1 1 <u>MOT</u>	IONS
2 2	PACE
3 NEW YORK STATE 3	
4 CORRECTIONAL OFFICERS AND POLICE 4 To approve the Minutes	25
5 BENEVOLENT ASSOCIATION 5 To move to allow R. Brunel as acting VP North	le to serve 69
6 EXECUTIVE ASSEMBLY 6 To move to go off agenda	130
To move to adjourn	206
8 SEPTEMBER 13-14, 2017 8	
9 The DoubleTree Inn 9 DISPOSITION	OF MOTIONS
10 Syracuse, New York	
11 II To approve the minutes	carried 25
12 Volume I 12 To move to allow R. Brunel	
13 Wednesday Session 13 as acting VP North ca	arried 69
14 To move off the agenda	carried 130
15 To move to adjourn carr	ried 206
16	
17 17	
18 STENOGRAPHIC MINUTES of the	
19 above-entitled matter as reported 19	
20 by DARLENE L. JERGE, Notary Public	
21 and Shorthand Reporter in and for 21	
22 the State of New York.	
23	
Darlene L. Jerge, Court Stenographer	
1	3
1 ACENDA 1 APPEARANCES:	
2 OFFICERS PRESENT:	
PAGE 3 MICHAEL POWERS, Presid	ent
4 Call to Order 7 4 TAMMY SAWCHUK, Executi	ve Vice
5 Moment of silence 7 President	
6 Pledge of Allegiance 7 bAVID VIDDIVO, Treasur	
7 Executive Assembly Rules of Order 8 MICHAEL DILDINE, Recor	
8 Roll Call 9	ding
9 Adoption of Minutes 25 9 Vice Presidents	ding
- I	ding
10 Valor Awards 26 10 MICHAEL MAZZELLA, Mid-	
10 Valor Awards 26 10 MICHAEL MAZZELLA, Mid- 11 President's Report 29 11 PAUL LASHWAY, Central	
20 70222 2310230	Hudson
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti	Hudson ng Northern
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti	Hudson ng Northern
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti 13 Executive Vice President's Report 92 13 CLARENCE FISHER, South	Hudson ng Northern
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 13 Executive Vice President's Report 92 14 Treasurer's Report 100 15 16 Department Reports 137 17 18 19 19 11 PAUL LASHWAY, Central 11 PAUL LASHWAY, Central 12 RICHARD BRUNELLE, Acti 13 CLARENCE FISHER, South 14 JOHN HARMON, Law Enfort 15 JOE MIANO, Western 16	Hudson ng Northern
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti 13 Executive Vice President's Report 92 13 CLARENCE FISHER, South 14 Treasurer's Report 100 14 JOHN HARMON, Law Enfort 15 16 Department Reports 137 17 Retirement 145	Hudson ng Northern
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti 13 Executive Vice President's Report 92 13 CLARENCE FISHER, South 14 Treasurer's Report 100 14 JOHN HARMON, Law Enfort 15 JOE MIANO, Western 16 Department Reports 137 17 Retirement 145 18 Committee reports 155	Hudson ng Northern
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti 13 Executive Vice President's Report 92 13 CLARENCE FISHER, South 14 Treasurer's Report 100 14 JOHN HARMON, Law Enfort 15 JOE MIANO, Western 16 Department Reports 137 17 Retirement 145 18 Committee reports 155 19 Finance Committee 155	Hudson ng Northern cement
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti 13 Executive Vice President's Report 92 13 CLARENCE FISHER, South 14 Treasurer's Report 100 14 JOHN HARMON, Law Enfort 15 JOE MIANO, Western 16 Department Reports 137 17 Retirement 145 18 Committee reports 155 19 Finance Committee 155 11 PAUL LASHWAY, Central 12 RICHARD BRUNELLE, Acti 13 CLARENCE FISHER, South 14 JOHN HARMON, Law Enfort 15 JOE MIANO, Western 16 Also Present: 17 Bill Sheehan, Esq. 18 Keith Jacques, Esq. 19 Steven Anderson, Parli	Hudson ng Northern cement
11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti 13 Executive Vice President's Report 92 13 CLARENCE FISHER, South 14 Treasurer's Report 100 14 JOHN HARMON, Law Enfort 15 JOE MIANO, Western 16 Department Reports 137 17 Retirement 145 18 Committee reports 155 19 Finance Committee 155 10 Steven Anderson, Parli	Hudson ng Northern cement
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11 President's Report 29 11 PAUL LASHWAY, Central 12 Paid Family Leave Discussion-Sheehan 70 12 RICHARD BRUNELLE, Acti 13 Executive Vice President's Report 92 13 CLARENCE FISHER, South 14 Treasurer's Report 100 14 JOHN HARMON, Law Enfort 15 JOE MIANO, Western 16 Department Reports 137 17 Retirement 145 18 Committee reports 155 19 Finance Committee 155 20 Grievance and Legal Committee 205 21 Recess 208 21 Steven Anderson, Parli	Hudson ng Northern cement
11 President's Report 29 12 Paid Family Leave Discussion-Sheehan 70 13 Executive Vice President's Report 92 14 Treasurer's Report 100 15 15 16 Department Reports 137 17 Retirement 145 18 Committee reports 155 19 Finance Committee 155 20 Grievance and Legal Committee 205 21 Recess 208 21 Paul Lashway, Central 12 Richard Brunelle, Acti 12 Richard Brunelle, Acti 13 Richard Brunelle, Acti 13 Clarence Fisher, South 13 Clarence Fisher, South 14 John Harmon, Law Enform 15 Joe MIANO, Western 16 Department Reports 137 16 Also Present: 17 Bill Sheehan, Esq. Keith Jacques, Esq. Steven Anderson, Parli 20 Steven Anderson, Parli 20 Steven Anderson, Parli 21 Recess 208	Hudson ng Northern cement

1	PRESIDENT POWERS:	1	PRESIDENT POWERS:	
2	Okay. Good morning. I'll	1 2	Here.	
3	call the meeting to order.	3	RECORDING SECRETARY DILDINE:	
4	Can we all rise, please.	4	Powers, present.	
5	can we arr rise, prease.	5	Executive Vice President	
6	(All rise for moment	6 Sawo		
7	of silence and Pledge of	o sawc	EXECUTIVE VICE	
•	_			
8	Allegiance.)	8	PRESIDENT SAWCHUK: Here. RECORDING SECRETARY	
9	DDIIGIDIMII DOMINO	9		
10	PRESIDENT POWERS	10	DILDINE:	
11	Thank you.	11	Sawchuk, present.	
12	Sergeant-at-Arms, could we		surer Viddivo?	
13	have the rules read in?	13	TREASURER VIDDIVO:	
14	UNIDENTIFIED SPEAKER:	14 Pres		
15	Executive Assembly Rules	15	RECORDING SECRETARY	
16	of Order. Anyone upon	16	DILDINE: Viddivo,	
17	entering the Executive	17	Present.	
18	Assembly must wear the	18	Recording Secretary	
19	NYSCOPBA identification	19	Dildine, present.	
20	tag. Chief Sector	20	VP North, Brunelle?	
21	Stewards will sit in	21	ACTING VICE PRESIDENT	
22	designated areas when the	22	BRUNELLE:	
23	Executive Assembly is in	23	Here.	
24	session.	24	RECORDING SECRETARY	
	5		7	
1	Cellular phones are to	1	DILDINE:	
2	be turned off and beepers	2	Brunelle, present.	
3	are to be put on vibrating	3	VP Mid-Hudson,	
4	mode. Recording devices	4	Mazzella?	
5	are prohibited unless	5	VICE PRESIDENT	
6	provided by membership	6	MAZZELLA:	
7	services and those	7	Here.	
8	directed by the recording	8	RECORDING SECRETARY	
9	secretary. NYSCOPBA	9 DILD		
10	members in good standing	10	Mazzella, present.	
11	will be allowed to address	11	VP Law Enforcement,	
12	the Executive Assembly.	12 Harm	·	
13	Please state your name	13	VICE PRESIDENT HARMON:	
14	and your sector. Speakers	14	Present.	
15	at the microphone will	15	RECORDING SECRETARY	
16	follow the direction of	16	DILDINE:	
17	the Sergeant-at-Arms.	17	Harmon, present.	
18	Thank you.	18	VP Central, Lashway?	
19	PRESIDENT POWERS:	19	VICE PRESIDENT LASHWAY:	
20	Thank you. We'll do the	20	Present.	
21	roll.	21	RECORDING SECRETARY	
22	RECORDING SECRETARY	22	DILDINE:	
23	DILDINE: Good morning.	23	Lashway, present.	
24	President Powers?	24	VP South, Fisher.	
	6		8	

1	VICE PRESIDENT FISHER:	1	DILDINE:
2	Present.	2	Plonka, present.
3	RECORDING SECRETARY	3	Bedford Hills, Hale?
4	DILDINE:	4	MR. HALE: Here.
5	Fisher, present.	5	RECORDING SECRETARY
5	VP West, Miano?	6	DILDINE:
7	VICE PRESIDENT MIANO:	7	Hale, present.
3	Here.	8	Cape Vincent, Call?
9	RECORDING SECRETARY	9	MR. CALL: Here.
)	DILDINE:	10	RECORDING SECRETARY
1	Miano, present. Sergeant's	11	DILDINE:
l Li	aison, Sellers?	12	Call, present.
3	MR. SELLERS: Here.	13	Cayuga, Treveal?
1	RECORDING SECRETARY DILDINE:	14	MS. TREVEAL: Present.
5	Sellers, present.	15	RECORDING SECRETARY
5	Adirondack, Sturgeon?	16	DILDINE:
7	MR. STURGEON: Here.	17	Treveal, present. If I
	RECORDING SECRETARY	18 say	you're name wrong, let me know,
9	DILDINE:	19 I've	e got a couple new ones.
0	Sturgeon, present.	20	Central New York Psych,
1	Albany Training Academy,	21 Jane	es?
2	Christiano?	22	MR. JANES: Here.
3	MR. CHRISTIANO: Here.	23	RECORDING SECRETARY
4	RECORDING SECRETARY	24	DILDINE:
	9		11
1	DILDINE:	1	Janes, present.
2	Christiano, present.	2	Clinton, Moore?
3	Albion, Thomas?	3	MR. MOORE: Here.
4	MR. THOMAS: Present.	4	RECORDING SECRETARY
5	RECORDING SECRETARY	5	DILDINE:
6	DILDINE:	6	Moore, present.
7	Thomas, present.	7	Collins, Muise.
3	Altona, Dubrey?	8	MR. MUISE: Here.
9	MR. DUBREY: Here.	9	RECORDING SECRETARY DILDINE:
)	RECORDING SECRETARY	10	Muise, present.
1	DILDINE:	11	Community Supervision,
2	Dubrey, present.	12 Rula	
	Attica, Feeney?	13	MR. RULAND: Here.
	MR. FEENEY: Present.	14	RECORDING SECRETARY DILLDINE:
5	RECORDING SECRETARY	15	Ruland, present. CCA's
б	DILDINE:	16	Johnson?
7	Feeney, present.	17	MS. JOHNSON: Present.
<i>i</i> 3	Auburn, Thomas?	18	RECORDING SECRETARY DILDINE:
	MR. THOMAS: HERE.	19	
			Johnson, present.
	RECORDING SECRETARY DILDINE:	20	Coxsackie, Carknard?
0	Thomas progent	I 01	MR. CARKNARD: Present.
) 1	Thomas, present.	21	
0 1 2	Bare Hill, Plonka?	22	RECORDING SECRETARY
9 0 1 2 3	Bare Hill, Plonka? MR. PLONKA: Here.	22 23	DILDINE:
0 1 2	Bare Hill, Plonka?	22	

1 Down	state, Cooper?	1	Guest, present.
2	MS. COOPER: Here.	2	Great Meadow, Keough?
3	RECORDING SECRETARY DILDINE:	3	MR. KEOUGH: Here.
4	Cooper, present. Eastern,	4	RECORDING SECRETARY
5	Osterhoudt?	5	DILDINE:
6	MR. OSTERHOUDT: Here.	6	Keough, present.
7	RECORDING SECRETARY	7	Green Haven, Snedeker?
8 DILI	DINE:	8	MR. SNEDEKER: Here.
9	Osterhoudt, present.	9	RECORDING SECRETARY
.0	Edgecombe, Watkins?	10	DILDINE:
.1	MS. WATKINS: Present.	11	Snedeker, present.
.2	RECORDING SECRETARY	12	Greene, Barnes?
.3	DILDINE:	13	MR. BARNES: Here.
4	Watkins, present.	14	RECORDING SECRETARY
.5	Elmira, Rice?	15	DILDINE:
.6	MR. RICE: Here.	16	Barnes, present.
.7	RECORDING SECRETARY	17	Groveland, Hunsinger?
.8	DILDINE:	18	MR. HUNSINGER: Here.
.9	Rice, present.	19	RECORDING SECRETARY
10	Fishkill, Sonko?	20	DILDINE:
21	MR. SONKO: Here.	21	Hunsinger, present.
12	RECORDING SECRETARY	22	Hale Creek, Rowe?
23	DILDINE:	23	MR. ROWE: Here.
:4	Sonko, present.	24	RECORDING SECRETARY
.1	_	21	
	13		15
1	Five Points, Nelson?	1	DILDINE:
2	MR. NELSON: Here.	2	Rowe, present.
3	RECORDING SECRETARY	3	Hudson, Bartle?
4	DILDINE:	4	MR. BARTLE: Here.
5	Nelson, present.	5	RECORDING SECRETARY
6	Forest Rangers, Carlson?	6	DILDINE:
7	MR. CARLSON: Here.	7	Bartle, present.
8	RECORDING SECRETARY	8	ISO's, Ohms?
9	DILDINE:	9	MR. OHMS: Present.
.0	Carlson, present.	10	RECORDING SECRETARY DILDINE:
.1	Franklin, Allen?	11	Ohms, present. Kirby
2	MR. ALLEN: Here.	12	Forensic, Aksionau?
.2	RECORDING SECRETARY	13	MR. AKSIONAU: Here.
	DILDINE:		
.4		14	RECORDING SECRETARY
.5 .c	Allen, present.	15	DILDINE: Aksionau,
.6	Gouverneur, Gleason?	16	present.
.7	MR. GLEASON: Present.	17	Lakeview, Gruber?
8	RECORDING SECRETARY	18	MR. GRUBER: Here.
9	DILDINE:	19	RECORDING SECRETARY
0	Gleason, present.	20	DILDINE:
1	Gowanda, Guest?	21	Gruber, present.
12	MR. GUEST: Here.	22	Lincoln, Gelzer-Milliner?
3	RECORDING SECRETARY	23	MS. MILLINER: Here.
24	DILDINE:	24	RECORDING SECRETARY
	14		16

1	DII DIME:	1	Discouries Alderso	
1	DILDINE:		Riverview, Aldous?	
2	Milliner, present.	2	MR. ALDOUS: Here.	
3	Livingston, Henderson? MR. HENDERSON: Here.	3	RECORDING SECRETARY .	
4		4	DILDINE:	
5	RECORDING SECRETARY .	5	Aldous, present.	
6	DILDINE:	6	Rochester Psych, Raven?	
7	Henderson, present.	7	MS. RAVEN: Here.	
8	Marcy, Powers?	8	RECORDING SECRETARY	
9	MR. POWERS: Here.	9	DILDINE:	
10	RECORDING SECRETARY	10	Raven, present.	
11	DILDINE:	11	SSO Central, no	
12	Powers, present.	_	sentative. SSO Mid-Hudson,	
13	Mid Hudson psych, Noel?	13 Smith		
	l-State, McGowan?	14	MR. SMITH: Here.	
15	MR. MCGOWAN: Here.	15	RECORDING SECRETARY	
16	RECORDING SECRETARY	16	DILDINE: Smith, present.	
17	DILDINE:	17	SSO Northern, no	
18	McGowan, present.	_	sentative.	
19	Mohawk, Mullin?	19	SSO Southern, Pomales?	
20	MR. MULLIN: Here.	20	MR. POMALES: Here.	
21	RECORDING SECRETARY	21	RECORDING SECRETARY	
22	DILDINE:	22	DILDINE:	
23	Mullin, present.	23	Pomales, present.	
24	Moriah Shock, Gilbo?	24	SSO West, Compton?	
	17		19	
1	MR. GILBO: Here.	1	MR. COMPTON: Here.	
2	RECORDING SECRETARY	2	RECORDING SECRETARY	
3	DILDINE:	3	DILDINE:	
4	Gilbo, present.	4	Compton, Present.	
5	Ogdensburg, Cox?	5	Security Officers,	
6	MR. COX: Here.	6	Tonney V?	
7	RECORDING SECRETARY	7	MR. VACHAPARAMBIL:	
8	DILDINE:	8	Yes.	
9	Cox, present.	9	RECORDING SECRETARY	
10	Orleans, Gold?	10	DILDINE: Tonney V,	
11	MR. GOLD: Here.	11	present. Security Services	
12	RECORDING SECRETARY	12	Assistant, Schiavone?	
13	DILDINE:	13	MR. SCHIAVONE: Here.	
14	Gold, present.	14	RECORDING SECRETARY	
15	Otisville, Pilon?	15	DILDINE:	
16	MR. PILON: Here.	16	Schiavone, present.	
17	RECORDING SECRETARY	17	Shawangunk, Marasco?	
18	DILDINE:	18	MR. MARASCO: Here.	
19	Pilon, present.	19	RECORDING SECRETARY	
20	Queensboro, Simo?	20	DILDINE:	
21	MR. SIMO: Here.	21	Marasco, present.	
22	RECORDING SECRETARY	22	Sing Sing, Luther?	
23	DILDINE:	23	MR. LUTHER: Here.	
24	Simo, present.	24	RECORDING SECRETARY	
1 T	_	24		
	18		20	

