Hindu celebration the night before Holi, bonfires are lit to commemorate the victory of good over evil.

March 14: Holi - Often referred to as the festival of colors, Holi is a vibrant Hindu celebration of colors signaling the end of winter, the arrival of spring, and the triumph of good over evil. The day is marked by joyful gatherings and color-throwing.

MAKING SPACE

Molly Pitcher, cont.

She is also mentioned in the memoir of Sergeant Joseph Plumb Martin, a Continental regular of the Connecticut Line, in which he states, "A woman whose husband belonged to the artillery and who was then attached to a piece in the engagement, attended with her husband at the piece the whole time." This action took place at Perrine's Hill Monmouth Battlefield State Park supporting the New Jersey Brigade of the Continental Army.

After the war, Mary and her husband William, settled in Carlisle, Pennsylvania. William passed away in 1786 and she married John McCauley and friend of her late husband. The marriage lasted until sometime between 1807 and 1810, when John disappeared from the area. With no real means of support, Mary Ludwig Hays McCauley hired out as a servant and cleaning woman within the community.

Due to her military service she was granted a military pension on February 21, 1822 by the Commonwealth of Pennsylvania. She remained in Carlisle for the remainder of her life, and died on January 22, 1832 and is buried in the Old Graveyard located in Carlisle with her grave marked by a marker detailing her service to New Jersey and the United States under the name of Molly McCauley, Molly being a slang term for Mary.

Mary McCauley's service not only represents the participation and sacrifices of women during the American Revolution, but exemplifies the continued devotion to duty of the women currently serving in all of the branches of the United States Armed Forces.

March "Dates to Know" cont.

March 14-16: Hola Mohalla - A Sikh festival in which Sikhs demonstrate their martial skills in a three-day long festival. The celebration fosters a sense of unity and camaraderie among the Sikh community.

March 15: International Day to Combat Islamophobia - In 2023, the United Nations first declared March 15th as a day to combat anti-Muslim hatred, religious discrimination and to reaffirm our common humanity.

March 17: St. Patrick's Day - Also known as the Feast of Saint Patrick, this religious and cultural holiday celebrated annually to commemorate the anniversary of the death of St. Patrick, the patron saint of Ireland in the fifth century. The day is an opportunity for Irish and Irish Americans to celebrate their heritage.

March 21: World Down Syndrome Day - Celebrated annually since 2007, this is a global awareness day. The 2024 theme is "End the Stereotypes".

March 21: International Day for the Elimination of Racial Discrimination - Established by the United Nations in 1966, this day is observed annually on March 21st to promote racial equality, tolerance and global harmony, with a focus on combating racial discrimination and promoting unity and a more equitable world for all.

March 25: International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade - Observed annually on March 25th, this day was established by the United Nations in 2007 to honor and remember the millions of men, women, and children who suffered and died as a result of the transatlantic slave trade.

March 25: Medal of Honor Day - This U.S. federal observance celebrated annually was established by Congress in 1990 and first celebrated in 1991. The day is dedicated to honoring the heroism and sacrifices of all Medal of Honor recipients, the highest military decoration awarded for conspicuous gallantry and intrepidity at the risk of one's life, above and beyond the call of duty.

March 25: Equal Pay Day - The symbolic day dedicated to raising awareness of the gender pay gap.

March 25: Greek Independence Day - This day marks the commencement of the War of Greek Independence in 1821 and celebrates the successful establishment of Greece as an independent state after the struggle between the Greeks and Ottoman Empire. It is often celebrated with large parades, church services, and traditional Greek food.

March 30-31: Eid al-Fitr - Also known as the "Festival of Breaking the Fast," this day marks the end of Ramadan, the Islamic holy month of fasting. The celebration begins with the sighting of the new moon, and includes festivities, prayer, meals with family and friends, and donating to charity.

March 31: International Transgender Day of Visibility - This annual event recognizes and celebrates transgender and gender diverse communities, with a focus on creating awareness, while celebrating their continued resilience.

March 31: Cesar Chavez Day - This day honors civil rights and labor movement activist Cesar Chavez, on his birthday. For over three decades, Chavez led farm workers unions to achieve countless rights and protections for farm workers.

Celebrating Equal Pay Day

By Navya Menon, Diversity Unit Intern

March 25 is Equal Pay Day this year, a date that fittingly falls within Women's History Month and highlights the persistent issue of the pay gap. Over the past two decades, the disparity between men's and women's earnings has barely improved. According to the American Association of University Women (AAUW), women working full time earn, on average, around 83% of what their male counterparts make, with the gap being even wider for women of color. At this rate, it will take over 200 years to close the gender pay gap. Pay equity is an urgent issue, representing a glaring injustice towards women and condemning millions to poverty. Unequal pay is a global challenge with slow progress, making days like Equal Pay Day crucial for advocating for equal pay and combating workplace sexism.

