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10	STENOGRAPHIC MINUTES of the	17	
	above-entitled matter as reported	18	
	by DARLENE L. JERGE, Notary Public	19	
	and Shorthand Reporter in and for	20	
	the State of New York.	21	
22		22	
23		23	
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	Valor Awards 25	10	To amend chief steward election
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15	Legislative Report 113		To postpone Baker PR contract 295
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18	Election Committee 186	18	contract items 302
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22	Constitution and Bylaws 222	22	
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24		24	
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DARLENE L. JERGE - Court Stenographer

1 DISPOSITION OF MOTIONS	1 PRESIDENT POWERS: I'd
2	2 like to call the meeting
3 To adopt the Executive Assembly	3 to order everyone. Please
Rules carries 8	4 stand.
To approve the Minutes carries 25	5
To go off the record carries 87	6 (Whereupon, the pledge
To Move to the Baker PR 7 presentation carries 145	7 of allegiance and moment
8 To move to tomorrow's agenda	8 of silence recognized.)
carries 178	9
To approve recommendation by PAC 10 Committee carries 197	10 PRESIDENT POWERS:
11 To amend chief steward election	11 Could we have the rules
terms defeated 226	12 read in?
To amend the amendment for retiree 13 dues carries 234	13
14 To amend the amendment on retiree	14 CLINT STOWELL:
duescarries 252	15 Executive Assembly Rules
To postpone Baker PR contract 16 carries 296	16 of Order. Anyone upon
17 To postpone accepting 2020 EA	17 entering the Executive
Dates carries 301 18	18 Assembly must wear the
19 To provide financial breakdown of	19 NYSCOPBA identification
contract items defeated 309	20 tag. Chief Sector
To file injunction regarding 21 sergeant's list carries 372	21 Stewards will sit in
22 To recess 427	22 designated areas when the
To recess 427 23	23 Executive Assembly is in
24	24 session.
5	7
l appearances:	1 Cellular phones are to
2 OFFICERS PRESENT:	2 be turned off and beepers
3 MICHAEL POWERS, President	3 are to be put on vibrating
4 TAMMY SAWCHUK, Executive Vice President	4 mode. Recording devices
5 TOBY HOGAN, Treasurer	5 are prohibited unless
6 CHRISTOPHER SUMMERS, Recording Secretary	
7	6 provided by membership
	6 provided by membership 7 services and those
8 Vice Presidents	
8 Vice Presidents 9	7 services and those
	<ul> <li>7 services and those</li> <li>8 directed by the recording</li> <li>9 secretary.</li> <li>10 NYSCOPBA members in</li> </ul>
y	<ul> <li>services and those</li> <li>directed by the recording</li> <li>secretary.</li> </ul>
9 10 SCOIT CARPENIER, Central	<ul> <li>7 services and those</li> <li>8 directed by the recording</li> <li>9 secretary.</li> <li>10 NYSCOPBA members in</li> <li>11 good standing will be</li> <li>12 allowed to address the</li> </ul>
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<ul> <li>9</li> <li>10 SCOTT CARPENIER, Central</li> <li>11 JOHN ROBERTS, North</li> <li>12 CLARENCE FISHER, South</li> <li>13 JOHN HARMON, Law Enforcement</li> </ul>	<ul> <li>7 services and those</li> <li>8 directed by the recording</li> <li>9 secretary.</li> <li>10 NYSCOPBA members in</li> <li>11 good standing will be</li> <li>12 allowed to address the</li> <li>13 Executive Assembly.</li> <li>14 Please state your name and</li> <li>15 your sector. Speakers at</li> </ul>
9 10 SCOIT CARPENTER, Central 11 JOHN ROBERTS, North 12 CLARENCE FISHER, South 13 JOHN HARMON, Law Enforcement 14 JOE MIANO, Western 15  Also Present: 16 Bill Sheehan, Esq.	<ul> <li>r services and those</li> <li>directed by the recording</li> <li>secretary.</li> <li>NYSCOPBA members in</li> <li>good standing will be</li> <li>allowed to address the</li> <li>Executive Assembly.</li> <li>Please state your name and</li> <li>your sector. Speakers at</li> <li>the microphone will follow</li> </ul>
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1	SUMMERS: Good afternoon.	1 Here.
2	President Powers?	2 RECORDING SECRETARY
3	PRESIDENT POWERS:	3 SUMERS:
4	Here.	4 Miano, present. Sergeant's
5	RECORDING SECRETARY	5 Liaison, Sellers?
6	SUMMERS: Powers, present.	6 BILL SELLERS: Present.
7	Executive Vice President	7 RECORDING SECRETARY
8	Sawchuk?	8 SUMERS: Sellers,
9	EXECUTIVE VICE	9 present.
10	PRESIDENT SAWCHUK: Here.	10 Adirondack, Sturgeon?
11	RECORDING SECRETARY	11 MR. STURGEON: Here.
12	SUMMERS:	12 RECORDING SECRETARY
13	Sawchuk, present.	13 SUMERS:
14	Treasurer Hogan?	14 Sturgeon, present.
15	TREASURER HOGAN: Present.	15 Albany Training Academy,
16	RECORDING SECRETARY	16 Christiano?
17	SUMMERS: Hogan, Present.	
18	Recording Secretary	
19	Summers, present.	19 SUMMERS:
20	VP North, Roberts?	20 Christiano, present.
21	VP NORTH ROBERTS:	21 Albion, Molino?
22	Here.	22 MR. MOLINO: Present.
23	RECORDING SECRETARY	23 RECORDING SECRETARY
24	SUMMERS:	24 SUMMERS:
	9	11
1	Roberts present	1 Molino present
1	Roberts, present.	1 Molino, present.
2	VP Mid-Hudson,	2 Altona, Guerin?
	VP Mid-Hudson, Mazzella, excused.	2Altona, Guerin?3MR. GUERIN: Here.
2 3 4	VP Mid-Hudson, Mazzella, excused. VP Law Enforcement,	<ol> <li>Altona, Guerin?</li> <li>MR. GUERIN: Here.</li> <li>RECORDING SECRETARY</li> </ol>
2 3 4 5	VP Mid-Hudson, Mazzella, excused. VP Law Enforcement, Harmon?	<ol> <li>Altona, Guerin?</li> <li>MR. GUERIN: Here.</li> <li>RECORDING SECRETARY</li> <li>SUMMERS:</li> </ol>
2 3 4 5 6	VP Mid-Hudson, Mazzella, excused. VP Law Enforcement, Harmon? VICE PRESIDENT HARMON:	<ul> <li>Altona, Guerin?</li> <li>MR. GUERIN: Here.</li> <li>RECORDING SECRETARY</li> <li>SUMMERS:</li> <li>Guerin, present.</li> </ul>
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	VP Mid-Hudson, Mazzella, excused. VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. Present. RECORDING SECRETARY SUMMERS: Harmon, present. VP Central, Carpenter? VP CENTRAL CARPENTER: Present. RECORDING SECRETARY SUMMERS: Carpenter, present. VICE PRESIDENT FISHER: Present. VICE PRESIDENT FISHER: Present. RECORDING SECRETARY SUMMERS:	2Altona, Guerin?3MR. GUERIN: Here.4RECORDING SECRETARY5SUMMERS:6Guerin, present.7Attica, Wagner?8MR. WAGNER: Present.9RECORDING SECRETARY10SUMMERS:11Wagner, present.12Auburn, Brahney?13MR. BRAHNEY: Here.14RECORDING SECRETARY SUMMERS15Brahney, present.16Bare Hill, Perry?17MR. PERRY: Here.18RECORDING SECRETARY19SUMMERS:20Perry, present.21Bedford Hills, Maldonado?
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	VP Mid-Hudson, Mazzella, excused. VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. Present. RECORDING SECRETARY SUMERS: Harmon, present. VP Central, Carpenter? VP Central, Carpenter? VP CENTRAL CARPENTER: Present. RECORDING SECRETARY SUMMERS: Carpenter, present. VP South, Fisher. VICE PRESIDENT FISHER: Present. RECORDING SECRETARY SUMMERS: SUMMERS: Fisher, present.	2Altona, Guerin?3MR. GUERIN: Here.4RECORDING SECRETARY5SUMMERS:6Guerin, present.7Attica, Wagner?8MR. WAGNER: Present.9RECORDING SECRETARY10SUMMERS:11Wagner, present.12Auburn, Brahney?13MR. BRAHNEY: Here.14RECORDING SECRETARY SUMMERS15Brahney, present.16Bare Hill, Perry?17MR. PERRY: Here.18RECORDING SECRETARY19SUMMERS:20Perry, present.21Bedford Hills, Maldonado?22MR. MALDONADO: Here.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	VP Mid-Hudson, Mazzella, excused. VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. RECORDING SECRETARY SUMMERS: Harmon, present. VP Central, Carpenter? VP Central, Carpenter? VP Central, Carpenter? VP CENIRAL CARPENTER: Present. RECORDING SECRETARY SUMMERS: Carpenter, present. VICE PRESIDENT FISHER: Present. RECORDING SECRETARY SUMERS: Fisher, present. VP West, Miano?	2Altona, Guerin?3MR. GUERIN: Here.4RECORDING SECRETARY5SUMERS:6Guerin, present.7Attica, Wagner?8MR. WAGNER: Present.9RECORDING SECRETARY10SUMMERS:11Wagner, present.12Auburn, Brahney?13MR. BRAHNEY: Here.14RECORDING SECRETARY SUMMERS15Brahney, present.16Bare Hill, Perry?17MR. PERRY: Here.18RECORDING SECRETARY19SUMMERS:20Perry, present.21Bedford Hills, Maldonado?22MR. MALDONADO: Here.23RECORDING SECRETARY
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	VP Mid-Hudson, Mazzella, excused. VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. Present. RECORDING SECRETARY SUMERS: Harmon, present. VP Central, Carpenter? VP Central, Carpenter? VP CENTRAL CARPENTER: Present. RECORDING SECRETARY SUMMERS: Carpenter, present. VP South, Fisher. VICE PRESIDENT FISHER: Present. RECORDING SECRETARY SUMMERS: SUMMERS: Fisher, present.	2Altona, Guerin?3MR. GUERIN: Here.4RECORDING SECRETARY5SUMMERS:6Guerin, present.7Attica, Wagner?8MR. WAGNER: Present.9RECORDING SECRETARY10SUMMERS:11Wagner, present.12Auburn, Brahney?13MR. BRAHNEY: Here.14RECORDING SECRETARY SUMMERS15Brahney, present.16Bare Hill, Perry?17MR. PERRY: Here.18RECORDING SECRETARY19SUMMERS:20Perry, present.21Bedford Hills, Maldonado?22MR. MALDONADO: Here.

1	Maldonado, present.	1	SUMMERS:
2	Cape Vincent, Call?	2	Ramirez, present.
3	MR. CALL: Here.	3	Elmira, Rice?
4	RECORDING SECRETARY	4	MR. RICE: Here.
5	SUMMERS:	5	RECORDING SECRETARY
6	Call, present.	6	SUMMERS:
7	Cayuga, Hatfield?	7	Rice, present.
8	MR. HATFIELD: Present.	8	Fishkill, Vantassell?
9	RECORDING SECRETARY	9	MR. VANTASSELL: Here.
10	SUMMERS:	10	RECORDING SECRETARY
11	Hatfield, present.	11	SUMMERS:
12	Central New York Psych,	12	Vantassell, present.
	Janes?	12	Five Points, Nelson?
14	MR. JANES: Here.	14	MR. NELSON: Here.
15	RECORDING SECRETARY	15	RECORDING SECRETARY
16	SUMMERS:	16	SUMMERS:
17	Janes, present.	17	Nelson, present.
18	Clinton, Moore?	18	Forest Rangers, Carlson?
19	MR. MOORE: Here.	19	MR. CARLSON: Here.
20	RECORDING SECRETARY	20	RECORDING SECRETARY
21	SUMMERS:	21	SUMMERS:
22	Moore, present.	22	Carlson, present.
23	Collins, Morosey.	23	Franklin, Allen?
24	MR. MOROSEY: Here.	24	MR. ALLEN: Here.
	13		15
			-
1	RECORDING SECRETARY SUMMERS	1	RECORDING SECRETARY
2		-	
	Morosev, present	2	SUMMERS:
	Morosey, present. Community Supervision	2	SUMERS: Allen present
3	Community Supervision,	3	Allen, present.
3 4	Community Supervision, Ruland, no rep. CCA's, Johnson?	3 4	Allen, present. Gouverneur, Gleason?
3 4 5	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present.	3 4 5	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present.
3 4 5 6	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS	3 4 5 6	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY
3 4 5 6 7	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present.	3 4 5 6 7	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS:
3 4 5 6 7 8	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter?	3 4 5 6	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present.
3 4 5 6 7	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present.	3 4 5 6 7	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS:
3 4 5 6 7 8	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter?	3 4 5 6 7 8	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present.
3 4 5 6 7 8 9	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present.	3 4 5 6 7 8 9	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca?
3 4 5 6 7 8 9 10	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY	3 4 5 6 7 8 9 10	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here.
3 4 5 6 7 8 9 10 11 12	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS:	3 4 5 6 7 8 9 10 11	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY
3 4 5 6 7 8 9 10 11 12	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present.	3 4 5 6 7 8 9 10 11 12	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS:
3 4 5 6 7 8 9 10 11 12 13	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper?	3 4 5 6 7 8 9 10 11 12 13	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present.
3 4 5 6 7 8 9 10 11 12 13 14	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here.	3 4 5 6 7 8 9 10 11 12 13 14	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough?
3 4 5 6 7 8 9 10 11 12 13 14 15	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS	3 4 5 6 7 8 9 10 11 12 13 14 15	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here.
3 4 5 6 7 8 9 10 11 12 13 14 15 16	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS Cooper, present. Eastern, Osterhoudt?	3 4 5 6 7 8 9 10 11 12 13 14 15 16	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here. RECORDING SECRETARY SUMMERS:
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS Cooper, present. Eastern, Osterhoudt? MR. OSTERHOUDT: Here.	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here. RECORDING SECRETARY SUMMERS: Keough, present.
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS Cooper, present. Eastern, Osterhoudt? MR. OSTERHOUDT: Here. RECORDING SECRETARY	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here. RECORDING SECRETARY SUMMERS: Keough, present. Green Haven, Snedeker?
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS Cooper, present. Eastern, Osterhoudt? MR. OSTERHOUDT: Here. RECORDING SECRETARY SUMMERS:	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here. RECORDING SECRETARY SUMMERS: Keough, present. Green Haven, Snedeker? MR. SNEDEKER: Here.
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS Cooper, present. Eastern, Osterhoudt? MR. OSTERHOUDT: Here. RECORDING SECRETARY SUMMERS: Osterhoudt, present.	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here. RECORDING SECRETARY SUMMERS: Keough, present. Green Haven, Snedeker? MR. SNEDEKER: Here. RECORDING SECRETARY
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS Cooper, present. Eastern, Osterhoudt? MR. OSTERHOUDT: Here. RECORDING SECRETARY SUMMERS: Osterhoudt, present. Edgecombe, Ramirez?	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here. RECORDING SECRETARY SUMMERS: Keough, present. Green Haven, Snedeker? MR. SNEDEKER: Here. RECORDING SECRETARY SUMMERS:
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS Cooper, present. Eastern, Osterhoudt? MR. OSTERHOUDT: Here. RECORDING SECRETARY SUMMERS: Osterhoudt, present. Edgecombe, Ramirez? MR. RAMIREZ: Present.	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here. RECORDING SECRETARY SUMMERS: Keough, present. Green Haven, Snedeker? MR. SNEDEKER: Here. RECORDING SECRETARY SUMMERS: SUMMERS: SUMMERS:
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Community Supervision, Ruland, no rep. CCA's, Johnson? MS. JOHNSON: Present. RECORDING SECRETARY SUMMERS Johnson, present. Coxsackie, Hofstetter? MR. HOFSTETTER: Present. RECORDING SECRETARY SUMMERS: Hofstetter, present. Downstate, Cooper? MS. COOPER: Here. RECORDING SECRETARY SUMMERS Cooper, present. Eastern, Osterhoudt? MR. OSTERHOUDT: Here. RECORDING SECRETARY SUMMERS: Osterhoudt, present. Edgecombe, Ramirez?	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Allen, present. Gouverneur, Gleason? MR. GLEASON: Present. RECORDING SECRETARY SUMMERS: Gleason, present. Gowanda, Petricca? MR. PETRICCA: Here. RECORDING SECRETARY SUMMERS: Petricca, present. Great Meadow, Keough? MR. KEOUGH: Here. RECORDING SECRETARY SUMMERS: Keough, present. Green Haven, Snedeker? MR. SNEDEKER: Here. RECORDING SECRETARY SUMMERS:

1	MR. HORACEK: Here.	1	Mid Hudson Psych, Larson?	
2	RECORDING SECRETARY	2	MR. LARSON: Here.	
3	SUMMERS:	3	RECORDING SECRETARY	
4	Horacek, present.	4	SUMMERS: Larson, present.	
5	Groveland, Hunsinger?	5	Mid-State, McGowan?	
6	MR. HUNSINGER: Here.	б	MR. MCGOWAN: Here.	
7	RECORDING SECRETARY	7	RECORDING SECRETARY	
8	SUMMERS:	8	SUMMERS:	
9	Hunsinger, present.	9	McGowan, present.	
10	Hale Creek, Rowe?	10	Mohawk, Smith?	
11	MR. ROWE: Here.	11	MR. SMITH: Here.	
12	RECORDING SECRETARY	12	RECORDING SECRETARY	
13	SUMMERS:	13	SUMMERS:	
14	Rowe, present.	14	Smith, present.	
15	Hudson, Relyea?	15	Moriah Shock, Gilbo?	
16	MR. RELYEA: Here.	16	MR. GILBO: Here.	
17	RECORDING SECRETARY	17	RECORDING SECRETARY	
18	SUMMERS:	18	SUMMERS:	
19	Relyea, present.	19	Gilbo, present.	
20	ISO's, Ohms?	20	Ogdensburg, Cox?	
21	MR. OHMS: Present.	21	MR. COX: Here.	
22	RECORDING SECRETARY SUMMERS	22	RECORDING SECRETARY	
23	Ohms, present. Kirby	23	SUMMERS:	
24	Forensic, Aksionau?	24	Cox, present.	
	17		19	
1	MR. AKSIONAU: Here.	1	Orleans, Gold?	
2	RECORDING SECRETARY	2	MR. GOLD: Here.	
3	SUMMERS: Aksionau,	3	RECORDING SECRETARY	
4	present.	4	SUMMERS:	
5	Lakeview, Gruber?	5	Gold, present.	
6	MR. GRUBER: Here.	6	Otisville, Pilon?	
7	RECORDING SECRETARY	7	MR. PILON: Here.	
8	SUMMERS:	8	RECORDING SECRETARY	
9	Gruber, present.	9	SUMMERS:	
10	Lincoln, Gelzer-Milliner?	10	Pilon, present.	
11	MS. MILLINER: Here.	11	Queensboro, Odom?	
12	RECORDING SECRETARY	12	MS. ODOM: Here.	
13	SUMMERS:	13	RECORDING SECRETARY	
14	Milliner, present.	14	SUMMERS:	
15	Livingston, Henderson?	15	Odom, present.	
16	MR. HENDERSON: Here.	16	Riverview, Aldous?	
17	RECORDING SECRETARY .	17	MR. ALDOUS: Here.	
18	SUMMERS:	18	RECORDING SECRETARY .	
19	Henderson, present.	19	SUMMERS:	
20	Marcy, Powers?	20	Aldous, present.	
21	MR. POWERS: Here.	21	Rochester Psych, Raven?	
22	RECORDING SECRETARY	22	MS. RAVEN: Here.	
23	SUMMERS:	23	RECORDING SECRETARY	
24	Powers, present.	24	SUMMERS:	
	18		20	
	10		20	

1	Raven, present.	1	Deburgomaster, present.
2	SSO Central, Barrett?	2	Sullivan, Bell?
3	MR. BARRETT: Present.	3	MS. BELL: Here.
4	RECORDING SECRETARY	4	RECORDING SECRETARY
5	SUMMERS: Barrett,	5	SUMMERS:
6	present. SSO Mid-Hudson,	6	Bell, present.
7	Smith?	7	Taconic, Gordon?
8	MR. SMITH: Here.	8	MS. GORDON: Present.
9	RECORDING SECRETARY	9	RECORDING SECRETARY SUMMERS
10	SUMMERS: Smith, present.	10	Gordon, present.
11	SSO Northern, no	11	Ulster, Scampoli?
12 rep	resentative.	12	MR. SCAMPOLI: Here.
13	SSO Southern, Pomales?	13	RECORDING SECRETARY
14	MR. POMALES: Here.	14	SUMMERS:
15	RECORDING SECRETARY	15	Scampoli, present.
16	SUMMERS:	16	Upstate, Gary?
17	Pomales, present.	17	MR. GARY: Here.
18	SSO West, Compton?	18	RECORDING SECRETARY
19	MR. COMPTON: Here.	19	SUMMERS:
20	RECORDING SECRETARY	20	Gary, present.
21	SUMMERS:	21	Wallkill, Holbert?
22	Compton, Present.	22	MS. HOLBERT: Here.
23	Security Officers,	23	RECORDING SECRETARY SUMMERS
24	Tonney V.	24	Holbert, Present.
	21		. 23
1	MR. VACHAPARAMBIL:	1	Washington, Chaplin?
2	Present.	2	MR. CHAPLIN: Here.
3	RECORDING SECRETARY SUMMERS	3	RECORDING SECRETARY
4	Tonney V, present.	4	SUMMERS: Chaplin,
5	Security Services	5	present. Watertown,
6	Assistant, Schiavone?	6	Nevills?
7	MR. SCHIAVONE: Here.	7	MR. NEVILLS: Here.
8	RECORDING SECRETARY	8	RECORDING SECRETARY
9	SUMMERS:	9	SUMMERS:
10	Schiavone, present.	10	Nevills, present.
11	Shawangunk, Marasco?	11	Wende, Keenan?
12	MR. MARASCO: Here.	12	MR. KEENAN: Good morning.
13	RECORDING SECRETARY	13	RECORDING SECRETARY
14	SUMMERS:	14	SUMMERS:
15	Marasco, present.	15	Keenan, present.
16	Sing Sing, Luther?	16	Willard, Colombai?
17	MR. LUTHER: Here.	17	MR. COLOMBAI: Here.
18	RECORDING SECRETARY	18	RECORDING SECRETARY
19	SUMMERS:	19	SUMMERS:
20	Luther, present.	20	Colombai, present.
21	Southport, Deburgomaster?	21	Woodbourne, Gutierrez?
22	MR. DEBURGOMASTER: Here.	22	MR. GUTIERREZ: Here.
23	RECORDING SECRETARY	23	RECORDING SECRETARY
24	SUMMERS:	24	SUMERS:
	22		24
	22		21