1	DILDINE:	1	MR. GUTIERREZ: Here.
2	Luther, present.	2	RECORDING SECRETARY
3	Southport, Deburgomaster?	3	DILDINE:
4	MR. DEBURGOMASTER: Here.	4	Gutierrez, present.
5	RECORDING SECRETARY	5	Wyoming, Hickey?
6	DILDINE:	6	MR. HICKEY: Here.
7	Deburgomaster, present.	7	RECORDING SECRETARY
8	Sullivan, Bell?	8	DILDINE:
9	MS. BELL: Here.	9	Hickey, present.
10	RECORDING SECRETARY	10	Okay. That'll do it.
11	DILDINE:	11	The minutes were sent
12	Bell, present.	12	out for the June EA. I'll
13	Taconic, Gordon?	13	ask for unanimous consent
14	MS. GORDON: Present.	14	to accept the minutes from
15	RECORDING SECRETARY DILDINE:	15	the June 2017 EA. All
16	Gordon, present.	16	those in favor signify by
17	Ulster, Dean?	17	saying aye.
18	MR. DEAN: Here.	18	······································
19	RECORDING SECRETARY	19	(Response of "Aye".)
20	DILDINE:	20	(Responde of The .)
21	Dean, present.	21	RECORDING SECRETARY DILDINE:
22	Upstate, Gary?	22	Opposed?
23	MR. GARY: Here.	23	opposed:
			(No Pogpongo)
24	RECORDING SECRETARY	24	(No Response.)
	21		23
1	DILDINE:	1	RECORDING SECRETARY DILDINE:
2	Gary, present.	2	Thank you.
3	Wallkill, Holbert?	3	PRESIDENT POWERS:
4	MS. HOLBERT: Here.	4	We'll move into the
5	RECORDING SECRETARY DILDINE:	5	President's Report. I'm
6	Holbert, Present.	6	going to make this quick,
7	Washington, Chaplin?	7	we've got a EA day. We'll
8	Watertown, Nevills?	8	be breaking and adjourning
9	MR. NEVILLS: Here.	9	I believe after lunch and
10	RECORDING SECRETARY	10	attending the Attica
11	DILDINE:	11	memorial later on this
12	Nevills, present.	12	afternoon and we'll be
13	Wende, Keenan?	13	back in the morning to
14	MR. KEENAN: Good Morning.	14	convene, hence the reasons
15	RECORDING SECRETARY	15	for no committees this
16	DILDINE:	16	morning.
17	Good morning. Mr. Keenan,	17	I apologize, we have a
18 pres	_	18	valor award. Joe?
19	Willard, Colembi?	19	VP WEST MIANO: Could
20	MR. COLEMBI: Here.	20	we have Correction Officer
21	RECORDING SECRETARY	21	Greg Edgar come up to the
22	DILDINE:	22	front of the room, please.
23	Colembi, present.	23	On November 14th, 2016
24	Woodbourne, Gutierrez?	23	at approximately 8:10
44		24	
	22		24

	0.000		(222 2 2	
1	a.m., Correction Officer		(All applause and	
2	Gregory Edgar was walking	2	standing ovation.)	
3	across the second floor	3	PRESIDENT POWERS:	
4	parking garage walkway to	4 -	Okay. We're going to move	
5	report for his tour of	5	in to the president's	
6	duty in a DOCCS secure	6	report now. Since our	
7	medical unit at Upstate	7	last meeting in June, as	
8	Hospital.	8	you're familiar we removed	
9	As he was walking, he	9	our former lobbyist from	
10	saw a young male yelling	10	Gold St. John's and we	
11	and threaten the	11	hired on a temporary basis	
12	receptionist at the	12	until after the election	
13	reception desk. At this	13	process, until the end of	
14	time Officer Edgar saw the	14	the year, Chris Duryea.	
15	young male pull out a	15	And he's from Statewide	
16	black handled knife and	16	Public Affairs. He comes	
17	lunge towards the	17	out of the Assembly	
18	receptionist.	18	originally, politically;	
19	Officer Edgar ran down	19	and he works pretty	
20	the stairs and verbally	20	closely with Keith	
21	engaged man and told him	21	Jacques. So, he was	
22	to drop the knife and to	22	instrumental in helping us	
23	calm down. He then asked	23	get our bill through the	
24	the man how he could help	24	Assembly, the Death Gamble	
	25		27	
1	him get help. Multiple	1	Bill, for the first time	
2	hospital staff assisted in	2	in many years. So, we	
3	getting the man to drop	3	brought him on until the	
4	the knife and calm down.	4	end of the year until	
5	The individual was	5	after the elections and	
6	evaluated and treated at	6	then we'll move with this	
7	the hospital. Correction	7	body to bring him forward	
8	Officer Edgar went above	8	if the body so chooses.	
9	and beyond his tour of	9	Attended numerous	
10	duty and was recommended	10	political events in the	
11	for the Valor Award by	11	months of July. As you're	
12	Bruce Delaney.	12	familiar, the summer is a	
13	And this is his plaque.	13	big fundraising season;	
14	It says, in recognition of	14	the politicians are	
	your noble actions and		continually having their	
15	-	15		
16	willingness to go above	16	hands out so	
17	and beyond, you	17	constantlylyOn the 17th I	
18	demonstrated the true	18	met with Jefferson County	
19	meaning of heroism. Your	19	DA Christina Mills, to	
20	dedication and devotion	20	follow up with many of the	
21	shows you are a true asset	21	meetings I have had across	
22	to your profession. We	22	the state with District	
23	honor you on September	23	Attorneys regarding our	
24	13th, 2017.	24	issues in these	
	26		28	

1	facilities. And at some	1	crafted a letter along	
2	point I'd like to speak	2	with our counsel to send	
3	with the chief from	3	over to the Governor's	
4	Watertown, Cape Vincent	4	Chief Counsel, Legal	
5	and Gouverneur; actually	5	Counsel, Alfonso David in	
6	she doesn't cover	6	support of the Death	
7	Gouverneur, does she?	7	Gamble Bill.	
8	So, just Cape Vincent	8	28th we started	
9	and Watertown later, catch	9	you're all familiar with	
10	up with me and I want to	10	the Con-Con, the	
1	bring you up to speed on	11	Constitutional Convention	
.2	some of that. PERB	12	for some of the new	
.3	conference on the 19th for	13	stewards that are in here.	
.4	the staff allowable list;	14	We'll have Keith and Chris	
.5	we'll be working on that	15	kind of bring you up to	
16	staff allowable list here	16	speed on that.	
	in the PERB weeks to		-	
L7		17	We also have a small,	
L8	present as our clear bag IP moves forward.	18	not really a task force,	
L9		19	it's just a group of	
20	The next hearing for	20	it's Mike Dildine, Robert	
!1	the clear bag IP is in	21	Cronin and Al Mothershed	
12	March and that's due to	22	have put together a lot of	
.3	the Administrative Law	23	good information that's on	
24	Judge who is very close to	24	our website regarding	
	29		31	
1	giving birth and she'll be	1	Janus versus AFSCME.	
2	on maternity leave and	2	That's a lawsuit that's	
3	another leave after that;	3	soon to be entered into	
4	so we kind of got caught	4	the Supreme Court.	
5	in that quagmire.	5	Keith and Chris can	
6	Steward elections as	6	touch upon that a little	
7	we're all familiar took		bit later for the new	
		7		
8	place on the 21st. We	8	stewards who aren't	
9	welcome all the new chiefs	9	familiar with that.	
.0	and new stewards aboard.	10	Remind our members of the	
.1	And we continually ask	11	constitutional convention	
.2	that all the information	12	and the importance of	
.3	you get here you take back	13	voting and turning that	
.4	to your members and your	14	ballot over and checking	
.5	stewards in the	15	the box no for the	
.6	facilities, so this	16	constitutional convention.	
.7	information can be	17	Again, towards the end	
.8	disseminated to the	18	of the month there were	
.9	membership, the rank and	19	many political events.	
20	file.	20	Again on the 7th, through	
21	July 25th, we held a	21	PERB they agreed to	
22	meeting, a staffing review	22	consolidate the staff	
23	meeting with the	23	allowable list and clear	
24	department. 27th I	24	bag issues. Meaning, the	

1	two IPs have been joined	1	administration at the	
2	into one, so they can be	2	Riverview Correctional	
3	heard as one. If you have	3	Facility. If you get any	
4	any questions, you can	4	wind of that, if you got	
5	talk with our law firm	5	any questions on that,	
6	about that.	6	just reach out to me.	
7	The Auburn's 200th	7	It's kind of ridiculous	
8	Anniversary it was on	8	in nature, this quy has	
9	August 12th. From what I	9	come after a few of us and	
10	understand it turned out	10	there's some issues at	
11	to be quite an event in	11	Riverview that are being	
12	the Village of Auburn.	12	dealt with regarding this	
13	That moves us into August	13	employee. If you have any	
14	yesterday or August	14	questions, I'm happy to	
15	15th was our Executive	15	answer anything for you.	
16	Board Meeting. The 22nd	16	August 28th I had a	
17	was the clear bag PERB	17	phone consult with Alfonso	
			Davis, Chief Counsel for	
18	hearing.	18	the Governor in support of	
19	We got some feedback	19	our Death Gamble	
20	regarding the amended	20		
21	staffing reviews from	21	legislation. I believe	
22	Altona and South Port.	22	the conversation went	
23	And we received several	23	quite well. I very	
24	staffing review reports	24	poignantly and adequately	
	33		35	
1	the department and we're		put together our talking	
2	in the process of sending		points regarding the	
3	in some of our rebuttals.	2	legislation and the	
	On the 28th we had an	3	importance of the	
4	emergency executive board	4	legislation and retention	
5		5	_	
ь	meeting, over some	6	of our senior staff to	
7	personnel issues on our	7	help our new guys along;	
8	executive board. Rick	8	and more importantly to	
9	Brunelle, former business	9	preserve the benefits of	
10	agent for the northern	10	our beneficiaries God	
11	region is now acting as	11	forbid if something were	
12	our vice president until	12	to happen to us while on	
13	after the elections due to	13	duty after twenty-five	
14	the removal of Chris	14	years on the job.	
15	Hansen.	15	September 5th, I don't	
16	I guess I can	16	know, some of you may not	
17	probably I was named in	17	remember I blurted	
18	a lawsuit from a member	18	something out here one day	
19	out of a facility, a	19	and spoke of how busy your	
20	former facility I used to	20	Executive Board can be at	
21	work at. It's a summons	21	times. And I offered up	
22	for civil action. He's	22	to have anybody tag along	
23	come after many members of	23	a board member one day.	
24	NYSCOPBA and the	24	And on September 5th,	
	34		36	

1	Robert Stevens out of	1	document it. Document it.
2	Mohawk took me up on that	2	Let your VP or your
3	and showed up in the	3	business agent, your VPs
4	office on September 5th	4	already know if they're
5	and I believe he got quite	5	present in the room or the
6	an education.	6	business agent is present
7	With that being said,	7	in the room and you
8	it was I think it was	8	recognize this activity,
9	good for him to see. He	9	get it to me as it
10	saw the transparency that	10	happens.
11	operates out of 102	11	And we'll place a call
12	Hackett Boulevard on your	12	into the OSI director and
13	behalf. And he recognizes	13	see what kind of activity
14	a lot of the hard work	14	is going on there and
15	that goes in, that many of	15	we'll look to address it
16	us do including yourself.	16	expeditiously so we can
17	The thankless jobs that	17	stay on top of it. You
18	are sometimes thrust upon	18	have rights when you're in
19	you in the facilities.	19	a Q and A and you have
20	On the 6th we attended	20	rights when you're in an
21	the statewide golf	21	arbitration. Exercise
22	tournament. We are happy	22	them, know them and make
23	to report that we raised	23	sure that none of that
24	over twelve thousand	24	crosses the line when
	37		39
1	dollars for CPOF, and	1	routes desline with the
1	their ventures nationwide	1	you're dealing with the department.
3	in protecting the brothers	2 3	Also held a meeting
4	and sisters in	4	with GOER regarding paid
5	corrections.	5	family leave. I'll bring
6	And on Monday, I held a	6	Bill Sheehan up here
7	meeting with the OSI and	7	shortly, he will explain
8	the Department. We had	8	the Paid Family Leave Act
9	some concerns regarding	9	that was recently passed
10	many of the questions and	10	in the legislation. And
11	answers and arbitrations	11	it more or less just an
12	that get under way and	12	off branch Of Workers'
13	some of the high-handed	13	Compensation that allows
14	activity with OSI and	14	family members or
15	these investigations and	15	allows a member to
16	questions and answers.	16	exercise a day, full day,
17	And we had quite a bit	17	to care for a child,
	of back and forth. And		maternity or paternity,
18 19	we were able to come to	18	adoption, foster children,
			elderly, family members.
20	terms when you as a	20	
21	member, one of your	21	It comes with a price, comes with a tax
22	members is involved in a Q	22	
23	and A and you see this	23	obviously. So we'll
24	high-handed activity,	24	address that and let you
	38		40

1	guys know. We're going to	1	through information that I	
2	be looking to possibly	2	receive from many members	
3	move on that at some point	3	in the field, that there's	
4	and we don't do that	4	not enough training with	
5	without this bodies	5	the new synthetics that	
6	direction.	6	are coming.	
7	So you need to listen	7	You got Suboxone,	
8	to the information that	8	they're soaking Suboxone	
9	comes to you from Mr.	9	in paper now, a sheet of	
10	Sheehan, so you can take	10	paper. Soak it in a	
11	it back to your members	11	liquid form, they're	
12	and educate them and see	12	peeling it off or they're	
13	whether or not NYSCOPBA	13	dropping it on their	
14	wants to participate.	14	tongue or they're rolling	
15	Received a handful of	15	it up with K2 and they're	
16	memos recently. One of	16	smoking it. And it's	
17	them, the prevention of	17	really creating a lot of	
18	suicide by staff, the	18	havoc.	
19	Glock transition, many of	19	One of the biggest	
20	those were sent to the	20	problems facilities that	
21	Board. Hopefully those	21	we've noticed as of late,	
22	made it to your mailboxes,	22	and it's not just one time	
23	if you don't have it, I	23	around but within the last	
24	believe we may have even	24	year, had a very	
	41		43	
1	blasted them out, I'm not	1	multiple, multiple	
2	sure.	2	incidents of overdoses	
3	Many assaults over the	3	with this K2, Suboxone,	
4	course of the last couple	4	and whatever cannabinoid	
5	of months. Many of our	5	they're throwing into this	
6	facilities have been	6	shit.	
7	active. Auburn, Attica,	7	But at the end of the	
8	Clinton, Elmira, just to	8	day, it's creating a	
9	name a few. Our mediums,	9	really hostile work	
10	our hot beds, our bigger	10	environment. Collins was	
11	mediums, we got a lot of	11	upside down one of the	
12	activity.	12	weekends towards the end	
13	One of the side	13	of August. Literally over	
14	conversations I had won	14	a five day period they had	
15	Monday with the Department	15	close to forty or fifty	
16	Commissioner minus OSI in	16	overdoses of this stuff.	
17	the room, was to have a	17	So, they were operating on	
18	discussion regarding a lot	18	their heads through that	
19	of the synthetic drugs in	19	weekend.	
20	our facilities. And the	20	And what troubled me	
21	handling of the them and	21	the most, was when I	
22	the testing of them.	22	delivered the information	
23	And we adequately I	23	to the administration	
24	very much feel personally	24	which is scattered, and	
	42		44	