Barriers to pay equity, such as the "glass ceiling" and "sticky floor" concepts, highlight how stereotypes and biases limit women's career advancement. Another barrier is that women-dominated fields often pay less, and women are more likely to shoulder unpaid domestic work, leaving them overworked and underpaid. The "motherhood penalty" further exacerbates the issue, with women with children earning less than those without. According to the Institute for Women's Policy Research, earnings reduce by approximately 15% for each child under five. These barriers are just a few examples of the obstacles women face in the workplace. Identifying and addressing these obstacles is essential to reducing the pay gap.

In 2018, Governor Phil Murphy signed the Diane B. Allen Equal Pay Act (New Jersey Equal Pay Act) into law. This act aims to end pay discrimination and close the gap for all minorities and protected groups, specifically targeting gender discrimination. It mandates that equal work deserves equal pay and prohibits discrimination based on protected characteristics in terms of work or pay. The law also includes anti-retaliation protections for employees who speak out against unequal pay or take legal action. This act exemplifies New Jersey's progressive steps towards a more equal future. It addresses long-standing issues of pay discrimination and reflects the state's ongoing commitment to equality.

This Equal Pay Day, take a moment to consider the unseen barriers you or the women around you may have overlooked. In honor of Women's History Month, advocate for yourself and the women in your life to combat gender discrimination and work towards closing the gender pay gap.

Contact the newsletter editorial team!

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LET'S GET ETHICAL!



Attendance at Events: Any employee who is looking to attend an event must complete the Request for Approval for Attendance at Events (RAAE) form. An event is any meeting, conference, seminar, speaking engagement, symposium, training course, ground-breaking, ribbon-cutting, meal, open house, cocktail party, fundraiser, holiday party, social function or similar event that:

1. Takes place away from your work location;
2. Is sponsored or co-sponsored by a supplier or a non-State government source, and;
3. The invitation for which is extended to you because of your official position.

If you are interested in attending any events, in addition to the forms, you will also need approval from your Division, provide relevant information such as an agenda and the financial costs associated with attending. Forms can be found on tNet, or you may contact ethics for the form.

Any questions can be directed to Treasury Ethics, 609-943-5209 or ethics@treas.nj.gov



Healthy Habits

The Benefits of Indoor Plants



With spring around the corner, have you thought about adding some greenery to your workspace? Caring for indoor plants can benefit your health! In fact, indoor plants can:

- Help reduce stress
- Sharpen your attention and focus
- Boost productivity
- Speed up recovery from illnesses
- Improve job satisfaction
- Enhance quality of indoor air

Not sure where to start? Here are some examples of low maintenance plants that thrive in office environments:

- Cacti
- English Ivy
- Money Tree
- Jade Plant
- Peace Lily
- Snake Plant

Recipe of the Month: Lucky Charms Cookies

Ingredients

- 2 1/2 cups Lucky Charms cereal, no marshmallows
- 1 cup butter 2 sticks, room temperature
- 1 cup granulated sugar
- 3/4 cup brown sugar
- 2 large eggs
- 2 cups all-purpose flour
- 1 tsp baking soda
- 1 tsp salt
- 1 cup marshmallows from cereal
- 1/2 cup white chocolate chips
- 1/2 cup Lucky Charms cereal (no marshmallows, roughly chopped if desired)

Instructions:

- Preheat oven to 350 degrees F and line baking sheets with parchment paper.
- In a food processor, process 2 1/2 cups cereal without marshmallows until a fine powder. Set aside.
- In the bowl of a stand mixer, beat butter and sugar on high until smooth and fluffy, about 2-3 minutes. Add eggs and beat until combined.
- Add cereal powder, flour, baking soda, and salt and mix on low-medium speed until combined. Stir in marshmallows, white chocolate chips and additional 1/2 cup cereal.
- Roll into balls using about 1tbsp of dough each. Place on a baking sheet 2" apart (I baked mine with 9 per sheet). Bake at 350 degrees F for 7-8 minutes, until mostly dry on top and slightly puffed – they will sink down and become chewy as they cool.

We Will Never Forget: National Vietnam War Veterans Day 2025

by Russ Dutcher

With the warmer weather in the not so distant future, we will honor the men and women who have paid the ultimate sacrifice in observance of Memorial Day in May. However, during the month of March we also observe additional days which pay homage to our veteran community. On March 29th we will observe National Vietnam War Veterans Day which recognizes those individuals who served in the military forces during the Vietnam war which lasted from May 15, 1955 and ending on May 15, 1975.