1	Gutierrez, present.	1	when I explain what these
2	Wyoming, Hickey?	2	two officers did.
3	MR. HICKEY: Here.	3	On October 17th, 2017,
4	RECORDING SECRETARY	4	NYPD was searching for a
5	SUMMERS:	5	bank robbery suspect last
б	Hickey, present.	6	seen around Creedmoor
7	I'd ask for approval	7	Psychiatric Center. The
8	for the minutes of	8	suspect was spotted by
9	December. All in favor?	9	Officers Christopher
10		10	Ballus and George
11	(Response of "Aye".)	11	Williams. The suspect
12		12	attempted to run after
13	RECORDING SECRETARY	13	seeing the officers. The
14	SUMMERS: Any opposed?	14	officers approached and
15		15	took down the suspect.
16	(No response.)	16	They then called NYPD,
17		17	awaiting for NYPD to show
18	RECORDING SECRETARY	18	up and take them. I say
19	SUMMERS: Thank you.	19	that, again, keep that in
20	PRESIDENT POWERS: We	20	context of what these
21	have two valor awards	21	officers did, while in
22	today.	22	uniform, without the tools
23	VP LAW ENFORCEMENT	23	that a lot of people do
24	HARMON: I have two valor	24	have.
	25		27
1	awards. And just to give	1	So at this time I'd
1 2	awards. And just to give you a little background on	1 2	So at this time I'd like to call up SSOs
2	you a little background on	2	like to call up SSOs
2	you a little background on not just these officers,	2 3	like to call up SSOs George Williams and
2 3 4	you a little background on not just these officers, but the Safety Department	2 3 4	like to call up SSOs George Williams and Christopher Ballus. These
2 3 4	you a little background on not just these officers, but the Safety Department at the Creedmoor	2 3 4 5	like to call up SSOs George Williams and Christopher Ballus. These plaques read, we present
2 3 4 5 6	you a little background on not just these officers, but the Safety Department at the Creedmoor Psychiatric Center, they	2 3 4 5 6	like to call up SSOs George Williams and Christopher Ballus. These plaques read, we present to Safety Security Officer
2 3 4 5 6 7	you a little background on not just these officers, but the Safety Department at the Creedmoor Psychiatric Center, they were awarded the 2017	2 3 4 5 6 7	like to call up SSOs George Williams and Christopher Ballus. These plaques read, we present to Safety Security Officer George Williams and
2 3 4 5 6 7 8	you a little background on not just these officers, but the Safety Department at the Creedmoor Psychiatric Center, they were awarded the 2017 Department of the Year by	2 3 4 5 6 7 8	like to call up SSOs George Williams and Christopher Ballus. These plaques read, we present to Safety Security Officer George Williams and Christopher Ballus, in
2 3 4 5 6 7 8 9	you a little background on not just these officers, but the Safety Department at the Creedmoor Psychiatric Center, they were awarded the 2017 Department of the Year by Office of Mental Health.	2 3 4 5 6 7 8 9	like to call up SSOs George Williams and Christopher Ballus. These plaques read, we present to Safety Security Officer George Williams and Christopher Ballus, in recognition for noble
2 3 4 5 6 7 8 9 10	you a little background on not just these officers, but the Safety Department at the Creedmoor Psychiatric Center, they were awarded the 2017 Department of the Year by Office of Mental Health. Last year NYSCOPBA	2 3 4 5 6 7 8 9 10	like to call up SSOs George Williams and Christopher Ballus. These plaques read, we present to Safety Security Officer George Williams and Christopher Ballus, in recognition for noble actions and willingness to
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1	into the President's	1	gate officers and our	
2	report. You might	2	package rooms right now.	
3	recognize Mike Mazzella is	3	And we hope to see a	
4	not with us today. Mike	4	continued presence with	
5	had an unfortunate	5	that. And the more	
6	situation over the	6	information you get	
7	weekend. Slipped over the	7	regarding any good busts,	
8	on some ice over the	8	front gate or in the	
9	fracture to his left	9	package room or anywhere	
10	ankle. He is seeing a	10	in the facilities for	
11	surgeon today, hopefully	11	that, please as we	
12	God willing he'll be back	12	continually ask, bring	
13	up on his feet and on his	13	that information forward	
14	bike here when spring	14	so we can use that to make	
15	rolls around. So, keep	15	sure we get this secure	
16	him in your thoughts and	16	vendor package program	
10	prayers.	17	back online.	
18	Just quickly go over a	18	As many of you are	
10	couple of things here.	19	familiar, through	
20	It's been quite a busy	20	discussions with the	
20	time since the last time		Department and then	
	we convened here in the	21	-	
22		22	scaling back the secure	
23	hall. Many of the facilities are still	23	vendor package program,	
24		24	we had an IP filed by us	
	29		31	
1	having much of there	1	to the Department	
2	issues. Elmira, Auburn,	2	regarding staff allowable	
3	Orleans, Clinton. We've	3	list. And Many of the	
4	seen a number of lockdowns	4	things we were allowed to	
5	along the way.	5	bring in, what we were not	
б	A lot of searching	6	allowed to bring in. We	
7	going on. Some good work	7	went back and forth quite	
8	done by our front staff,	8		
9			heavily with the	
	solid work done by our	9	Department.	
10	package room. You're all		Department. Showed the	
10 11	-	9	Department. Showed the discrimination or	
	package room. You're all	9 10	Department. Showed the	
11	package room. You're all familiar with the package	9 10 11	Department. Showed the discrimination or	
11 12	package room. You're all familiar with the package room vendors, secure	9 10 11 12	Department. Showed the discrimination or contradictory behavior	
11 12 13	package room. You're all familiar with the package room vendors, secure vendor package program	9 10 11 12 13	Department. Showed the discrimination or contradictory behavior they were showing towards	
11 12 13 14	package room. You're all familiar with the package room vendors, secure vendor package program initiatives been pulled	9 10 11 12 13 14	Department. Showed the discrimination or contradictory behavior they were showing towards staff, recognizing that	
11 12 13 14 15	package room. You're all familiar with the package room vendors, secure vendor package program initiatives been pulled back by the Department	9 10 11 12 13 14 15	Department. Showed the discrimination or contradictory behavior they were showing towards staff, recognizing that cans and canned goods and	
11 12 13 14 15 16	package room. You're all familiar with the package room vendors, secure vendor package program initiatives been pulled back by the Department from stress from the	9 10 11 12 13 14 15 16	Department. Showed the discrimination or contradictory behavior they were showing towards staff, recognizing that cans and canned goods and certain items were allowed	
11 12 13 14 15 16 17	package room. You're all familiar with the package room vendors, secure vendor package program initiatives been pulled back by the Department from stress from the Governor. The pressure	9 10 11 12 13 14 15 16 17	Department. Showed the discrimination or contradictory behavior they were showing towards staff, recognizing that cans and canned goods and certain items were allowed in by convicts; yet, not	
11 12 13 14 15 16 17 18	package room. You're all familiar with the package room vendors, secure vendor package program initiatives been pulled back by the Department from stress from the Governor. The pressure he was receiving from the	9 10 11 12 13 14 15 16 17 18	Department. Showed the discrimination or contradictory behavior they were showing towards staff, recognizing that cans and canned goods and certain items were allowed in by convicts; yet, not allowed in by staff who	
11 12 13 14 15 16 17 18 19	package room. You're all familiar with the package room vendors, secure vendor package program initiatives been pulled back by the Department from stress from the Governor. The pressure he was receiving from the advocates that don't have	9 10 11 12 13 14 15 16 17 18 19	Department. Showed the discrimination or contradictory behavior they were showing towards staff, recognizing that cans and canned goods and certain items were allowed in by convicts; yet, not allowed in by staff who maintain the security of	
11 12 13 14 15 16 17 18 19 20	package room. You're all familiar with the package room vendors, secure vendor package program initiatives been pulled back by the Department from stress from the Governor. The pressure he was receiving from the advocates that don't have a clue what they're	9 10 11 12 13 14 15 16 17 18 19 20	Department. Showed the discrimination or contradictory behavior they were showing towards staff, recognizing that cans and canned goods and certain items were allowed in by convicts; yet, not allowed in by staff who maintain the security of the facility.	
11 12 13 14 15 16 17 18 19 20 21	package room. You're all familiar with the package room vendors, secure vendor package program initiatives been pulled back by the Department from stress from the Governor. The pressure he was receiving from the advocates that don't have a clue what they're speaking about.	9 10 11 12 13 14 15 16 17 18 19 20 21	Department. Showed the discrimination or contradictory behavior they were showing towards staff, recognizing that cans and canned goods and certain items were allowed in by convicts; yet, not allowed in by staff who maintain the security of the facility. Constantly going back	
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1	he's not a Deputy	1	policy is up and running	
2	Commissioner, he's	2	and approved and in place	
3	Executive Assistant	3	at all facilities.	
4	Commissioner to the	4	So that was back and	
5	Commissioner. We didn't	5	forth we went with the	
6	really get to him but we	6	Department. As I	
7	got to his council. And	7	mentioned since our last	
8	eventually they went back,	8	meeting, we've been quite	
9	discussed it after our	9	busy. You're familiar	
10	meeting on the 9th when I	10	with the SHUs closures.	
11	introduced the new board	11	Let's jump back to the	
12	members to the	12	Death Gamble veto as part	
13	administration and the	13	of legislation.	
14	Department.	14	You're all very	
15	And we were able to	15	familiar with that. The	
16	piggyback that and get the	16	Governor's message, veto	
17	language rolled back, with	17	message, fell down on a	
18	the removal of the IP	18	fiscal note, but	
19	staff allowable list,	19	ultimately he ended up	
20	allowing us to bring	20	trying to appease us by	
21	certain items back into	21	recommending that we	
22	the facility that we	22	collectively negotiate	
23	weren't allowed to before.	23	that.	
24	Just so you know, it	24	We spoke about that in	
	33		35	
1	has no impact on the IP	1	this room. And we	
	I I I I I I I I I I I I I I I I I I I	<b>⊥</b>	uiis iooiii. Aid we	
2	filed for the clear	2	responded quickly and	
2 3	_			
	filed for the clear	2	responded quickly and	
	filed for the clear plastic bag. That is	2 3	responded quickly and swiftly and we set him	
3 4	filed for the clear plastic bag. That is alive over the well. 28th	2 3 4	responded quickly and swiftly and we set him back on his heels a little	
3 4	filed for the clear plastic bag. That is alive over the well. 28th and 29th with PERB over	2 3 4 5	responded quickly and swiftly and we set him back on his heels a little bit. Recognizing the fact	
3 4 5 6	filed for the clear plastic bag. That is alive over the well. 28th and 29th with PERB over the clear plastic bags.	2 3 4 5 6	responded quickly and swiftly and we set him back on his heels a little bit. Recognizing the fact that his recommendation	
3 4 5 6 7	filed for the clear plastic bag. That is alive over the well. 28th and 29th with PERB over the clear plastic bags. We'll be rolling on that	2 3 4 5 6 7	responded quickly and swiftly and we set him back on his heels a little bit. Recognizing the fact that his recommendation can't be done by law. And	
3 4 5 6 7 8	filed for the clear plastic bag. That is alive over the well. 28th and 29th with PERB over the clear plastic bags. We'll be rolling on that initiative here shortly,	2 3 4 5 6 7 8	responded quickly and swiftly and we set him back on his heels a little bit. Recognizing the fact that his recommendation can't be done by law. And to have his council even	
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3 4 5 6 7 8 9 10	filed for the clear plastic bag. That is alive over the well. 28th and 29th with PERB over the clear plastic bags. We'll be rolling on that initiative here shortly, but keep in mind regardless of whether or not they get this package	2 3 4 5 6 7 8 9 10	responded quickly and swiftly and we set him back on his heels a little bit. Recognizing the fact that his recommendation can't be done by law. And to have his council even recommend such a foolish, foolish aspect of trying to get it done for us and	
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	TT 111			
1	We addressed very		than what's transpiring as	
2	adequately I believe very	2	of late with the	
3	strongly in our public	3	Governor's thirty day	
4	protection hearings, our	4	amendment. In the last	
5	positions as far as what	5	forty-eight hours we've	
6	is needed and what is	6	been quite active and	
7	imperative for us to be	7	we've been quite fortunate	
8	able to maintain solid	8	to be able to get a	
9	security in our	9	response for the recent	
10	facilities.	10	article in the New York	
11	They quickly turned it	11	Daily News, and be able to	
12	around and issue the	12	respond quickly.	
13	tablet initiative. We	13	The New York Daily News	
14	were able to get out in	14	which you're all familiar	
15	front of that real quickly	15	with it, I'm sure, was an	
16	with members of the	16	article that came out and	
17	legislature. They are	17	it painted a bad picture.	
18	starting to mount, we have	18	But what they did with	
19	a couple more that fell in	19	that, the Governor turned	
20	line as of yesterday and	20	it around and attempted to	
21	the day before. That's	21	in his thirty day	
22	starting to grow.	22	amendment in his executive	
23	So there's going to be	23	budget, which by law he is	
24	plenty of push back. A	24	able to do, was to come	
	37			39
1	lot of the initiative	1	after our Article Eight in	
2	the tablet initiative and	2	our contract and impose a	
3	the SHU initiative from	3	discipline system much	
4	what we were told is	4	like what the State	
5	driven by DOCCS. So, not	5	Troopers have.	
6	necessarily coming from	6	If you're not familiar	
7	the second floor.	7	with what the State	
8	But all actions done by	8	Troopers have, state	
9	DOCCS have an impact on	9	Troopers Have the	
10	the second floor and the	10	Commissioner of the State	
11	Governor. And our	11	Police, a delegate with	
12	reactions have been swift	12	the State Police, and I	
13	and quick and we've been	13	can't remember the third	
14	getting into the media as	14	one. Union picks an	
15	much as we can regarding	15	officer.	
16	the ill advised direction	16	So, with that being	
17	that the Department is	17	said the deck is kind of	
18	looking to go in these	18	stacked against them from	
10	endeavors. And we've been	19	the beginning. That's the	
20	fortunate enough to be	20	same discipline that the	
20	able to push back pretty	21	Governor is trying to ram	
22	hard enough to get their	22	down our throats	
22	attention.	23	legislatively through his	
24	That's no different	24	executive budget.	
				40
	38			

1	We were fortunate to	1	enforcement as a whole,	
2	have contact with the	2	regarding the ill advised	
3	Daily News and we	3	concept of the Governor	
4	responded quickly	4	coming after our Article	
5	yesterday on that. We	5	Eight through thirty day	
6	responded quickly enough	б	amendment through his	
7	to be able to get a story	7	executive budget. And	
8	written within 24 hours to	8	we were quick to get many	
9	piggy back that. And if	9	in line.	
10	anyone is familiar with	10	Yesterday I charged	
11	how we get things done in	11	Keith Jacques, Chris	
12	the media, I'm sure you're	12	Duryea and Dan Valente,	
13	all familiar with it, we	13	shortly after we caught	
14	all deal with the	14	wind of this to get up on	
15	frustrations with the	15	the capitol and start	
16	media portraying or	16	advocating for us now.	
17	accurately reporting	17	Right now, we're in a	
18	what's really happening,	18	pretty good fucking	
19	we were fortunate enough	19	position.	
20	to be able to get a quick	20	We're in a pretty good	
21	response. I would have	21	position. I try to get	
22	liked it to have been a	22	away without using the F	
23	bit stronger, but they	23	word today. We're in a	
24	didn't use the whole quote	24	pretty good position but	
	41		43	
1	we sent forward.	1	that may change. We can't	
2	But the message was	2	predict what's going to	
3	delivered. We have many friends in the legislature	3	happen but we got a lot of good people and a lot of	
4	who have already come to	4	power in the state	
5	our aid. I received a	5	-	
0		6	legislature taking our	
7	phone call this morning from Senate Majority	7	back right now.	
8	IION SENALE MAJOIILY		T thanked the Constant	
0		8	I thanked the Senator	
9 10	Leader John Flanagan this	9	this morning for the call.	
10	Leader John Flanagan this morning over this. If	9 10	this morning for the call. I thanked him for his	
10 11	Leader John Flanagan this morning over this. If you're not familiar with	9 10 11	this morning for the call. I thanked him for his words on the floor. And I	
10 11 12	Leader John Flanagan this morning over this. If you're not familiar with Senator Flanagan, on our	9 10 11 12	this morning for the call. I thanked him for his words on the floor. And I highly recommend you get	
10 11 12 13	Leader John Flanagan this morning over this. If you're not familiar with Senator Flanagan, on our website, I believe I	9 10 11 12 13	this morning for the call. I thanked him for his words on the floor. And I highly recommend you get on this You Tube video on	
10 11 12 13 14	Leader John Flanagan this morning over this. If you're not familiar with Senator Flanagan, on our website, I believe I think it's up and running	9 10 11 12 13 14	this morning for the call. I thanked him for his words on the floor. And I highly recommend you get on this You Tube video on our website and check this	
10 11 12 13 14 15	Leader John Flanagan this morning over this. If you're not familiar with Senator Flanagan, on our website, I believe I think it's up and running right now, correct, Steph?	9 10 11 12 13 14 15	this morning for the call. I thanked him for his words on the floor. And I highly recommend you get on this You Tube video on our website and check this out. It's three and a	
10 11 12 13 14 15 16	Leader John Flanagan this morning over this. If you're not familiar with Senator Flanagan, on our website, I believe I think it's up and running right now, correct, Steph? We would show it for	9 10 11 12 13 14 15 16	this morning for the call. I thanked him for his words on the floor. And I highly recommend you get on this You Tube video on our website and check this out. It's three and a half minutes. He was	
10 11 12 13 14 15 16 17	Leader John Flanagan this morning over this. If you're not familiar with Senator Flanagan, on our website, I believe I think it's up and running right now, correct, Steph? We would show it for you today, but we don't	9 10 11 12 13 14 15 16 17	this morning for the call. I thanked him for his words on the floor. And I highly recommend you get on this You Tube video on our website and check this out. It's three and a half minutes. He was very, very he pretty	
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10 11 12 13 14 15 16 17 18 19 20 21 22	Leader John Flanagan this morning over this. If you're not familiar with Senator Flanagan, on our website, I believe I think it's up and running right now, correct, Steph? We would show it for you today, but we don't have audio in here and I apologize for that. But yesterday on the floor of the New York State Senate, Senator John Flanagan went	9 10 11 12 13 14 15 16 17 18 19 20 21 22	this morning for the call. I thanked him for his words on the floor. And I highly recommend you get on this You Tube video on our website and check this out. It's three and a half minutes. He was very, very he pretty much piggy backed our comments that we responded to the Daily News. With that I want to jump into the executive	

1	familiar with the	1	we're get the e-mails, and	
2	executive budget, I'll	2	we're getting all the	
3	kind of lay it out real	3	feedback.	
4	quick in laymen's terms.	4	We've been talking	
5	I'm stealing from former	5	about it for some time.	
б	President Donn Rowe.	6	Aspects of law enforcement	
7	The executive budget is	7	across the nation, it's	
8	when the Governor puts	8	not well received through	
9	together a spending plan	9	a lot of the public. A	
10	for the State of New York.	10	lot of it all has to do	
11	And then through that	11	with politics and the	
12	process, both houses of	12	liberal left, and the sway	
13	the legislature come	13	that certain individual	
14	together and they look	14	politicians with power	
15	to see what they can get	15	tend to lean.	
16	out of this budget or	16	And that's the hurdle	
17	introduce something in the	17	that we all need to deal	
18	budget.	18	with and deal with it	
19	It's very much a	19	collectively. We need to	
20	negotiation. It's very	20	be together on this, we	
21	much a horse trading show.	21	need to stay together on	
22	And that's you take	22	this; and we need to keep	
23	that concept and when	23	firing back.	
24	legislators come together,	24	PAC committee met this	
	45			47
1	they're going to want	1	morning. We briefed them	
2	their piece of the pie.	2	on everything that's going	
3	Things get compromised in	3	on. We're going to be	
4	the budget side of the	4	looking to really pound it	
5	line. And before you know	5	home. One of the things	
6	it, some members of the	6	we're going to be asking	
7	legislature are getting	7	of you and your regions	
8	certain aspects of theirs.	8	and in your Assembly	
9	With the budget process	9	legislature and Senate	
10	being in place, right we	10	districts, is to respond	
11	are we've been quick	11	to your voted elected	
12	since the thirty day	12	officials; and explain	
13	amendments came out,	13	your concerns regarding	
14	we were quick to get in	14	the closure issues.	
15				
16	the house. We responded	15	Much of the information	
16	quickly and swiftly to	15 16	Much of the information we have regarding it is	
10	_			
	quickly and swiftly to many of the issues that you're dealing with on at	16	we have regarding it is all on our website. If you need talking points,	
17	quickly and swiftly to many of the issues that	16 17	we have regarding it is all on our website. If you need talking points, they're on there. If you	
17 18	quickly and swiftly to many of the issues that you're dealing with on at	16 17 18	we have regarding it is all on our website. If you need talking points, they're on there. If you need talking points for	
17 18 19	quickly and swiftly to many of the issues that you're dealing with on at front line.	16 17 18 19	we have regarding it is all on our website. If you need talking points, they're on there. If you need talking points for tablets, they're on there.	
17 18 19 20	quickly and swiftly to many of the issues that you're dealing with on at front line. And trust me when I	16 17 18 19 20	we have regarding it is all on our website. If you need talking points, they're on there. If you need talking points for	
17 18 19 20 21	quickly and swiftly to many of the issues that you're dealing with on at front line. And trust me when I tell you, your frustrations are our frustrations. We're	16 17 18 19 20 21	we have regarding it is all on our website. If you need talking points, they're on there. If you need talking points for tablets, they're on there.	
17 18 19 20 21 22	quickly and swiftly to many of the issues that you're dealing with on at front line. And trust me when I tell you, your frustrations are our	16 17 18 19 20 21 22	we have regarding it is all on our website. If you need talking points, they're on there. If you need talking points for tablets, they're on there. If you need anything	
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1	anything out of the recent	1	Assemblyman David Weparin,
2	press releases we just	2	who chairs the Corrections
3	had. There's a member	3	Committee for the State
4	e-mail newsletter going	4	Assembly. And Patrick
5	out to keep the membership	5	Gallivan, Senator from
б	informed on that now.	6	Buffalo, who chairs the
7	Those are our	7	Crime and Corrections
8	priorities and they need	8	committee, has informed us
9	to be your priorities back	9	just recently that they
10	at the local level. We	10	will be looking to
11	ask a lot of our chiefs	11	introduce into the budget
12	and the members sitting in	12	the Death Gamble
13	this audience today.	13	Legislation that was
14	But I can't impress	14	vetoed by the Governor in
15	upon you more now than	15	December.
16	ever how vitally important	16	If we can get some
17	it is to get these	17	success with that, that's
18	messages to each and every	18	a huge, huge victory. And
19	one of our members that	19	we ask you to go back
20	work. It's imperative.	20	again to your elected
21	It's our struggle and it's	21	officials and impress upon
22	your struggle. Words get	22	them the importance of our
23	twisted, concepts get	23	issues. The Death Gamble,
24	thrown out the window or	24	the killing of this thirty
	49		51
1	not thrown out the window,	1	day amendment to attack
1 2	not thrown out the window, concepts get twisted and	1 2	day amendment to attack our Article Eight. That
-			-
2	concepts get twisted and	2	our Article Eight. That
2	concepts get twisted and they're not accurate	2 3	our Article Eight. That is a just system this
2 3 4	concepts get twisted and they're not accurate concepts.	2 3 4	our Article Eight. That is a just system this Article Eight.
2 3 4	concepts get twisted and they're not accurate concepts. We're shortly going to	2 3 4	our Article Eight. That is a just system this Article Eight. It's transparent, it's
2 3 4 5 6	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA	2 3 4 5 6	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open.
2 3 4 5 6 7	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page	2 3 4 5 6 7	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's
2 3 4 5 6 7 8	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual	2 3 4 5 6 7 8	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters
2 3 4 5 6 7 8 9	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual information. Nothing	2 3 4 5 6 7 8 9	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters you can get and this
2 3 4 5 6 7 8 9 10	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual information. Nothing more, nothing less. It's	2 3 4 5 6 7 8 9 10	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters you can get and this Governor is looking to
2 3 4 5 6 7 8 9 10 11	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual information. Nothing more, nothing less. It's not a debate forum. It's	2 3 4 5 6 7 8 9 10 11	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters you can get and this Governor is looking to strip it from us. And
2 3 4 5 6 7 8 9 10 11 12	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual information. Nothing more, nothing less. It's not a debate forum. It's going to be accurate	2 3 4 5 6 7 8 9 10 11 12	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters you can get and this Governor is looking to strip it from us. And he's looking to do it
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2 3 4 5 6 7 8 9 10 11 12 13 14	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual information. Nothing more, nothing less. It's not a debate forum. It's going to be accurate information as to where we are. Our difficulty is just	2 3 4 5 6 7 8 9 10 11 12 13 14	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters you can get and this Governor is looking to strip it from us. And he's looking to do it outside the confines of collective bargaining. It's the little kid who
2 3 4 5 6 7 8 9 10 11 12 13 14 15	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual information. Nothing more, nothing less. It's not a debate forum. It's going to be accurate information as to where we are. Our difficulty is just as much as your difficulty	2 3 4 5 6 7 8 9 10 11 12 13 14 15	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters you can get and this Governor is looking to strip it from us. And he's looking to do it outside the confines of collective bargaining. It's the little kid who doesn't get his way, at
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual information. Nothing more, nothing less. It's not a debate forum. It's going to be accurate information as to where we are. Our difficulty is just	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters you can get and this Governor is looking to strip it from us. And he's looking to do it outside the confines of collective bargaining. It's the little kid who doesn't get his way, at the end of the day tries
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	concepts get twisted and they're not accurate concepts. We're shortly going to be forming a NYSCOPBA Facebook page. That page will be for factual information. Nothing more, nothing less. It's not a debate forum. It's going to be accurate information as to where we are. Our difficulty is just as much as your difficulty getting the membership in tow. And it's more	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	our Article Eight. That is a just system this Article Eight. It's transparent, it's open it's wide open. It's due process. It's the best legal parameters you can get and this Governor is looking to strip it from us. And he's looking to do it outside the confines of collective bargaining. It's the little kid who doesn't get his way, at the end of the day tries to back door us. And
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1	around we get hit with	1	with Janus versus AFSCME.	
2	something different.	2	We're working in a	
3	We react. This Board	3	coalition with other	
4	reacts. Nobody up here is	4	unions in the state,	
5	not in the know. And we	5	primarily law enforcement,	
6	send out as much	6	but we're working with all	
7	information as we can.	7	of them. This is	
8	Continually and we	8	something that we're	
9	continue and we will	9	looking to have and we're	
10	continue to do so.	10	a major player in this, to	
11	But it doesn't stop	11	get into the executive	
12	when it gets to you. And	12	budget, to protect labor	
13	that's the important task	13	rights in the	
14	that we ask of you.	14	State of New York before	
15	You're our conduit to the	15	the Janus decision comes	
16	front line and that's what	16	down.	
17	we need more now than ever	17	Which could be	
18	and it needs to be real.	18	detrimental to all labor	
19	We all can have	19	across the country and	
20	differing opinions at the	20	will be to many labor	
21	end of the day, but in	21	groups across the country.	
22	order to get achieve	22	We're being proactive with	
23	and get true resolve, we	23	just about every union in	
24	need to push back as one.	24	this state and pursuing	
	53		55	
1	And that's what we're	1	soiled legislation that	
2	asking of you today. Take	2	will do the best that we	
3	this information back.	3	can to protect what we	
4	Share it. Talk about it.	4	provide for our members	
5	And keep the confines	5	and retirees in the	
6	and the facts and the	6	system.	
7	realities the realities	7	That is vitally	
8	and the facts. Don't let	8	important as well. I'm	
9	it go off the rails. It's	9	throwing a lot at you and	
10	one of our biggest	10	we're asking a lot of you.	
11	hurdles, stopping	11	I get that. We can't do	
12	misinformation. And	12	it without you. We can't	
13			_	
	that's what we need to	13	be everywhere. It's a	
14	continue to do.	13 14	be everywhere. It's a hurdle that we all need to	
15	continue to do. And we need to continue	13 14 15	be everywhere. It's a hurdle that we all need to overcome and continue to	
	continue to do. And we need to continue to do it as one. I'm	13 14	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one	
15 16 17	continue to do. And we need to continue to do it as one. I'm shortly I'm going to ask	13 14 15 16 17	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one of them as they come.	
15 16 17 18	continue to do. And we need to continue to do it as one. I'm shortly I'm going to ask to go off the record here	13 14 15 16 17 18	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one of them as they come. We'll lead, we don't	
15 16 17	continue to do. And we need to continue to do it as one. I'm shortly I'm going to ask to go off the record here and you will understand	13 14 15 16 17	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one of them as they come. We'll lead, we don't have a problem with that,	
15 16 17 18	continue to do. And we need to continue to do it as one. I'm shortly I'm going to ask to go off the record here and you will understand why, because this train	13 14 15 16 17 18	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one of them as they come. We'll lead, we don't have a problem with that, but we need your support.	
15 16 17 18 19	continue to do. And we need to continue to do it as one. I'm shortly I'm going to ask to go off the record here and you will understand why, because this train can easily be derailed	13 14 15 16 17 18 19 20 21	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one of them as they come. We'll lead, we don't have a problem with that, but we need your support. And we need the accurate	
15 16 17 18 19 20	continue to do. And we need to continue to do it as one. I'm shortly I'm going to ask to go off the record here and you will understand why, because this train can easily be derailed with many of the things we	13 14 15 16 17 18 19 20	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one of them as they come. We'll lead, we don't have a problem with that, but we need your support. And we need the accurate information to get back to	
15 16 17 18 19 20 21	continue to do. And we need to continue to do it as one. I'm shortly I'm going to ask to go off the record here and you will understand why, because this train can easily be derailed with many of the things we have going on.	13 14 15 16 17 18 19 20 21	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one of them as they come. We'll lead, we don't have a problem with that, but we need your support. And we need the accurate information to get back to the field and to the	
15 16 17 18 19 20 21 22	continue to do. And we need to continue to do it as one. I'm shortly I'm going to ask to go off the record here and you will understand why, because this train can easily be derailed with many of the things we	13 14 15 16 17 18 19 20 21 22	be everywhere. It's a hurdle that we all need to overcome and continue to go over each and every one of them as they come. We'll lead, we don't have a problem with that, but we need your support. And we need the accurate information to get back to	