1	for you that aren't	1	operates.
2	familiar, September 6th	2	And that was some of
3	Deputy Commissioner	3	the concerns we brought
4	Bellnier retired, so	4	forward. I called for
5	there's an acting. The	5	additional training, I
6	acting right now is Jim	6	called for better
7	O'Gorman and I reached out	7	equipment to be able to
8	to him and deputy	8	test this stuff. I asked
9	Martuscello over the	9	for better outside charges
10	problem in Collins and	10	to be rendered for anybody
11	they were unaware of it.	11	who is in possession of
12	Apparently the facility	12	this contracontrabandAnd
13	administration,	13	we'll continue to
14	recognizing that they were	14	follow-up on that,
15	activating some of the	15	continually ask for
16	local CIUs, and some of	16	assistance in that. So
17	the local investigative	17	keep in mind that stuff.
18	units coming into the	18	And one of the things that
19	facility to investigate	19	concerns us the most is
20	the issue, it was obvious	20	the handling of this
21	it was over their head.	21	stuff. It appears to be a
22	And we pushed forward	22	kitchen spice at times,
23	on behalf of Collins,	23	comes in many different
24	pushed forward on behalf	24	forms. But you have to be
21	45	21	47
			<u> </u>
1	of Joe Miano. I called	1	careful when you're
2	for a lock-down which they	2	handling it.
3	wouldn't give me, and then	3	If there is any
4	ultimately I asked for the	4	Fentanyl, God forbid or
5	local certificate teams to	5	any other liquid substance
6	be activated, which they	6	that's part of this
7	didn't do.	7	contraband, you can
8	From what I understand	8	actually ingest it in your
9	they did do a concentrated	9	system just by handling
10	search. My conversation	10	it. We'll be asking for
11	with the Deputy	11	better equipment, the
12	Commissioner was very	12	rubber gloves more than
13	clear and it shows that	13	anything, nitrile gloves
14	the training and the new	14	they call them. It's not
15	type of K2 that's coming	15	so much the synthetic
16	into the system, and the	16	gloves that we see and
17	soaking of Suboxone. And	17	deal with traditionally.
18	let's face it, we all		So that was some of the
		18	
19	recognize Fentanyl to be a	19	concerns we had regarding
20	problem on street and it's	20	the department and the
21	in some of the facilities	21	usual 4-A of violence in
22	nationwide, not so much in	22	the facilities and
23	New York but we're all	23	shortage of staff;
24	familiar with how it	24	everything you have heard
	46		48

1	in here in the past.	1	delivered, we'll let the
2	That pretty much sums	2	Board know, the board will
3	it up for me. Does	3	let the chiefs know; and
4	anybody got anything for	4	hopefully we can get a
5	me? Thank you. I'm going	5	signature on that bill.
6	to bring up Keith and	6	Is everyone familiar
7	Chris Duryea now, and have	7	with that bill, by the
8	them explain any of the	8	way? The other.
9	legislative landscape	9	-
10	right now and any	10	(Inaudible question from
11	questions you might have	11 the	floor)
12	for them. Shortly after	12	
13	that, we'll bring up Bill	13	KEITH JACQUES: It is
14	Sheehan and we'll talk	14	not on the Governor's
15	about paid family leave.	15	desk. What happens is,
16	KEITH JACQUES: Morning	16	once bills pass both
17	everybody. A lot of new	17	houses from the
18	faces in the room, so I'll	18	legislature, they're
19	cover this stuff pretty	19	delivered to the second
20	quickly, but rest assured	20	floor in batches. And the
21	when you guys start your	21	Governor has ten days,
22	training later this Fall I	22	excluding Sundays in which
23	believe, Chris and I will	23	to act on the bill.
24	be attending the training	24	So once that bill is
	49	2.	51
1	and we'll try to bring	1	delivered, that ten day
2	everyone up to speed on	2	clock will begin. And it
3	what it is we do, what it	3	will ramp up our lobbying
4	is your role in terms of	4	activity. Although we've
5	the legislative process.	5	been aggressively
6	In term of our bills we	6	advocating for it, since
7	have pending before the	7	early summer. But it is
8	Governor; we have two of	8	not yet on the Governor's
9	them. As Mike talked	9	desk.
LO	about, Death Gamble was	10	The other bill which
11	NYSCOPBA's priority bill	11	was a bill, also a
12	this year, that bill	12	NYSCOPBA specific bill, we
13	passed both houses. It	13	drafted it and crafted it,
14	has not yet been delivered	14	several board members had
15	to the Governor.	15	a significant role in it,
16	Although we have had	16	it's a bill that deals
17	several communications	17	with combat veterans. It
18	with the second floor,	18	would allow anyone who has
19	with Alfonso David, with	19	combat experience,
20	some of the Governor's key	20	additional leave under
21	people, explaining the	21	military law to the extent
22	importance of the bill.	22	they need additional days
23	That bill has not yet been	23	on top of the days they're
24	delivered. Once it is	24	currently allotted under
		"	
	50		52

1	the military law.	1	executive budget to change
2	That bill was crafted	2	that random drug testing
3	by NYSCOPBA, it was very	3	language to make it
4	well received. It applies	4	uniform within DOCCS, so
5	to everyone in the	5	that those employees would
6	bargaining unit that has	6	also have the same
7	combat experience. That	7	reasonable suspicion
8	bill is also awaiting	8	standard that everyone in
9	delivery to the Governor.	9	this room has.
10	It's not on the Governor's	10	We feel pretty
11	desk. We will obviously	11	confident about that, that
12	let the board and the	12	we'll be able to get it
13	Executive Assembly know	13	that language included
14	when that happens.	14	within the executive
15	Couple other quick	15	budget. Another issue
16	legislative issues.	16	we're trying to get
17	Adolescent offender	17	included in the executive
18	facilities, as everyone	18	budget in April when the
19	knows there's going to be	19	last budget was in
20	some adolescent offender	20	enacted, there was some
21	facilities beginning in	21	language that dealt with
22	October of 2018. When	22	PTSD coverage, Workers'
23	these facilities the	23	Compensation coverage for
24	legislation that created	24	certain first responders;
	53		<u>-</u> 55
		,	1' 5' 5' 1' 779
1	these facilities was	1	police, firefighters, EMS.
2	signed into law, one of	2	Corrections and our
3	the issues that found its	3	members were not included.
4	way in the budget was	4	We've already started
5	random drug testing for	5	discussions particularly
6	every employee that works	6	with the Senate IDC
7	at one of these adolescent	7	because they were the
8	offender facilities.	8	catalyst of that
9	Now, these are going to	9	legislation to have our
10	be our members in these	10	members included in that
11	facilities so obviously	11	coverage and we will work
12	we're looking at a	12	to have that language
13	situation where we have	13	included within the
14	the vast majority of	14	executive budget as well.
15	NYSCOPBA's members that do	15	And frankly we'll start
16	not have random drug	16	discussions on the
17	testing; these employees	17	executive budget within
18	would.	18	the next several months.
19	We've already started	19	Any questions
20	discussions with the	20	legislatively, before I
21	Senate and Assembly, and	21	introduce Chris? Any
22	the second floor, frankly	22	question about any of the
23	about including language	23	bills?
24	within the 2018, 2019	24	I'm going to introduce
	54		56

1	Chris Duryea. Most people	1	enlightening.	
2	here probably don't know	2	My understanding a lot	
3	Chris. I have known	3	of new folks in the room	
ŀ	Chris, gosh, probably	4	here today. I'm new too.	
;	since 1996, 1997. He's	5	I'm learning. I	
;	got a great lobbying	6	appreciate any of your	
7	practice. He's a little	7	feedback. You know, Keith	
3	bit different than most	8	came to me and Mike and	
9	lobbyists out there in	9	were very poignant I think	
0	that the guy is a grinder.	10	back in May this year and	
1	He is a work horse, he	11	said, we need some health	
2	built his firm really on	12	in the Assembly with the	
3	his own from the bottom	13	Death Gamble Bill, and can	
4	up. And he is the guy	14	you help.	
5	that's on the hill every	15	And I gave him an	
б	day, walking the halls,	16	assessment. And thanks to	
7	knocking on doors. He's a	17	Mike's leadership and	
8	hard worker. And I think	18	Keith's yeomen's work	
9	he will be a valuable	19	getting that bill in	
0	addition to the team and	20	place, that all it really	
1	he is going to do great	21	needed was a little nudge	
	things for us. So, this	22	at the end. I was	
3	is Chris.	23	certainly thankful to help	
	CHRIS Duryea: Thanks	24	out, it's a good cause	
4		24	-	E0.
	57			59
1	for the kind words, Keith.	1	certainly.	
2	I know you got more	2	I appreciate your	
3	important things to do	3	feedback. I'm really	
4	this afternoon, so I will	4	looking forward to being a	
5	keep it short. But I grew	5	part of the team. And I	
6	up in Owasko, New York,	6	appreciate a lot of you	
7	which is about a stones	7	folks today.	
8	throw from Auburn Prison.	8	PRESIDENT POWERS:	
9	So, I sort of have an	9	Thanks, Chris. Couple	
0	appreciation for what you	10	things I want to expand on	
1	folks do, what you mean	11	as well	
2	for the economy, what you	12	KEITH JACQUES: So,	
3	mean for jobs, what you	13	look it, every twenty	
4	mean for safety in our	14	years on the election	
5	community.	15	ballot, the general ballot	
6	I actually had the	16	is a question to the	
7	pleasure after driving by	17	voters, shall there be a	
8	it thousands of times to	18	constitutional convention.	
9	go out and take a tour out	19	Everyone knows that	
0	at Auburn. Nate gave me a	20	pension benefits are	
1	nice tour with a group of	21	protected and they're	
2	politicians, so did Joe	22	protected	
3	Miano and Al from out	23	constitutionally. So the	
4	west, so it was certainly	24	state can't do anything to	
	58			60
	Ju			

1	diminish your pension	1	put that off the table is
2	benefits. Even if the	2	to make sure that there is
3	legislature wanted to	3	no constitutional
4	enact law that somehow	4	convention.
5	came after your pension;	5	So, it's important that
6	the legislature can't do	6	you go to the polling
7	it.	7	places in November, flip
8	That's why anytime they	8	over the ballot, it will
9	want to try to change the	9	be on the back of the
10	pension system, they have	10	ballot, check no; make
11	to create new tiers,	11	sure that you have all
12	because they can't do	12	your family and friends
13	anything to people that	13	check no as well. Nothing
14	already have their	14	good will come out of the
15	benefits in place, the	15	constitutional convention.
16	people that are in	16	Any questions on that?
17	existing tiers.	17	2 2
18	They could changes	18	(No response).
19	could occur if changes to	19	(
20	the constitution were	20	KEITH JACQUES: Thanks.
21	agreed to. So if there a	21	PRESIDENT POWERS:
22	constitutional convention,	22	Couple of quick things
23	it is possible that one of	23	here I want to expand on.
24	the issues that could be	24	On the 31st of August I
21	61	21	63
	01		03
1	put on the table are	1	was informed by the
2	public pensions. And what	2	Department that the
3	would happen with that, we	3	inmate population dropped
4	don't know.	4	down below fifty-one
5	That's why it's very	5	thousand. And obviously
6	important that everyone in	6	with a decrease in inmate
7	room, your family, your	7	population comes, you
8	neighbors, you tell them,	8	know you never know
9	you know, election day,	9	what's going to come after
10	turn over the ballot and	10	it.
11	vote no. Because we open	11	And they quickly
12	up a Pandora's Box if	12	pivoted and consolidated
13	there is a constitutional	13	three more housing units.
14	convention. And it's	14	Another one in Wyoming
15	certainly not something,	15	correctional, another one
16	you know, that we want.	16	in Bare Hill and another
17	Everyone knows there	17	one in Franklin.
18	are times when public	18	Apparently there's going
	-		to be another one at a
19	employees are eviscerated	19	
20	in the press you here	20	facility to be named
21	about their huge pensions	21	later. We still don't
22	we don't even need any of	22	have that information as
23	that being put on the	23	of yet, but that's how the
24	table, and the best way to	24	Department delivered that
	62		64

1	news to me.	1	with to address and stay	
2	Three other facilities,	2	on top of these to very	
3	Keith made mention of the	3	issues.	
4	youthful raise the age	4	This is for the	
j	initiatives that we're all	5	northern region. We're	
5	familiar with, with the	6	going to need approval	
7	construction and the	7	from the members of the	
3	transition that went	8	northern region for Rickie	
9	through Hudson. But they	9	Brunelle to fill the	
)	made to two other	10	northern region vice	
	facilities. I shared this	11	president position until	
2	with the board yesterday;	12	after the election.	
3	I found out about it late	13	Any objections with	
ŀ	Monday evening. And	14	the northern region? All	
i	these the other	15	in favor signify by saying	
j	facilities affected by	16	aye. Northern region	
	that are Adirondack will	17	only.	
	turn into a raise the age	18	Anybody opposed in the	
)	facility and we're	19	northern region?	
)	going they're going to	20	<u> </u>	
L	be having the Groveland	21	(No response.)	
2	Annex reopened to	22	(
	facilitate another	23	PRESIDENT POWERS:	
Į	regional you can see	24	Thank you. So I'll turn	
	65		67	
	from the area the	1	it over to Bill Sheehan	
?	facilities that they're	2	here. He will talk about	
3	looking to do it	3	the paid family leave. We	
	regionally for families	4	met with GOER on Monday	
,	that may have youthful	5	the 11th at one o'clock	
;	offenders in these	6	and make sure you take	
'	systems.	7	this information back to	
}	So that's the	8	your local meetings, share	
)	information I wanted to	9	this with your members,	
)	get along to you. We	10	because this is important.	
	won't be having Dan	11	Bill?	
!	Valente in the room today	12	BILL SHEEHAN: Thanks,	
	or tomorrow. He will be	13	Mike. So, the legislature	
	down in New York City	14	previously adopted this	
5	attending a Janus versus	15	Paid Family Leave Act.	
5	AFSCME and a Con-Con	16	And effective January 1 of	
,	convention on our behalf.	17	2018 it applies to all	
}	We were going to have Al	18	private employers.	
)	mothershed possibly go as	19	And the basic	
	well, but I don't know if	20	difference between FMLA	
	Al's schedule has opened	21	which you already have,	
2	up for it.	22	and this this is a	
	These are some of the	23	federal program and the	
ļ	things we're moving along	24	Paid Family Leave Act,	
	66		68	
	00		00	

L	which is a state program,	1	Third one is to assist	
!	is that as the name	2	loved ones when a family	
	implies, the state program	3	member is deployed abroad	
	paid family leave actually	4	on active military duty.	
	is a paid benefit.	5	You will notice that	
j	Whereas, the FMLA, you	6	Paid Family Leave does not	
1	take it, you can use your	7	cover situations where you	
3	accruals, but the benefit	8	yourself are injured. You	
9	itself is an unpaid	9	can care for a family	
)	benefit. You get to leave	10	member under this program,	
1	but you don't get paid for	11	but you couldn't take it	
2	the leave. Under the	12	off on your own behalf;	
3	state program, you get	13	either on-duty or off-duty	
4	paid at least partially;	14	illness, it doesn't cover	
5	it's not a hundred percent	15	that.	
5	pay.	16	The benefits are for	
7	And with public	17	2018, it's eight weeks of	
8	employers, including the	18	leave, and you get you	
9	state, the legislature	19	would get fifty percent of	
0	basically left it to the	20	your average weekly wage	
1	public employers to choose	21	up to fifty percent of the	
2	to opt in. And it also	22	maximum average weekly	
3	said employee	23	wage of the state. Which	
4	organizations, unions,	24	right now, the average	
•	69		71	
1	could themselves elect to	1	weekly wage is thirteen	
2	opt in.	2	hundred six dollars. So	
3	So, we wrote to the	3	the weekly benefit would	
4	state and said we want to	4	be six hundred and fifty	
5	discuss with you the	5	dollars roughly under	
б	possibility of opting in.	6	2018.	
7	We didn't say we would, we	7	And you can take up to	
8	didn't say we agreed to,	8	eight weeks. For 2019,	
9	we didn't say yes or no.	9	it's going to be ten weeks	
0	We wanted to develop some	10	and it's fifty-five	
1	further information about	11	percent of the state's	
2	what it would be.	12	average weekly wage. 2020	
3	But in general terms	13	is sixty percent and still	
4	without taking a lot of	14	ten weeks. And 2021, when	
5	time there's three basic	15	it's fully implemented you	
б	circumstances under which	16	can take up to twelve	
7	you can take paid family	17	weeks of leave and the	
3	leave.	18	benefit, the payment is	
)	One is to bond with a	19	sixty-seven percent of	
)	newly born child or	20	your average weekly wage	
1	adopted child, a foster	21	up to sixty-seven percent	
2	child. Second is to care	22	of the state's average	
3	for a family member with a	23	weekly wage.	
4	serious health condition.	24	So, that would be	
	70		72	
	70		12	