March 29th was selected as the day for this recognition since March 29, 1973 marked the final withdrawal of American combat troops and military advisors from Vietnam. In honoring sacrifices of those who served, President Barack Obama issued a Presidential Proclamation on March 29, 2012 designating the date as Vietnam Veterans Day.

Expanding upon this recognition, the Vietnam Veterans Coalition of States Council reached out to then President Donald Trump and Congressional leaders to designate March 29th as a reoccurring national day of remembrance to be designated as Vietnam War Veterans Day. In response to this request, Congress approved the measure as Vietnam War Veterans Recognition Act of 2017, which was then signed into law by the president.

It is estimated that there are between 6 and 7 million veterans of the Vietnam War living in the United States. The Vietnam War Veterans of America and the Vietnam War Veterans Council continues to fight for proper recognition of these men and women who served their country proudly, with dignity, and with honor. We ask that on March 29th, if you have knowledge of a Vietnam War veterans either at or away from work, that you please reach out and say welcome home and thank you.

Recognizing Medal of Honor Recipient Gunnery Sergeant John Basilone, USMC

The Medal of Honor is the highest military decoration that the United States can present to a military services member who distinguishes themselves by extraordinary acts of valor during combat operations. The medal is presented by the President of the United States as the Commander-in-Chief of the armed forces in the name of the United States Congress, which is why it is typically referred to as the Congressional Medal of Honor.

There exist three variations of the medal, with the Navy, Marine Corps, and Coast Guard receiving the Navy version, the Army and its components receiving its own version, and the Air Force and Space Force receiving a modified version as well.

The first versions of the medal were authorized during the Civil War to members of the naval service in 1861, with the army's version being introduced in 1862. Accordingly, March 25 is observed as Medal of Honor Day, which was first observed on March 25, 1991 and dates back to 1863, when six members of the Union Army received the decoration, though the first recorded actions date back to 1861.

New Jersey is the home to many individuals who were recipients of the medal, with one individual standing out who receiving the decoration during the Second World War. Gunnery Sergeant John Basilone was born on November 14, 1916 in New York and grew up with his family in Raritan, New Jersey.

In 1934, Basilone enlisted in the U.S. Army serving in the Philippines where he would earn the name "Manila John." After completing multiple enlistments, he worked as a truck driver eventually enlisting in the U.S. Marine Corps in 1940. He completed recruit training and was assigned to Guantanamo Bay, Cuba. After the declaration of war by the United States in December 1941, John Basilone as a member of the 1st Marine division took part in the invasion of Guadalcanal in the Solomon Islands.

During the Battle of Guadalcanal, on October 24, 1942, Basilone's heavy machine gun unit was attacked by overwhelming numbers of Japanese troops. Commanding two individuals machine gun units, Basilone and his men fought off repeated attacks, with eventually only he and two other marines left to defend a perimeter. During the action, Basilone charged through enemy positions to obtain much needed ammunition to resupply his unit, repairing one gun under intense enemy fire.

For three days and without food and any type of rest, Sergeant John Basilone fought off repeated enemy attack, eventually engaging in hand to hand combat driving the forces back from the American lines. For this action, he was recommended for and received the Congressional Medal of Honor.

After returning to the United States on a War Bond Drive, he met and married Lena Mae Riggi, a Marine Reservist whom he met at Camp Pendleton, California. Gunnery Sergeant John Basilone repeatedly requested a return to combat which was granted.

Landing at the island of Iwo Jima in February 1945, he was posthumously awarded the nation's second highest decoration, the Navy Cross for extraordinary heroism in combat actions involving his attack on heavily fortified pill boxes while his unit was pinned down. During the action, he single-handedly destroyed the Japanese position using explosives and grenades routing the enemy defenders.

Undaunted, he then fought through to the airfield and helped a trapped Marine tank which came under intense enemy artillery fire. He then guided the tank to safety, at which point he was killed by enemy fire directed against his position on February 19, 1945.

The exploits of Gunnery Sergeant John Basilone truly exemplifies a life devoted to military duty, as well as to his fellow man through his self-sacrifice in combat. He was buried at Arlington National Cemetery, in Arlington, Virginia, along with his widow, Lena M. Basilone.

SPRING FORWARD
CHANGE
THE CLOCK
CHANGE THE
BATTERY



For Building Updates, Please Contact the
Emergency Hotline at **877-652-2847**.