1	of you.	1	in your facilities that	
2	I have asked numerous	2	are having the same	
3	times and there's many a	3	difficulties. This is the	
4	face here in that I sat in	4	sway of law enforcement in	
-	here when I was a chief,			
5		5	the country.	
6	but it's imperative this	6	We need to protect	
7	information get back to	7	everything that we have.	
8	the fronts. You see the	8	And everything and the	
9	disciplines that come in	9	kitchen sink is being	
10	and out of your jails.	10	thrown at us right now.	
11	You see the high-handed	11	We're fielding it and	
12	activity with the with	12	we're dealing with it.	
13	the state office campus of	13	And we've had some pretty	
14	the Building 9.	14	good success as of late.	
15	We see it, we deal with	15	We've had some good	
16	it. We've got a pretty	16	pushback with the tablets,	
17	good success rate. Our	17	we've had some good	
18	law firm and our stewards	18	pushback with the SHUs;	
19	and our BAs and our VPs.	19	and we've had a solid	
20	Pretty solid. I'll match	20	pushback with this thirty	
21	it against anybody in the	21	day amendment aspect the	
22	country. But you need to	22	Governor is trying to cram	
23	stay on top of that and	23	down our throat.	
24	you can't let this	24	But it doesn't stop	
	57			59
1	Governor pull this article	1	now. It will continue	
	from our contract.	1		
2	Period.	2	today and it needs to continue with you, with	
3		3		
4			Traine logialators and Traine	
-	If he goes there and he	4	your legislators and your	
5	is successful, what's	5	district. That's pretty	
6	is successful, what's next? There's a lot of	5 6	district. That's pretty much all I have. There	
6 7	is successful, what's next? There's a lot of avenues that you need to	5 6 7	district. That's pretty much all I have. There will be much more today.	
6 7 8	is successful, what's next? There's a lot of avenues that you need to pay attention to today,	5 6 7 8	district. That's pretty much all I have. There will be much more today. Anybody have any	
6 7 8 9	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining	5 6 7 8 9	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please	
6 7 8 9 10	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the	5 6 7 8 9 10	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information	
6 7 8 9	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to	5 6 7 8 9 10 11	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your	
6 7 8 9 10	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know,	5 6 7 8 9 10	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them	
6 7 8 9 10 11	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all	5 6 7 8 9 10 11	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all	
6 7 8 9 10 11 12	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all the negative shit that's	5 6 7 8 9 10 11 12	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them	
6 7 8 9 10 11 12 13	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all	5 6 7 8 9 10 11 12 13	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all	
6 7 8 9 10 11 12 13 14	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all the negative shit that's	5 6 7 8 9 10 11 12 13 14	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all this can have coming down	
6 7 8 9 10 11 12 13 14 15	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all the negative shit that's come our way since	5 6 7 8 9 10 11 12 13 14 15	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all this can have coming down the road. Thank you.	
6 7 8 9 10 11 12 13 14 15 16	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all the negative shit that's come our way since December.	5 6 7 8 9 10 11 12 13 14 15 16	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all this can have coming down the road. Thank you. Tammy?	
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6 7 8 9 10 11 12 13 14 15 16 17 18 19	is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all the negative shit that's come our way since December. We deal with it every day. I'd be a liar if I said there were nights	5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all this can have coming down the road. Thank you. Tammy? EXECUTIVE VP SAWCHUK: Good afternoon, everyone. As many of you can	
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6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all the negative shit that's come our way since December.     We deal with it every day. I'd be a liar if I said there were nights that I didn't sleep. I can say that same for the</pre>	5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all this can have coming down the road. Thank you. Tammy? EXECUTIVE VP SAWCHUK: Good afternoon, everyone. As many of you can personally attest to, violence continues to rise	
6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all the negative shit that's come our way since December.    We deal with it every day. I'd be a liar if I said there were nights that I didn't sleep. I can say that same for the people up here right now.</pre>	5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all this can have coming down the road. Thank you. Tammy? EXECUTIVE VP SAWCHUK: Good afternoon, everyone. As many of you can personally attest to, violence continues to rise in the facilities. It is	
6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	<pre>is successful, what's next? There's a lot of avenues that you need to pay attention to today, from collective bargaining right down through the whole gamut. So I want to assure you that, you know, that we're on top of all the negative shit that's come our way since December.    We deal with it every day. I'd be a liar if I said there were nights that I didn't sleep. I can say that same for the people up here right now. I'm sure it weighs on you</pre>	5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	district. That's pretty much all I have. There will be much more today. Anybody have any questions for me? Please take this information back. Share it with your front line and let them know the impact that all this can have coming down the road. Thank you. Tammy? EXECUTIVE VP SAWCHUK: Good afternoon, everyone. As many of you can personally attest to, violence continues to rise in the facilities. It is disheartening that the	60

1	efforts towards policy	1	members are for outside	
2	changes that place our	2	criminal charges.	
3	members in even more harm.	3	So, we have	
4	NYSCOPBA continues to	4	seventy-nine people that	
5	make demands of the	5	are locked out.	
6	Department to ensure the	6	Thirty-six of them are on	
7	safety of all of our	7	the Rain Day Fund.	
8	members. We now have OC	8	Seventy-nine. Not over a	
9	spray in many of the	9	thousand, not nine	
10	facilities that seems to	10	hundred. This is not the	
11	be quite effective.	11	highest rate of lock-outs.	
12	With the continued	12	It's just simply not true.	
13	decline of penalties	13	These are the type of	
14	because of the NYCLU	14	rumors that we got to put	
15	settlement, inmates put	15	to rest in our facilities.	
16	other officers and	16	Because in drives down	
17	sergeants in danger is	17	morale, it makes our	
18	disheartening to all of us	18	members aggravated, they	
19	who sit on the Board.	19	don't want to come to	
20	You are already aware	20	work. It puts stress on	
21	of the unprecedented time	21	them. It's just simply	
22	to working in the	22	not the truth.	
23	Department. We are always	23	Also, work place	
24	mindful of the stressful	24	violence, we need to	
	61			63
1	conditions, the inherent	1	continue to address it.	
1 2	conditions, the inherent objections we face in our	1 2	continue to address it. One of the facilities had	
2	objections we face in our	2	One of the facilities had	
2	objections we face in our job and the policy changes	2 3	One of the facilities had supplied me today with a	
2 3 4	objections we face in our job and the policy changes that continue to rule the	2 3 4	One of the facilities had supplied me today with a work place violence	
2 3 4	objections we face in our job and the policy changes that continue to rule the day. There's a couple	2 3 4 5	One of the facilities had supplied me today with a work place violence report. If you don't know what that is, and you	
2 3 4 5 6	objections we face in our job and the policy changes that continue to rule the day. There's a couple things, I'm going to just	2 3 4 5 6	One of the facilities had supplied me today with a work place violence report. If you don't know what that is, and you don't know who is on your	
2 3 4 5 6 7	objections we face in our job and the policy changes that continue to rule the day. There's a couple things, I'm going to just call them, I'm going to be	2 3 4 5 6 7	One of the facilities had supplied me today with a work place violence report. If you don't know what that is, and you	
2 3 4 5 6 7 8	objections we face in our job and the policy changes that continue to rule the day. There's a couple things, I'm going to just call them, I'm going to be the myth buster right now.	2 3 4 5 6 7 8	One of the facilities had supplied me today with a work place violence report. If you don't know what that is, and you don't know who is on your committee, we need to talk	
2 3 4 5 6 7 8 9	objections we face in our job and the policy changes that continue to rule the day. There's a couple things, I'm going to just call them, I'm going to be the myth buster right now. I got a call last week	2 3 4 5 6 7 8 9	One of the facilities had supplied me today with a work place violence report. If you don't know what that is, and you don't know who is on your committee, we need to talk about that, because I need	
2 3 4 5 6 7 8 9 10	objections we face in our job and the policy changes that continue to rule the day. There's a couple things, I'm going to just call them, I'm going to be the myth buster right now. I got a call last week from a very disgruntled	2 3 4 5 6 7 8 9 10	One of the facilities had supplied me today with a work place violence report. If you don't know what that is, and you don't know who is on your committee, we need to talk about that, because I need that information. There should be	
2 3 4 5 6 7 8 9 10 11	objections we face in our job and the policy changes that continue to rule the day. There's a couple things, I'm going to just call them, I'm going to be the myth buster right now. I got a call last week from a very disgruntled member because there was	2 3 4 5 6 7 8 9 10 11	One of the facilities had supplied me today with a work place violence report. If you don't know what that is, and you don't know who is on your committee, we need to talk about that, because I need that information. There should be reports, there should be	
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1	reimbursement,	1	they want, to divide and
2	refrigerators, microwaves.	2	conquer. The taller we
3	If you're in desperate	3	stand and the prouder we
4	need of one of those in an	4	are, will be the most
5	area, just get ahold of me	5	effective against them.
6	and I'm sure we can work	6	And it's called unity.
7	something out. But there	7	And we need to have that.
8	isn't any applications,	8	We need to show that.
9	grant money, funding for	9	We need to carry that with
10	any of those things right	10	us in the facilities every
11	now.	11	single day. That's all I
12	I do need Mohawk and	12	have, if you have any
13	Cape Vincent to see me on	13	questions.
14	a break for the issue you	14	DAVE LUTHER: Dave
15	guys are having that we	15	Luther out of Sing Sing.
16	need to discuss. Like	16	You brought up the issue
17	Mike said, we are	17	of OC and training coming
18	continuing to move	18	into we're supposed to
19	forward. If you don't	19	be getting OC into our
20	know, I believe we have	20	jail. My understanding is
21	twenty-five active IPs	21	it's an eight hour
22	right now.	22	training to utilize the OC
23	So for those this is	23	coming in.
24	another myth buster, the	24	Currently they've taken
	65		67
1	union is not doing	1	our use of force and
1	union is not doing	1	our use of force and
2	anything; the union is	2	weapons and cut all those
2 3	anything; the union is doing everything.	2 3	weapons and cut all those times in half. There's no
2 3 4	anything; the union is doing everything. Everything in its power to	2 3 4	weapons and cut all those times in half. There's no syllabus provided to my
2 3	anything; the union is doing everything. Everything in its power to protect each and every one	2 3 4 5	weapons and cut all those times in half. There's no syllabus provided to my WTOs at Sing Sing. And
2 3 4 5 6	anything; the union is doing everything. Everything in its power to protect each and every one of you. And we do that	2 3 4 5 6	weapons and cut all those times in half. There's no syllabus provided to my WTOs at Sing Sing. And they're telling us that
2 3 4 5 6 7	anything; the union is doing everything. Everything in its power to protect each and every one of you. And we do that every day, seven days a	2 3 4 5 6 7	weapons and cut all those times in half. There's no syllabus provided to my WIOs at Sing Sing. And they're telling us that they're supposed to
2 3 4 5 6 7 8	anything; the union is doing everything. Everything in its power to protect each and every one of you. And we do that every day, seven days a week.	2 3 4 5 6 7 8	weapons and cut all those times in half. There's no syllabus provided to my WTOs at Sing Sing. And they're telling us that they're supposed to incorporate
2 3 4 5 6 7 8 9	anything; the union is doing everything. Everything in its power to protect each and every one of you. And we do that every day, seven days a week. It's exhausting at	2 3 4 5 6 7 8 9	weapons and cut all those times in half. There's no syllabus provided to my WTOs at Sing Sing. And they're telling us that they're supposed to incorporate EXECUTIVE VP SAWCHUK:
2 3 4 5 6 7 8 9 10	anything; the union is doing everything. Everything in its power to protect each and every one of you. And we do that every day, seven days a week. It's exhausting at times but we are working.	2 3 4 5 6 7 8 9 10	<pre>weapons and cut all those times in half. There's no syllabus provided to my WTOs at Sing Sing. And they're telling us that they're supposed to incorporate EXECUTIVE VP SAWCHUK: Who's telling you?</pre>
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1	believe that's	1	curriculum, without adding	
2	incorporated into the use	2	additional training. Our	
3	of force training.	3	argument, and you've heard	
4	DAVE LUTHER: I believe	4	it in this room before,	
5	when they did the pilot	5	forty hours is not	
6	programs, the jails that	6	sufficient amount of	
7	had the pilot program,	7	annual training with all	
8	they actually got eight	8	that you throw at us.	
9	hours of training.	9	That's been our	
10	EXECUTIVE VP SAWCHUK:	10	position since Jump	
11	Additional, correct.	11	Street. We actually the	
12	DAVE LUTHER: So I	12	last labor management that	
13	fully expect, and if our	13	we had, we're formulating	
14	board could follow-up with	14	an agenda now, to go	
15	the Department on this,	15	forward with the labor	
16	how many hours are you	16	management agenda. If you	
17	going to give us? Is	17	got any issues, send them	
18	there an extra days	18	to your VP so we can send	
19	training. They're sending	19	them in and get them on	
20	out a training schedule	20	the docket. That will be	
21	for the ranges and stuff	21	one of the primary talks	
22	beginning April 1st and	22	regarding the training of	
23	none of that is addressed.	23	OC spray. Paul?	
24	They're giving us two	24	PAUL MIKOLOJAC: Paul	
	69			71
1	dava when do we get the	1	Mikolojog Ging Ging	
1	days, when do we get the	1	Mikolojac, Sing Sing	
2	third?	2	Correctional.	
2 3	third? EXECUTIVE VP SAWCHUK:	2 3	Correctional. PRESIDENT POWERS: Yes	
2 3 4	third? EXECUTIVE VP SAWCHUK: Mike has a little more	2 3 4	Correctional. PRESIDENT POWERS: Yes you may.	
2 3	third? EXECUTIVE VP SAWCHUK: Mike has a little more information about that.	2 3 4 5	Correctional. PRESIDENT POWERS: Yes you may. PAUL MIKOLOJAC: By the	
2 3 4 5 6	third? EXECUTIVE VP SAWCHUK: Mike has a little more information about that. PRESIDENT POWERS: We	2 3 4 5 6	Correctional. PRESIDENT POWERS: Yes you may. PAUL MIKOLOJAC: By the time we have the labor	
2 3 4 5 6 7	third? EXECUTIVE VP SAWCHUK: Mike has a little more information about that. PRESIDENT POWERS: We spoke about that about a	2 3 4 5 6 7	Correctional. PRESIDENT POWERS: Yes you may. PAUL MIKOLOJAC: By the time we have the labor management agenda, we're	
2 3 4 5 6 7 8	third? EXECUTIVE VP SAWCHUK: Mike has a little more information about that. PRESIDENT POWERS: We spoke about that about a year ago when they	2 3 4 5 6 7 8	Correctional. PRESIDENT POWERS: Yes you may. PAUL MIKOLOJAC: By the time we have the labor management agenda, we're already going to be doing	
2 3 4 5 6 7 8 9	third? EXECUTIVE VP SAWCHUK: Mike has a little more information about that. PRESIDENT POWERS: We spoke about that about a year ago when they introduced the Glock. And	2 3 4 5 6 7 8 9	Correctional. PRESIDENT POWERS: Yes you may. PAUL MIKOLOJAC: By the time we have the labor management agenda, we're already going to be doing it. Starting the second	
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1	WIOs should know where	1	hourse heat of my	
1	they're coming from.	1	hours, best of my knowledge.	
2	PAUL MIKOLOJAC: As the	2	But when this does roll	
3	chief at Sing Sing, we do	3		
4	not have the curriculum.	4	out completely and this	
5	Does the Board have a	5	is constant dialogue for	
6		6	us and the Department.	
7	syllabus for this new	7	They fall back on the same	
8	training.	8	thing, that they've got	
9	DAVE VIDDIVO: Al is	9	the okay from DCJS to be	
10	going to get it.	10	able to proceed forward.	
11	PAUL MIKOLOJAC: We	11	We've sent it to the	
12	haven't been given it.	12	law firm, do who have any	
13	We've asked the regional	13	recourse. And basically	
14	training lieutenants, you	14	at this point it's no.	
15	know the red apple club	15	But we're continually	
16	that don't have bids, and	16	pushing to recognize the	
17	this is the same thing	17	violence and all the	
18	that we've done with the	18	additional training. As I	
19	Glocks. So now, is there	19	mentioned outside the	
20	absolutely no litigation	20	forty hours of annual	
21	that we can file as a	21	training, quite frankly we	
22	union against this	22	don't believe eighty hours	
23	training?	23	of annual training would	
24	PRESIDENT POWERS: We	24	be enough with everything	
	73			75
1	went to pursue that with	1	that they've thrown at us	
			1	
2	the Glock training. And	2	in the last 2014.	
	the Glock training. And what they've done is	2 3		
2	what they've done is		NICOLE BELL: Okay,	
2 3	what they've done is they've cleared it through	3	NICOLE BELL: Okay, Bell, Sullivan. We have a	
2 3 4	what they've done is	3 4	NICOLE BELL: Okay,	
2 3 4 5	what they've done is they've cleared it through the Division of DCJS.	3 4 5	NICOLE BELL: Okay, Bell, Sullivan. We have a pilot program. We're not all trained. We had	
2 3 4 5 6	what they've done is they've cleared it through the Division of DCJS. And they have signed off on their avenue of	3 4 5 6	NICOLE BELL: Okay, Bell, Sullivan. We have a pilot program. We're not	
2 3 4 5 6 7	what they've done is they've cleared it through the Division of DCJS. And they have signed off	3 4 5 6 7	NICOLE BELL: Okay, Bell, Sullivan. We have a pilot program. We're not all trained. We had additional people PRESIDENT POWERS: The	
2 3 4 5 6 7 8	what they've done is they've cleared it through the Division of DCJS. And they have signed off on their avenue of pursuit. PAUL MIKOLOJAC: So	3 4 5 6 7 8	NICOLE BELL: Okay, Bell, Sullivan. We have a pilot program. We're not all trained. We had additional people	
2 3 4 5 6 7 8 9	what they've done is they've cleared it through the Division of DCJS. And they have signed off on their avenue of pursuit.	3 4 5 6 7 8 9	NICOLE BELL: Okay, Bell, Sullivan. We have a pilot program. We're not all trained. We had additional people PRESIDENT POWERS: The people that. NICOLE BELL: First	
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1	Has anybody all right.	1	hall, so we can have a	
2	That's part of the pilot	2	discussion real quickly.	
3	program.	3	Can I have unanimous	
4	NICOLE BELL: Yep. I'm	4	consent to go into	
5	one of them that was	5	executive session.	
6	trained, but the people	6	We're going into	
7	that are coming up, their	7	executive session, so	
8	training is going to be	8	we'll need a motion.	
9	cut short. They're not	9	CHRIS HICKEY: Hickey,	
10	going to have the full	10	Wyoming. Motion to go	
10	eight hours that we had.	10	into executive session.	
12	We had to be there at a	12	PRESIDENT POWERS:	
12	set time or they were sent	12	Thanks, Chris. Second?	
14	back to the jail. It was	14	Shaun Keenan.	
14	a full eight hours.	14	RALPH SCOTT: Scott	
15 16	PRESIDENT POWERS:		from, Shawangunk. I'd	
10	We'll be sure to deliver	16	like to make a motion to	
17	that without question.	17	let all the NYSCOPBA	
10 19	Couple thing I failed to	10	members stay, so everyone	
19 20	mention in my report and I		can know what's going on.	
	apologize. One, we'll be	20	PRESIDENT POWERS: It's	
21	brining in representatives	21	out of order. All right.	
22 23	from Baker Publications	22	If you're not a designee	
23	Relations. The Board has	23	in the executive	
21		21		70
	77			79
1	approved obviously	1	session hang on.	
1 2	approved obviously until you guys approve it	1 2	session hang on. CHRIS HICKEY: I made	
			CHRIS HICKEY: I made the motion, motion is	
2	until you guys approve it or don't, whatever the case may be, but we've	2	CHRIS HICKEY: I made	
2 3	until you guys approve it or don't, whatever the	2 3	CHRIS HICKEY: I made the motion, motion is	
2 3 4	until you guys approve it or don't, whatever the case may be, but we've been working with Baker PR since December.	2 3 4	CHRIS HICKEY: I made the motion, motion is executive session, chief	
2 3 4	until you guys approve it or don't, whatever the case may be, but we've been working with Baker PR	2 3 4 5	CHRIS HICKEY: I made the motion, motion is executive session, chief sector stewards only. Everybody else can go. AL ZAPPALA: Mike, we	
2 3 4 5 6	until you guys approve it or don't, whatever the case may be, but we've been working with Baker PR since December. They'll be coming in to do a quick presentation.	2 3 4 5 6	CHRIS HICKEY: I made the motion, motion is executive session, chief sector stewards only. Everybody else can go.	
2 3 4 5 6 7	until you guys approve it or don't, whatever the case may be, but we've been working with Baker PR since December. They'll be coming in to do a quick presentation. We meant to do that in	2 3 4 5 6 7	CHRIS HICKEY: I made the motion, motion is executive session, chief sector stewards only. Everybody else can go. AL ZAPPALA: Mike, we	
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1	discussed last year, the	1	answer to get back to
2	big issue that occurred,	2	you, the Parliamentarian
3	before we go into	3	is telling me that you can
4	executive session if the	4	make an amendment to a
5	motion on the floor was	5	motion to allow anybody to
б	made to let certain	6	stay, but specific people.
7	members stay, as long as	7	Chris Hickey it's the
8	this body approved, than	8	body, it's executive
9	that overridden that	9	session. It's no
10	overrides.	10	different than the
11	PRESIDENT POWERS: Was	11	legislature or governing
12	that motion followed	12	body of anything. When
13	through?	13	you go into executive
14	AL ZAPPALA: The	14	session, it's the body.
15	Parliamentarian I got	15	It's the chief sector
16	it all on the record.	16	stewards.
17	PRESIDENT POWERS:	17	AL ZAPPALA: I
18	Motion on the floor to	18	understand it's the body.
19	have the chief sector	19	The motion that Ralph
20	stewards present in the	20	Scott just presented
21	room. That's the motion	21	VP LAW ENFORCEMENT
22	on the floor. If there's	22	HARMON: You got to act on
23	discussion.	23	the first motion.
24	AL ZAPPALA: The acting	24	AL ZAPPALA: Before we
	81		83
1	chief from Shawangunk,	1	go into executive
2	Ralph Scott, just came up	2	session
3	here. He made a motion to	3	PRESIDENT POWERS: He's
4	let any NYSCOPBA.	4	going to need further
5	PRESIDENT POWERS: He	5	amendment. He wants to
б	made a motion after	6	continue to amend the
7	another motion was already	7	motion and specify who he
8	made.	8	wants to stay in this
9	AL ZAPPALA: That	9	room.
10	motion just came up. He's	10	AL ZAPPALA: Okay.
11	our acting chief. He just	11	RALPH SCOTT: I'd like
12	made a motion and you	12	to amend the motion
13	ruled it out of order.	13	PRESIDENT POWERS:
14	THE PARLIAMENTARIAN:	14	Pardon me.
15	Quiet please.	15	RALPH SCOTT: Any
16	PRESIDENT POWERS:	16	elected NYSCOPBA official
17	Point of order, the first	17	to stay.
18	motion that came up was	18	PRESIDENT POWERS: Any
19	from Chris Hickey to go	19	stewards.
20	into executive session.	20	RALPH SCOTT: Any
21	Then the acting chief from	21	stewards.
22	Shawangunk came up. We	22	PRESIDENT POWERS: Is
23	have a motion that has to	23	there a second? Come to
24	be acted on. Now, to	24	the mic and get it on the