1	you know, and of course	1	Now, the other thing
2	the average weekly wage	2	you can do is you could
3	will presumably increase	3	use this program and then
4	as the years go on.	4	use accruals to bring it
5	Now, how it's paid for.	5	up to your salary level.
6	It's paid for through a	6	In other words, you can
7	payroll tax based upon	7	gross up by using this
8	again your average weekly	8	program as a start and
9	wage up to a maximum. And	9	then boosting your
10	the payroll tax for 2018	10	accruals to bring you up
11	would amount to about a	11	to full pay. And you can
12	dollar sixty per week or	12	also there's lots of
13	based on your biweekly	13	other circumstances where
14	salaries, it would be	14	you can apply the leave.
15	about three dollars and	15	But I want to emphasize
16	twenty cents that's how	16	that it's paid for through
17	it's paid for.	17	payroll. So, it's not
18	And you have to	18	like it's free money. The
19	document when you take the	19	unit as a whole would be
20	leave, but if you're	20	contributing to it. And
21	eligible, which basically	21	the state is probably
22	anyone who has been	22	going to do an RFP to get
23	employed for twenty weeks	23	an insurance company to
24	would be eligible for it.	24	underwrite it.
	73		75
	G. itis with a second		mhata a consection
1	So, it's going to cover		That's one of the
2	virtually everybody in	2	probably the most likely
3	this room, if not	3	options to do this. Does
4	everybody.	4	anybody and we'll send
5	So, it has to be	5	out some information which
6	documented. But if we	6	gives you a lot more
7	agree to this then, you	7	detail on exactly how it
8	know, you would be	8	works. But, yes?
9	covered, you would have	9	JEREMY OSTERHOUDT:
10	those rights. So, for	10	Now, is this completely
11	example, if you wanted to	11	replacing FMLA?
12	let's say you have a	12	BILL SHEEHAN: If you
13	newborn and you wanted to	13	elected to use this
14	take time off with the	14	program and you are also
15	child, rather than using	15	eligible for FMLA, it
16	your accruals which you	16	would count against FMLA
17	could elect to do, you	17	time, but it doesn't
18	could use this program,	18	completely replace it, no.
19	not use your accruals; and	19	Because there are
20	take the weekly benefit.	20	circumstances where
21	Which again, is not a	21	FMLA well, this would
22	hundred percent, but it's	22	not be covered under FMLA.
23	a substantial amount of	23	So, no, it doesn't
24	money.	24	completely replace it.
	74		76
	· •	1	. •

1	VP SOUTH FISHER:	1	we know, in every jail,
2	Excuse me for one second,	2	how are they going to go
3	for all the new members,	3	through the approval
1	for purposes of the	4	process for all this?
5	stenographer, when you	5	BILL SHEEHAN: You have
5	come up to the mic, please	6	to have the documentation,
7	say your name and your	7	but I don't think it would
8	facility.	8	be any different than any
9	UNIDENTIFIED SPEAKER:	9	other time.
0	You didn't identify	10	MR. STURGEON: So you
1	yourself.	11	have to go through
2	VP SOUTH FISHER: Who	12	staffing then?
.3	doesn't know me? Clarence	13	BILL SHEEHAN: Yeah.
4	Fisher, southern region.	14	MR. STURGEON: Thank
5	JEREMY OSTERHOUDT: My	15	you.
6	name is Jeremy Osterhoudt,	16	MARK DEBURGOMASTER:
7	free Eastern Correctional.	17	Mark Deburgomaster, South
8	ANDY RICE: Rice,	18	Port. Just a quick
9	Elmira. Bill, if you were	19	question, are they going
0	to take the eight weeks,	20	to follow the same
1	has it been discussed	21	criteria for defining
2	would we have to make the	22	family members that's in
3	eight weeks up, being that	23	our contract already?
4	we're out of work for	24	BILL SHEEHAN: No. No.
•	77		79
1	eight weeks.	1	MARK DEBURGOMASTER: So
2	BILL SHEEHAN: No. No.	2	it's a separate criteria
3	ANDY RICE: It's still	3	under that?
4	considered.	4	BILL SHEEHAN: Separate
5	BILL SHEEHAN: Time on	5	criteria established by
6	the job, yeah. It's not a	6	the state law for a family
7	gap in service or anything	7	member. If you give me a
8	like that, no.	8	minute, if you want me to
9	MR. STURGEON:	9	read it to you, Mark.
0	Sturgeon, Adirondack. Who	10	I'll see if I can find
1	is going to as we know	11	here it.
2	FMLA or, you know, time	12	So, if the employee's
.3	off, the superintendent,	13	family member has a
4	approves this. Who is	14	serious health condition
.5	going to approve this?	15	they're eligible to care
.6	BILL SHEEHAN: Well	16	for them under the
7	MR. STURGEON: You	17	program. Family members
8	know, you go through a	18	include, spouses, domestic
9	process if you get light	19	partners, children,
0	duty or anything like	20	parents, parents-in-law,
1	that.	21	and grandchildren.
2	BILL SHEEHAN: Yep.	22	KEVIN DONNELLY: Kevin
3	MR. STURGEON: It's	23	Donnelly, Coxsackie. Is
4	going to cause overtime as	24	this an individual option
•	78	27	-
	18		80

1	or is this a group option?	1	everybody else who is
2	BILL SHEEHAN: You	2	covered in this program.
3	mean?	3	SHAWN KEENAN: And if
4	KEVIN DONNELLY: Like	4	we were to go in, is this
5	if I choose, I don't want	5	pretax pull or after?
6	to get into this program,	6	BILL SHEEHAN: It would
7	it's not individual, it	7	I assume
8	would be a union wide?	8	SHAWN KEENAN: I don't
9	BILL SHEEHAN: I way I	9	want to assume. I want
10	read it is, it's the	10	the answer.
11	bargaining units option.	11	BILL SHEEHAN: I'll
12	So, I don't believe we	12	check it and give you the
13	haven't discussed this	13	answer.
L4	with the state but I don't	14	BILL SHEEHAN: Mike?
15	believe that individuals	15	VP MID-HUDSON MAZZELLA:
16	within NYSCOPBA have the	16	Mike Mazzella, Mid-Hudson
17	option to go in and out.	17	region. So, the half pay
18	If the union goes in;	18	or up to sixty-seven
19	everyone goes in. If the	19	percent, whatever
20	union doesn't, nobody	20	wherefore you are for the
21	does.	21	years, is that paid
22	KEVIN DONNELLY:	22	through the department or
23	Thank you. Okay.	23	would it be paid from a
.3	SHAWN KEENAN: Keenan	24	separate check?
1	81	21	83
1	out of Wende. So, is this	1	BILL SHEEHAN: That's a
2	going to be a contractual	2	good question. We asked
3	item or how do we track	3	them that when we met with
4	this? Because the other	4	them the other day. And
5	items that we deal with,	5	if they RFP this and have
6	the FMLA is a federal	6	a insurance carrier to
7	handed down	7	underwrite the benefit,
8	BILL SHEEHAN: Other	8	then it would be through
9	SHAWN KEENAN: What	9	the insurance carrier that
.0	would they fall under?	10	you would get the check.
.1	BILL SHEEHAN: Well,	11	VP MID-HUDSON MAZZELLA:
.2	it's got its own statutory	12	So if it's through the
.3	regulations. It's	13	insurance carrier, then
.4	basically state law. So	14	your paycheck would be
.5	if we did it, it would be	15	zeroed out, almost as if
.6	covered under that law and	16	you're taking a leave of
17	those regulations. I	17	absence. My question
18	mean, there could be I	18	would be, what about
.8 .9	suppose there could be	19	health insurance; does
20	sort of contractual		that continue?
		20	
21	understandings about, you	21	BILL SHEEHAN: No, the
22	know, certain aspects of	22	health insurance, you
23	it, but basically we'd be	23	would continue on health
24	subject to the same law as	24	insurance. There's no
	82		84

1	issues with that.	1	Feeney, Attica. Would we
2	VP MID-HUDSON MAZZELLA:	2	be able to double dip?
3	Okay. So we wouldn't have	3	Because if you're paying a
4	to make our own payments	4	separate tax like a
5	towards health insurance?	5	benefit. Would you be
6	BILL SHEEHAN: No. No.	6	able to collect a full
7	VP MID-HUDSON MAZZELLA:	7	paycheck and a benefit at
8	One last question from me.	8	the same time?
9	I mean, our facilities	9	BILL SHEEHAN: You
10	now, the personnel	10	mean, would you be on this
11	departments can't even up	11	and then
12	with paying holiday pay in	12	MR. FEENEY: And still
13	a timely fashion, can't	13	collect your regular
	_		
14	keep up with crediting	14	paycheck using your
15	vacation time. You know,	15	accruals?
16	can't keep up with even	16	BILL SHEEHAN: No. No.
17	taking money, they can't	17	You can use your accruals
18	keep up with preshift	18	to bring you up to a
19	briefing from last year.	19	hundred percent of the
20	How in the hell are they	20	benefit, but it's not
21	going to keep up with	21	contemplated that you can
22	this?	22	go beyond a hundred
23	BILL SHEEHAN: And	23	percent of what your
24	that's a good question and	24	salary is, no.
	85		87
1	we talked about that, too.	1	And we'll send out a
2	MIKE CARLSON: Mike	2	detailed explanation of
3	Carlson, Forest Rangers.	3	this law and some of the
4	The question I have is, if	4	regulations and the basic
5	I wanted to stay home and	5	requirements. So, you
	take care of my father		know, you can all have a
6 7	because he has cancer, do	6	reference to address with
-	I have to show a doctor's	7	
8		8	your members. MARIA PARMLY: Maria
9	note to somebody saying	9	
10	yeah, he has cancer, I'm	10	Parmly, Mohawk Valley
11	going to be out ten weeks?	11	Psych Center. I don't
12	BILL SHEEHAN: Yeah,	12	know if you can answer
13	there's documentation	13	this question, but you
14	requirements. Yes.	14	said we would have to
15	MIKE CARLSON: If I	15	if we decided as a group
16	have a newborn, all I have	16	as a whole that we would
17	to do is prove I have a	17	have to start paying out
18	newborn and I want to stay	18	of our paycheck.
19	home with the newborn, or	19	BILL SHEEHAN: Yes.
20	a foster child?	20	MARIA PARMLY: So, this
21	BILL SHEEHAN: Yep.	21	is the state mandate for
22	Yep.	22	nonunion companies,
23	MIKE CARLSON: Okay.	23	correct?
24	BRIAN FEENEY: Brian	24	BILL SHEEHAN: Yes.
	86		88
		1	

1	MARIA PARMLY: So, who	1	EXECUTIVE VP SAWCHUK:	
2	is paying for them?	2	Mike has already done a	
}	BILL SHEEHAN: Same	3	great job going down the	
	MARIA PARMLY: Are the	4	laundry list of issues	
	employees getting it taken	5	we've addressed since we	
5	out of their paycheck as	6	last met. So, I'll	
7	well, like kinda against	7	continue on.	
8	their will?	8	We did some facility	
9	BILL SHEEHAN: You can	9	tours. Altona, Bare Hill,	
0	say that, but yes. It's	10	and Hale Creek. Thank you	
1	funded by employee	11	very much. Letters went	
2	contributions. It's sort	12	out to Commissioner	
.3	of like disability, you	13	Sullivan OMH to for	
4	know, it's in fact it's	14	Mike and I to gain access	
5	written in the same law as	15	to the forensic psych	
6	disability under the	16	centers. Also a letter	
7	Workers' Comp Law; now	17	went out to Commissioner	
.8	it's disability and Paid	18	Claudio, addressing an	
9	Family leave.	19	issue with radios versus	
10	So, it's the same	20	cell phones for ISOs.	
1	concept. It comes out of	21	Also, we had a broken	
12	everyone's paycheck and	22	metal detector for several	
13	that produces a fund that	23	weeks now in the Brooklyn	
24	will pay for the benefit.	24	Parole Office. That's	
	89		91	
1	MARIA PARMLY:	1	been resolved as of	
2	Thank you.	2	yesterday, a new metal	
3	BILL SHEEHAN: Just one	3	detector went in. Mike	
4	note here. The law does	4	mentioned the PERB hearing	
5	allow the employer to make	5	we attended on the 22nd.	
6	the payments and basically	6	We also had an issue	
7	underwrite the cost on	7	with someone who was out	
8	behalf of the employees,	8	on military leave. When	
9	any individual company can	9	that person returned, they	
.0	do that. The state has	10	returned to no vacation	
1	made clear it's not going	11	time, no sick accruals and	
2	to do that. So, it would	12	no health insurance.	
3	be funded through the	13	Unacceptable. As we just	
4	employees. Thank you.	14	mentioned, we have enough	
.5	PRESIDENT POWERS:	15	issues with our time	
.6	Tammy, Executive Vice	16	keeping and staffing	
.7	President.	17	offices, to keep up with	
8	EXECUTIVE VP SAWCHUK:	18	that alone, military time	
9	Once again, good morning	19	off; and we're going to be	
0	everyone.	20	adding to that.	
1		21	That issue was resolved	
2	(All respond good	22	by Sharon Smith and I'd	
3 morr	ning).	23	just like to thank Sharon	
		04	for a job well done with	
24		24	TOT a JOD WELL GOLLE WITH	

L	this officer and vet who	1	now up to six weeks for	
!	returned to nothing. So	2	IBM to get one of those	
	thank you Sharon.	3	codes. Mike is going to	
		4	be talking to someone over	
	(All applause.)	5	in DOCCS.	
5		6	So, what do we do in	
7	EXECUTIVE VP SAWCHUK:	7	the interim? I'm a new	
8	And once again, if we do	8	sergeant, I come in, I'm	
9	have a problem with one of	9	assigned a terminal, I	
0	our vets coming back, make	10	don't have a code, what do	
1	it known to one of us	11	I do? So, we will be	
2	immediately so we can get	12	talking about Dan Marcello	
3	right on it and get those	13	regarding that issue.	
4	issues resolved.	14	Also we had a shortages	
5	QWL issues, Hudson,	15	of ISOs, we're short seven	
5	Downstate, Mohawk. Mohawk	16	in the parole offices.	
7	has been resolved. Hudson	17	We're operating with one	
8	and Downstate, we will be	18	ISO or no ISOs in some	
9	having a meeting hopefully	19	offices. They have put an	
0	the tentative date is the	20	academy together with	
1	20th of this month to meet	21	seven, so that issue has	
2	with Abby Grier and John	22	also been resolved.	
3	Shipply regarding those	23	That's all I have. If	
4	issues and we'll try to	24	you have any questions	
	93		95	
1	get them resolved.	1	UIs, I questioned UI	
2	Also, we had some	2	information about a month	
3	issues with election	3	ago through an e-mail	
4	ballots for the sectors.	4	blast. There's several	
5	That issue has been	5	facilities still missing	
б	resolved. I think Joe	6	with UI information from	
7	Bellinger when he is here	7	'15, '16, '17. If you can	
8	tomorrow and he goes over	8	meet with me on the break,	
9	his committee report, will	9	get me that information,	
0	address that. We have	10	I'll let you know how to	
L	numerous phone calls	11	get that information;	
2	regarding sergeants	12	please do so. Morning,	
3	getting access codes when	13	Andy.	
1	they get to their	14	ANDY RICE: Morning,	
5	facilities after making	15	Tammy. Andy Rice, Elmira.	
б	sergeants.	16	I just want to go back to	
7	For those who don't	17	Bill with the state paid	
3	know, that area of	18	family medical leave. I'm	
)	business has been	19	assuming that this	
)	outsourced to IBM, the	20	starts well, it says it	
L	department no longer takes	21	starts January 1, so we as	
2	care of issuing codes for	22	a body have to make a	
3	the computers. So,	23	decision by then, correct?	
4	they're looking at right	24	BILL SHEEHAN: Well, it	
	94		96	

1	starts January 1 for	1	fifteen thousand, six
2	private employers, it	2	dollars ninety-five cents
3	doesn't have to start	3	last month. Current
4	January 1 for state	4	balance, one million, one
5	employees.	5	hundred twenty-eight
6	ANDY RICE: Well, do	6	thousand, six hundred
7	you have a packet or	7	forty-nine. Also, as you
8	literature that you can	8	guys know, we have a bond
9	give to us chiefs, because	9	as well, legal defense
10	obviously this affects	10	fund bond, that's slightly
11	every member not just	11	over one million dollars.
12	people in this room and we	12	So the current fund is
13	have to vote on behalf of	13	about two point one
14	our membership so we can	14	million dollars.
15	give them the information	15	Rainy Day, once again
16	they need, so we know how	16	I've given you all these
17	to vote when we do come to	17	names and numbers. Keep
18	that point.	18	that confidential, don't
19	BILL SHEEHAN: Yeah, if	19	share this with anyone.
20	you want I have a fax	20	It's for your information
21	sheet here, it's just two	21	only. The numbers you may
22	pages. But I can prepare	22	share.
23	something more detailed	23	We paid out one hundred
24	that will answer some of	24	seventy-five thousand, two
21	97	21	99
1	the questions.	1	hundred dollars in the
2	ANDY RICE: That would	2	Rainy Day Fund last month.
3	be great. Thank you.	3	Current Norvest balance,
4	BILL SHEEHAN: If that	4	ninety-six thousand, nine
5	can wait for a week or so,	5	fifty. Current NYSCOPBA
6	I'll get it out to you.	6	balance, approximately a
7	ANDY RICE: Yep.	7	hundred fifty thousand.
8	PRESIDENT POWERS:	8	Current Rainy Day Fund
9	Dave, treasurer's report.	9	balance two hundred,
10	TREASURER VIDDIVO:	10	forty-six thousand, nine
11	Good morning, everyone.	11	hundred fifty.
L2	Did everyone receive the	12	August treasury
13	financials that I passed	13	numbers. Income, one
14	around the room? If you	14	million, one hundred
15	didn't, there's additional	15	sixty-six thousand, seven
16	copies over next to	16	hundred forty dollars,
17	Stephanie. Go grab	17	seventeen cents.
18	yourself a copy, guys in	18	Expenditures, one million,
19	the back, I know I didn't	19	fifty-four four thousand,
20	give any. But if you	20	four hundred, sixty-seven
21	would like one, go back	21	dollars and thirty-five
22	and grab one.	22	cents. In the black for
23	Starting off, legal	23	August; one hundred twelve
	defense fund. We spent		thousand, two hundred
24		24	
	98		100