DARLENE L. JERGE - Court Stenographer

1	record.	1	to rescind the motion	
2	DAVE LUTHER: Dave	2	please? Any objection to	
3	Luther will second it.	3	withdrawing the motion?	
4	PRESIDENT POWERS: Any	4	CHRIS HICKEY: Yes.	
5	further discussion with	5	PRESIDENT POWERS: Go	
6	the amended motion? All	6	on the record, please.	
7	in favor of the motion	7	CHRIS HICKEY: Hickey,	
8	signify by saying aye?	8	I'll withdraw the motion.	
9	I'm sorry, the amended	9	RALPH SCOTT: Thank you.	
10	motion. The amended	10	PRESIDENT POWERS:	
11	motion is to go into	11	Bring everything back in	
12	executive session with any	12	Could I have unanimous	
12	elected official steward	13	consent to go off the	
13	of NYSCOPBA, that would	14	record?	
	include business agents.			
15	-	15	(All respondence)	
16	SHAUN KEENAN: Keenan,	16	(All respond aye).	
17	Wende	17		
18	PRESIDENT POWERS:	18	PRESIDENT POWERS	
19	Listen, we'll bring	19	Anybody opposed?	
20	everybody back in, we'll	20		
21	go off the record.	21	(No response.)	
22	SHAUN KEENAN: Exactly,	22		
23	that's off the record,	23	(Discussion off the	
24	that's not executive	24	record.)	
	85		87	
1		1		
1	session.	1		
2	PRESIDENT POWERS: I	2	PRESIDENT POWERS: Back	
3	know that.	3	on the record. Toby.	
4	SHAUN KEENAN: We're	4	TREASURER HOGAN:	
5	allowing members to stay	5	Good afternoon. I'm going	
6	that aren't the voting	6	to give my Treasurer's	
7	body that is off the	7	report. Our Gen Op	
8	record only. It's not	8	account we have 7.68	
9	executive session.	9	million. Rainy Day Fund	
10	PRESIDENT POWERS: It's	10	as of Monday was a hundred	
11	true. Are you going to	11	thousand. Legal Defense	
12	amend the motion again?	12	Fund, 2.27 million.	
13	The amended motion on the	13	Unrestricted bonds, 6.86	
14	floor is to go into	14	million. Restricted	
15	executive session, to	15	bonds, 1.49 million.	
16	include all stewards,	16	Just to give you a	
17	which is technically not	17	little perspective on the	
18	executive session. So,	18	misinformation that's out	
19	let's just bring everybody	19	there. Since January	
20	back in, pull the motion,	20	we've had only two people	
21	we'll go off the record	21	on Legal Defense Fund. We	
22				
	and we'll take this	22	have thirty-six members	
23	and we'll take this information. Can I get	22 23	have thirty-six members right now on Rainy Day	
23 24			_	
	information. Can I get	23	right now on Rainy Day	

1	We had our annual audit	1	there's risk assessment.	
	from the 5th to the 9th,		And that's what's not	
2	-	2		
3	and we did really well on	3	being done.	
4	it. And that's about all	4	I know there's some new	
5	I got. Other than we	5	chiefs in the room and	
6	still have a lot of	6	maybe you're not familiar	
7	facilities not signed up	7	with what work place	
8	with Quill yet. Quill is	8	violence is. See me	
9	out there in the lobby in	9	during one of the breaks.	
10	case anybody hasn't seen	10	Jocelyn Gleason who is our	
11	her and you want to get	11	health and safety staff is	
12	signed up with her. And	12	here today. And she's	
13	that's all I got. Anybody	13	going to go into it a	
14	got any questions?	14	little bit more. But I'm	
15	CHRIS HICKEY: Hickey,	15	not talking about OEM	
16	Wyoming. Was that an	16	complaints, I'm talking	
17	internal audit or outside	17	about inmate on officer	
18	audit?	18	violence There is a report	
19	TREASURER HOGAN:	19	generated from that. In a	
20	Outside audit.	20	logbook, yes thank you.	
21	CHRIS HICKEY: Is there	21	PRESIDENT POWERS:	
22	a report on that?	22	Directive 4960. Joe?	
23	TREASURER HOGAN:	23	JOE CHRISTIANO: Joe	
24	She'll be sending it over	24	Christiano, Albany	
	89			91
1	the I'll put it on the	1	Training Academy. Memo	
2	website. They just	2	here from Acting Deputy	
3	finished it. Anything	3	Commissioner Brandow dated	
4	else? The union meeting	4	November 28th, 2017.	
± 5	expenses has gone way	5	Stating that the second	
5				
0	down. Keep up the good	6	and third quarters of	
7	WORK.	7	training, every facility that doesn't have it will	
8	PRESIDENT POWERS: Ten minute break.	8		
9	iunute break.	9	get the eight hour initial	
10		10	OC training course.	
11	(Recess taken.)	11	Any facility that's	
12		12	already had it or any	
13	PRESIDENT POWERS:	13	member that's at that	
14	Let's get started. Tammy?	14	facility, because we have	
15	EXECUTIVE VP SAWCHUK:	15	had it at the Academy	
16				
17	I just wanted to clarify,	16	since August, any member	
17	work place violence. I'm	17	that's already had it is	
18	work place violence. I'm not talking about OEM	17 18	that's already had it is going to get a one hour	
	work place violence. I'm not talking about OEM complaints. What I'm	17	that's already had it is going to get a one hour refresher.	
18	work place violence. I'm not talking about OEM complaints. What I'm talking about is inmate on	17 18	that's already had it is going to get a one hour refresher. But everybody that	
18 19	work place violence. I'm not talking about OEM complaints. What I'm talking about is inmate on staff assault and how it's	17 18 19	that's already had it is going to get a one hour refresher. But everybody that doesn't have it, is	
18 19 20	work place violence. I'm not talking about OEM complaints. What I'm talking about is inmate on staff assault and how it's being reported, how it	17 18 19 20	that's already had it is going to get a one hour refresher. But everybody that doesn't have it, is definitely getting an	
18 19 20 21	work place violence. I'm not talking about OEM complaints. What I'm talking about is inmate on staff assault and how it's being reported, how it goes into a work place	17 18 19 20 21	that's already had it is going to get a one hour refresher. But everybody that doesn't have it, is definitely getting an eight hour block in the	
18 19 20 21 22	work place violence. I'm not talking about OEM complaints. What I'm talking about is inmate on staff assault and how it's being reported, how it	17 18 19 20 21 22	that's already had it is going to get a one hour refresher. But everybody that doesn't have it, is definitely getting an	

1	That's going to be with	1	have to fill out a form	
2	two days, use of force,	2	that they give permission	
3	firearms and baton. And	3	for the insurance company	
4	the second day will be	4	to give me information.	
5	eight hour initial OC	5	The forms are all on the	
6	training. It's a DCUS	6	website. I gave you each	
7	mandate that every	7	a copy of one there's	
8	individual gets it.	8	one for United Health	
9	It doesn't matter if	9	Care, one for Empire Blue	
10	you're a WIO and you got	10	Cross Blue Shield, one for	
11	it in school, you still	11	Civil Service in case	
12	have to get exposed again.	12	there's a problem with	
13	Everyone has to take a	13	their paycheck or the opt	
14	test, throw that test out,	14	out issues like that that	
15	and that test gets	15	I have to go to Civil	
16	forwarded to DCJS as well.	16	Service.	
17	But by this memo from	17	And they're passing one	
18	Brandow, it says we are	18	for Beacon Health, that's	
19	going to get the eight	19	the mental health	
20	hours, but it doesn't say	20	substance abuse program.	
21	what they're taking out of	21	So I just want to make you	
22	the training block.	22	aware of it, if somebody	
23	PRESIDENT POWERS:	23	comes to you and they're	
24	Thanks, Joe. Move into	24	asking you about it,	
	93		51111111	95
1	departmental reports.	1	that's what that is all	
1 2	departmental reports. Sharon? Anybody sees a	1 2	that's what that is all about. I'm going to have	
2	Sharon? Anybody sees a	2	about. I'm going to have	
2 3	Sharon? Anybody sees a extra pair of glasses, see	2 3	about. I'm going to have to have that signed	
2 3 4	Sharon? Anybody sees a extra pair of glasses, see Vice President Fisher.	2 3 4	about. I'm going to have to have that signed document in order to help	
2 3 4	Sharon? Anybody sees a extra pair of glasses, see Vice President Fisher. SHARON SMITH: Good	2 3 4 5	about. I'm going to have to have that signed document in order to help them.	
2 3 4 5 6	Sharon? Anybody sees a extra pair of glasses, see Vice President Fisher. SHARON SMITH: Good afternoon. I will be real quick. Sergeant-at-Arms	2 3 4 5 6	about. I'm going to have to have that signed document in order to help them. And the only thing I	
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24	report going forward any 98	24	and they attacked you or	100
23 24	report going forward any	23	and they attacked you or	
22	And I'll certainly	22	If it involved an inmate	
21	have the program.	21	happened in that incident.	
20 21	Caremark will continue to	20	clear of what exactly	
19 20	So the rest of the year	20	reports, you need to be	
18 19	until January 1st of 2019.	18 19	your accident incident	
	program. This is not	17	When you're filling out	
10	the new vendor for that	16	it needs to be documented.	
15 16	drug program, they'll be		happens in the facility,	
14 15	award, so the prescription	14 15	Assaults, anything that	
	Health actually won the	13	inmate on staff incidents.	
12 13	was out for pid. I just received word that Optum	12	Tammy was saying before. We're talking more on	
11	was out for bid. I just	11	-	
10	reported for the prescription drug program	10	talk a little bit about work place violence like	
-	have, the I have	9	-	
8 9	The only other thing I	8	JOCELYN GLEASON: High everyone. So I wanted to	
7 o	you have that information.	7	Thanks, Sharon. Jocelyn?	
0	pass that on to you, so	6	PRESIDENT POWERS:	
5	But I just thought I would	5	questions? Thank you.	
4 F	sure I get it from them.	4	fine, yes. Any other	
3		3		
2	Again, they're on the website and I will make	2	ANDY RICE: Thank you. SHARON SMITH: That's	
1	can mail them to them.		original.	
1	an mail them to them	1	original	
	97			99
24	they're confused on it, I	24	Doesn't have to be the	
23	a member comes to you and	23	do it that way, sure.	
22	give you a quick ideal, if	22	SHARON SMITH: You can	
21	works. I just wanted to	21	e-signature?	
20	So, that's how that	20	them out and have an	
19	name.	19	ANDY RICE: Can we fill	
18	everything out in your	18	SHARON SMITH: Yes.	
17	think you had to fill	17	the website?	
16	you to get confused and	16	that you said, they are on	
15	everywhere, I didn't want	15	Elmira. Sharon, the forms	
14	because its says member	14	ANDY RICE: Rice,	
13	information you fill out,	13	any questions?	
12	But it would be their	12	I have. Does anybody have	
11	because they're minors.	11	about it. And that's all	
10	it would be your signature	10	anyone here's wondering	
9	place for you to sign and	9	would mention that in case	
8	it, at the end there's a	8	But I just thought I	
с 7	you would actually sign	7	coming out.	
6	because they're minors,	6	that stuff will start	
5	you as the enrollee	5	year, probably in the Fall	
4	information there and then	4	anything later in the	
3	your children's	3	formulary changes or	
2	children you would put	2	concerning, you know,	
1	fill it out and then your	1	issues for anything	

1	assaulted you, be sure	1	follow-through, they're
2	that you're putting that	2	supposed to be taking
3	in the incident accident	3	these incidents and
4	reports.	4	reviewing them. Looking
5	Because we're running	5	at what happened during
6	into issues where the one	6	that incident and then
7	year, two year termination	7	deciding if the
8	comes into play at the	8	appropriate actions were
9	end, if you don't have a	9	taken during that
10	clear description of what	10	incident.
11	happened when you were	11	So, for example, you
12	injured at the time of the	12	know, if somebody if an
13	injury, a lot of these	13	inmate grabbed something
14	cases are going to the one	14	and hits an officer with
15	year determination to be	15	it, those incidents are
16	terminated.	16	supposed to be reviewed
17	So if something is	17	and then they're supposed
18	happening at the facility	18	to be talked about at
19	and you're attacked or	19	these yearly meetings.
20	something happens with an	20	They're supposed to be
21	inmate, just be clear in	21	reviewed and talked about
22	your report. If it was a	22	at the labor management
23	use of force and your	23	meetings.
24	injury was the result of	24	If nothing is being
	101		103
1	an inmate, be clear in	1	resolved at those
2	that incident accident	2	meetings, then they can be
2 3	that incident accident report when you're filling	2 3	meetings, then they can be escalated to your BA or
2 3 4	that incident accident report when you're filling that out.	2 3 4	meetings, then they can be escalated to your BA or your VP, and then from
2 3	that incident accident report when you're filling that out. The work place violence	2 3	meetings, then they can be escalated to your BA or your VP, and then from there it could be
2 3 4 5 6	that incident accident report when you're filling that out. The work place violence prevention program that	2 3 4 5 6	meetings, then they can be escalated to your BA or your VP, and then from there it could be escalated to me, to kind
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2 3 4 5 6 7 8	that incident accident report when you're filling that out. The work place violence prevention program that takes place at the facility level, we're	2 3 4 5 6 7 8	meetings, then they can be escalated to your BA or your VP, and then from there it could be escalated to me, to kind of go from there to see what we should be doing.
2 3 4 5 6 7	that incident accident report when you're filling that out. The work place violence prevention program that takes place at the facility level, we're lacking union	2 3 4 5 6 7	meetings, then they can be escalated to your BA or your VP, and then from there it could be escalated to me, to kind of go from there to see what we should be doing. So when Tammy is talking
2 3 4 5 6 7 8	that incident accident report when you're filling that out. The work place violence prevention program that takes place at the facility level, we're lacking union representation in some of	2 3 4 5 6 7 8	meetings, then they can be escalated to your BA or your VP, and then from there it could be escalated to me, to kind of go from there to see what we should be doing. So when Tammy is talking about work place violence,
2 3 4 5 6 7 8 9	that incident accident report when you're filling that out. The work place violence prevention program that takes place at the facility level, we're lacking union representation in some of those meetings. That's	2 3 4 5 6 7 8 9	meetings, then they can be escalated to your BA or your VP, and then from there it could be escalated to me, to kind of go from there to see what we should be doing. So when Tammy is talking about work place violence, that's important, that's
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DARLENE L. JERGE - Court Stenographer

1	talking about here. It's	1	acceptable.	
2	inmate on staff.	2	It's not acceptable	
3	And the other thing	3	with OSHA. DOCCS is	
4	that I wanted to just	4	currently looking to	
5	touch on real quick were	5	change that directive. I	
6	the changes in Workers'	6	don't have the final	
7	Compensation. The	7	decision from PESH. But	
8	guidelines for determining	8	DOCCS is working with Corp	
9	schedule loss of use are	9	Craft right now to make	
10	new. And as of January	10	containers that are OSHA	
11	lst, they went into	11	acceptable containers	
12	affect.	12	which are puncture proof	
13	The changes are not	13	and leak proof.	
14	substantial. The changes	14	So if your facilities	
15	were basically with the	15	are using bags or	
16	SLU examination. They're	16	cardboard, if you want to	
17	not affecting your grade,	17	let me know. Because	
18	your AWW, your average	18	right now it's a good time	
19	weekly wage that the	19	to bring it up because	
20	Workers' Comp Board	20	it's on the front burner.	
21	calculates. And it's not	21	So that's it. Anybody	
22	affecting the weeks that	22	have questions? Hi.	
23	go in to the schedule loss	23	MR. MCGOWAN: McGowan,	
24	of use award.	24	Mid-State. This might be	
	105			107
1	So really it's just the	1	a stupid question, but if	
1 2	So really it's just the exam that the provider	1 2	a stupid question, but if an officer is responding	
2	exam that the provider	2	an officer is responding	
2 3	exam that the provider does. So really that's	2 3	an officer is responding to an emergency situation	
2 3 4	exam that the provider does. So really that's the change with the SLU.	2 3 4	an officer is responding to an emergency situation and is injured on the way	
2 3 4 5	exam that the provider does. So really that's the change with the SLU. I know there was a lot of	2 3 4 5	an officer is responding to an emergency situation and is injured on the way there, is that considered	
2 3 4 5 6	exam that the provider does. So really that's the change with the SLU. I know there was a lot of questions on it and some	2 3 4 5 6	an officer is responding to an emergency situation and is injured on the way there, is that considered inmate related or not?	
2 3 4 5 6 7	exam that the provider does. So really that's the change with the SLU. I know there was a lot of questions on it and some comments on it. But	2 3 4 5 6 7	an officer is responding to an emergency situation and is injured on the way there, is that considered inmate related or not? JOCELYN GLEASON: It	
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	DARLENE L.	JERGE -	Court	Stenographer	
	110				112
24	supposed to be looking at		24	was right or wrong.	
23	facility. And they're		23	whether or not the officer	
22	all injuries for the		22	of force was warranted or	
21	logs, which is the log of		21	is whether or not the use	
20	all of the UIs, the SH-900		20	more environmental than it	
19	supposed to be reviewing		19	DAVE LUTHER: So it's	
18	yearly meeting, they're		18	happening again.	
17	only talking about that		17	correct that from	
16	committee meeting, I'm		16	what they can do to maybe	
15	violence prevention		15	back at it to determine	
14	that yearly work place		14	supposed to be looking	
13	JOCELYN GLEASON: At		13	injury. Then they're	
12	they're looking for?		12	happened during that	
11	of right things that		11	risk assessment of what	
10	clarify for us what kind		10	So they're doing like a	
9	were done. Can you		9	there.	
8	to see if the right things		8	be, why was that chair	
7	the reports are reviewed		7	appropriate action would	
6	violence, you said that		6	officer. So the	
5	On the work place		5	chair and hits the	
4	Luther out of Sing Sing.		4	an inmate picks up that	
3	DAVE LUTHER: Dave		3	that chair and, you know,	
2	Article 78 proceeding.		2	simple example. I pick up	
1	enough to proceed with an		1	be, so let's just use a	
27	see 11 she or he has		27	appropriate action should	111
23 24	see if she or he has		23	appropriate action should	
22	attorney will review it to		22	JOCELYN GLEASON: The	
21	reports. And then the		21	injury was legitimate.	
20	the incident accident		20	the use of force or the	
20	information as you can in		20	determine whether or not	
10 19	important to put as much		10	subdivision of OSI and	
17	that's why I say it's so		18	are they going to be a	
10	information that you have,		17	given to the officers; or	
16	accident report, any other		16	that the proper aid was	
15	is, get me your injury		15	it the appropriate actions	
14	say when somebody calls me		14	the appropriate action, is	
13	cases. So what I always		13	concern is when they say	
12	attorneys review certain		12	DAVE LUTHER: My	
10	are having the union		11	were.	
10	JOCELYN GLEASON: We		10	the appropriate actions	
9	Thank you.		9	that information of what	
8	MR. MCGOWAN:		8	doesn't give us any of	
7	to you.		7	reports that we got,	
6	can get a copy and give it		6	don't know. Because the	
5	So, if you guys want I		5	What that means? I	
4	that whole dynamic.		4	actions were taken.	
3	there that kind of changed		3	injury the appropriate	
2	is a PEF decision out		2	if at the time of the	
1	are qualified. So, there		1	all of that to determine	

1	JOCELYN GLEASON: Yes.	1	were some pretty clear	
2	That's not what the	2	opinions on the direction	
3	purpose should be, no.	3	of the Department, some of	
4	Okay. Have a good day.	4	the policies that have	
5	PRESIDENT POWERS:	5	been implemented that had	
6	Thank you. Dan Valente?	6	have taken the tools away	
7	DAN VALENTE: Good	7	from the members of	
8	afternoon. It's been a	8	NYSCOPBA.	
9	busy couple of months	9	There were members even	
10	since we last met. The	10	in the minority that had	
11	Governor gave his State of	11	concerns with obviously	
12	State address, followed	12	the tablets, with the uses	
13	that up with his executive	13	of force, with the way	
14	budget presentation in the	14	that the reduction in the	
15	middle of January.	15	SHU beds, and the twelve	
16	Since that time, we've	16	hundred beds that are	
17	come to learn of the	17	slated to be closed	
18	thirty day amendment that	18	following this budget.	
19	were introduced that would	19	So there's a lot of	
20	impact the disciplinary	20	issues out there. But	
21	Article 8 of what you guys	21	it's important for the	
22	have in your contract.	22	members to understand	
23	Obviously there's been a	23	there's a lot of people in	
24	response to that, we're	24	Albany, in the	
	113		115	
1	continuing to respond to	1	legislature, elected	
2	that.	2	officials that have your	
3	We have been working	3	back and are willing to go	
4	with several members of	4	to bat for the members of	
5	the legislature, in both	5	this organization.	
б	houses and both	6	Granted there are	
7	majorities; the Assembly	7	members on the other side	
8	Dems and the Senate	8	of the coin that would see	
9	Republicans. And Senate	9	nothing more than to let	
10	Republicans are in lock	10	everyone out of prisons	
11	step with the members of	11	and deal with criminals	
12	NYSCOPBA and have nothing	12	and crimes in community	
13	but support for the job	13	based setting. Well, we	
14	that you do and the	14	all know that that's not	
15	difficult working	15	an effective strategy. So	
16	conditions that you	16	we do have friends that	
17	operate in.	17	are in the legislature	
18	It couldn't have been	18	that are speaking up on	
19	more clear during the	19	our behalf.	
20	public protection hearing	20	And we're going to	
21	of the budget. President	21	continue to have those	
22	Powers testified even when	22	relationships and have	
23	Acting Commissioner	23	those conversations to	
24	Annucci testified there	24	educate them on why it is	
	114		116	

	118			120
24	Executive Board.	24	done in the past, where	
23	committee and the	23	awareness week. We have	
22	again for the PAC	22	facility employee	
21	in Albany, it will be	21	that week, is correctional	
20	that again on March 20th	20	week of May 8th or during	
19	going to continue to do	19	separate ceremony. The	
18	conversations. We're	18	our members to have a	
17	think we had a lot of good	17	that maybe we can do for	
16	attended in my opinion. I	16	place, but it's something	
15	It was very well	15	dedication ceremony took	
14	event.	14	in Albany. I believe the	
13	legislators to come to the	13	correctional memorial wall	
12	event. We invited the	12	There's a new	
11	Executive Board hosted an	11	meetings.	
10	the PAC committee and the	10	do outside of the	
9	reception in Albany where	9	variety of things we can	
8	we had a legislative	8	on one day. There's a	
7	the budget like last year,	7	spreading the whole state	
6	during the final push of	6	but we're going to be	
5	down the road next month	5	little bit smaller groups,	
4	we're going to be doing	4	it's just going to be	
3	Some of the things that	3	done it regionally, now	
2	we're seeking.	2	Historically, we've always	
1	have the protections that	1	have meetings.	
	117			119
24	understand why we need to	24	would go down and we'd	110
23	to try to get them to	23	the night before, then we	
22	anybody that will listen	22	know, get the hotel room	
21	to go everybody and	21	in the past. Where, you	
20	we're going to be talking	20	that in Albany, much like	
19	budget is negotiated. So	19	And we're going to do	
18	about six weeks until the	18	information.	
17	beginning we've got	17	involved, sharing	
16	really just the	16	supporting members, being	
15	ongoing. And this is	15	dedicated countless hours,	
14	conversations. They're	14	room. People who have	
13	continue to have those	13	it to the members in this	
12	Again, we're going to	12	looking to do is dedicate	
11	jobs.	11	Albany, and what we're	
10	safer for them to do their	10	to have a Lobby Day in	
9	do their jobs and make it	9	look to do is we're going	
8	easier for our members to	8	just briefly, what we're	
7	are going to make it	7	committee report. But	
6	rescinded. Things that	6	recommendation during the	
5	room policy that got	5	Luther will be giving the	
4	technology, the package	4	approval on this. Dave	
3	looking for. The	3	going to be a looking for	
2	protections that we are	2	are concerned, we are	
1	that we need the	1	As far as Lobby Days	