1	seventy-two dollars and	1	back. I send out a second
2	eighty-two cents.	2	letter sixty days, same
3	I put a, also in that	3	letter basically with a
4	packet there's a contract	4	second notice asking them
5	there in front of you.	5	to pay it. And now we're
6	Marinstein and Marinstein,	6	looking at the ninety day
7	these are a collection	7	letter which is where
8	slash attorney agency.	8	Mr. Marinstein comes in,
9	What we are going to be	9	he's a collection
10	doing, of course with this	10	attorney.
11	body's consent to move	11	Not that we want to do
12	this contract, is that we	12	that, these are our
13	are going to start	13	members obviously. But
14	enforcing some of the	14	they know full well going
15	Rainy Day Fund repayments	15	in when they receive the
16	that we have not received.	16	fund that if they get back
17	I was going to give you	17	pay, they have to refund
18	some numbers, just some	18	the fund. And
19	food for thought here as	19	unfortunately, there's
20	to what we're looking at.	20	several that owe
21	Total amount paid in	21	significant amounts of
22	2016, Rainy Day Fund, nine	22	money that will not
23	hundred thirteen thousand,	23	respond to me.
24	four hundred fifty. 2017	24	So, this is the
21	101		103
	101		
1	year to date, six hundred	1	direction we have to go
2	forty-five thousand, six	2	and make sure that this is
3	hundred dollars. We have	3	collected. Hopefully you
4	currently paid out to one	4	guys have read through
5	hundred twenty-eight	5	this contract. It's
6	members that have received	6	pretty standard for a
7	the fund.	7	collection attorney. They
8	There's currently	8	basically are going to get
9	thirty-six members on the	9	twenty-eight percent of
10	fund, which as you know	10	all sums collected, which
11	fluctuates from payroll to	11	is the number.
12	payroll. The big number	12	So we're going to
13	though is that on awards	13	pretty much retain about
14	where they get back pay,	14	seventy-two percent of the
15	we have outstanding	15	monies that are collected.
16	balance of approximately	16	A hundred percent would be
17	three hundred thousand	17	great, but it's not going
18	dollars.	18	to happen. Each lawsuit
19	Most of the guys that I	19	that they file is five
20	have sent letters to I	20	hundred dollars flat fee.
21	send a letter out thirty	21	And the documents they
22	day letter giving them the	22	need to prepare for that
23	number what they owe us,	23	are 275 dollars flat fee.
24	asking them to pay it	24	So you're looking at
41		4	
	102		104

	about, like I said, about	1	So they're going to
2	seventy percent back to us	2	have that ability. A lot
3	for the fund.	3	of guys made good. I've
4	I'd like to move this	4	got payment plans, I have
5	contract and get this	5	got a dozen payment plans
6	started before my	6	going on right now. I'm
7	departure. So, if there	7	not out there to kill
8	is any objection, all	8	anybody, I go down to
9	those in favor by	9	fifty dollars a pay
.0	contracting with	10	period, fifty bucks a
.1	Marinstein and Marinstein,	11	month if that's all they
.2	please signify by saying	12	can afford to do at this
.3	aye?	13	time.
.4		14	I just look at when
.5	(Response of "aye" from	15	they're going to retire so
6 the	floor.)	16	we get it back before they
.7		17	leave. But to answer your
.8	TREASURER VIDDIVO:	18	question, they're going to
.9	Anyone opposed?	19	have that ability to fill
10	SHANE CALL: Shane	20	that out and have it come
21	Call, Cape Vincent. Is	21	right out of their check.
22	there any way of just	22	As far as the award,
23	working with the state	23	directly from the
24	when they're awarded their	24	comptroller, we don't have
	105		107
1	back pay our pay comes	1	the ability to do that
2	back to us.	2	yet.
3	TREASURER VIDDIVO:	3	Hopefully some day we
4	This is what I'm doing,	4	do and we'll continue to
5	we're revamping the	5	work on that with the
6	application right now.	6	comptroller. But that's
7	We're going to have the	7	best case, other than that
8	application, there's going	8	it's for them to fill out
9	to be some additional	9	the form and have it come
.0	wording in the	10	directly out of their
11	application; legalities,	11	check, which will be in
.2	wording, as far as	12	the packet from now on
.3	collecting it.	13	going forward.
4	There's going to be a	14	So, any other questions
.5	form, that is a legal	15	on Marinstein and
.6	form, the name is what?	16	Marinstein?
.7	Confession of judgment, so	17	KENNY GOLD: Dave,
.8	they're going to have a	18	Kenny Gold from Orleans.
.9	definite number they will	19	Dave, before we go and
10	owe us. And the third	20	potentially approve to put
1	page will be the ability	21	a law suit on one of our
22	to sign up for automatic	22	members, I think maybe we
23	withdrawal from their	23	should take this back to
24	check.	24	our members, especially
	106		108
	100		100

1	specifically the ones that	1	seven, eight months,
2	still owe money.	2	without any responses.
3	Before, if you're going	3	Refusing to even take the
1	to give away twenty-eight	4	mail.
	percent to a law firm	5	I have had one of our
j	anyways, and granted it's	6	VPs hand deliver letters
,	been ninety days they	7	to these individuals with
3	haven't gotten back to	8	no response. Listen, I
9	you. We have a three	9	certainly don't want to
)	hundred thousand	10	sue our membership, but in
1	dollars most people	11	the same breath, they
2	eyes are open by the fact	12	should put that money back
3	that there's an	13	to the next guy. That's
4	outstanding balance of	14	what it's about.
5	three hundred thousand	15	KENNY GOLD: I don't
б	dollars.	16	disagree, I just have a
7	Maybe we should take	17	hard time saying yes to do
8	this back to our	18	a lawsuit.
9	membership first. Not to	19	RECORDING SECRETARY
0	approve this, but to try	20	DILDINE: We did what
1	to get these guys to pay	21	Kenny is asking, I think,
2	before we levy a lawsuit	22	we already did. All this
3	on one of our own members.	23	information goes to the
4	TREASURER VIDDIVO: Are	24	regional VPs to try to get
	109		111
			the and the de the ar
1	you saying you want to		them, and they do, they go
2	make a motion to pull the	2	to the member and they try
3	motion we just approved?	3	to make the collections.
4	KENNY GOLD: Well,	4	I don't know if that's
5	actually, we didn't get to	5	what you're asking, Kenny.
6	the point of saying nays,	6	But that's already been
7	so I don't think we	7	done, this has been going
8	approved it. But with	8	on for seven months.
9	that being said, I was	9	Dave reached out to
0	just saying maybe looking	10	them, the stewards reached
1	ahead, I'm sure the vice	11	out to them. They just
2	presidents as well as the	12	won't pay, correct?
3	chiefs know who owe money,	13	TREASURER VIDDIVO:
4	and don't owe money.	14	Correct.
5	Maybe we can put a little	15	JERRY OSTERHOUDT:
6	pressure on them before we	16	Jerry Osterhoudt, Eastern
7	try to levy a lawsuit.	17	Correctional. Now, those
8	TREASURER VIDDIVO:	18	fees, are those contingent
9	Just to give you a little	19	on NYSCOPBA.
0	background, Ken, when I	20	TREASURER VIDDIVO: We
1	say I do these ninety day	21	pay them nothing unless
2	letters, I have been	22	they collect money. Is
3	dealing with about five	23	that what you're asking?
4	individuals for about	24	JERRY OSTERHOUDT: That
		1	

1	seven hundred fifty	1	KENNY GOLD: I never	
2	dollars that we have to	2	got one, I don't know.	
3	pay out to get the lawsuit	3	TREASURER VIDDIVO: No,	
1	drawn up	4	I'm explaining to you,	
5	TREASURER VIDDIVO:	5	that's what they're going	
6	Right. If we get nothing	6	to get. They're going to	
7	back through them, which	7	get a letter. It's going	
8	we will, through	8	to be from Mr. Marinstein.	
9	collections we will. But	9	It's going to say, you	
0	if we get nothing back it	10	have the ability to pay	
1	would be a seven hundred	11	NYSCOPBA would you like to	
.2	fifty loss each lawsuit.	12	do so. That's what it's	
3	JERRY OSTERHOUDT:	13	going to say.	
4	What's the maximum amount	14	So they're going to get	
5	of money that members	15	a letter and give them an	
6	received for the Rainy Day	16	opportunity to make good	
7	Fund?	17	on that and then the	
8	TREASURER VIDDIVO	18	process begins. And they	
9	Individually?	19	go I mean there's a	
0	Approximately thirty-two	20	statute they got to	
1	thousand dollars.	21	follow, how they got to	
12	JERRY OSTERHOUDT: I	22	sue people and all that	
3	just wanted to understand.	23	good stuff.	
14	TREASURER VIDDIVO:	24	So they will follow	
	113		115	
1	It's fifteen hundred per	1	that process. If it's	
2	pay period. We had one	2	this body's wish not to	
3	individual that currently	3	bring on Marinstein at	
4	is almost two years.	4	this time, go back to your	
5	JERRY OSTERHOUDT:	5	members and clarify the	
6	Okay. I was just asking.	6	Rainy Day Fund. I think	
7	TREASURER VIDDIVO: No	7	at this point they pretty	
8	problem. Absolutely.	8	much all know what it is	
9	KENNY GOLD: I just	9	and how it works.	
.0	want to clarify, what I	10	But me personally, I'd	
1	was asking is simply	11	like to move forward and	
.2	before we go and tell	12	get it in place. Because	
3	these members we're going	13	just those five	
4	to do a collection agency	14	individuals owe a little	
.5	on you, we never said we	15	over a hundred thousand	
.6	were going to do this	16	dollars back to the fund	
7	before. Tell the guys	17	So is everyone good with	
8	that actually owe it,	18	moving this forward, I	
9	that's all.	19	need unanimous consent.	
0	TREASURER VIDDIVO:	20	JIMMY MILLER: Jim	
1	Kenny, the ninety day	21	Sonko, Fishkill.	
2	letter says everything	22	TREASURER VIDDIVO: Go	
3	that you just said in the	22	ahead, Jim, I'm sorry,	
4	letter.	24	Buddy.	
		24		
	114		116	

1	JIM SONKO: Before we	1	additional lawsuit to
2	outsource any more of our	2	recoup that money. That's
3	money, is this something	3	all judgement, that's all
ł	that our attorneys are	4	court stuff.
	capable of drafting a	5	But we will be going
j	letter or making that	6	after them for the
,	collection phone call?	7	twenty-eight percent, we
3	TREASURER VIDDIVO: No,	8	will be going after them
)	it's a conflict. I don't	9	for the fees and we will
)	want to bring in our	10	be going after them for
L	attorneys for our members.	11	interest. I hate to sound
2	That's why I'm bringing in	12	like a prick, but that's
3	Mr. Marinstein.	13	what we're going to be
1	NICOLE BELL: Nicole	14	doing.
5	Bell, Sullivan. How come	15	AL ZAPPALA: Al
5	we don't make the officers	16	Zappala, Shawangunk. I
1	accountable? Why don't we	17	guess basically what Dave
}	give them the fees that we	18	is trying to say, right
9	have to pay?	19	now we're owed three
0	TREASURER VIDDIVO:	20	hundred thousand. If we
1	That's going to be	21	don't do this, we're owed
2	included in the	22	three hundred thousand;
3	collections. They're	23	but at least if we do
4	going to be sued for what	24	this, we'll get two
	117		119
1	they owe, attorneys fees	1	hundred thousand back.
2	and interest.	2	Two hundred thousand is
3	NICOLE BELL: And the	3	better than zero.
1	fees we have to pay, the	4	TREASURER VIDDIVO:
5	twenty-eight percent and	5	Okay. So it has to be
6	everything?	6	unanimous consent. All
7	TREASURER VIDDIVO:	7	those in favor signify by
8	Yes. Any other questions,	8	saying aye.
9	concerns, on that? Okay.	9	
0	Jim?	10	(All respond with "aye".)
1	JIM SONKO: Sonko,	11	
2	Fishkill. After answering	12	TREASURER VIDDIVO: Are
3	Nicole's questions, how	13	there any nays?
4	are we only going to	14	
5	recoup seventy percent of	15	(Response of nay.)
б	our money at that point	16	
7	then?	17	TREASURER VIDDIVO: You
8	TREASURER VIDDIVO:	18	want to go to the mic and
9	We're getting seventy	19	give your name.
)	percent back, that's the	20	TOM GUEST: Tom Guest,
	definite number. Those	21	Gowanda.
1	1 1 1	22	TREASURER VIDDIVO:
1 2	numbers are going to be	l l	
	numbers are going to be additional work to recoup,	23	Thanks, buddy. Okay. A
2			Thanks, buddy. Okay. A few other items I want to

1	touch base. We got some	1	with me. I didn't make
2	new treasurers out there,	2	copies for everybody.
3	new chiefs out there.	3	Personally, we don't want
4	Sonya and I are going to	4	it going all over the
5	be setting up some	5	country.
6	treasury training in	6	But it is up here for
7	Albany the week of 10/16	7	you guys to look at it, it
8	to 10/20. I will be	8	will be on the website for
9	sending out an e-mail to	9	the members to look at it.
10	all of you chiefs that	10	The only number I'll give
11	have already attended and	11	your right now, December
12	treasurers who have	12	31st, 2016 end. Total
13	already attended obviously	13	assets fourteen point
14	we would we love to see	14	seven zero three million.
15	you but we're not going to	15	Also, if you guys
16	have you come up again.	16	you new guys, new chiefs,
17	This is for the new	17	new treasurer, whoever
18	guys; new chiefs, new	18	does your supply orders,
19	treasurers. We'll get an	19	we do have a Quill
20	e-mail out to you to set	20	accounts. You guys have
21	that up; EOL time and	21	been great with that, most
22	hotels if necessary.	22	of you have signed up.
23	We're going to be ramping	23	If there is anybody new
24	up actual steward training	24	in here, I have cards up
	121		123
1	in the office. We're	1	on the table here, there's
2	going to be putting a	2	some cards in the back or
3	package together.	3	out in the lobby for your
4	We're going to be	4	contact at Quill to give
5	looking to start that	5	her a shout. Set up your
6	probably the first or	6	account and continue to
7	second week in January to	7	order your stuff from
8	get you guys out for your	8	Quill. It's worked very
9	steward training. Hold on	9	well. We've saved quite a
10	one second.	10	bit of money utilizing
11	TED NEVILLS: What's	11	them and hopefully you
12	the date for the treasurer	12	guys continue doing that.
13	training?	13	That's it for now.
14	TREASURER VIDDIVO:	14	I will see you later.
15	10/16 to 10/20.	15	We'll go over the budget
16	If anybody is	16	probably maybe
17	interested in looking over	17	tomorrow? Do you want to
18	our tax return, I have a	18	do it now? All right.
19	copy up front here, I	19	Take ten minutes and then
20	didn't make copies for	20	we'll do the budget.
21	everybody but you're	21	
22	welcome to come up and	22	(Recess taken.)
23	take a look at that. I	23	
24	also have our annual audit	24	
	122		124

1	TREASURER VIDDIVO:	1	the work that they do.
2	We're going to get	2	So, I'm going to make a
3	started. Mike and Tammy	3	check presentation here
4	had mentioned that we had	4	today to Jay and Allie
5	a statewide golf	5	West, our New York reps.
б	tournament last week. It	6	And we'd like to say thank
7	was a great success, as	7	you and give you this
8	far as I'm concerned. One	8	check. And we appreciate
9	of our biggest attendance,	9	all that you do.
0	we had thirty-two teams	10	
1	participate.	11	(All applause and
2	The weather was crappy,	12	standing ovation.)
.3	but we had a good day. I	13	
4	just wanted to thank all	14	TREASURER VIDDIVO:
5	of our sponsors because	15	Twelve thousand dollars.
.6	they came through big this	16	We're going to move the
7	year. It's the biggest	17	budget to tomorrow morning
.8	year to date and we've	18	and knock that out
9	been doing it for ten	19	tomorrow. Obviously I'll
0	years; our 10th Annual.	20	do the budget, and as you
!1	JCB, Amy, Norvest, Aflac,	21	guys can see, there's a
22	Liberty Mutual, Capitol	22	ten percent and a twenty
!3	Hills Golf Course, Airway	23	percent budget in there,
14	Meadows Golf Course, State	24	too, that I'll explain but
	125		127
1	Police were there, they	1	wait until tomorrow. Just
2	_		so that we can cover it
	played. Kidney Foundation. Executive	2	
3		3	all and answer any
4	board members, Mike,	4	questions. Thanks.
5	Tammy, some retirees,	5	PRESIDENT POWERS: I'm
6	board member. Randy page,	6	going to ask consent to go
7	Randy Johnson; and	7	off the agenda to approve
8	thirty-two teams of guys	8	the Collective Bargaining
9	that showed up to support	9	Committee will be meeting
.0	a really, really good	10	today and we have a change
.1	cause.	11	in the northern region as
.2	If you guys don't know	12	far as the committee's
3	who CPOF is, which I'm	13	seat. We're not getting
4	sure most of you do,	14	into committee reports,
.5	Correctional Peace	15	we're going to do this to
.6	Officers Foundation,	16	enact the individual that
.7	they're a great	17	is serving on the
8	organization that gives	18	committee, so that he can
9	back to correction	19	meet today with the
0	families all over the	20	bargaining committee.
1	country; including New	21	So I'm going to need
2	York State. And we're	22	unanimous consent or sixty
3	honored to give back to	23	percent approval from
	them and support them for	24	this body to go off the
4			1 5

1				
	agenda and move this. Ail	1	Chair for the Election	
2	signify by saying aye.	2	Committee. And the only	
3		3	reason we're doing the	
1	(Response of "Aye".)	4	Election or I'm, the	
		5	Collective Bargaining	
;	PRESIDENT POWERS	6	Committee today, is	
,	Anybody: Opposed.	7	because the Collective	
}	<i>112004</i>	8	Bargaining Committee has	
9	(No Response.)	9	to meet this afternoon	
)	(no nesponde.)	10	prior to next weeks	
	PRESIDENT POWERS	11	negotiation session. So	
2	Thank you. Mike?	12	we can get everybody up to	
}	VP MID-HUDSON MAZZELLA:	13	speed, if there is any new	
· !	Mike Mazzella, Mid-Hudson	14	members.	
	Region. Just as a matter	15	So, at this time	
5	of, I guess, reference and	16	Collective Bargaining	
,	the fact is that all	17	Committee is going to take	
3	committees their term was	18	nominations for law	
9	over. So these are	19	enforcement. I nominate	
)	actually new committee	20	Rich Janes. Is there any	
L	elections.	20 21	other nominations?	
2	Of course we don't	22	other nonlinations:	
3	normally go through all	23	(No Response.)	
4	the rigamarole of	23	(No Response.)	
		24	121	
	129		131	
1	elections, we do that at	1	VP LAW ENFORCEMENT	
	the regional level. Just	1 2	HARMON: Rich Janes, Law	
2	the regional level. Just so everybody knows that		HARMON: Rich Janes, Law Enforcement, Collective	
2	the regional level. Just so everybody knows that when Mike says there's	2 3 4	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid	
2 3 4	the regional level. Just so everybody knows that when Mike says there's only one change in the	2 3	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid Hudson Region, nominations	
2 3 4 5	the regional level. Just so everybody knows that when Mike says there's	2 3 4	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid	
2 3 4 5	the regional level. Just so everybody knows that when Mike says there's only one change in the	2 3 4 5	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid Hudson Region, nominations	
2 3 4 5 7	the regional level. Just so everybody knows that when Mike says there's only one change in the committee, technically	2 3 4 5 6	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid Hudson Region, nominations for Collective Bargaining	
1 2 3 4 5 6 7 8	the regional level. Just so everybody knows that when Mike says there's only one change in the committee, technically they all change but	2 3 4 5 6 7	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid Hudson Region, nominations for Collective Bargaining Committee?	
2 3 4 5 5 7 8 9	the regional level. Just so everybody knows that when Mike says there's only one change in the committee, technically they all change but they've elected to keep	2 3 4 5 6 7 8	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid Hudson Region, nominations for Collective Bargaining Committee? VP MID-HUDSON MAZZELLA:	
2 3 4 5 5 7 3 8 9	the regional level. Just so everybody knows that when Mike says there's only one change in the committee, technically they all change but they've elected to keep the same people.	2 3 4 5 6 7 8 9	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid Hudson Region, nominations for Collective Bargaining Committee? VP MID-HUDSON MAZZELLA: Mid Hudson nominates Kevin	
2 3 4 5 5 5 7 3 3 9	the regional level. Just so everybody knows that when Mike says there's only one change in the committee, technically they all change but they've elected to keep the same people. So I just wanted that for the record that we're not extending a person on	2 3 4 5 6 7 8 9	HARMON: Rich Janes, Law Enforcement, Collective Bargaining Committee. Mid Hudson Region, nominations for Collective Bargaining Committee? VP MID-HUDSON MAZZELLA: Mid Hudson nominates Kevin Donnelly. VP LAW ENFORCEMENT HARMON: Kevin Donnelly.	
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1	VP LAW ENFORCEMENT	1	PRESIDENT POWERS:	
2	HARMON: Dave Luther. Any	2	Pending Mike Dildine's	
3	other nominations for the	3	retirement as the co-chair	
1	Southern Region? Seeing	4	for the Collective	
5	none, Dave Luther.	5	bargaining Committee and	
5	Northern Region,	6	the Board, and Mike	
7	nomination for Collective	7	Mazzella has graciously	
8	Bargaining Committee.	8	stepped up and offered to	
9	ACTING VP NORTH	9	be a co-chair of the	
0	BRUNELLE: Rich Brunelle,	10	Collective Bargaining	
1	Northern Region,	11	Committee along with John	
2	nomination Brian Gary from	12	Harmon for your	
.3	Upstate.	13	information.	
4	VP LAW ENFORCEMENT	14	To get back on to the	
5	HARMON: Brian Gary. Any	15	agenda, we'll move in to	
6	other nominations for	16	departmental reports.	
7	Northern Region? Seeing	17	Collective Bargaining	
.8	none, Brian Gary, Northern	18	Committee will be meeting	
.9	Region. Western Region,	19	at one o'clock today in	
0	nomination for Collective	20	this room, this afternoon.	
1	Bargaining Committee?	21	Departmental reports.	
12	VP WEST MIANO: Joe	22	Sharon?	
3	Miano, Western Region.	23	SHARON SMITH: Good	
4	Andy Rice, Elmira.	24	morning. Can you hear me?	
	133		135	
1	VP LAW ENFORCEMENT	1	I'll be quick. I just got	
2	HARMON: Andy Rice,		information yesterday	
3	Elmira. Any other	3	regarding the flex	
4	nominations for the	4	spending account for 2018.	
-	Western Region? Seeing	5	I will do a memo when I	
5	none, Andy Rice. Central			
6		6	get back to the office to	
7	Region nominations for	7	all the chiefs, so you'll	
8	Collective Bargaining	8	have all this information.	
9	Committee?	9	I just thought I'd go	
.0	VP CENTRAL LASHWAY:	10	through it quickly, but	
1	Paul Lashway, Central	11	I'll make sure I get the	
.2	Region. Ted Nevills,	12	information to you.	
3	Watertown.	13	Enrollment will be able	
4	VP LAW ENFORCEMENT	14	to be done either online	
5	HARMON: Any other	15	or by telephone between	
6	nominations for Central	16	October 2nd and November	
7	Region? Seeing none, Ted	17	6th, so that's the time	
8	Nevills. The Collective	18	period people can sign up	
9	Bargaining Committee will	19	for it. At present, the	
0	consist of Rich Janes,	20	annual contribution is two	
1	Kevin Donnelly, Dave	21	twenty-six hundred	
2	Luther, Brian Gary, Andy	22	dollars. But that may be	
3	Rice and Ted Nevills.	23	subject to change because	
	Thank you.	24	it's based on the index to	
4	man you.	27	10 b babea on and maan co	

1	inflation and the	1	member asking you about	
2	government hasn't decided	2	it.	
3	on that yet.	3	I just want a couple	
4	So that amount could	4	reminders, the rate	
5	change, but presently	5	renewal meeting is going	
6	that's what they're	6	to be held at the end of	
7	signing up for. If there	7	this month. As you know,	
8	is changes, they'll let	8	once the rates go on,	
9	everybody know if they can	9	which is normally around	
10	do more than that. The	10	the middle, end of	
11	minimum is a hundred	11	November, that starts the	
12	dollars; that's the	12	option transfer period. I	
13	minimum you can sign up	13	just want to mention again	
14	for that program.	14	for the opt-out program, I	
15	Dependent care	15	get these all yearlong.	
16	advantage account where	16	That is the only time a	
17	you can, if you know you	17	member can get in to the	
18	have day care or a parent	18	opt-out program.	
19	that, you know, you pay to	19	You can't do it during	
20	have them looked after,	20	the year, you decide in	
21	that account as you know	21	March you want to get in	
22	there's an employer	22	to it. You can't opt in	
23	contribution to that. At	23	to that program. You can	
24	this point NYSCOPBA will	24	opt out of health	
	137		139	
1	not get that employer	1	insurance, but you	
2	contribution because we	2	wouldn't get the pay out.	
3	don't have a contract.	3	They can only do it during	
4	So, pending whether we	4	the option transfer	
5	get one, whether they will	5	period.	
6	let us in for 2018, but at	6	So if anybody asks you	
7	this time members would	7	that. And anybody	
8	not be eligible for that.	8	presently in it, has to go	
9	Flyers are going to be	9	back down and recertify	
10	handed out with the	10	for 2018, if they don't	
11	September 20th,	11	they will not get those	
12	administration paycheck,	12	monies for next year. And	
13	and September 28th for the	13	they will have to get back	
14	institutional paychecks.	14	in next year and then be	
15	That's when everybody will	15	eligible the following	
16	get the flyers on the	16	year.	
17	information and be able to	17	So I thought I would	
18	look it over.	18	mention that just a	
19	There's a website and a	19	reminder for you.	
20	phone number and so forth.	20	SHAWN KEENAN: What are	
21	Again, I will send this	21	the dates?	
22	out to you probably	22	SHARON SMITH: When the	
23	Friday. I'll send it out	23	rate sheet goes out, the	
24	to you in case you have a	24	rates haven't been decided	
	138		140	

1	yet. It's normally the	1	And that's all I have	
2	month of December. It	2	unless anybody has any	
3	might be a little bit of	3	questions? Thank you.	
4	November into December or	4	PRESIDENT POWERS:	
5	the whole month of	5	Thank you, Sharon. Bill?	
6	December. It runs thirty	6	BILL NAYLOR: Good	
7	days from when the date	7	morning. So, I have been	
8	that the rate sheets are	8	getting quite a few phone	
9	sent to the members. And	9	calls of members having	
10	it's right in the rate	10	issues getting into the	
11	sheet so it will tell you	11	retirement seminars for	
12	the exact date.	12	New York State. As I put	
13	And I will get that out	13	out in the past, we have a	
14	to you when I know. The	14	unique opportunity to work	
15	only other thing I wanted	15	with EAP to set up what's	
16	to mention, Tammy had	16	called a retirement	
17	mentioned about a veteran	17	resource day.	
18	who came back and his	18	What the retirement	
19	health insurance was not	19	resource day is it's	
20	in tact and we had to get	20	essentially a retirement	
21	that all straightened out.	21	seminar locally at your	
22	I have had a couple of	22	facility. It works	
23	these. I just want to	23	through EAP, your EAP	
24	mention to you, if you	24	coordinator should contact	
21	141	21	143	
	171		113	
1	have a Veteran that comes		the regional rep. The	
2	to you and he gets	2	regional rep will make the	
3	activation papers and he's	3	contacts with civil	
4	not sure what to do, make	4	service, retirement,	
5	sure you tell him to go to	5	deferred comp and all the	
6	personnel; they need a	6	players that come through	
7	copy of those papers. And	7	the retirement seminars	
8	then they will mark their	8	through GOER.	
9	file accordingly and they	9	The nice thing about it	
10	won't have these problems.	10	is, when you set it up at	
11	Now, some HBA's don't	11	the local level, not only	
12	do it correctly and	12	is it specific to DOCCS	
13	there's still a problem	13	personnel or OMH	
	and we can get it		personnel, retirement	
14	corrected on the other	14	comes they'll actually do	
15		15		
16	end. But, make sure they	16	your numbers. So they set	
17	are required to provide a	17	up a hot spot, deferred	
18	copy of that to personnel.	18	comp, they'll set up a hot	
19	So I thought I'd mention	19	spot, you'll be able to	
20	to you, if someone comes	20	get your numbers at that	
21	to you like, what do I do	21	time, as well as listen	
22	as far as my health	22	what's available through	
23	insurance, to have them go	23	civil service and any	
24	down there.	24	other departments.	
	142		144	

1	So if you're interested	1	three different dental
2	in doing something like	2	plans; two through New
3	that at the local level,	3	York State and one through
1	contact me or have your	4	NYSCOPBA.
	EAP coordinator contact	5	Just to kind of without
5	me. And I can put them in	6	getting into rates or
,	touch with other	7	anything, but COBRA lasts
3	coordinators that have	8	for three years. At the
)	been very successful in	9	end of the three years
)	doing this. Clinton does	10	you're entitled to go to
	a great job. Riverview	11	what's called direct pay
2	just started one again	12	through Emblem Health.
}	this year. Upstate.	13	The coverage is a little
	Moriah Shock actually had	14	bit different.
	one.	15	COBRA covers
	So, it's a great tool	16	twenty-three hundred per
	for us to get these	17	person per year; Direct
	retirement seminars done.	18	Pay covers eighteen
)	The beauty of it, too, is	19	hundred per person per
)	it's not a one shot deal.	20	year. One of the big
1	Whereas, with the	21	differences is with Direct
2	retirement seminar	22	Pay, if you have kids that
3	through the State, you	23	are nineteen years or
4	have to have at least	24	older on your plan through
	145		147
L	twenty years on the job,	1	COBRA, they'll get
2	you can only do it once in	2	bounced. They're not
}	your career. With these	3	allowed coverage under
ŀ	resource days, if your	4	Direct Pay if they're
j	facility sets one up every	5	nineteen or older. You
j	year, you can essentially	6	can keep them on COBRA for
,	go every year and get your	7	the three years up until
}	numbers again or get new	8	age twenty-six.
)	information; things like	9	Now, with NYSCOPBA
)	that.	10	dental plan, which is also
L	So I strongly suggest	11	GHI, you can continue
2	you try and look at that.	12	coverage with your kids up
}	Especially if you're	13	to age twenty-six, but
	having members who are	14	here's the difference.
5	having issues with getting	15	Direct Pay and COBRA, if
5	into these retirement	16	something happens to you,
7	seminars, because the	17	the member, your spouse
3	seats are limited through	18	or your spouse can
)	GOER.	19	continue coverage for the
	To clear up, I have	20	rest of their life. With
	- '	1	our plan they can only
)	also been getting phone	21	1 1
) L	_	21 22	continue coverage for
0 1 2 3	also been getting phone		
) L 2	also been getting phone calls on our dental plans.	22	continue coverage for

1	make sure that everybody	1	little deeper. So I	
2	understood, and kind of	2	averaged out through 2007	
3	take back to your members	3	when we started keeping	
	that when you are choosing	4	track of our statistics	
	a dental plan when you do	5	through the retiree	
	retire, keep in mind, you	6	chapter, to 2013, we're	
	know, what your situation	7	averaging about forty-six	
}	is as far as dependents	8	retiree deaths a year.	
)	and things like that.	9	From 2011 to present,	
	I've have been doing	10	mind you we're not	
	quite a few site visits.	11	finished with 2017 yet,	
2	I have been to Sing Sing,	12	but from 2011 to present,	
3	Coxsackie, Great Meadow,	13	we averaged we're	
1	Marcy. For me it's the	14	averaging about	
j	best bang for my buck. I	15	seventy-one deaths per	
i	get to go in there, bring	16	year. There's been quite	
,	all my material,	17	a bit of uptake in that.	
3	one-on-one conversations	18	The reason for that, I	
)	with members. Any	19	don't know. Maybe members	
)	questions from disability,	20	getting older and getting	
1	military buy-back, the	21	on in life. But keep in	
2	process.	22	mind that 2017 is still	
3	So it's a great	23	not finished, so that	
4	opportunity to have me	24	number could actually	
	149		1!	51
1				
1	come in and have members		grow.	
2	come up and be able to	2	So my stats for the	
3	meet me and get specific	3	total June, July and	
1	questions answered. So	4	August, we've added 235	
5	I'm open to that at your	5	retirees. We've had	
-	facility level if you're	6	thirty members pass.	
7	looking to do that.	7	Eighteen have failed to	
3	Before I get into the	8	renew. And our total	
9	chapter stats, the retiree	9	right now is 9766 members	
0	chapter stats, when I was	10	in the retiree chapter.	
1	going through it, I was	11	Any questions?	
2	looking at, you know,	12	VP MID-HUDSON MAZZELLA:	
3	death averages for our	13	Mike Mazzella Mid Hudson.	
4	members. So, just to give	14	It might take a little bit	
5	you an idea in 2016, we	15	of research for you, but	
5	averaged about nine deaths	16	do we know the average age	
7	per month of our retirees.	17	of the member when they	
3	In 2017 to date we're	18	passed? Like, are we	
)	averaging about eleven a	19	looking at age fifty-eight	
)	month. So, there's a	20	or are we looking at age	
L	little bit of uptake	21	seventy?	
2	there.	22	BILL NAYLOR: I haven't	
3	So that caused me to	23	looked at it as far as age	
4	look into the stats a	24	averages. I don't know if	