1	we've had members from	1	whether you're meeting
2	color guards come and	2	them for the very first
3	present colors to the	3	time.
4	Senate. We have had	4	So this is something
5	resolutions read on behalf	5	that is new. We're short
6	OF NYSCOPBA.	6	on time essentially in
7	So there's a variety of	7	order to set up Lobby Days
8	different things that we	8	as we've done in the past.
9	can do. Now, in order to	9	But I think that we'd be
10	incorporate the general	10	able to incorporate the
11	membership, what we are	11	membership in a different
12	proposing to do is to have	12	venue, get them involved
13	regional legislative	13	and get them meeting their
14	receptions. Similar to	14	legislators and keeping
15	the one like we did in	15	them engaged in the
16	Albany. Similar like	16	legislative process.
17	we've done in the past	17	We're going to continue
18	with PAC seminars.	18	to keep the relationships
19	We're going to be	19	in Albany with the PAC
20	basically taking the Lobby	20	committee, with the
21	days, making them local.	21	Executive Board, with our
22	So, say if you're done in	22	retained lobbyists and
23	the Elmira area, we would	23	other committees as well.
24	invite legislators that	24	The Veterans Committee
	121		123
1	are in the surrounding	1	does a good job of getting
1 2	are in the surrounding areas to attend this	1 2	does a good job of getting out and meeting with the
	_		
2	areas to attend this	2	out and meeting with the legislators.
2 3	areas to attend this event, a reception for a	2 3	out and meeting with the
2 3 4	areas to attend this event, a reception for a couple hours. And	2 3 4	out and meeting with the legislators. But we're just looking
2 3 4	areas to attend this event, a reception for a couple hours. And obviously the members from the facilities that are,	2 3 4 5	out and meeting with the legislators. But we're just looking to change things up a little bit then we have
2 3 4 5 6	areas to attend this event, a reception for a couple hours. And obviously the members from the facilities that are, you know, in close	2 3 4 5 6	out and meeting with the legislators. But we're just looking to change things up a little bit then we have done in years past. So
2 3 4 5 6 7	areas to attend this event, a reception for a couple hours. And obviously the members from the facilities that are, you know, in close geographic proximity to	2 3 4 5 6 7	out and meeting with the legislators. But we're just looking to change things up a little bit then we have done in years past. So we're going to be looking
2 3 4 5 6 7 8	areas to attend this event, a reception for a couple hours. And obviously the members from the facilities that are, you know, in close	2 3 4 5 6 7 8	out and meeting with the legislators. But we're just looking to change things up a little bit then we have done in years past. So we're going to be looking for your approval on that.
2 3 4 5 6 7 8 9	areas to attend this event, a reception for a couple hours. And obviously the members from the facilities that are, you know, in close geographic proximity to that location are welcome to attend.	2 3 4 5 6 7 8 9 10	out and meeting with the legislators. But we're just looking to change things up a little bit then we have done in years past. So we're going to be looking for your approval on that. If there is any questions
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2 3 4 5 6 7 8 9 10 11 12	areas to attend this event, a reception for a couple hours. And obviously the members from the facilities that are, you know, in close geographic proximity to that location are welcome to attend. And it just gives our members an opportunity to	2 3 4 5 6 7 8 9 10 11 12	out and meeting with the legislators. But we're just looking to change things up a little bit then we have done in years past. So we're going to be looking for your approval on that. If there is any questions on that I would be happy to entertain them or at
2 3 4 5 6 7 8 9 10 11 12 13	areas to attend this event, a reception for a couple hours. And obviously the members from the facilities that are, you know, in close geographic proximity to that location are welcome to attend. And it just gives our members an opportunity to meet their legislators.	2 3 4 5 6 7 8 9 10 11 12 13	out and meeting with the legislators. But we're just looking to change things up a little bit then we have done in years past. So we're going to be looking for your approval on that. If there is any questions on that I would be happy to entertain them or at least address them during
2 3 4 5 6 7 8 9 10 11 12 13 14	areas to attend this event, a reception for a couple hours. And obviously the members from the facilities that are, you know, in close geographic proximity to that location are welcome to attend. And it just gives our members an opportunity to meet their legislators. To have conversations in	2 3 4 5 6 7 8 9 10 11 12 13 14	out and meeting with the legislators. But we're just looking to change things up a little bit then we have done in years past. So we're going to be looking for your approval on that. If there is any questions on that I would be happy to entertain them or at least address them during the committee report. So
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1	DAN VALENTE: Sure. I	1	legislature, with Senate	
2	would defer to Keith and	2	leadership, with members	
3	Chris on that. They've	3	of the Assembly, conveying	
4	been involved with the	4	our significant concerns	
5	leadership in both houses	5	with this proposal we	
6	since this broke. And,	6	haven't even seen yet.	
7	you know, they know the	7	But we're comfortable that	
8	process and how this is	8	the legislature fully	
9	going to play out so.	9	understands our concerns	
10	KEITH JACQUES: Kevin,	10	with it and as the budget	
11	are you referring to the	11	negotiations continue	
12	thirty day amendment the	12	between the legislature	
13	Governor just proposed?	13	and the Governor, the	
14	KEVIN DONNELLY: Yes.	14	legislature will seek to	
15	KEITH JACQUES: Okay.	15	remove that language, that	
16	So, as Mike brought up in	16	offensive language from	
17	his report, the Governor	17	the Article Seven.	
18	has the constitutional	18	Just keep in mind that	
19	authority to propose	19	the Governor has authority	
20	amendments. Usually	20	outside of the budget to	
21	they're technical but he	21	try and introduce we'll	
22	can propose any amendment	22	call it program bills or	
23	he wants to the original	23	bills that come out of the	
24	executive budget. He can	24	Governor's office. So if	
	125		127	
1	develop that for thirty	1	he can't get something	
1 2	develop that for thirty days and he doesn't have	1 2	he can't get something done in the budget, often	
2	days and he doesn't have	2	done in the budget, often	
2 3	days and he doesn't have to ask the legislature for	2 3	done in the budget, often times he tries to look to	
2 3 4	days and he doesn't have to ask the legislature for approval.	2 3 4	done in the budget, often times he tries to look to stand alone legislation to	
2 3 4	days and he doesn't have to ask the legislature for approval. So these thirty day	2 3 4 5	done in the budget, often times he tries to look to stand alone legislation to achieve what he's seeking	
2 3 4 5 6	days and he doesn't have to ask the legislature for approval. So these thirty day amendments, just assume	2 3 4 5 6	done in the budget, often times he tries to look to stand alone legislation to achieve what he's seeking to accomplish.	
2 3 4 5 6 7	days and he doesn't have to ask the legislature for approval. So these thirty day amendments, just assume they are part of now the	2 3 4 5 6 7	done in the budget, often times he tries to look to stand alone legislation to achieve what he's seeking to accomplish. Does that help?	
2 3 4 5 6 7 8	days and he doesn't have to ask the legislature for approval. So these thirty day amendments, just assume they are part of now the proposed executive budget.	2 3 4 5 6 7 8	done in the budget, often times he tries to look to stand alone legislation to achieve what he's seeking to accomplish. Does that help? Questions on that?	
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2 3 4 5 6 7 8 9 10	days and he doesn't have to ask the legislature for approval. So these thirty day amendments, just assume they are part of now the proposed executive budget. The language which we haven't seen yet, it will	2 3 4 5 6 7 8 9 10	<pre>done in the budget, often times he tries to look to stand alone legislation to achieve what he's seeking to accomplish. Does that help? Questions on that? TED NEVILLS: Ted Nevills, Watertown.</pre>	
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1	morning to explain his	1	These are two seats	
2	support from his	2	that are generally	
3	conference, with respect	3	democratic seats. Right	
4	to our position on this	4	now there are thirty-one	
5	ridiculous proposal.	5	republicans in the Senate,	
6	Senator Flanagan	6	there are sixty-three	
7	actually was on the floor	7	overall seats. The IDC	
8	of the Senate yesterday	8	that NYSCOPBA has a very	
9	and gave an awesome three	9	good relationship with,	
10	and a half minute speech.	10	there are working with	
11	And if you can Google	11	Senate Republicans and	
12	Senator John Flanagan on	12	they allow Senate	
13	You Tube you can see it.	13	Republicans to stay in	
14	He stood up to talk about	14	control of the majority.	
15	an organ donation day or	15	But there could be a	
16	something, but he	16	situation where the Senate	
17	immediately redirected his	17	Democrats are actually	
18	comments to the officer	18	running the Senate	
19	that was injured in New	19	chamber.	
20	York City over the	20	If that happens,	
21	weekend. And the fact	21	obviously the Senate	
22	that the Governor is	22	Republicans relationship	
23	talking about proposing	23	with us would still be	
24	changes to our	24	strong, but the control	
	129		131	
1	disciplinary process.	1	would not be with us, we'd	
2	He was very poignant	2	be dealing with a totally	
3	and very matter of fact.	3	different beast. People	
4	The Senate Republicans,	4	that have been at Lobby	
5	we're worrying about the	5	Days try talk to	
6	good guys. The bad guys	6	Democratic Senators	
7	are behind the bars. And	7	understand at times that	
8	there's too many people in	8	the opinion and the	
9	the legislature that are	9	position of those members	
10	concerned about the bad	10	is not the same opinion	
11	guys. We're concerned	11	and position as everyone	
12	about the good guys.	12	in this room has; and	
13	So the Senate	13	certainly not the same	
14	Republicans clearly	14	position and opinion that	
15	supportive of NYSCOPBA.	15	Senate Republicans have.	
16	You got two open seats in	16	So, the short answer,	
17	the Senate right now and	17	we could be looking at a	
18	the Governor has scheduled	18	different group of people	
19	special elections for	19	if he decides to introduce	
20	those two open seats,	20	his stand alone bill,	
21	April 24th. He	21	later on, depending what	
22	specifically did it after	22	happens in the special	
23	the budget process would	23	elections.	
24	be completed.	24	One other thing.	
	130		132	

1	President Powers touched	1	shape.	
2	on the Death Gamble bill,	2	Chris will give the lay	
3	everyone knows the	3	of the land on where we	
4	Governor vetoed that bill.	4	are politically because I	
5	We've been working both	5	think these special	
б	with the Senate and the	6	elections in April are	
7	Assembly. And as Mike	7	going to significantly	
8	said, both the corrections	8	impact the political lay	
9	chairs of each house have	9	of the land in	
10	shown us letters that	10	State of New York.	
11	they're sending to the	11	CHRIS DURYEA: I think	
12	leadership of their own	12	you laid it out	
13	house asking for the Death	13	pretty well here. Some of	
14	Gamble Legislation be	14	the politics around what's	
15	included in each houses,	15	going on in the Senate, if	
16	one house budget	16	you recall the last time	
17	resolution.	17	we were here, there's	
18	So as the budget	18	sixty-three seats in the	
19	negotiations continue,	19	Senate. So the magic	
20	each house of the	20	number for the majority is	
21	legislature will introduce	21	thirty-two. Right now the	
22	a budget resolution that	22	Republicans have	
23	will essentially be each	23	thirty-one seats.	
24	houses official position	24	They coalesce with one	
	133		-	135
1	on where they are on the	1	other Brooklyn Democrat.	
2	budget. And if we can get	2	So that's the magic number	
3	both Senate and Assembly	3	for them, that's how razer	
4	to include that Death	4	thin our friends are. The	
5	Gamble Legislation in	5	republicans have been your	
6	their own budget	6	backstop for years. So,	
7	resolutions, that is going	7	on the Democratic side,	
8	to make it very difficult	8	there's a break-away	
9	for the Governor to not	9	faction of eight	
10	enact that as part of the	10	Democrats, called the	
11	budget.	11	Independent Democratic	
12	So, we're moving	12	Conference.	
13	forward. The right steps	13	Those eight Democrats	
14	are being taken and the	14	are critical to getting	
15	correction chairs of each	15	things through the Senate.	
16	house are asking for their	16	They have been our	
10	leaders, Hastings and	17	friends. So however,	
18	Flanagan to include it in	18	these days the progressive	
10	their one house bills.	19	left have been beating the	
			-	
20 21	And we'll continue to push	20	living crap out of the Independent Demograts for	
21	it and hopefully get it included in each of those	21	Independent Democrats for	
22		22	not being aggressive	
23	houses bills, then I think	23	enough. Because they coalesce with our friends	
24	we'll be in pretty good	24	COALESCE WILLI OUR INTENDS	
	134			136

<pre>ial elections coming in April. There are open seats. So the mor has attempted to ge the budget by ng, well, we can't on't know what's going appen in the Senate 1 these two special tions happen, so we're 137 g to wait until after budget, until these ial elections. is now, there's a endous amount of sure, there are ressives I think in but maybe two of those pendent Senate seats are facing Democratic arises from their far , so there's an edible amount of sure on those eight crats to come up even progressive ideas and ressive ideals in this et. is as we are tasked killing this thing in next six weeks, we got a lot of work to I mean, I feel ident that we're going </pre>	13         14         15         16         17         18         19         20         21         22         23         24	that he lacks support in the Senate because of the numbers. What is the chance that he might stall until the special elections, it would only be three weeks afterwards. That he would stall to try to get the numbers that he needs in the Senate to get his budget through. CHRIS DURYEA: I think you know, frankly, I think the Governor stands to lose more with a late budget than the legislators do. I think we talked about, I think maybe one incumbent last year? DAN VALENTE: 2016 elections in the Assembly, 150 elected positions up for election, one sitting incumbent was removed, was voted out of office. Incumbency is a very strong tool in the legislature. DAVE LUTHER: But both these seats are open right now, correct? CHRIS DURYEA: That's correct. DAVE LUTHER: So there is no incumbent.	139
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ased around the			
he Senate. This plan	13	that he led to the	
eunite the Democrats	12	But of course he knows	
tion back in December	11	April to have it approved.	
et he has taken a	10	budget in by the 1st of	
		-	
_		5 5	
		-	
Irump and being thrown	4 E		
		DUCERTAIL SECTES OF DAVS	
ea as propping up		and very uneasy and uncertain series of days.	
erence, they are being ed as propping up	2 3	but it's a very complex and very uneasy and uncertain series of days	
T i b r Y	th the bath water of eing able to push our essive agenda here in ork State. Me Governor in order	th the bath water of5eing able to push our6essive agenda here in7ork State.8	eing able to push our6DAVE LUTHER: Daveessive agenda here in7Luther out of Sing Sing.ork State.8I do have a question. The

				_
1	CHRIS DURYEA: That's	1	democratic seat. The	
2	correct. They're	2	current Assemblywoman	
3	historically Democrat.	3	Shelly Mayer, she's got a	
4	DAVE LUTHER: The	4	base, female these days in	
5	Assembly is, correct. The	5	a Westchester County	
6	two seats that are open,	6	district; she's going to	
7	are they the Assembly or	7	be tough to beat. I think	
8	Senate.	8	the Republicans are	
9	CHRIS DURYEA: We're	9	looking at this like, you	
10	talking about the Senate.	10	know, we got a general	
11	The Assembly is not going	11	election coming up in the	
12	to matter, there's 150	12	fall, we've only got so	
13	DAVE LUITHER: They're not	13	many resources, money.	
14	going to carry us anyway,	14	There is a woman she is a	
15	because they're primarily	15	sitting town councilwoman	
16	Democrat. My issue is if	16	she ran Killian, she	
17	he who are the	17	ran against the incumbent	
18	Republicans running in	18	Lattimore 2016, she put up	
19	this special elections;	19	some good numbers. I	
20	and are we putting boots	20	think she lost by eleven	
21	on the ground to try to	21	points. But she's a solid	
22	sport Republicans going	22	candidate female, but I	
23	in.	23	think the Republicans are	
24	CHRIS DURYEA: These	24	going to support her but I	
	141		143	
1	are traditionally	1	don't think it's in the	
2	Democratic seats. One of	2	cards frankly. Anybody	
3	which is right in the	3	else?	
4	heart of the Bronx. And	4	KEITH JACQUES: Dave,	
5	keep in mind, these	5	so the legislature really	
6	special elections there	6	now is in the control of	
7	are no primaries. So the	7	the timetable once the	
8	local party officials	8	Governor introduces his	
9	anoint the candidate. In	9	proposal, it's sort of in	
10	the heart of the Bronx, I	10	the legislature's hands.	
11	mean, the Democrat is	11	Once thing we should	
12	actually the current	12	all be aware of is while	
13	Senator Louis Schveeva.	13	the Senate Republicans are	
14	He is anointed to be the	14	in control, they are	
15	Democratic candidate, by	15	really starting to knock	
16	all accounts he's going to	16	heads with the Governor.	
17	win.	17	Flanagan was taking shots	
18	The Republicans	18	at the Governor, the	
19	initially came out the	19	Governor was taking shots	
20	second seat is in Yonkers,	20	at Flanagan.	
21	which was actually once a	21	Frankly, with some of	
22	Republican seat. But it's	22	the senate Republicans	
23	been redrawn now where	23	coalescing around this	
24	it's essentially a	24	issue, the thirty day bill	
	- 142		144	

1	that the Governor just	1	marketing manager for	
2	proposed, so that's	2	Baker PR and Jim Smith is	
3	obviously good news for	3	the VP. Jason has a brief	
4	us. But we still have our	4	presentation and then he	
5	work cut out as Chris said	5	will answer any questions	
6	six weeks here. So, any	6	that you have moving	
7	other questions?	7	forward of the collective	
8	DAN VALENTE: All	8	plan we put together for	
9	right. Thank you.	9	the remainder of 2018 and	
10	PRESIDENT POWERS:	10	then moving forward from	
11	Without any objection from	11	there. Jason?	
12	the body, we'll bring up	12	JASON POLITI: Good	
13	Jim Miller, along with	13	afternoon. Thank you. My	
14	Jason Politi and Jim	14	name is Jason Politi from	
15	Smith from Baker PR to do	15	Baker Public Relations.	
16	a presentation from Baker	16	Just a little background	
10	PR. All in favor?	17	on the firm. We are a	
18	IN. ALL III IUVOL.	18	full service public	
10	(All respond with aye.)	19	relations and marketing	
20	(All Topola with aye.)	20	firm. That means we	
20	PRESIDENT POWERS:	20	handle a lot from	
22	Anybody opposed?	22	communications with	
22	(No response.)	23	members of the statewide	
23		24	media from marketing.	
21	145	21	lieura from markeering.	1 47
	145			147
1	JIMMY MILLER: Good	1	That means social media,	
2	afternoon. Before I	2	some of you may have	
3	introduce Jim and Jason, I	3	already noticed some	
4	just want to say a couple	4	e-mail newsletters coming	
5	words. We've been working	5	into your e-mail box. We	
б	with Baker PR for about	6	work with Jimmy and Mike	
7	two and a half months now.	7	Powers to put those	
8	I think I can attest and I	8	e-mails together.	
9	think the Board will agree	9	A little background on	
10	with me, they have been	10	my, I spent seven years at	
11	fully engaged more than	11	a television news station	
12	the previous PR firm,	12	in the City of Albany.	
13	outside PR firm that	13	I've been with Baker for	
14	you've had previous to	14	about three years now. We	
15	them.	15	started with President	
16	They fully understand	16	Powers and Jimmy Miller a	
17	what the issues are and	17	couple years ago. We did	
18	they're more than willing	18	a couple one-off projects	
19	to get involved and push	19	and that led us to	
20	the agenda that obviously	20	deciding that late last	
21	favor some of the issues	21	year it would be	
22	that are really important	22	beneficial to enter a long	
23	to you.	23	term plan.	
24	Jason Politi is the	24	So, right off the bat,	
	146			148

1	I think the first week we	1	twenty years. Megan Baker	
2	started working together	2	had been in the business,	
3	Governor Cuomo issued the	3	you may know her name if	
4	Death Gamble veto, so that	4	you're local. She was a	
5	was one of our first big	5	local television	
6	projects. I brought a	6	personality for about a	
7	presentation with some of	7	decade. She just	
8	the media we were able to	8	celebrated her tenth	
9	get out. So our main goal	9	anniversary in public	
10	there is to bring	10	relations.	
11	NYSCOPBA's message and	11	I joined the firm a	
12	statements from President	12	month ago. So your issues	
13	Powers to a much larger	13	to me while new, are not	
14	audience.	14	foreign. For the last	
15	Bring that to members	15	nine years, about six out	
16	of the statewide media who	16	of the last nine years	
17	can in turn educate the	17	that I have been doing	
18	general public and educate	18	that I have I been working	
19	some of the policy makers	19	in public relations, the	
20	as to what NYSCOPBA needs	20	two major clients were	
21	and what it's fighting	21	first responders who are	
22	for. And what really	22	major employee labor	
23	matters to its to the	23	union. I'm a former	
24	union members.	24	Teamster myself back in	
	149			151
1	A lot of it is moling	1	the 190a	
1	A lot of it is making	1	the '80s.	
2	sure that NYSCOPBA's	2	So I do have a good	
	sure that NYSCOPBA's voices reach the same	2 3	So I do have a good sense of what you're	
2 3 4	sure that NYSCOPBA's voices reach the same audience as some of the	2 3 4	So I do have a good sense of what you're looking for, what your	
2	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a	2 3 4 5	So I do have a good sense of what you're looking for, what your priorities are. I have	
2 3 4 5 6	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to	2 3 4 5 6	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your	
2 3 4 5 6 7	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to some of the policies	2 3 4 5 6 7	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your shoes. But I know that	
2 3 4 5 6 7 8	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to some of the policies coming out of Washington	2 3 4 5 6 7 8	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your shoes. But I know that you're safety, your	
2 3 4 5 6 7 8 9	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to some of the policies coming out of Washington and coming out of the City	2 3 4 5 6 7 8 9	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your shoes. But I know that you're safety, your protection, the work	
2 3 4 5 6 7 8 9 10	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to some of the policies coming out of Washington and coming out of the City of Albany.	2 3 4 5 6 7 8 9 10	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your shoes. But I know that you're safety, your protection, the work environment that you have	
2 3 4 5 6 7 8 9 10 11	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to some of the policies coming out of Washington and coming out of the City of Albany. So we've had a very	2 3 4 5 6 7 8 9 10 11	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your shoes. But I know that you're safety, your protection, the work environment that you have and the challenge that you	
2 3 4 5 6 7 8 9 10 11 12	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to some of the policies coming out of Washington and coming out of the City of Albany. So we've had a very busy first few months. We	2 3 4 5 6 7 8 9 10 11 12	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your shoes. But I know that you're safety, your protection, the work environment that you have and the challenge that you face, must get before the	
2 3 4 5 6 7 8 9 10 11 12 13	sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to some of the policies coming out of Washington and coming out of the City of Albany. So we've had a very busy first few months. We think it's been we have	2 3 4 5 6 7 8 9 10 11 12 13	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your shoes. But I know that you're safety, your protection, the work environment that you have and the challenge that you face, must get before the decision makers in Albany.	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>sure that NYSCOPBA's voices reach the same audience as some of the adversarial voices. And a lot of that is reacting to some of the policies coming out of Washington and coming out of the City of Albany. So we've had a very busy first few months. We think it's been we have had a lot of wins in that first three months. And we're looking forward to the successes we've had. Now I will introduce my colleague, Jim Smith. Thank you. JIM SMITH: Good afternoon. My name is Jim</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	So I do have a good sense of what you're looking for, what your priorities are. I have never walked in your shoes. But I know that you're safety, your protection, the work environment that you have and the challenge that you face, must get before the decision makers in Albany. And that's been a great deal of what I've done over the past nine years. From elevating the profile of the people in the memberships that I have served. And I really look forward to making that a big part of what I do at	

1		1	Southerntier and then came
1	you folks.	1	
2	JIMMY MILLER: Any	2	to Albany where she became
3	questions for anyone?	3	a reporter for a Fox affiliate, and then went
4	DAVE LUTHER: Dave	4	to become an anchor with
5	Luther out of Sing Sing.	5	
6	How long has your firm	6	Spectrum News.
7	been practicing? The	7	She has worked over a
8	actual firm, what's it	8	time period of over a
9	called?	9	decade in the news
10	JIM SMITH: Baker	10	industry with a lot of
11	Public Relations has been	11	different local law
12	in business for, we're now	12	enforcement agencies here.
13	in the eleventh year. My	13	And her and I have had
14	background, I was a	14	many conversations over
15	newspaper reporter for	15	well over the past year
16	five years, then I got	16	when she actually wanted
17	into public relations	17	to engage NYSCOPBA about a
18	twenty years ago.	18	lot of the issues.
19	DAVE LUTHER: Does your	19	So she's very familiar
20	firm have any history of	20	with that and so is Jason.
21	working with any law	21	And I think so far they've
22	enforcement other than	22	done an excellent job in
23	your first go round here	23	their understanding of the
24	with us since December?	24	issues that are important
	153		155
1	JIM SMITH: I don't	1	to you guys.
1 2		1	to you guys. VP SOUTH FISHER:
	JIM SMITH: I don't believe so, but I bring that experience to the		
2	believe so, but I bring	2	VP SOUTH FISHER:
2	believe so, but I bring that experience to the	2 3	VP SOUTH FISHER: Clarence Fisher, Southern
2 3 4	believe so, but I bring that experience to the table when I joined the	2 3 4	VP SOUTH FISHER: Clarence Fisher, Southern Region. What is your
2 3 4 5	believe so, but I bring that experience to the table when I joined the firm a month ago.	2 3 4 5	VP SOUTH FISHER: Clarence Fisher, Southern Region. What is your do you have any
2 3 4 5 6	believe so, but I bring that experience to the table when I joined the firm a month ago. DAVE LUIHER: What did	2 3 4 5 6	VP SOUTH FISHER: Clarence Fisher, Southern Region. What is your do you have any connections or reach with
2 3 4 5 6 7	believe so, but I bring that experience to the table when I joined the firm a month ago. DAVE LUTHER: What did you do before that?	2 3 4 5 6 7	VP SOUTH FISHER: Clarence Fisher, Southern Region. What is your do you have any connections or reach with the southern part of the state? We don't usually
2 3 4 5 6 7 8	believe so, but I bring that experience to the table when I joined the firm a month ago. DAVE LUIHER: What did you do before that? JIM SMITH: I was a	2 3 4 5 6 7 8	VP SOUTH FISHER: Clarence Fisher, Southern Region. What is your do you have any connections or reach with the southern part of the
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1	experience with a variety	1	everything that we're	
2	of clients getting	2	doing collectively, much	
3	recognition, elevating	3	different than the	
4	their issues in all parts	4	previous PR firm, part of	
5	of the state. That's	5	the advantage of having	
б	something we work with	6	Baker in Albany is that	
7	your lobbying team on, or	7	we're only about four,	
8	will be working with your	8	five miles away, so it's a	
9	lobbying team on, and the	9	lot easier to communicate.	
10	leadership at NYSCOPBA.	10	So whether we're they	
11	And it's just what we	11	put out a press release or	
12	do, what I've done for	12	whether I do it, we're	
13	twenty years. So, yes, we	13	working through a	
14	do have inner roads, we do	14	different process than we	
15	know how to recognize a	15	were before so there's	
16	good story. And once you	16	checks and balances there.	
17	can do that, you can pitch	17	But also so we recognize	
18	that, raise the issues to	18	we have collectively a	
19	any media person, any	19	better idea and actually	
20	politician in any part of	20	more ideas about what will	
21	the state.	21	be important and what will	
22	VP SOUTH FISHER:	22	improve what we have	
23	There's a heavy	23	previously done before.	
24	concentration, a lot of	24	KENNY GOLD: So what	
	157		159	
1	legislators down in that	1	you're saying is we're	
2	part of the state. And	2	adding another arm to you?	
3	they don't see their end	3	JIMMY MILLER:	
4	of it, so it's just an eye	4	Previously, there was	
5	opening experience for	5	another arm.	
6	them to see some of the	6	KENNY GOLD: Basically	
7	other parts of it.	7	there's nothing different	
8	KENNY GOLD: Kenny	8	than what we have as a PR	
9	Gold, Orleans. Based on	9	director in theory?	
10	your working with Jimmy	10	JIMMY MILLER:	
11	and with the Board so far,	11	Personally, from my	
12	what do you guys	12	experience in two and a	
13	anticipate your role being	13	half months, you have a	
14	for this organization?	14	better firm that is	
15	Meaning, do you put plan	15	actively engaged more than	
16	on putting out press	16	the previous one. I'm not	
17	releases, do you plan on	17	taking anything away what	
18	putting a campaign	18	they did, because I had a	
19	together? What exactly	19	good working relationship	
20	would your role be if	20	with them. But what we've	
21	you're hired by us? We	21	accomplished in two and a	
22	already have a PR	22	half months have been	
23	director.	23	pretty significant.	
24	JIMMY MILLER: Kenny,	24	As i said, they're fully	
	158		160	