	we can yeah, we can do	1	We raised that up to
2	that. Any other questions	2	206,250 estimated 8250
3	for me? All right.	3	retired members at
	Thank you.	4	twenty-five dollars.
	PRESIDENT POWERS:	5	Rental, we rented the
	Thanks, Bill. That	6	first floor of the
1	concludes departmental	7	building to Equinox four
}	reports. We'll move into	8	thousand, five hundred
)	committee reports.	9	sixty-eight monthly
	Finance committee.	10	income. Last year we
Ĺ	TREASURER VIDDIVO:	11	budgeted for one hundred,
2	Okay. Tomorrow morning	12	hoping to rent both
3	has come, so I'm going to	13	floors, we did not do
4	do this now. So get out	14	that. But we do have one
5	your budget sheet, you all	15	floor rented and that's
)	have it in your packet and	16	fifty-four thousand,
,	follow along if you'd	17	eighty fifty for next
3	like. So you guys see the	18	year.
9	main budget, these are all	19	Miscellaneous income.
0	drafts, these are all	20	This is the vendors giving
1	proposed. I had to get it	21	back to the ones they
2	to you by October 1st, so	22	love, sixty-five thousand
3	here it is.	23	dollars. The one big
4	Okay. 21,500 member	24	caveat here that you will
	153		155
1	union dues; 23.19 a pay	1	see is that the committee,
2	period; 2017 budget,	2	along with I, decided not
3	thirteen million. 2018	3	to include our 25/9 money
4	budget, thirteen million.	4	in this 2018 budget due to
5	So there's no change	5	the fact that we obviously
б	there. Our earnings last	6	don't have a contract and
7	year on investments was	7	really we don't know when
8	approximately one hundred	8	exactly we're going to
9	seventy-five thousand.	9	have one.
0	We've done very well with	10	So, in discussion
1	RBC and changing over to	11	instead of keeping that in
2	the new bonds that we've	12	there we decided to remove
	purchased. So we have an	13	that. And as you can see
3	_		
	estimated earnings for	14	that number is zero for
4	_	14 15	that number is zero for 2018, down from nine
4	estimated earnings for		
. 5	estimated earnings for 2018 of three hundred	15	2018, down from nine
! ;	estimated earnings for 2018 of three hundred twenty-five thousand	15 16	2018, down from nine hundred sixty-two
1 5 7 8	estimated earnings for 2018 of three hundred twenty-five thousand dollars. So that was	15 16 17	2018, down from nine hundred sixty-two thousand. Which for
1 5 7 3 9	estimated earnings for 2018 of three hundred twenty-five thousand dollars. So that was eighty-six percent	15 16 17 18	2018, down from nine hundred sixty-two thousand. Which for informational purposes is
4 5 6 7 8 9	estimated earnings for 2018 of three hundred twenty-five thousand dollars. So that was eighty-six percent increase so we've gained	15 16 17 18 19	2018, down from nine hundred sixty-two thousand. Which for informational purposes is twenty-one thousand, five
4 5 6 7 8 8 9	estimated earnings for 2018 of three hundred twenty-five thousand dollars. So that was eighty-six percent increase so we've gained some revenues there.	15 16 17 18 19 20	2018, down from nine hundred sixty-two thousand. Which for informational purposes is twenty-one thousand, five hundred members at forty
3 4 5 6 6 7 8 9 9 0 1 1 2 3 3	estimated earnings for 2018 of three hundred twenty-five thousand dollars. So that was eighty-six percent increase so we've gained some revenues there. Retiree members dues,	15 16 17 18 19 20 21	2018, down from nine hundred sixty-two thousand. Which for informational purposes is twenty-one thousand, five hundred members at forty dollars seventy-nine cents
4 5 6 7 8 8 9 0 1 1	estimated earnings for 2018 of three hundred twenty-five thousand dollars. So that was eighty-six percent increase so we've gained some revenues there. Retiree members dues, last year seventy-five	15 16 17 18 19 20 21 22	2018, down from nine hundred sixty-two thousand. Which for informational purposes is twenty-one thousand, five hundred members at forty dollars seventy-nine cents per member and joint

1	eighty-five thousand.	1	so that won't affect
2	Employee payroll, one	2	anybody getting one, but
3	point two million last	3	does affect the budget
4	year, one point two	4	line.
5	million again. We made no	5	Political action
6	changes there to any	6	contributions, point three
7	staff. Taxes and fringes,	7	seven five per member,
8	stays the same; four	8	that's the same.
9	hundred thousand.	9	Twenty-one thousand five
LO	Appreciation and	10	hundred members,
11	amortization, one hundred	11	twenty-six pay periods;
.2	thousand, stays the same.	12	four hundred thousand
13	Equipment lease and	13	dollars.
.4	rental, we got a lower	14	Legislative expenses,
.5	lease on some of our	15	we changed that up a
.6	copiers and printers, so	16	little bit from three
L7	that's going down to	17	hundred thousand this year
18	thirty-six thousand from	18	to one hundred fifty-five
L9	forty-four thousand.	19	thousand next year. Spoke
20	Insurance, we got a	20	with Dan Valente, Keith
1	reduction in one of those	21	Jacques, they're going to
22	as well, so that's going	22	revamp the way they do
3	down to sixty thousand	23	Lobby Days. Lobby Days
4	from sixty-five thousand.	24	this year ran us a hundred
	157		159
1	Repairs and maintenance,	1	eighty thousand dollars.
2	same, fifteen thousand.	2	I didn't think we got
3	Member benefits, last year	3	bang for the buck for
4	one point four million.	4	that, neither did Dan and
5	We lowered that this year	5	Keith. So what they're
6	2018 to one point two five	6	going to do or proposed to
7	million. And all we did	7	do, is to switch the Lobby
8	there was reduce the	8	Day back up to a reception
9	scholarships; the amount	9	type event with board
.0	of scholarships. Not the	10	members, committee
1	money amount, but the	11	members, and you guys,
2	total we give out from	12	chiefs, that would be
.3	five hundred to two fifty.	13	eligible to go to that,
4	So that was the hundred	14	which would cut the cost
.5	fifty thousand dollars in	15	down by a hundred fifty
.6	reduction for that line	16	thousand dollars.
.7	and have no fear,	17	They're also talking
.8	everybody will still get a	18	about doing their PAC
.9	scholarship. We're	19	seminars, rolling it into
10	running about a hundred	20	the training so to kill
21	eighty to two hundred	21	two birds with one stone
12	scholarships. So we have	22	ulere. So that's why we
	scholarships. So we have plenty of room there to	22	there. So that's why we dropped that down by one
22 23 24	scholarships. So we have plenty of room there to get all scholarships out,		dropped that down by one hundred forty-five

1	thousand.	1	temp staff. One eighty
2	Postage and mailings,	2	last year, one hundred
3	we reduced the amount of	3	one eighty this year, one
4	mailings that we do,	4	hundred thousand next
5	although we've done a few	5	year. We still paid MPS
6	big ones lately. That	6	four thousand, five
7	should go down sixty-four	7	hundred and eighty-three
8	thousand next year from	8	dollars and thirty-three
9	seventy-five. Same thing	9	cents a month, that's
10	with printing and outside	10	fifty-five thousand. We
11	copying down from	11	no longer have MPS or St.
12	eighty-five to sixty-four.	12	John's. And we put back
13	Office expenses we did	13	in forty-five thousand in
14	a twenty percent reduction	14	case we need to bring on
15	from one twenty-five to	15	someone along those lines
16	one hundred; less pens for	16	as far as lobbyist or PR.
17	everyone. Travel costs,	17	Legal fees, retainer
18	six hundred thousand.	18	stays the same, two point
19	What we did here is	19	seven five. Arbitration
20	dropped it down fifty	20	fees, this year one
21	thousand dollars from one	21	hundred fifty thousand;
22	point two or raised it	22	2018 budget, nothing. And
23	fifty thousand dollars	23	when I say arbitration, I
24	from one point one five to	24	mean elections. So our
	161		163
	one point true leut un	1	stateside is soins to be
1	one point two, but we		stateside is going to be done and we won't have to
2	actually cut the mileage rate and the per diem to	2	worry about that next
3	save on the losses that we	3	
-	have from the lodging	5	year. Public relations, this
5	because that cost has		year seven hundred
6 7		6	thirty-five thousand; next
•	become very expensive.	7	-
9	What we're doing or proposing to do is to move	8 9	year, seven hundred thousand. We dropped that
10	the per diem from		down by thirty-five by
	sixty-two dollars down to	10	
11	fifty-two dollars. And	11	reducing advertising by fifty thousand;
12	-	12	
13	the mileage down five cents down to forty-nine	13	promotional by twenty-five thousand; and then the
14 15	cents down to forty-fine cents. So I just wanted	14	kickback of the
16	to put that out to you	16	scholarships to the
			-
17	guys, because obviously it	17	twenty-five thousand. So that's seven hundred
18	affects all of you in this	18	that's seven nundred thousand down from seven
19	room. Professional fees and	19	
20		20	thirty-five.
21	accounting, same, eighty	21	Regional public
22	thousand dollars for Brian	22	relations, that's the VPs,
23	Leyden and WDR who does	23	now they get ten dollars
24	our audit. Consulting	24	per member in their
	162		164

1	regions; we dropped that	1	special sector funding as
2	down to seven dollars and	2	you know, all into one
3	fifty cents. So that goes	3	pool for your facilities.
4	from two hundred thousand	4	That's a new budget line,
5	down to one hundred fifty	5	so that three hundred
6	thousand.	6	eighty-nine also got
7	Occupancy, that raised	7	backed out of there. But
8	up about three thousand	8	I rolled it into the next
9	dollars for next year	9	budget line which is the
10	based on our leases from	10	special sector funding.
11	seventy-two thousand up to	11	So, seven hundred and
12	seventy-five thousand.	12	sixty-one thousand for
13	Apartments, status quo,	13	2018 budget. As I said,
14	it's the same; that	14	twenty-one thousand five
15	includes the lease and all	15	hundred members at
16	the utilities.	16	thirty-four dollars per
17	Miscellaneous expenses,	17	person; seven hundred
18	seventy-five hundred,	18	thirty-one thousand,
19	stays the same.	19	that's the new budget
20	Sector operations.	20	line, fifty-nine two four,
21	This year, one point four	21	special sector funding.
22	million; next year seven	22	Special association
23	hundred sixty-one	23	operation charity, we
24	thousand. This is based	24	eliminated that because
	165		167
1	on moving it to six local	1	that got rolled into the
2	meetings per year, as	2	last budget line of seven
3	opposed to monthly, which	3	hundred thirty-one
4	is basically the wording	4	thousand. Telephone, we
5	in the Constitution, that	5	got a slight reduction on
6	you should do at least six	6	that over the years, so
7	per year.	7	that's going to go down to
8	So we're going restrict	8	ninety-six thousand from
9	it, I hate to use that	9	one-oh-two.
10	word but that's what we're	10	Training, as you guys
11	going to do, is go down to	11	know, we had the new
12	six local meetings per	12	elections, we're going to
13	year. That reduction is	13	be doing steward training
14	two hundred fifty thousand	14	next year. So that went
15	dollars. We spend a lot	15	from sixty thousand up to
16	of money at local	16	90 thousand.
17	meetings.	17	Union leave, this year
18	You have guys have	18	two point nine; next year
19	redefined the word	19	two point eight. We had
20	refreshments. Also,	20	an individual go back to
21	there's a reduction there	21	the facility, came off
22	of three hundred	22	union leave, so there's a
23	eighty-nine thousand	23	hundred thousand there.
24	because I rolled your	24	Building, this year two
	166		168
	=		= **

1	seventy; next year two	1	motion out of this body,
2	forty. I took thirty	2	so it would have to be
3	thousand off for building	3	changed.
4	upgrades. There will be	4	TREASURER VIDDIVO:
	no building upgrades for	5	Absolutely. That's
	2018 budget.		absolutely, you know,
7	And that's it. Does	6	point of order, point of
7 n		7	
8	anyone have any questions	8	discussion that you guys
9	on that budget? Donny?	9	can absolutely rule that
0	MR. ROWE: Rowe, Hale	10	money back in. And what
1	Creek. Dave, I just got	11	Don just said is accurate.
2	one issue with the 25/9	12	Member benefits is pretty
3	money. Obviously back, I	13	much where that money goes
4	can't pick the date, but	14	towards, including
5	this body through the	15	recouping Sharon Smith's
6	finance committee came to	16	salary. So, point taken.
7	an agreement that 25/9	17	Dave?
8	money will be placed in	18	DAVE LUTHER: Yeah. If
9	the budget as the prior	19	I understood you right,
0	year.	20	you're going to cut the
1	Because we did a	21	monthly meetings back to
2	historic look at it back	22	six a year instead of one
3	to 1982, we've always	23	a month if we so choose.
4	received at least the same	24	TREASURER VIDDIVO:
	169		171
1	monies. And I think it's	1	Correct.
2	important to include it	2	DAVE LUTHER: The
3	because those monies can	3	Constitution says we have
4	only they're supposed	4	to have six a year, but it
5	to be kept in a separate	5	doesn't say we can't have
6	account and all that, but	6	any more than that.
7	I wouldn't get into all	7	TREASURER VIDDIVO:
8	that. But they're all	8	Correct.
9	used for certain things	9	DAVE LUTHER: Minimum
0	that affect all of our	10	of six. I'm a little
1	members, such as basic	11	concerned, I'm one of
	life, insurance,	12	those guys we've
2	catastrophic, whatever it		re-defined refreshments.
3 ₄		13	
4	may be.	14	TREASURER VIDDIVO: I
5	TREASURER VIDDIVO:	15	think you're number one on
6	Right.	16	re-refining refreshments.
7	MR. ROWE: So I object	17	DAVE LUTHER: It's all
8	to removing that from the	18	going to our members, what
9	budget because those	19	can I tell you.
)	monies, when they come in,	20	TREASURER VIDDIVO:
1	they have to be accounted	21	Let's hope so.
2	for and they should be	22	DAVE LUTHER: You know
3	within our budget. And	23	better. I have some
4	again, I believe it's a	24	concerns at this time with

1	cutting meetings back.	1	a meeting of twelve people
2	Usually it's the only way	2	that come to your union
3	that we have to	3	meeting, or thirty people
4	disseminate information to	4	or forty people.
5	our members, in a proper	5	And I understand that
6	forum with questions and	6	there are facilities out
7	answers without going	7	there that, you know, will
8	through Face Crap to	8	purchase pizza and
9	answer questions and	9	whatever is left over
10	things get distorted.	10	bring it inside the
11	However, I am concerned	11	facility and feed the men,
12	about, if they want to cut	12	I get that. But when
13	it back to six, it should	13	we're looking at Janus
14	be every facilities	14	versus AFSCME, when where
15	decision, not mandated by	15	we're looking at things
16	the Executive Board or the	16	where we're not going to
17	budget. You follow me?	17	have this open checkbook,
18	TREASURER VIDDIVO: I	18	those are the things we're
19	do.	19	going to have to cut back
20	DAVE LUTHER: So, I		
	•	20	On.
21	take that's the only	21	So, you know, if you're
22	thing I see in the budget	22	doing a meeting at your
23	that I don't agree with.	23	facility where you have
24	I think each facility	24	about thirty or forty
	173		175
1	should have the option, if	1	people, there's no reason
2	they want to have a	2	to spend a thousand
3	meeting a month, as long	3	dollars on refreshments.
4	as you're getting a quorum	4	Okay. Pizzas and wings
5	and you're conducting	5	cost you 200 bucks, that's
6	business, they should be	6	all I'm saying. Thanks.
7	allowed to do it.	7	TREASURER VIDDIVO:
8	TREASURER VIDDIVO:	8	Thanks, Mike.
9	Thank you, Dave.	9	MATT MULLIN: Matt
10	VP MID-HUDSON MAZZELLA:	10	Mullin, Mohawk. I would
11	Mike Mazzella, Mid-Hudson.	11	also like to add to that
12	I'm also opposed to that	12	that we would not be in
13	portion of the budget, as	13	opposition to spending
14	I spoke yesterday at the	14	caps or alternative form
15	Executive Board. I think	15	of reducing that monies
16	there should be a cap on	16	spent. But it's our
17	how much you can spend for	17	stance we can't conduct
18	a meeting.	18	effective business with
19	Let's say you have six	19	six meetings a month, for
	hundred members total at		
20		20	quorums and
21	your facility, you know,	21	TREASURER VIDDIVO:
22	there shouldn't be a	22	Sing Sing does six
23	reason to spend two or	23	meetings a month.
24	three thousand dollars for	24	MIKE MULLIN: We need
	174		176