1	engaged and they	1	worked or did not work.	
2	understand what the issues	2	If we have a plan that	
3	are.	3	says we are going to	
4	KENNY GOLD: So in	4	elevate your profile so	
5	theory, if something comes	5	that Bill Number X or Bill	
б	up and you can't get to	6	Number Y gets the	
7	it, they're going to do	7	attention it never got	
8	it. That's what their	8	before, which would give	
9	role is. Basically	9	it the best chance to	
10	they're looking at doing	10	either survive or	
11	the same thing you would	11	squashed, whatever your	
12	be doing.	12	priorities are. And than,	
13	JIMMY MILLER: We're	13	if that is accomplished	
14	virtually in contact every	14	then ultimately if you get	
15	day, whether it's e-mail	15	the outcome you desire,	
16	or phone, talking about	16	whether that outcome is	
17	the issues. If there is	17	just to elevate your	
18	nothing going on or what's	18	profile on that issue and	
19	going on and whether we	19	get the media paying	
20	need to follow-up on it.	20	attention, get editorial	
21	KENNY GOLD: Thanks.	21	boards to write in your	
22	MIKE CARLSON: Mike	22	favor, the Governor to see	
23	Carlson, Forest Rangers.	23	the value that you do.	
24	What do you base your	24	Those are the measurables	
	161			163
1	success on? And how do we	1	that we look at going	
2	know we're getting the	2	forward.	
3	best bang for the buck?	3	Now, we are just	
4	You go out, you hear	4	getting started in this	
5	something, you hear this	5	relationship. We will	
б	is a good story, let's	6	look back in six months	
7	push it. How do we know	7	and be able to tell	
8	here that it's working?	8	whether it's working or	
9	What do you do to show us	9	not. According to Jimmy,	
10	what you're doing is	10	according to Mike, I	
11	working and you're worth	11	believe, they would	
12	the money we're giving	12	endorse the work we've	
13	you?	13	done so far. And we plan	
14	JIM SMITH: Sure. We	14	to be very aggressive with	
15	work with the leadership	15	this moving forward.	
16	teams with any client that	16	JIMMY MILLER: Also,	
17	we have. We develop	17	Mike, to add to that, in	
18	-	1 1		
	priorities. We establish	18	this digital age,	
19	priorities. We establish a plan to go forward,	18 19	this digital age, everything is measured,	
20	priorities. We establish a plan to go forward, whether it's a one year	18 19 20	this digital age, everything is measured, whether it's internally or	
20 21	priorities. We establish a plan to go forward, whether it's a one year plan or a six month plan.	18 19 20 21	this digital age, everything is measured, whether it's internally or externally. Internally	
20 21 22	priorities. We establish a plan to go forward, whether it's a one year plan or a six month plan. We measure our results	18 19 20 21 22	this digital age, everything is measured, whether it's internally or externally. Internally now with their ability,	
20 21 22 23	priorities. We establish a plan to go forward, whether it's a one year plan or a six month plan. We measure our results against that plan. So	18 19 20 21 22 23	this digital age, everything is measured, whether it's internally or externally. Internally now with their ability, what they're sending out,	
20 21 22	priorities. We establish a plan to go forward, whether it's a one year plan or a six month plan. We measure our results against that plan. So it's very obvious if it	18 19 20 21 22	this digital age, everything is measured, whether it's internally or externally. Internally now with their ability,	
20 21 22 23	priorities. We establish a plan to go forward, whether it's a one year plan or a six month plan. We measure our results against that plan. So	18 19 20 21 22 23	this digital age, everything is measured, whether it's internally or externally. Internally now with their ability, what they're sending out,	164

1	are able to track and see	1	have a team of	
2	how many people wind up	2	part-timers, a couple of	
3	reading them, how many	3	freelancers. And a couple	
4	people click through	4	of design experts who	
5	anything that they add to	5	assist on an hourly basis.	
б	any of your links. So, we	6	DAVE LUTHER: I don't	
7	have a way of measuring	7	need to know names, but	
8	that.	8	how many other clients do	
9	For an example, as a	9	you represent?	
10	pretty good rate, out of	10	JIM SMITH: There	
11	the fourteen thousand plus	11	are we probably have a	
12	e-mails that Stephanie has	12	roster of sixteen to	
13	in the database from	13	eighteen right now.	
14	NYSCOPBA members,	14	DAVE LUTHER: So,	
15	basically all the member	15	we're we have a	
16	e-mails that have gone	16	tendency just by our sheer	
17	out, there's been an open	17	what we do for a living,	
18	rate of about four or five	18	that we're the	
19	thousand, which is pretty	19	Governor's red-headed step	
20	significant overall.	20	children. So there are	
21	It might not seem like	21	times when things get	
22	a lot, but overall when	22	heated and we have to move	
23	you look at it in the	23	fast. And what I mean by	
24	scheme of things, it's	24	fast, when Mike has to	
	165			167
1	motte aimifiant The	1	make a rebuttal or we want	
1	pretty significant. The	1		
2	same thing digitally,	2	to in terms, shake down	
3	externally, it's a way of	3	the Governor. Do you have a team that is assigned to	
4	tracking to see what news organizations are covering	4	handle those issues?	
5	your stories.	5		
6	1	6		
7	And then part of this is awareness campaign.	7	the beginning when we first met with them, and	
8	Making people aware what	8	when the Board approved	
9	the issues are, that's one		it, one of the first	
10	goal. And then changing	10	things I said to Jason and	
11 12	their opinion. If they	11	to Megan is, we're a needy	
12	have a negative opinion is	12	bunch, without question.	
13	the second. And there's	13	And shit comes to us quick	
14 15	ways of measuring that,		and sometimes without	
15 16		15	notice. And when that	
	but that's a step process			
17 10	that we have to get to. DAVE LUIHER: Dave	17	happens, we need you to be	
18 19	Lave LUTHER. Lave Luther out of Sing Sing.	18	readily available. And I have been assured	
19 20		19	and Jason hasn't let us	
20	Just a couple more	20		
21	questions. How many	21	down yet in that capacity.	
20	pooplo work for your firm?			
22	people work for your firm?	22	When I do call, I don't	
23	JIM SMITH: We have	23	get I haven't gotten a	
			get I haven't gotten a message yet I haven't	168

1	left a message for anybody	1	governmental actions that
1 2	yet. So I have been	2	we need to take place,
	fortunate to be able to		whether it be political or
3		3	policy natured or anything
4	get in and get moving as	4	
5	quickly as possible.	5	of that nature, we use
6	DAVE LUTHER:	6	Baker PR.
7	Thank you.	7	They work hand-in-hand,
8	NICOLE BELL: Nicole	8	much like Jimmy tried to
9	Bell, Sullivan. The	9	with our former PR firm.
10	question is, how much is	10	But we're getting a little
11	it going to cost NYSCOPBA?	11	more bang for our buck.
12	PRESIDENT POWERS: I	12	And recognizing that they
13	can answer that as well.	13	have other clients as
14	We've it's four	14	well, having that inside
15	thousand dollars a month,	15	PR has been so far
16	that would be	16	advantageous.
17	forty-five forty-eight	17	RALPH SCOTT: Scott,
18	thousand dollars annually.	18	Shawangunk. Maybe I
19	SHAUN KEENAN: Keenan	19	missed it at some point,
20	out of Wende. To put this	20	but the last comment on PR
21	into context, I'm not	21	campaign was a bunch of
22	trying to single you out	22	billboards but they were
23	Jim. But we're paying you	23	in roads in Kingston New
24	to do the same job that	24	York, where the Governor
	169		171
1	we're bringing them in to	1	doesn't give a shit,
2	do.	2	pardon my language; he
3	PRESIDENT POWERS: No,	3	cares about the city.
4	i i i i i i i i i i i i i i i i i i i		
	not necessarily.	4	What contacts
5	not necessarily. SHAUN KEENAN: But		
5	SHAUN KEENAN: But	4	outside I keep seeing
- 5 6 7	SHAUN KEENAN: But they're working in	4 5 6	outside I keep seeing Spectrum, I worked in
6 7	SHAUN KEENAN: But they're working in conjunction?	4 5 6 7	outside I keep seeing Spectrum, I worked in local television, nobody
6 7 8	SHAUN KEENAN: But they're working in conjunction? PRESIDENT POWERS:	4 5 6	outside I keep seeing Spectrum, I worked in local television, nobody watches it. Let's be
6 7 8 9	SHAUN KEENAN: But they're working in conjunction? PRESIDENT POWERS: They're working in	4 5 6 7 8 9	outside I keep seeing Spectrum, I worked in local television, nobody watches it. Let's be realistic. The
6 7 8 9 10	SHAUN KEENAN: But they're working in conjunction? PRESIDENT POWERS: They're working in conjunction. Jimmy	4 5 6 7 8 9 10	outside I keep seeing Spectrum, I worked in local television, nobody watches it. Let's be realistic. The majority nobody in the
6 7 8 9 10 11	SHAUN KEENAN: But they're working in conjunction? PRESIDENT POWERS: They're working in conjunction. Jimmy handles most of the press	4 5 6 7 8 9 10 11	outside I keep seeing Spectrum, I worked in local television, nobody watches it. Let's be realistic. The majority nobody in the city, nobody the
6 7 8 9 10 11 12	SHAUN KEENAN: But they're working in conjunction? PRESIDENT POWERS: They're working in conjunction. Jimmy handles most of the press releases. Then I send	4 5 6 7 8 9 10 11 12	outside I keep seeing Spectrum, I worked in local television, nobody watches it. Let's be realistic. The majority nobody in the city, nobody the Democrats, none of the
6 7 8 9 10 11 12 13	SHAUN KEENAN: But they're working in conjunction? PRESIDENT POWERS: They're working in conjunction. Jimmy handles most of the press releases. Then I send them to Jason for editing.	4 5 6 7 8 9 10 11 12 13	outside I keep seeing Spectrum, I worked in local television, nobody watches it. Let's be realistic. The majority nobody in the city, nobody the Democrats, none of the liberals are going to
6 7 8 9 10 11 12 13 14	SHAUN KEENAN: But they're working in conjunction? PRESIDENT POWERS: They're working in conjunction. Jimmy handles most of the press releases. Then I send them to Jason for editing. It's always good to have	4 5 6 7 8 9 10 11 12 13 14	outside I keep seeing Spectrum, I worked in local television, nobody watches it. Let's be realistic. The majority nobody in the city, nobody the Democrats, none of the liberals are going to change minds where you
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6 7 8 9 10 11 12 13 14 15 16	SHAUN KEENAN: But they're working in conjunction? PRESIDENT POWERS: They're working in conjunction. Jimmy handles most of the press releases. Then I send them to Jason for editing. It's always good to have another set of eyes. They don't handle every one of	4 5 6 7 8 9 10 11 12 13 14 15 16	outside I keep seeing Spectrum, I worked in local television, nobody watches it. Let's be realistic. The majority nobody in the city, nobody the Democrats, none of the liberals are going to change minds where you give information to are really watching spectrum.
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1	majority is the City. Do	1	into our yearlong plan and	
2	you guys have plans to be	2	that is something that we	
3	in that market? I	3	will be tackling in six	
4	understand it's a state	4	months.	
5	plan for us, but when it	5	JIMMY MILLER: Just	
6	comes to changing the	6	so you know, New York is	
7	ideas of government and	7	always going to be a	
8	Governor Cuomo, it has to	8	challenge because of the	
9	do with the City; the five	9	cost when you talk about	
10	bureaus.	10	marketing. So we got to	
11	PRESIDENT POWERS:	11	look at different ways and	
12	Jason, tell him how	12	potentially digitally,	
13	many I don't have the	13	we were talking about	
14	e-mails, but the outreach	14	billboards and they	
15	that Baker PR has	15	become very expensive.	
16	regarding any periodicals,	16	But in relation to that	
17	newspaper, TV station,	17	previous campaign, it did	
18	anything. I can't	18	get the Governor's	
19	remember the number. It	19	attention. Whether it was	
20	was the list that the	20	the billboards in Albany,	
21	board has seen, I	21	whether it was Syracuse,	
22	apologize I can't pick it	22	Rochester or Buffalo, I	
22	up right now off my	23	know they were down in	
23	tablet. If I can get if,	24	Hudson Valley in some of	
21	-	21	-	<b>-</b>
	173		17	5
1	I will surely get it to	1	the more rural areas.	
1 2	I will surely get it to you.	1 2	the more rural areas. Part of that was because	
2	you.	2	Part of that was because	
2	you. But the outreach is	2 3	Part of that was because there weren't enough	
2 3 4	you. But the outreach is quite significant. Not	2 3 4	Part of that was because there weren't enough locations available.	
2 3 4	you. But the outreach is quite significant. Not only in the city, but	2 3 4 5	Part of that was because there weren't enough locations available. But we will look at	
2 3 4 5 6	you. But the outreach is quite significant. Not only in the city, but throughout all corners of	2 3 4 5 6	Part of that was because there weren't enough locations available. But we will look at other avenues to get that	
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1	outside of this state		into committee reports.
2	might be good. How much	2	KENNY GOLD: Kenny
3	outreach do you have	3	Gold, Orleans. PR
4	outside?	4	committee. Our committee
5	JIM SMITH: Your	5	met today, we really
6	priorities are New York,	6	didn't have a definitive
7	whether he runs for higher	7	end result because it's
8	office, that's not our	8	not there yet. Obviously
9	concern right now. But to	9	most of you guys know
10	answer your question,	10	there's a motion in the
11	depends what the story is.	11	packet about having a PR
12	Things go viral every day.	12	campaign, fitting to
13	And if you have a issue	13	follow after Baker PR and
14	where there's a, you know,	14	Jim at this point.
15	an inmate on officer	15	We talked about a lot
16	assault that rises to some	16	of different things. Some
17	level where you would	17	of you guys talked about
18	garner some national media	18	the billboards. Every
19	interest, you know,	19	different avenue we can
20	hopefully that doesn't	20	use for PR. We talked
21	happen; but to your point,	21	about obviously most of
22	it depends on what the	22	you guys know, we took the
23	story is.	23	step, the PR was supposed
24	Right now we are not	24	to be a three step
	177		179
1	concerned what the	1	process.
2			-
	GOVERNOR IS GOING TO GO	1 2	It was supposed to be
	Governor is going to do	2	It was supposed to be, what is NVSCOPBA what's
3	out of state. We want to	3	what is NYSCOPBA, what's
3 4	out of state. We want to get the attention here.	3 4	what is NYSCOPBA, what's the acronym? Explain it
3 4 5	out of state. We want to get the attention here. We want to get the	3 4 5	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to
3 4 5 6	out of state. We want to get the attention here. We want to get the attention of the	3 4 5 6	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there
3 4 5 6 7	out of state. We want to get the attention here. We want to get the attention of the legislature here or other	3 4 5 6 7	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there was that softer one where
3 4 5 6 7 8	out of state. We want to get the attention here. We want to get the attention of the legislature here or other decision makers in New	3 4 5 6 7 8	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there was that softer one where the light goes out at the
3 4 5 6 7 8 9	out of state. We want to get the attention here. We want to get the attention of the legislature here or other decision makers in New York, so the issues you	3 4 5 6 7 8 9	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there was that softer one where the light goes out at the end of the night, whatever
3 4 5 6 7 8 9 10	out of state. We want to get the attention here. We want to get the attention of the legislature here or other decision makers in New York, so the issues you have before the state are	3 4 5 6 7 8 9 10	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there was that softer one where the light goes out at the end of the night, whatever that was. We never made
3 4 5 6 7 8 9 10 11	out of state. We want to get the attention here. We want to get the attention of the legislature here or other decision makers in New York, so the issues you have before the state are addressed and addressed in	3 4 5 6 7 8 9 10 11	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there was that softer one where the light goes out at the end of the night, whatever that was. We never made it to the harder hitting
3 4 5 6 7 8 9 10 11 12	out of state. We want to get the attention here. We want to get the attention of the legislature here or other decision makers in New York, so the issues you have before the state are addressed and addressed in the way you want it.	3 4 5 6 7 8 9 10 11 12	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there was that softer one where the light goes out at the end of the night, whatever that was. We never made it to the harder hitting commercial that we were
3 4 5 6 7 8 9 10 11 12 13	out of state. We want to get the attention here. We want to get the attention of the legislature here or other decision makers in New York, so the issues you have before the state are addressed and addressed in the way you want it. JIMMY MILLER: No other	3 4 5 6 7 8 9 10 11 12 13	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there was that softer one where the light goes out at the end of the night, whatever that was. We never made it to the harder hitting commercial that we were looking for. We talked
3 4 5 6 7 8 9 10 11 12 13 14	out of state. We want to get the attention here. We want to get the attention of the legislature here or other decision makers in New York, so the issues you have before the state are addressed and addressed in the way you want it. JIMMY MILLER: No other questions. Thank you.	3 4 5 6 7 8 9 10 11 12 13 14	what is NYSCOPBA, what's the acronym? Explain it the people, explain it to the public. Then there was that softer one where the light goes out at the end of the night, whatever that was. We never made it to the harder hitting commercial that we were looking for. We talked about that.
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1	also recognized the static	1	done.	
2	ones, the rotating ones,	2	Those were all	
3	the digital ones were	3	different things that we	
4	horrible.	4	talked about looking at.	
5	We'd like to find a	5	And although I'm kind of	
6	couple billboards that are	6	probably getting a little	
7	in different regions,	7	further ahead because we	
8	maybe not five or six	8	haven't had that motion.	
9	everywhere, but maybe one	9	These are some of the	
10	or two that's in a good,	10	things we talked about	
	-		that we would need. Not	
11	well viewed spot that	11		
12	would be beneficial for a	12	just one or two, but	
13	stagnant duration.	13	basically all encompassed	
14	We also talked about in	14	in one.	
15	the city, someone I	15	Which is, the assaults	
16	believe the guy from	16	that we face every day.	
17	Shawangunk, he brought up	17	We got the numbers to	
18	the city. It's so	18	prove it. The drugs in	
19	astronomically expensive	19	the facilities. Including	
20	to do any sort of PR down	20	the fact that we're being	
21	in the city. We talked	21	trained on Narcam to help	
22	about any different things	22	the drug problem. And	
23	such as wrapping buses,	23	getting out the actual	
24	putting something on	24	facts.	
	181			183
			-	103
1	taviasha an empire	1	The main thing is to	
1	taxicabs, car wrappings.	1	The main thing is we	
2	Any little thing that	2	know what we face daily.	
2 3	Any little thing that would get the word out. I	2 3	know what we face daily. The public doesn't know	
2	Any little thing that would get the word out. I know some of the people	2 3 4	know what we face daily. The public doesn't know any of that. While the	
2 3	Any little thing that would get the word out. I know some of the people from the board brought up	2 3	know what we face daily. The public doesn't know any of that. While the Governor is throwing	
2 3 4	Any little thing that would get the word out. I know some of the people	2 3 4	know what we face daily. The public doesn't know any of that. While the	
2 3 4 5	Any little thing that would get the word out. I know some of the people from the board brought up	2 3 4 5	know what we face daily. The public doesn't know any of that. While the Governor is throwing	
2 3 4 5 6	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in	2 3 4 5 6	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure	
2 3 4 5 6 7	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New	2 3 4 5 6 7	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about	
2 3 4 5 6 7 8	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it	2 3 4 5 6 7 8	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of	
2 3 4 5 6 7 8 9	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if	2 3 4 5 6 7 8 9	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of	
2 3 4 5 6 7 8 9 10	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times	2 3 4 5 6 7 8 9 10	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we	
2 3 4 5 6 7 8 9 10 11	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're	2 3 4 5 6 7 8 9 10 11	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes	
2 3 4 5 6 7 8 9 10 11 12	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think.	2 3 4 5 6 7 8 9 10 11 12	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on.	
2 3 4 5 6 7 8 9 10 11 12 13	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most	2 3 4 5 6 7 8 9 10 11 12 13 14	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the	
2 3 4 5 6 7 8 9 10 11 12 13 14 15	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social	2 3 4 5 6 7 8 9 10 11 12 13 14 15	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs,	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social media. Most people go on	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs, contraband, the cost and	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social media. Most people go on their phones, Facebook,	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs, contraband, the cost and the overdoses, all the	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social media. Most people go on their phones, Facebook, You Tube, but getting	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs, contraband, the cost and the overdoses, all the overdoses that are going	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social media. Most people go on their phones, Facebook, You Tube, but getting someone to put it out	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs, contraband, the cost and the overdoses, all the overdoses that are going on in the facilities. The	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social media. Most people go on their phones, Facebook, You Tube, but getting someone to put it out whether it's Baker PR or	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs, contraband, the cost and the overdoses, all the overdoses that are going on in the facilities. The hospital visits.	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social media. Most people go on their phones, Facebook, You Tube, but getting someone to put it out whether it's Baker PR or Jimmy, whoever we need to	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs, contraband, the cost and the overdoses, all the overdoses that are going on in the facilities. The hospital visits. What it does, when	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social media. Most people go on their phones, Facebook, You Tube, but getting someone to put it out whether it's Baker PR or Jimmy, whoever we need to hire to get that done, whatever news stations we	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs, contraband, the cost and the overdoses, all the overdoses that are going on in the facilities. The hospital visits. What it does, when these inmates go to the hospitals, tieing up the	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Any little thing that would get the word out. I know some of the people from the board brought up taking full page ads in the New York Post and New York Times, wherever it may be. I don't know if necessarily the Times would be the one we're looking at, but the Post, I think. And then obviously most importantly, the social media. Most people go on their phones, Facebook, You Tube, but getting someone to put it out whether it's Baker PR or Jimmy, whoever we need to hire to get that done,	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	know what we face daily. The public doesn't know any of that. While the Governor is throwing everything at us, I'm sure most people are about ready to see some sort of punch back or some sort of hard line stance that we have of what really goes on. We have the numbers on the assaults, we have the numbers of drugs, contraband, the cost and the overdoses, all the overdoses that are going on in the facilities. The hospital visits. What it does, when these inmates go to the	

1	staff that we face. The	1	Allen, election committee.	
2	closures, the SHU	2	We have a few things to go	
3	closures. The SHU 200 in	3	over. SUNY Buffalo CPSO	
4	Cayuga. What would the	4	self nomination form they	
5	public see if we were	5	sent in, they sent in	
6	closing down jails. It's	6	four, we have three	
7	no different than what	7	positions so we'll be	
8	they're doing to us inside	8	having an election there.	
9	the facilities.	9	The ballots will be out	
10	The lack of penalties	10	this week and counted	
11	due to NYCLU settlement.	11	after.	
12	The lack of technology,	12	Judicial and Ethics	
13	the tools that we're given	13	Committee vacancies. Mid	
14	and the training. We	14	Hudson region? Not here?	
15	talked about some of those	15	SIEVE MARASCO: Steve	
16	already today. Canceling	16	Marasco, Shawangunk.	
17	the pilot program for the	17	Mid-Hudson Region, Hanna	
18	package room. Obviously	18	Holbert from Wallkill.	
19	the tablets, the	19	HEATH ALLEN: The	
20	disciplinary that we	20	Judicial and Ethics	
21	talked about here.	21	committee has three	
22	Obviously boiling down	22	alternatives open for	
23	to, we're the bad guys,	23	nominations. Any	
24	we're the bad apples. All	24	nominations?	
	185		187	
1	that stuff we're looking		VP WEST MIANO: Joe	
2	at encompassing well,	2	Miano, Western Region VP.	
3	the PR committee is, if	3	Dean Thomas from Albion.	
4	tasked, with Baker PR,	4	VP NORTH ROBERTS: John	
5	Jimmy, the Board whoever	5	Roberts, Northern Region	
6	it may be moving forward	6	VP. Joe Christiano, Albany	
7	in some sort of hard	7	Training Academy.	
8	hitting campaign if this	8	HEATH ALLEN: We still	
9	body so chooses.	9	need one more.	
10	But at this point the	10	UNIDENTIFIED SPEAKER:	
11	committee talked about all	11	Mid-hudson region, Don	
12	different ideas and all	12	Vantassell, Fishkill.	
13	different entities of what	13	HEATH ALLEN: No other	
14	we could use. That's	14	nominations? With only	
15	basically the report of	15	three, we're good. There	
16	all the things we talked	16	will be no elections. Now	
17	about, not knowing if we	17	we need recall panel	
18	were moving forward on any	18	vacancy for sergeant's	
19	of these at this point or	19	rep. Bill Sellers?	
20	not. Any questions?	20	EXECUTIVE VP SAWCHUK:	
21	Thanks.	21	Billy sellers, he stepped	
22	PRESIDENT POWERS:	22	out.	
23				
	Heath?	23	BILL SELLERS: Bill	
24	Heath? HEATH ALLEN: Heath 186	23 24	BILL SELLERS: Bill Sellers, Sergeant's 188	

-				
1	liaison. I nominate Nate	1	Legislation session will	
2	Hunsinger from Groveland	2	be held March 20th in	
3	for the recall committee.	3	Albany consisting of the	
4	HEATH ALLEN: Any	4	Executive Board, the PAC	
5	questions? No questions.	5	committee, lobbyists and	
б	We're all set. Thank you.	б	legislators.	
7	EXECUTIVE VP SAWCHUK:	7	However, on May 8th in	
8	Dave Luther, PAC.	8	Albany, the Executive	
9	DAVE LUTHER: We have a	9	Assembly chiefs and	
10	recommendation from the	10	designees will be	
11	committee that will need	11	statewide lobby day.	
12	to be approved by the EA.	12	What we would like to	
13	NYSCOPBA's PAC account	13	do with your permission is	
14	starting balance as of the	14	do regional legislative	
15	31st of January is	15	receptions, the date would	
16	ninety-seven thousand,	16	be determined by the	
17	four seventy-four.	17	regional VPs. The events	
18	Twenty-five thousand	18	would take place	
19	dollar deposit for January	19	throughout the year. It	
20	transfer. Checks paid,	20	would be local to both our	
21	twenty-five hundred.	21	legislators and to the	
22	Checks amounting to	22	officers and our members	
23	ninety-five hundred	23	that work in the area to	
24	dollars were written.	24	attend a couple hour	
	189		191	
1		1	magnition at a place of	
1	Total expense was	1	reception at a place of choosing.	
2	ninety-five hundred. Ending balance is a	2	So it would be more	
3 4	hundred twelve thousand,	3	personal, it would be more	
	nine hundred seventy-four	4	personal between our	
5	dollars in our PAC fund.	5	officers and the	
0 7		7	legislator and they're	
	Any questions on that?			
8	Okay. The PAC committee met this	8	actually dealing with they're dealing	
9		9	face-to-face with the	
10	morning. We've been	10		
11	kicking around the idea of changing Lobby Days a	11	legislators that are in their area.	
12	little bit on how we were	12	We all know how it	
13		13	we all know now it works on Lobby Days,	
14	going to handle it that would best reflect an	14	there's fifteen, twenty of	
15		15		
16	opportunity for everybody	16	us crowding into the	
17	that wanted to be	17	office. Sometimes we're	
18	involved.	18	talking to people that are	
19	So the recommendation	19	not even in our districts,	
20	to the Executive Assembly	20	trying to cover everybody	
21	for the Legislative PAC	21	that we can. We believe	
22	Committee regarding 2018	22	that this would be a	
23	Lobby days, legislative	23	better way to keep	
24	receptions are as follows.	24	legislation busy all	
	190		192	

1	yearlong as designated by	1	a hundred from	
2	the local VPs.	2	VP WEST MIANO: Yeah.	
3	That way it's open to	3	DAVE LUIHER: Our	
4	everybody. Not just a	4	region is small.	
5	handful that we can afford	5	KENNY GOLD: I'm just	
б	to take out. So our	6	saying number wise, I	
7	recommendation is to	7	don't think there was a	
8	proceed with what I just	8	limit. The whole region	
9	read to you and ask for	9	could come if they wanted.	
10	the EA's permission to	10	DAVE LUTHER: It	
11	move forward with it.	11	affords everybody the	
12	KENNY GOLD: Kenny	12	opportunity to go. That's	
13	Gold, Orleans. Dave, what	13	why we wanted to do this.	
14	was the numbers last year,	14	Otherwise you got to get	
15	the amount of members who	15	time off, you got to get	
16	attended Lobby Days in	16	approvals, there's travel	
17	Albany.	17	time, distances, stuff	
18	DAVE LUTHER: I don't	18	like that. We're also	
19	have those numbers in	19	looking at expense.	
20	front of me, Kenny.	20	The cost of putting	
21	KENNY GOLD: I know at	21	everybody up and moving	
22	least I can speak for out	22	back and forth between the	
23	west, the numbers were	23	Capitol and the buildings	
24	more than they ever were	24	and reception and all that	
	193			195
	175			195
1	last year. People were	1	other stuff.	
2	taking the drive out,	2	KENNY GOLD: All right.	
3	seeing them in their	3	Thanks, Dave.	
4	the legislators were	4	DAVE LUTHER: Any other	
5	there, not just the	5	questions? Can I have the	
6	chiefs, our own members	6	EA's approval to go go	
0 7	taking the time out and	7	ahead bro, I'll wait for	
8	coming.	8	you.	
9	Especially being well	9	AL ZAPPALA: Al	
9 10	received as it was last	10	Zappala, Shawangunk.	
11	year, why the change all the sudden? Was it	11	Monetary wise, will this	
12	different from different	12	save us money? DAVE LUTHER: Yes.	
13		13		
14	regions?	14	AL ZAPPALA: It will.	
15	DAVE LUTHER: I don't	15	Okay. Thank you.	
16	1 1			
17	know what the overall	16	DAVE LUTHER: Can I	
	numbers were. We believe	17	entertain a motion to move	
18	numbers were. We believe this is a better way to	17 18	entertain a motion to move ahead with our agenda for	
18 19	numbers were. We believe this is a better way to get everybody that wants	17 18 19	entertain a motion to move ahead with our agenda for the PAC committee.	
18	numbers were. We believe this is a better way to get everybody that wants to be involved. I know	17 18	entertain a motion to move ahead with our agenda for the PAC committee. EXECUTIVE VP SAWCHUK:	
18 19	numbers were. We believe this is a better way to get everybody that wants to be involved. I know that we were set in	17 18 19	entertain a motion to move ahead with our agenda for the PAC committee. EXECUTIVE VP SAWCHUK: Do you have a motion in	
18 19 20	numbers were. We believe this is a better way to get everybody that wants to be involved. I know that we were set in numbers, where we could	17 18 19 20	entertain a motion to move ahead with our agenda for the PAC committee. EXECUTIVE VP SAWCHUK: Do you have a motion in writing?	
18 19 20 21	numbers were. We believe this is a better way to get everybody that wants to be involved. I know that we were set in numbers, where we could only take forty at a time.	17 18 19 20 21	entertain a motion to move ahead with our agenda for the PAC committee. EXECUTIVE VP SAWCHUK: Do you have a motion in writing? DAVE LUTHER: No. It's	
18 19 20 21 22	numbers were. We believe this is a better way to get everybody that wants to be involved. I know that we were set in numbers, where we could	17 18 19 20 21 22	entertain a motion to move ahead with our agenda for the PAC committee. EXECUTIVE VP SAWCHUK: Do you have a motion in writing?	

1	have to have a motion for	1	know that for sure. We'll	
2	this? The EA can just	2	know that after he	
3	approve that we move	3	introduces all the chapter	
4	forward with our	4	amendments.	
5	recommendation.	5	We have the Veterans	
6	EXECUTIVE VP SAWCHUK:	б	point of contact list that	
7	You can make a	7	hasn't been completely	
8	recommendation to the EA.	8	updated, so there's a	
9	DAVE LUTHER: I made	9	bunch of jails that we	
10	it. All those in favor	10	need for Veterans at each	
11	aye?	11	jail for point of contact.	
12		12	I think we still have	
13	(All respond with	13	issues with certifying	
14	aye.)	14	officials at jails.	
15		15	So if you have a member	
16	DAVE LUTHER: Opposed?	16	that has returned from	
17		17	active duty and he	
18	(No response.)	18	qualifies for the GI	
19	DAVE LUTHER: Thank you	19	benefits, you need a	
20	very much gentlemen. That	20	certified official at each	
21	ends my report.	21	jail. We're running into	
22	EXECUTIVE VP SAWCHUK:	22	issues where the person at	
23	Veterans?	23	the jail that is the	
24	ELADO MARTINEZ: Good	24	certifying official has	
	197		199	
1	afternoon The Veterana	1	loft rotired or	
1	afternoon. The Veterans	1	left, retired or	
2	Committee met today and	2	transferred and that	
2 3	Committee met today and one of the biggest things	23	transferred and that veteran cannot put his	
2 3 4	Committee met today and one of the biggest things is I think everybody has	2 3 4	transferred and that veteran cannot put his time in.	
2 3	Committee met today and one of the biggest things is I think everybody has questions with the eight	2 3 4 5	transferred and that veteran cannot put his time in. So, I have been dealing	
2 3 4 5 6	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with	2 3 4 5 6	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New	
2 3 4 5 6 7	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with the health related issues	2 3 4 5 6 7	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New York State, Jackie Gray	
2 3 4 5 6 7 8	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with the health related issues for the Veterans. And I	2 3 4 5 6 7 8	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New York State, Jackie Gray that is in charge of the	
2 3 4 5 6 7 8 9	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with the health related issues for the Veterans. And I think probably Bill Naylor	2 3 4 5 6 7 8 9	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New York State, Jackie Gray that is in charge of the Veterans employment	
2 3 4 5 6 7 8 9 10	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with the health related issues for the Veterans. And I think probably Bill Naylor will cover it a little	2 3 4 5 6 7 8 9 10	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New York State, Jackie Gray that is in charge of the Veterans employment benefits, education	
2 3 4 5 6 7 8 9 10 11	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with the health related issues for the Veterans. And I think probably Bill Naylor will cover it a little bit.	2 3 4 5 6 7 8 9 10 11	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New York State, Jackie Gray that is in charge of the Veterans employment benefits, education benefits, if anybody needs	
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2 3 4 5 6 7 8 9 10 11 12 13	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with the health related issues for the Veterans. And I think probably Bill Naylor will cover it a little bit. They've changed it, or the Governor's amendment	2 3 4 5 6 7 8 9 10 11 12 13	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New York State, Jackie Gray that is in charge of the Veterans employment benefits, education benefits, if anybody needs her point of contact, I will gladly give it to.	
2 3 4 5 6 7 8 9 10 11 12 13 14	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with the health related issues for the Veterans. And I think probably Bill Naylor will cover it a little bit. They've changed it, or the Governor's amendment to reduce it from eight	2 3 4 5 6 7 8 9 10 11 12 13 14	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New York State, Jackie Gray that is in charge of the Veterans employment benefits, education benefits, if anybody needs her point of contact, I will gladly give it to. There was a problem	
2 3 4 5 6 7 8 9 10 11 12 13 14 15	Committee met today and one of the biggest things is I think everybody has questions with the eight days for the combat, with the health related issues for the Veterans. And I think probably Bill Naylor will cover it a little bit. They've changed it, or the Governor's amendment to reduce it from eight days to five days. At the	2 3 4 5 6 7 8 9 10 11 12 13 14 15	transferred and that veteran cannot put his time in. So, I have been dealing with a lady out of New York State, Jackie Gray that is in charge of the Veterans employment benefits, education benefits, if anybody needs her point of contact, I will gladly give it to. There was a problem also with our voicemail.	
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1	e-mail.	1	we dealt with at Green.	
2	That concludes the	2	Now that we have	
3	report for the day. Any	3	clarification on that,	
4	questions? If anybody has	4	they're not allowed, we	
5	any members that have gone	5	don't have to worry about	
б	overseas, please let us	6	that ever again.	
7	know through the voicemail	7	Okay. The OSI employee	
8	and/or my number. Okay.	8	frisk at Green. On 1/18,	
9	Thank you.	9	1/19, tour one employee	
10	EXECUTIVE VP SAWCHUK:	10	frisk was conducted by OSI	
11	OSI?	11	and State IG. Thirty	
12	SCOTT CARPENTER: OSI	12	investigators from OSI	
13	oversight report, we had a	13	were assigned. Seven	
14	meeting this morning. I'm	14	investigators from IG were	
15	going to bring Andy Lashua	15	assigned. And OSI dog	
16	up to describe in more	16	handler were also present.	
17	detail the issues at Green	17	All employees were	
18	Correctional.	18	frisked by OSI and IG	
19	We discussed about	19	investigators, including	
20	facility Q and A's. How	20	the dog team upon entering	
21	many stewards are allowed	21	the facility. The	
22	in during an interview	22	officer, supervisor	
23	with the OSI agent.	23	lockerrooms, employee	
24	There's really nothing in	24	workstation and all inmate	
	201			203
1	writing. Typically it's a	1	housing units, towers,	
1 2	writing. Typically it's a one-on-one, but recent	1 2	housing units, towers, recreation areas, the	
	one-on-one, but recent		recreation areas, the	
2		2	recreation areas, the chapel, ID sergeant office	
2	one-on-one, but recent facility Q and A, OSI got	2 3	recreation areas, the chapel, ID sergeant office area, program areas and	
2 3 4	one-on-one, but recent facility Q and A, OSI got a case where more than one steward was in there.	2 3 4	recreation areas, the chapel, ID sergeant office area, program areas and medical building was	
2 3 4	one-on-one, but recent facility Q and A, OSI got a case where more than one steward was in there. Just as a reminder if	2 3 4 5	recreation areas, the chapel, ID sergeant office area, program areas and medical building was frisked. The Department	
2 3 4 5 6	one-on-one, but recent facility Q and A, OSI got a case where more than one steward was in there.	2 3 4 5 6 7	recreation areas, the chapel, ID sergeant office area, program areas and medical building was frisked. The Department of Motor Vehicle Program	
2 3 4 5 6 7	one-on-one, but recent facility Q and A, OSI got a case where more than one steward was in there. Just as a reminder if you go to a Q and A in Utica or the State Office	2 3 4 5 6 7 8	recreation areas, the chapel, ID sergeant office area, program areas and medical building was frisked. The Department of Motor Vehicle Program Building was also frisked.	
2 3 4 5 6 7 8 9	one-on-one, but recent facility Q and A, OSI got a case where more than one steward was in there. Just as a reminder if you go to a Q and A in Utica or the State Office Building and they have a	2 3 4 5 6 7 8 9	recreation areas, the chapel, ID sergeant office area, program areas and medical building was frisked. The Department of Motor Vehicle Program Building was also frisked. Many officers reported	
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reported that this action	1	forced to work a 16 hour	
was intrusive and caused	2	shift in wet socks.	
embarrassment and stress.	3	One officer reports	
Officers reported that	4	that he was told to stand	
an OSI investigator was	5	facing away from the area	
observed entering the	6	where his bag was being	
facility with an unopened	7	frisked. When his bag was	
can energy drink. At the	8	returned, his previously	
time cans weren't allowed.	9	secured clear plastic food	
The officer assigned to	10	container was opened and	
the lobby main entrance	11	food had spilled inside	
stopped him and refused	12	the bag. Because his food	
entry until the can was	13	was now considered	
removed from the facility.	14	contaminated, he had no	
One officer reports	15	food to eat for sixteen	
when OSI investigators	16	hours.	
first entered the facility	17	Many officers reported	
they were asked by the	18	that OSI investigators did	
main entrance officer if	19	not change frisk gloves	
they had any cell phones.	20	between officers when pat	
They all stated that they	21	frisking. At least one	
didn't. It was discovered	22	was reported to have worn	
that their gate pass	23	black gloves, leather fist	
Joint Joint Joint	25	biddi gioveb, icacher ribe	
included two cell phones.	24	gloves. One officer	
included two cell phones.		gloves. One officer	
included two cell phones. 205 This was reported to the		gloves. One officer	
included two cell phones. 205	24	gloves. One officer 207	
included two cell phones. 205 This was reported to the	24	gloves. One officer 207	
included two cell phones. 205 This was reported to the Deputy of Security. When	24 1 2	gloves. One officer 207 reports that he observed that his OSI investigator	
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included two cell phones. 205 This was reported to the Deputy of Security. When questioned by the Dep of Security, OSI investigators claimed they were never asked. This was witness by	24 1 2 3 4 5 6 7	gloves. One officer 207 reports that he observed that his OSI investigator had not changed his gloves after several frisks, and then ran his fingers over the officer's plastic fork. Because of this	
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socks on a wet mat or

stand on a dirty floor

while the dirty mat was

least one officer was

mopped and not dried. At

Officers reported that

on the floor and then

thrown to the bottom of

extra uniforms hanging in

their lockers were thrown

1       the locker. The once       1       investigators conducted         2       clean uniform were       2       therealize approximately,         3       overed with diff on the       3       the remaining         4       floor and rush from the       4       the remaining         5       bottom of the lockers.       5       investigators diminishes         6       Also, personal items and       6       this.         7       assorted papenonk were       7       N is at MNSDERA Green         8       throw to the lockers.       9       that the papes of the         9       the lockers.       9       that the papes of the         10       bottom of       18       Green were led to believe         11       the lockers.       9       that the papes of the         12       locker in the locker non       11       that the papes of the         13       whit to OSI investigators       11       appropriately.         14       the subout by the locker while       17       is the WNSOFFA relate         15       and the locker while       17       is the WNSOFFA relate         16       the super locker while       17       is the WNSOFFA checen         17 <th></th> <th></th> <th></th> <th></th>				
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s       bottom of the lockers.       s       investigators diminishes         6       Also, personal items and       6       this.         7       assorted papework were       7       We at NNSORPA Creen         8       thrown to the bottom of       8       Sector were led to believe         9       the lockers.       9       that the purpose of the         10       One officer reports       10       State IS was to ensure         11       that he was at his open       11       that the maneavelves         12       locker in the lockers       13       appropriately.         14       and the dog were present.       14       The recommendations         15       its decider and       15       that the mathewestilp has         16       left the area. Instead of       16       asked me to relate to you         17       securch in is locker while       17       is its information to         18       it was open, OSI       18       this information to         19       investigators waited for       19       stackers and prepare         21       hototom of it.       21       to deal with it         22       leaving items in a pile at       22       what to expect and prepare	3	covered with dirt on the	3	the reported conduct of
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2319. Although it was23director from OSI24reported that some OSI24regarding some of the	21			_
24 reported that some OSI 24 regarding some of the	22			
		-		
210 212	24	reported that some OSI	24	regarding some of the
		210		212

-	anticitus Man and if	1	Very each one this	
1	activity. When and if	1	You get us this.	
2	they come to your facility	2	The committee met this	
3	and these things occur,	3	morning, Andy shared it	
4	please document them as well so that we can	4	with them, we looked at it. And it will be	
5		5		
6	continue to push the	6	addressed. Not only with the executive assistant	
7	issues and concerns going forward with that. Donn?	7		
8		8	commissioner who is pretty	
9	DONN ROWE: Rowe, Hale Creek. Was this addressed	9	much running the	
10	with the commissioner?	10	department, but it will be directed at the Director	
11	PRESIDENT POWERS:	11	of OSI as well.	
12 13		12	SHAUN KEENAN: Keenan	
	Deputy commissioner.			
14	DONN ROWE: I mean,	14	out of Wende. How do they account for the failure to	
15	this is disgusting, Mike. Something should be	15	secure those lockers that	
16	addressed to the	16		
17	commissioner on this and	17	had money, batons, keys to	
18 19	to the AG's office.	18	cars. PRESIDENT POWERS:	
	PRESIDENT POWERS: It's			
20	going to be, without	20	Everything they tell us that we need to fucking	
21	question. One of the	21	do, they compromise.	
22 23	issues that we had, we	22	SHAUN KEENAN: So that	
23	don't deal with Annucci,	23	was brought to the	
21		24	was brought to the	015
	213			215
1	Donn .	1	commissioner's attention?	
1	Donn. DONN ROWE: Somebody	1	commissioner's attention? PRESIDENT POWERS: It's	
1 2 3	DONN ROWE: Somebody	1 2 3	PRESIDENT POWERS: It's	
2	DONN ROWE: Somebody needs to deal with them,	2	PRESIDENT POWERS: It's what prompted the initial	
2 3	DONN ROWE: Somebody	2 3	PRESIDENT POWERS: It's	
2 3 4	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is	2 3 4	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I	
2 3 4 5	DONN ROWE: Somebody needs to deal with them, somebody needs to call	2 3 4 5	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't	
2 3 4 5 6	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When	2 3 4 5 6	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't remember the last place	
2 3 4 5 6 7	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When I read it, it infuriates	2 3 4 5 6 7	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't	
2 3 4 5 6 7 8	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When	2 3 4 5 6 7 8	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't remember the last place that had an employee	
2 3 4 5 6 7 8 9	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When I read it, it infuriates me. To hear him say it,	2 3 4 5 6 7 8 9	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't remember the last place that had an employee search, but the concerns	
2 3 4 5 6 7 8 9 10	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When I read it, it infuriates me. To hear him say it, it infuriates me.	2 3 4 5 6 7 8 9 10	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't remember the last place that had an employee search, but the concerns came to us. We addressed	
2 3 4 5 6 7 8 9 10 11	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When I read it, it infuriates me. To hear him say it, it infuriates me. DONN ROWE: It's one	2 3 4 5 6 7 8 9 10 11	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't remember the last place that had an employee search, but the concerns came to us. We addressed them with the Department.	
2 3 4 5 6 7 8 9 10 11 12	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When I read it, it infuriates me. To hear him say it, it infuriates me. DONN ROWE: It's one thing to go down and do	2 3 4 5 6 7 8 9 10 11 12	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't remember the last place that had an employee search, but the concerns came to us. We addressed them with the Department. Sat in a room with the	
2 3 4 5 6 7 8 9 10 11 12 13	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When I read it, it infuriates me. To hear him say it, it infuriates me. DONN ROWE: It's one thing to go down and do your job but it's another	2 3 4 5 6 7 8 9 10 11 12 13	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't remember the last place that had an employee search, but the concerns came to us. We addressed them with the Department. Sat in a room with the Director of OSI and he	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	DONN ROWE: Somebody needs to deal with them, somebody needs to call them out. This is frequently disgusting. PRESIDENT POWERS: When I read it, it infuriates me. To hear him say it, it infuriates me. DONN ROWE: It's one thing to go down and do your job but it's another thing to go down and demean people. PRESIDENT POWERS: Without question. You're not going to get an argument out of me there. The whole matter will be addressed. That's why I'm asking when and if it	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	PRESIDENT POWERS: It's what prompted the initial meeting. Some of the these concerns I believe I can't remember the last place that had an employee search, but the concerns came to us. We addressed them with the Department. Sat in a room with the Director of OSI and he said bring all complaints forward. That complaint will be going forward. SHAUN KEENAN: When one of my members leaves their locker unsecured and goes to the back of the facility, they're going up front with me and they're	
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4 5	We'll call them out on it, no question. Without	4 5	out there, but make it difficult, as difficult as	
6	question.	6	you can. Joe just said	
7	MATT KEOUGH: Matt	7	it, you guys in green	
8	Keogh, Great Meadow. How	8	aren't getting that	
9	do I advise my staff if	9	fucking treatment.	
10	they're being instructed	10	SHANE CALL: Shane	
11	to take their boots off	11	Call, Cape Vincent.	
12	and they're not being	12	Conflict of interest for	
13	provided a place to stand.	13	us to be representing	
14	PRESIDENT POWERS: You	14	these members of the OSI	
15	need to address that on	15	that come from security.	
16	spot and let them know	16	PRESIDENT POWERS: We	
17	that you don't have an	17	made that concern as well.	
18	adequate place for them.	18	That's been a constant	
19	VP WEST MIANO: You	19	concern of ours.	
20	need to have him put a	20	CHRIS HICKEY: Hickey,	
21	green uniform on	21	Wyoming. I just assume	
22	PRESIDENT POWERS: If	22	these OSI people, are they	
23	they had a green uniform	23	correction officer,	
24	on, like Joe says. That	24	correction sergeant	
	217		219	
1	needs to be addressed.	1	titles?	
1 2	All those issues should be	2	PRESIDENT POWERS: Some	
3	addressed.	3	are, some aren't.	
4	MATT KEOUCH: I have no	4	CHRIS HICKEY: Andy, is	
5	issue instructing my	5	there any way you can find	
	ibbac inderaceing my	5		
5	members Isita	6		
6	members. Is it a	6	out who they are.	
6 7	compliance thing? If I	6 7 8	ANDY LASHUA: I know	
6 7 8	compliance thing? If I go if they tell you to	8	ANDY LASHUA: I know exactly who they all are.	
6 7 8 9	compliance thing? If I go if they tell you to take your boots off and	8 9	ANDY LASHUA: I know exactly who they all are. I'm not putting it into	
6 7 8 9 10	compliance thing? If I go if they tell you to take your boots off and they don't provide you a	8 9 10	ANDY LASHUA: I know exactly who they all are. I'm not putting it into the record right now.	
6 7 8 9 10 11	compliance thing? If I go if they tell you to take your boots off and they don't provide you a place to stand, I'm going	8 9 10 11	ANDY LASHUA: I know exactly who they all are. I'm not putting it into the record right now. It's a long list.	
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6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>compliance thing? If I go if they tell you to take your boots off and they don't provide you a place to stand, I'm going to tell my guys, don't take your boots off.     PRESIDENT POWERS: They need to provide you a place to stand. And if they think don't clean and dry place to stand.     MATT KEOUGH: So how do we seek reimbursement for stuff that they damage</pre>	8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	ANDY LASHUA: I know exactly who they all are. I'm not putting it into the record right now. It's a long list. CHRIS HICKEY: Want some help. ANDY LASHUA: I would like to clarify that the OSI did put some blue seals on some lockers. Some, I'll say. And I will go a little bit deeper to say some of those blue seals were put	