1	to move faster than that,	1	every had. Has anybody
2	more often than that.	2	put thought towards that?
3	TREASURER VIDDIVO:	3	Membership involvement is
4	Mike?	4	one thing we strive for,
5	MIKE CARLSON: Mike	5	if anything else.
6	Carlson, Forest Rangers.	6	TREASURER VIDDIVO: So,
7	Dave, one of the lines you	7	is it accurate that we're
8	have for parking lot, 26	8	getting more people to
9	thousand, was that for	9	these meetings, is that
10	maintenance?	10	why the costs has
11	TREASURER VIDDIVO:	11	dramatically gone up?
12	What's that, parking lot?	12	KENNY GOLD: I was
13	We ended up that was	13	talking about Lobby Days.
14	for this year.	14	I'm sure the meetings have
15	MIKE CARLSON: The	15	a lot of people, they just
16	other thing I did note was	16	forget to sign in.
17	that a lot of cutbacks	17	TREASURER VIDDIVO:
18	were on the membership	18	Good points. All good
19	here on their backs and	19	points. Valid points. On
20	not somebody else. These	20	my side of the table being
21	are the we're the guys	21	the treasurer, I'm not
22	out here doing it for	22	going to point out
23	nothing. I don't know if	23	specific facilities, but
24	that's the place you want	24	doing a running twelve
	177		179
	to a to Single Mark		worth hall the set
1	to cut first. That		month tally, I've got
2	probably is the place you want to cut last.	2	numbers like twenty thousand, forty-five
3		3	
4	TREASURER VIDDIVO:	4 5	thousand, eighteen thousand, seventeen,
5	Kenny? KENNY GOLD: Kenny		twenty, forty-five,
6 7	Gold, Orleans. I also	6	twenty-eight, thirteen,
8	agree with everybody else	7 8	seventeen, sixteen,
9	that came up here about	9	seventy. Seventy thousand
10	the meetings and cutting	10	for the year for meetings.
11	it down, there's no way to	11	So, listen, I hear
12	effectively do our	12	everything you guys are
13	business. Also to	13	saying. Now you know my
14	piggyback off of what Mike	14	side of the story. I have
15	said over here, the Lobby	15	come to this mic for the
16	Days, we've been fighting	16	last fourteen months and I
17	for years every meeting	17	have made it clear to you
18	saying we got to get our	18	guys you have to be
19	members involved.	19	reasonable when you're
20	I understand the cost	20	spending money for
21	incurred with it, but now	20 21	meetings. I don't know
22	to turn around and cut it		what else to say other
23	after we probably have the	22 23	than, you know, you're
24	highest numbers we've	24	chiefs. You're supposed
41		24	
	178		180

L	to be cognizant of the	1	RECORDING SECRETARY	
2	funds of this	2	DILDINE: Everybody makes	
	organization.	3	good points, they say they	
	And, you know, we	4	don't want to cut in this	
	thought in the finance	5	room, right? Well, that's	
	committee to take it away,	6	this year budget. You're	
	the ability to spend money	7	going to see when you get	
}	that is out of control	8	into ten and twenty	
9	quite frankly. I mean,	9	percent cuts, because	
)	I'm sure people have other	10	Janus versus AFSCME is	
Ļ	ideas as to a dollar a	11	coming. It's not like it	
2	man, five hundred a	12	might not get here, it's	
3	meeting, all that stuff.	13	coming. And you're going	
1	That's great.	14	to have to cut.	
5	But once again, it's	15	And what you have to	
5	back on your lap to do	16	remember, as an	
7	that. You have to do	17	organization you by law	
8	that. So, that's why we	18	have to do certain things.	
9	went with the six	19	And that isn't to provide	
0	meetings. On top of that,	20	pizza and wings and all	
1	you know, you guys do have	21	this other stuff. You're	
2	special sector funding	22	going to have to make hard	
3	money that you can do an	23	decisions. So if you	
4	additional meeting all you	24	don't agree with these	
	181		183	
L	want by motion. Call a	1	cuts, find where you're	
2	meeting, spend your SFS	2	going to cut the money	
3	meeting. That way maybe	3	because you got to cut it.	
1	you'll cut it down to five	4	TREASURER VIDDIVO:	
5	hundred bucks as opposed	5	Jimmy?	
5	to three, four thousand	6	JIM SONKO: Jim Sonko,	
7	dollars. Mike?	7	Fishkill. I know we spend	
3	RECORDING SECRETARY	8	about a grand a month,	
)	DILDINE: Mike Dildine,	9	second largest jail,	
0	Recording Secretary. I	10	twelve grand. I don't	
1	was going to just say what	11	understand why you're	
2	you just said. I don't	12	making a rule maybe you	
3	think what you're saying,	13	got to talk to fifteen	
4	maybe I'm wrong, you can't	14	jails and say, hey, you	
;	have more than six	15	got to scale back a	
б	meetings; it's just	16	little.	
7	NYSCOPBA is only going to	17	About the quorum part,	
3	pay for refreshments for	18	if I serve steak and	
9	six meetings.	19	shrimp, I'd get a pretty	
)	TREASURER VIDDIVO:	20	dam good quorum. We do	
1	We'll pay for twelve, but	21	serve pizza. I don't	
2	the other six come out of	22	think we should have to	
3	your funds. They're your	23	cut back the one thing,	
4	funds, spend it.	24	the members come. Even if	
	182		184	
	102		104	

1	we don't get a lot done	1	to use as well. You can
2	there, they have beer and	2	take it, you can use it or
3	pizza, a little comradery.	3	you can tweak it or not
4	Twelve grand a year,	4	use it.
5	doesn't sound like a lot.	5	But we sat down and
6	That seventy or	6	tried to be proactive and
7	whatever you got going on,	7	come up with a budget that
8	you should instead of	8	would be a reduction in
9	doing a budget and a rule	9	members. You know, not if
10	for all of us, need to	10	in fact Janus versus
11	address those five or six	11	AFSCME happens, because
12	numbers or what they're	12	most likely it will. We
13	allowed to order.	13	just don't know how many
14	TREASURER VIDDIVO: I	14	of our members are going
15	have done that. I will be	15	to decide that this isn't
16	the first to tell you.	16	for them. And those are
17	But this is as a whole,	17	all unknowns right now,
18	these numbers across the	18	but if we do lose
19	board are too high. This	19	membership we came up with
20	budget line is way too		these contingency budgets
	high. Are there others	20	
21	_	21	for you guys to utilize.
22	that are too high? Yeah.	22	I'm not going to go into detail like I did on
23	But that one is absolutely	23	
24	out of control.	24	that one, the main budget.
	185		187
1	I don't know how to say	1	But basically what we did
2	it any other way. You	2	is went line by line,
3	have it there. Absolutely	3	obviously cut ten percent
4	good discussion and you	4	on union dues and then
5	guys can take it from	5	twenty percent on union
6	there.	6	dues. Interest income
7	So in Your packet I	7	would stay the same
8	also included what Mike	8	because of the bonds that
9	just said, Janus versus	9	we have.
10	AFSCME possibilities.	10	Another caveat, this is
11	This it all informational.	11	1.3 million cut off of the
12	These ten and twenty	12	budget and then 2.6
13	percent, we thought we	13	million, we actually
14	would be proactive and put	14	increased the retiree
15	something together.	15	dues, which is another
16	Obviously you're going		animal in itself because
	to have a new finance	16	that is constitutional.
17		17	
18	committee come December,	18	But we increased the
19	you're going to have a new	19	retiree members dues to 75
20	treasurer come December.	20	dollars on a ten percent
21	And I thought I'd give	21	reduction and one hundred
22	them something to work off	22	dollars on a twenty
23	of before I left that they	23	percent reduction.
24	could use. And you guys	24	And the reasoning
	186		188

1	behind that is to sustain	1	That affected reducing
2	the retiree chapter.	2	scholarships down from
3	Because if we don't do	3	five hundred to three
4	that, they're most likely	4	hundred, down to one
5	going to have to be	5	hundred fifty. So that's
6	eliminated completely.	6	a reduction down to ninety
7	Not only the chapter, but	7	thousand dollars.
8	the retirement specialist,	8	We still think that we
9	we're going to lose that	9	can do that. It's going
10	whole part of what we do.	10	to be a little tighter to
11	So, we think that is	11	do that, but a reduction
12	vital that gets increased	12	down to one hundred fifty.
13	to 75 at a minimum and	13	We eliminated catastrophic
14	then a hundred dollars on	14	completely. We do about
15	a twenty percent	15	one hundred of those a
16	reduction. So that's in	16	year at seven hundred
17	there. But that's work	17	fifty dollars, that would
18	for another day.	18	be eliminated.
19	Rental income, still	19	Retirement awards we
20	fifty-four thousand.	20	eliminated retirement
21	Miscellaneous, still	21	plaques; that's fifty
22	sixty-five. Once again,	22	thousand dollars.
23	we left out the 25/9	23	Veterans trip benefits, we
24	money, which is nine	24	cut that in half from
	189		191
1	hundred and sixty-two	1	seventy thousand down to
2	thousand. Employee	2	thirty-five thousand.
3	payroll, 1.2 million, we	3	Life insurance we did a
4	left that the same. We	4	reduction of thirty
5	didn't eliminate any NEA	5	thousand to twenty
6	staff, wasn't going to do	6	thousand. And rounding
7	that.	7	that off, 2018 budget, so
8	Taxes, four hundred	8	that's nine hundred
9	thousand, stays the same.	9	seventy-two six at ten and
10	Depreciation, amortization	10	eight hundred forty-seven
11	stays the same. Equipment	11	six at twenty.
12	lease rental that stays	12	Political action, we
13	the same, thirty-six	13	lowed that to .25 per pay
14	thousand. Insurance,	14	period so that's a
15	sixty thousand, stays the	15	reduction of basically ten
16	same. Repairs and	16	percent down to three
17	maintenance, fifteen,	17	hundred, thirty-five
18	stays the same.	18	thousand. Legislative
19	Member benefits, ten	19	related expenses, same
20	percent reduction drops it	20	thing, we kept that one
21	down to nine seventy-two	21	fifty-five because really
22	six. A twenty percent	22	we can't go much lower
23	reduction drops it down to	23	than that.
24	eight forty-seven six.	24	Postage and mailings,
	190		192

1	sixty-four thousand, that	1	much lowered that by
2	stayed the same;	2	another two fifty per
3	sixty-four thousand.	3	member, so that's five
4	Actually we reduced that	4	dollars per member at ten
5	by fifty dollars. Office	5	percent a hundred thousand
6	expenses still one hundred	6	and then at twenty
7	thousand. General costs,	7	percent, we completely
8	at ten percent 1.2, at	8	eliminated that.
9	twenty percent, 1.15.	9	Occupancy, stayed the
10	That was also reducing the	10	same, seventy-five
11	per diem from sixty-two to	11	thousand. Association
12	fifty-two. And also	12	apartment, stayed the
13	reducing the mileage from	13	same, twenty-six, six.
14	fifty-four to forty-nine.	14	Miscellaneous stayed the
15	Professional fees,	15	same, seventy-five hundred
16	that's the audit and	16	on both. Sector
17	accounting. Eighty	17	operations, seven
18	thousand, stays the same.	18	sixty-one stayed the same.
19	Consulting, temp staff,	19	That's also including the
20	still having that at	20	six meeting reduction.
21	fifty-five thousand. The	21	Special sector funding,
22	other consultant we	22	still stays the same. We
23	eliminated the forty-five	23	didn't reduce that at all.
24	thousand to bring in any	24	Thirty-four dollars per
41		21	
	193		195
1	additional PR.	1	member, seven hundred and
2	Legal fees, we just did	2	thirty-one thousand.
3	across the board ten	3	Charity was eliminated
4	percent reduction, from	4	rolled in to Special
5	275 down to 2.5 and then	5	Sector of funding.
6	we did a twenty percent	6	Telephone stayed the
7	reduction. So that twenty	7	same, ninety-six thousand
8	percent reduction is two	8	on both. Training stayed
9	point three million for	9	the same, ninety thousand
10	the legal fees.	10	for both. Union leave,
11	Arbitration fees, same,	11	down to 2.8 at ten
12	nothing for the next year.	12	percent. Stayed the same
13	Public reductions, reduce	13	and down to 2.59, that's
14	that down to five hundred	14	reducing union leave by
15	thousand at ten percent;	15	two positions; special
16	two hundred ninety-eight	16	assistant to the president
17	thousand at twenty	17	and Al Christian, whatever
18	percent. We just chopped	18	his title is.
18	off another fifty thousand	18	And building expenses
	in advertising,		reduced to two forty at
20		20	
21	twenty-five thousand	21	ten percent; two hundred
22	promotional, twenty-five	22	twenty at twenty percent.
23	thousand sponsorships.	23	There you have it.
24	Regional PR, we pretty	24	Like I said, that's
	194		196

1	contingency. It's there	1	take a massive hit, law	
2	if we need it. It's there	2	enforcement unions do	
3	to discuss further if in	3	better, but the best	
4	fact we get bad news with	4	unions in the country are	
5	Janus versus AFSCME; and	5	only retaining eighty-four	
6	something to work off of	6	to eighty-six percent of	
7	if that does take place	7	their members.	
8	and our members decide not	8	So that's where this	
9	to stay with us. Mike?	9	ten and twenty percent	
10	RECORDING SECRETARY	10	comes from. These are	
11	DILDINE: Mike Dildine	11	real numbers. I don't	
12	Recording Secretary.	12	want people to think that	
13	We do have a lot of	13	somebody is just crying	
14	new stewards. Janus	14	wolf here. These are real	
15	versus AFSCME is a Supreme	15	numbers. So, there's ways	
16	Court case that more than	16	we're dealing with it.	
17	likely they're going to	17	Like I said, we talked	
18	take. And if they take	18	about it at the board	
19	it, they're more than	19	yesterday, there's laws	
20	likely at least all the	20	that maybe you try to	
21	Supreme Court scholars or	21	change but that's going to	
22	anybody that pays	22	take time. Ideally, my	
23	attention to it, they are	23	opinion, I think some of	
24	going to rule in favor of	24	the other members of the	
	197		199	
1	Janus.	1	board, if this goes	
2	How that affects the	2	through, we try to change	
3	budget is that what	3	laws in this state that	
4	they're going to say is,	4	say, you don't have to	
5	members don't have to be	5	belong to NYSCOPBA but you	
6	members, but you still	6	don't get our	
7	have to represent them.	7	representation, too.	
8	We still have to provide	8	But you have to change	
9	the same services; they	9	the laws to do that. The	
10	just don't have to pay	10	Taylor Law mandates us to	
11	their union dues in a	11	represent these people.	
12	nutshell.	12	So it's going to be	
13	And that's why you see	13	incumbent on everybody in	
14	these reductions. What	14	this room that when this	
15	it's based on, ten	15	happens, that you get your	
16	percent, twenty percent,	16	membership to sign back	
17	is Bob Cronin has done a	17	up. Because more than	
18	lot of background work on	18	likely the Supreme Court	
19	this. All over the	19	is going to say, either	
20	country we've paid	20	everyone is out, they have	
21	attention to right-to-work	21	to join, right? And if	
22	states to see how their	22	they don't join, they	
23	membership fluctuates.	23	don't pay union dues.	
24	Non-law enforcement unions	24	Or, some they could	
	198		200	

1	go and do away with	1	the law says you have to
2	check-off, but it will be	2	represent them. That's
3	a case where you have to	3	it.
4	sign back up; some people	4	TREASURER VIDDIVO:
5	won't sign back up. And	5	Thanks, Mike. Anybody
6	hopefully, that's a small	6	else? Jim? No, we're
7	amount. And if it is,	7	good? That's all I got.
8	these cuts will become	8	Thanks, guys.
9	minimal.	9	PRESIDENT POWERS:
10	Maybe I'm wrong, but it	10	Grievance and legal.
11	seems to me a lot of	11	VP MID-HUDSON MAZZELLA:
12	people don't get the grasp	12	Good morning, Mike
13	of how big this is. This	13	Mazzella, Grievance and
14	is mammoth for your union.	14	Legal. There should be a
15	It could kill the union,	15	report in your packet, but
16	literally could. If	16	Grievance and Legal
17	thirty-five percent of the	17	Committee convened on June
18	members decide they don't	18	28th, 2017. Two
19	want to join, but you have	19	grievances were heard and
20	to represent them all,	20	reviewed by the committee.
21	well, you just seen the	21	One grievant participated
22	numbers for ten and	22	by telephone.
23	twenty.	23	The grievances reviewed
24	So it's something you	24	involved issues of
	201		203
	201		200
1	need to pay attention to.	1	harassment and overtime
2	Pay attention to stuff	2	distribution. As a result
3	coming out of the office.	3	of the meeting, the
4	Tell your members when you	4	committee recommended that
5	walk around the jail, just	5	both grievances be closed.
6	like con-con, we've talked	6	Any questions? Thank you.
7	about that until we're	7	PRESIDENT POWERS: That
8	blue in the face; they	8	concludes committee
9	have to vote no.	9	reports. We'll break for
10	If they don't, your	10	lunch now and adjourn
11	pension is at risk.	11	until tomorrow. Do we
12	You're going to be getting	12	have a motion to adjourn?
13	a mailing here the first	13	Dave Luther, first. Dan
14	part of next week. We	14	Powers from Marcy, second.
15	mail it to every member	15	All signify by saying
16	and every retiree, but	16	aye.
17	these are real numbers.	17	
18	That's just my case in	18	(Response of "Aye".)
19	point.	19	- · · ·
20	Again, if you don't	20	PRESIDENT POWERS
21	like these cuts, you find	21	Anybody opposed?
22	a place in that budget you	22	
23	can cut money and still	23	(No Response.)
24	represent the members that	24	
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3 tomorrow. Safe travels.		123:11 January 1 68:16, 96:21, 97:1,		<4>	access 91:14, 94:13 accordingly 1429
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