			1 11 66'	
1	directions. But they did	1	hold office as a sector	
2	put some seals on some	2	steward. One must be an	
3	lockers, others were left	3	active member in	
4	unsecured. And they put	4	continuous good standing	
5	some of the blue seals on	5	but no less than six	
б	improperly.	6	consecutive months at the	
7	SHAUN KEENAN: Andy, a	7	time of nomination.	
8	blue seal is a lock?	8	He's asking for removal	
9	ANDY LASHUA: No.	9	of the following. The	
10	SHAUN KEENAN: Then	10	sector steward shall elect	
11	it's unsecured.	11	one steward from that	
12	ANDY LASHUA: It is	12	sector as chief sector	
13	practice, I have seen it	13	steward. Striking that	
14	in other prisons where	14	and adding, to be eligible	
15	they'll put a seal through	15	to be run for, be elected	
16	the locker. I'm not	16	and hold the office of	
17	saying I'm good with it.	17	chief sector steward one	
18	SHAUN KEENAN: I'm	18	must be in and maintain	
19	saying it's not a lock,	19	continuous good standing	
20	it's got to be secured.	20	and have served at least	
21	That blue seal doesn't	21	one term as a sector	
22	mean squat, it's the same	22	steward at the time of the	
23	thing on a fire	23	sector stewards elect a	
24	extinguisher.	24	steward from that sector	
	221			223
1	ANDY LASHID: Correct	1	as a chief steward	
1	ANDY LASHUA: Correct.	1	as a chief steward. With that we need the	
2	PRESIDENT POWERS: Pete	2	With that we need the	
2 3	PRESIDENT POWERS: Pete Stetz, Constitution and	2 3	With that we need the body's approval to either	
2 3 4	PRESIDENT POWERS: Pete Stetz, Constitution and Bylaws.	2 3 4	With that we need the body's approval to either send this or defeat it and	
2 3	PRESIDENT POWERS: Pete Stetz, Constitution and Bylaws. PETE STETZ: We got	2 3 4 5	With that we need the body's approval to either send this or defeat it and send it to the membership	
2 3 4 5 6	PRESIDENT POWERS: Pete Stetz, Constitution and Bylaws. PETE STETZ: We got two articles. First one	2 3 4 5 6	With that we need the body's approval to either send this or defeat it and send it to the membership for ratification. All	
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2 3 4 5 6 7 8	PRESIDENT POWERS: Pete Stetz, Constitution and Bylaws. PETE STETZ: We got two articles. First one is a second reading for Article 6, election of	2 3 4 5 6 7 8	With that we need the body's approval to either send this or defeat it and send it to the membership for ratification. All those in favor of sending this out?	
2 3 4 5 6 7 8 9	PRESIDENT POWERS: Pete Stetz, Constitution and Bylaws. PETE STETZ: We got two articles. First one is a second reading for Article 6, election of officials submitted by	2 3 4 5 6 7 8 9	With that we need the body's approval to either send this or defeat it and send it to the membership for ratification. All those in favor of sending this out? STEVE MARASCO: Is it	
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1	last man that for the	1	PETE SIETZ: All right.	
1	last year, just for the record.		January 19th we had a	
2	PETE STETZ: So with	2	joint committee meeting	
3	that, any further	3	with the retirement	
4	-	4	committee. And the	
5	questions on this proposed	5		
6	motion?	6	following amendment was	
7	STEVE MARASCO:	7	proposed.	
8	Thank you. I just wanted	8	Article seven dues.	
9	to say in our election, we	9	The dues for active	
10	only had one or two out of	10	members shall be fifteen	
11	the seven are all new	11	and fifty dollars per pay	
12	stewards, five of them.	12	period payable through a	
13	And we have past stewards	13	payroll deduction since	
14	that just wanted to take a	14	January 1, 1999. The dues	
15	break and they want to	15	for active members of the	
16	come back. If you pass	16	association shall	
17	this, we can't ever make	17	automatically be increased	
18	them the chief even though	18	by the same percentage as	
19	they're past chiefs.	19	the increase in salary of	
20	To me it don't make	20	members in the collective	
21	sense. I think the local	21	bargaining unit. No such	
22	elected officials that,	22	increases in dues of the	
23	the way the bylaws read,	23	association shall be	
24	we appoint our chief. And	24	effective until the	
	225		2	27
1	to have a restriction on	1	effective date of each	
2	who we can appoint as	2	such increase in salary of	
3	chief is kind of against	3	the members of the	
4	what we're thinking.	4	collective bargaining	
5	That's all I got to say on	5	unit.	
6	this.	6		
7			The Executive Board	
	VP WEST MIANO: Joe	7	The Executive Board shall compute and announce	
	VP WEST MIANO: Joe Miano, Western Region VP	7	shall compute and announce	
8	Miano, Western Region VP.	8	shall compute and announce the amount of the revised	
8 9	Miano, Western Region VP. It's real simple then, you	8 9	shall compute and announce the amount of the revised dues whenever there is to	
8 9 10	Miano, Western Region VP. It's real simple then, you vote it down.	8 9 10	shall compute and announce the amount of the revised dues whenever there is to be an increase in the dues	
8 9 10 11	Miano, Western Region VP. It's real simple then, you vote it down. PETE STETZ: Any	8 9 10 11	shall compute and announce the amount of the revised dues whenever there is to be an increase in the dues based upon increase in	
8 9 10 11 12	Miano, Western Region VP. It's real simple then, you vote it down. PETE STETZ: Any further discussion? No.	8 9 10 11 12	shall compute and announce the amount of the revised dues whenever there is to be an increase in the dues based upon increase in salary.	
8 9 10 11 12 13	Miano, Western Region VP. It's real simple then, you vote it down. PETE STETZ: Any further discussion? No. So with that all those in	8 9 10 11 12 13	shall compute and announce the amount of the revised dues whenever there is to be an increase in the dues based upon increase in salary. Looking to remove the	
8 9 10 11 12 13 14	Miano, Western Region VP. It's real simple then, you vote it down. PETE STETZ: Any further discussion? No. So with that all those in favor signify by saying	8 9 10 11 12 13 14	shall compute and announce the amount of the revised dues whenever there is to be an increase in the dues based upon increase in salary. Looking to remove the following. Dues for the	
8 9 10 11 12 13 14 15	Miano, Western Region VP. It's real simple then, you vote it down. PETE STETZ: Any further discussion? No. So with that all those in	8 9 10 11 12 13 14 15	shall compute and announce the amount of the revised dues whenever there is to be an increase in the dues based upon increase in salary. Looking to remove the following. Dues for the associate member shall be	
8 9 10 11 12 13 14 15 16	Miano, Western Region VP. It's real simple then, you vote it down. PETE STETZ: Any further discussion? No. So with that all those in favor signify by saying aye.	8 9 10 11 12 13 14 15 16	shall compute and announce the amount of the revised dues whenever there is to be an increase in the dues based upon increase in salary. Looking to remove the following. Dues for the associate member shall be twenty-five dollars per	
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8 9 10 11 12 13 14 15 16 17 18	Miano, Western Region VP. It's real simple then, you vote it down. PETE STETZ: Any further discussion? No. So with that all those in favor signify by saying aye. (No response.)	8 9 10 11 12 13 14 15 16 17 18	shall compute and announce the amount of the revised dues whenever there is to be an increase in the dues based upon increase in salary. Looking to remove the following. Dues for the associate member shall be twenty-five dollars per year. There shall be no dues for honorary members.	
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1	to retiree dues will be	1	their contribution, it
2	made through a motion	2	allows the Executive
3	slash committee	3	Assembly the power to make
4	recommendation with final	4	sound financial decisions
5	approval of the Executive	5	in relation to the future
б	Assembly.	6	once they enter
7	The dues to continue	7	retirement. Both
8	on with the regular	8	committees were unanimous
9	language. The dues	9	with adoption of the
10	obligation shall be waived	10	amendment.
11	for any member who has	11	VP LAW ENFORCEMENT
12	been taken off the	12	HARMON: John Harmon, Law
13	respective agencies	13	Enforcement Vice
14	payroll due to any of the	14	President. I'd like to
15	following; suspensions,	15	amend the motion proposed.
16	notice of discipline,	16	I'd like to amend the
17	military leave, sick	17	proposed amendment to
18	leave, FMLA or Workers'	18	remove retiree dues and
19	Compensation leave, until	19	add associate members and
20	such time as the member is	20	honorary members dues.
21	return to the payroll of	21	Retiree dues don't exist
22	their employment or their	22	in the current
23	employment is terminated.	23	constitution.
24	With that it is open	24	PETE STETZ: So the new
	229		231
1	the wisdom of the proposed	1	language reads, will be as
2	amendment. The associate	2	follows, dues for
2 3	amendment. The associate members dues have not been	2 3	follows, dues for associate members and
2 3 4	amendment. The associate members dues have not been increased since the	2 3 4	follows, dues for associate members and honorary members shall be
2 3 4 5	amendment. The associate members dues have not been increased since the inception of NYSCOPBA in	2 3 4 5	follows, dues for associate members and honorary members shall be fifty dollars per year.
2 3 4 5 6	amendment. The associate members dues have not been increased since the inception of NYSCOPBA in 1999. The cost to	2 3 4 5 6	follows, dues for associate members and honorary members shall be fifty dollars per year. Any future dues increases
2 3 4 5 6 7	amendment. The associate members dues have not been increased since the inception of NYSCOPBA in 1999. The cost to maintain retiree benefits	2 3 4 5 6 7	follows, dues for associate members and honorary members shall be fifty dollars per year. Any future dues increases to the associate members
2 3 4 5 6 7 8	amendment. The associate members dues have not been increased since the inception of NYSCOPBA in 1999. The cost to maintain retiree benefits is costly. An increase	2 3 4 5 6 7 8	follows, dues for associate members and honorary members shall be fifty dollars per year. Any future dues increases to the associate members and honorary members dues
2 3 4 5 6 7 8 9	amendment. The associate members dues have not been increased since the inception of NYSCOPBA in 1999. The cost to maintain retiree benefits is costly. An increase brings the chapter closer	2 3 4 5 6 7 8 9	follows, dues for associate members and honorary members shall be fifty dollars per year. Any future dues increases to the associate members and honorary members dues will be made through a
2 3 4 5 6 7 8 9 10	amendment. The associate members dues have not been increased since the inception of NYSCOPBA in 1999. The cost to maintain retiree benefits is costly. An increase brings the chapter closer to be financially solid in	2 3 4 5 6 7 8 9 10	follows, dues for associate members and honorary members shall be fifty dollars per year. Any future dues increases to the associate members and honorary members dues will be made through a motion slash committee
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1	need a second on the	1	organization were going to	
2	amendment.	2	be. The constitution and	
3	JOHN ROBERTS: I'll	3	bylaws to make sure the	
4	second it.	4	language would be	
5	PRESIDENT POWERS: All	5	appropriate. And of	
6	in favor of the amended	6	course the retiree	
7	motion? Was there any	7	committee made up of the	
8	more discussion? To amend	8	retirees who recommended	
9	the proposed amendment to	9	this change.	
10	remove quote, retiree dues	10	Initially the idea was	
11	and add associate members	11	to be completely solvent,	
12	and honorary members dues.	12	which would be the dues	
13	Motion is maybe by John	13	would cover all expenses	
14	Harmon, law enforcement	14	of the retiree chapter.	
15	vice president; seconded	15	But after looking into it,	
16	by John Roberts, Northern	16	you actually have to have	
17	Region Vice President.	17	some exposure to the	
18	All in favor signify by	18	mothership. Because if	
19	saying aye.	19	you don't, the cost you	
20	1 5 1	20	actually lose money by	
21	(All signify "aye".)	21	doing that.	
22		22	So to keep a little bit	
23	PRESIDENT POWERS:	23	of an expense to the union	
24	Opposed?	24	but overall saving the	
	233		235	
1	KENNY GOLD: Nay.	1	organization two hundred	
2	Kenny Gold, Orleans.	2	thousand dollars a year,	
3	DON MOLINO: I oppose	3	two hundred fifty thousand	
4	too.	4	dollars a year. I don't	
5	PRESIDENT POWERS:	5	know the exact number off	
6	The amendment passes.	6	hand, I know Billy does.	
7	VP LAW ENFORCEMENT	7	It seems like it was a	
8	HARMON: Now, on the	8	reasonable recommendation.	
9	original now on the	9	And just for purposes of	
10	amended amendment?	10	information, if a retiree	
11	PETE STETZ: Can you	11	was to get the twenty	
12	answer Mike's question	12	thousand dollar life	
13	with regards to the fifty	13	insurance for themselves,	
14	dollars.	14	the lowest quote we got	
15	VP LAW ENFORCEMENT	15	was twenty-six or	
16	HARMON: John Harmon, Law	16	twenty-seven dollars per	
17	Enforcement Vice	17	month. And this would be	
18	President. The three	18	fifty dollars per year.	
19	committees were involved	19	DONN ROWE: Rowe, Hale	
20	in this amendment. We	20	Creek. Sorry about this,	
21	have a finance committee	21	but I'd like to amend the	
22	to discuss what the	22	amendment to strike any	
23	financial parameters were,	23	further dues increase to,	
24	what the savings to the	24	the dues will be made	
	234		236	

1	through a motion slash	1	THE PARLIAMENTARIAN:	
2	committee recommendation,	2	In the previous amendment,	
3	with final approval of the	3	the body voted to keep	
4	Executive Assembly. I'd	4	that specific sentence in.	
5	like to strike that	5	DONN ROWE: No, they	
6	language.	6	changed the language.	
7	MIKE CARLSON: Mike	7	THE PARLIAMENTARIAN:	
8	Carlson. Can you explain	8	No, they voted to change	
9	the wisdom behind that?	9	the language	
10	PRESIDENT POWERS:	10	DONN ROWE: I appeal	
11	Donn, correct me	11	the ruling of the chair,	
12	CHRIS HICKEY: I'll	12	if that's your ruling.	
13	just second it so we can	13	Simply because what we	
14	open the discussion.	14	just did, was we amended	
15	PRESIDENT POWERS: We	15	the amendment, as we	
16	just amended the article	16	always do. And we changed	
17	and changed from retiree	17	the language within it.	
18	dues to association dues,	18	We didn't approve the	
19	correct?	19	entire we approved one	
20	VP LAW ENFORCEMENT	20	word in the amendment.	
21	HARMON: No, associate	21	I rise to strike that	
22	members versus honorary	22	entire sentence and simply	
23	members. That's the first	23	leave it at dues for	
24	one. The second one,	24	associate members and	
	237		239	
1	Donn's motion is to strike	1	honorary members shall be	
2	out the	2	fifty dollars per year.	
3	PRESIDENT POWERS: Donn	3	I'd ask for a ruling from	
4	wants to strike any future	4	the chair.	
5	dues	5	PRESIDENT POWERS:	
6	DONN ROWE: This	6	Second on the motion?	
7	amendment would simply	7	CHRIS HICKEY: Chris	
8				
0		8		
9	strike everything after per vear	8	Hickey seconded.	
9 10	per year.	9	Hickey seconded. PRESIDENT POWERS: Did	
10	per year. THE PARLIAMENTARIAN:	9 10	Hickey seconded. PRESIDENT POWERS: Did you write that up?	
10 11	per year. THE PARLIAMENTARIAN: The entire second	9 10 11	Hickey seconded. PRESIDENT POWERS: Did you write that up? DONN ROWE: I'm asking	
10 11 12	per year. THE PARLIAMENTARIAN: The entire second sentence.	9 10 11 12	Hickey seconded. PRESIDENT POWERS: Did you write that up? DONN ROWE: I'm asking just to strike the	
10 11 12 13	per year. THE PARLIAMENTARIAN: The entire second sentence. DONN ROWE: Yes. So	9 10 11 12 13	Hickey seconded. PRESIDENT POWERS: Did you write that up? DONN ROWE: I'm asking just to strike the second if you want me	
10 11 12 13 14	per year. THE PARLIAMENTARIAN: The entire second sentence. DONN ROWE: Yes. So the amendment would read,	9 10 11 12 13 14	Hickey seconded. PRESIDENT POWERS: Did you write that up? DONN ROWE: I'm asking just to strike the second if you want me to write it, I'll write	
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10 11 12 13 14 15 16	per year. THE PARLIAMENTARIAN: The entire second sentence. DONN ROWE: Yes. So the amendment would read, dues for associate members and honorary members shall	9 10 11 12 13 14 15 16	Hickey seconded. PRESIDENT POWERS: Did you write that up? DONN ROWE: I'm asking just to strike the second if you want me to write it, I'll write it. PRESIDENT POWERS: You	
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10 11 12 13 14 15 16 17 18 19 20 21 22 23	per year. THE PARLIAMENTARIAN: The entire second sentence. DONN ROWE: Yes. So the amendment would read, dues for associate members and honorary members shall be fifty dollars per year. PRESIDENT POWERS: Okay. I'm being told it's out of order due to the fact that we just changed the sentence any future dues increase to the	9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	Hickey seconded. PRESIDENT POWERS: Did you write that up? DONN ROWE: I'm asking just to strike the second if you want me to write it, I'll write it. PRESIDENT POWERS: You made a motion. DONN ROWE: Do you want me to speak on it first? PRESIDENT POWERS: By all means. We need approval from the body to listen to it, too.	
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242 244	24	HARMON: John Harmon, Law		24	this body of the finance	
			242			244

1	committee is to make sure	1	that do that and some hadr
1			they do that and come back
2	that we still have money	2	to here and say, hey, we'd
3	to function. And	3	like to add this program
4	therefore I believe it	4	to the benefits. And they
5	should still be under this	5	would say that's great,
6	body's jurisdiction to	6	there's no extra money for
7	raise dues that can	7	it and they would shut it
8	adversely affect our	8	down. By leaving it open,
9	operating budget.	9	it gives an avenue to go
10	DONN ROWE: Rowe, Hale	10	to that if further
11	Creek. This language has	11	benefits want to be given
12	been in the constitution	12	to the retiree chapter,
13	since the inception of	13	that they can be addressed
14	NYSCOPBA. This issue has	14	and maybe tweaked to make
15	been raised before. I	15	it happen. So I think
16	obviously support raising	16	it's a positive thing to
17	the dues at this time.	17	leave it open, rather than
18	But again, it's our job to	18	to lock it in at fifty
19	educate the members. And	19	dollars.
20	something like a dues	20	AL ZAPPALA: Al Zappala
21	increase should be at the	21	Shawangunk. The only
22	hands of the members, not	22	concern that I have with
23	a body sitting here	23	the motion that is on the
24	listening to	24	table is by asking members
	245		247
1	recommendations.	1	to wate on comething
		1	to vote on something,
2	We should take these	2	you're asking them to vote
2 3	We should take these recommendations, as we		you're asking them to vote on something that they
	We should take these recommendations, as we will with these, and we	2	you're asking them to vote on something that they don't partake in. They're
3	We should take these recommendations, as we will with these, and we talked about these at our	2 3	you're asking them to vote on something that they don't partake in. They're not retired yet. They
3 4	We should take these recommendations, as we will with these, and we talked about these at our sectors and educate the	2 3 4	you're asking them to vote on something that they don't partake in. They're not retired yet. They don't understand what's
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3 4 5 6 7 8 9	We should take these recommendations, as we will with these, and we talked about these at our sectors and educate the members. And they should have a choice as far as dues increase. As far as	2 3 4 5 6 7 8 9	you're asking them to vote on something that they don't partake in. They're not retired yet. They don't understand what's happening with the retirement chapter, with the retirement options
3 4 5 6 7 8 9 10	We should take these recommendations, as we will with these, and we talked about these at our sectors and educate the members. And they should have a choice as far as dues increase. As far as financial stability, that	2 3 4 5 6 7 8 9 10	you're asking them to vote on something that they don't partake in. They're not retired yet. They don't understand what's happening with the retirement chapter, with the retirement options that they have, the
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3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	We should take these recommendations, as we will with these, and we talked about these at our sectors and educate the members. And they should have a choice as far as dues increase. As far as financial stability, that is our responsibility to communicate that to the members and get it out to the members. And they have the final say on that, not this body. PRESIDENT POWERS: Okay. We have a motion, correct me if I'm wrong here.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	you're asking them to vote on something that they don't partake in. They're not retired yet. They don't understand what's happening with the retirement chapter, with the retirement options that they have, the benefits that they get. Even though we do put out many ways of letting members know what you get as retirement option, you're still not going to get everyone to understand what they're voting for. I've seen it time and time again. At my facility, I got members coming up to me,
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1	try to get to as many	1	should be left in the	
2	people as we can.	2	constitution where it	
3	Ultimately, like I said	3	belongs.	
4	earlier, the functioning	4	PRESIDENT POWERS:	
5	of this body depends on	5	Okay. We have a motion.	
6	how we vote. And I think	6	To amend the amendment to	
7	we all know what Janus	7	strike from any future	
8	versus AFSCME is, but I	8	dues increase to the	
9	know there's people out	9	retiree dues will be made	
10	there that don't.	10	through a motion committee	
11	And the whole reason	11	recommendation with final	
12	this is all coming about	12	approval of the Executive	
13	with the raise in dues	13	Assembly. To strike that	
14	isn't anything other than	14	sentence. All in favor	
15	what the future of this	15	signify by saying aye.	
16	union has to deal with.	16		
17	Yes, we're raising the	17	(Response of aye.)	
18	twenty-five now, but if	18		
19	everyone looks at the	19	PRESIDENT POWERS	
20	numbers ahead, there's	20	Opposed?	
21	going to be a point where	21		
22	we're going to have more	22	(Response of nay.)	
23	retirees than we're going	23		
24	to have members.	24	PRESIDENT POWERS:	
	249		251	
1	And that's why it	1	Navs, please rise.	
1 2	And that's why it really should be in the	1	Nays, please rise. VP LAW ENFORCEMENT	
2	really should be in the	2	VP LAW ENFORCEMENT	
2 3	really should be in the hands of this EA to decide	2 3	VP LAW ENFORCEMENT HARMON: John Harmon, Law	
2 3 4	really should be in the hands of this EA to decide where we go with that.	2 3 4	VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice	
2 3	really should be in the hands of this EA to decide where we go with that. Not sending a ballot out	2 3 4 5	VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President.	
2 3 4 5 6	really should be in the hands of this EA to decide where we go with that. Not sending a ballot out to someone that isn't	2 3 4 5 6	VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. MIKE CARLSON: Mike	
2 3 4 5 6 7	really should be in the hands of this EA to decide where we go with that. Not sending a ballot out to someone that isn't listening to what's	2 3 4 5 6 7	VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. MIKE CARLSON: Mike Carlson, Forest Rangers.	
2 3 4 5 6 7 8	really should be in the hands of this EA to decide where we go with that. Not sending a ballot out to someone that isn't listening to what's happening because they	2 3 4 5 6 7 8	VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. MIKE CARLSON: Mike Carlson, Forest Rangers. RALPH SCOTT: Ralph	
2 3 4 5 6 7 8 9	really should be in the hands of this EA to decide where we go with that. Not sending a ballot out to someone that isn't listening to what's happening because they don't have a value to it.	2 3 4 5 6 7 8 9	VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. MIKE CARLSON: Mike Carlson, Forest Rangers. RALPH SCOTT: Ralph Scott, Shawangunk.	
2 3 4 5 6 7 8 9 10	really should be in the hands of this EA to decide where we go with that. Not sending a ballot out to someone that isn't listening to what's happening because they don't have a value to it. VP WEST MIANO: Joe	2 3 4 5 6 7 8 9 10	VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. MIKE CARLSON: Mike Carlson, Forest Rangers. RALPH SCOTT: Ralph Scott, Shawangunk. DON VANTASSELL: Don	
2 3 4 5 6 7 8 9 10 11	really should be in the hands of this EA to decide where we go with that. Not sending a ballot out to someone that isn't listening to what's happening because they don't have a value to it. VP WEST MIANO: Joe Miano, Western Region VP.	2 3 4 5 6 7 8 9 10 11	VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. MIKE CARLSON: Mike Carlson, Forest Rangers. RALPH SCOTT: Ralph Scott, Shawangunk. DON VANTASSELL: Don Vantassell, Fishkill.	
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1	Adding the following		1	locks. They provided us	
2	language, dues for		2	with the information. And	
3	associate member and		3	you would think it was	
4	honorary members shall be		4	just a simple matter of	
5	fifty dollars per year,		5	filling out this claim	
6	adding that.		6	form. But DOCCS returned	
7	VP LAW ENFORCEMENT		7	that and turned it into a	
8	HARMON: John Harmon, Law		8	five page notary, travel	
9	Enforcement Vice		9	voucher booklet that needs	
10	President. Just for the		10	to be filled out.	
11	record so everybody knows,		11	Just so you know at	
12	the retirement committee		12	your facility, get ahead	
13	this was actually this		13	of the game, I have these	
14	was an option. The		14	packets available for the	
15	retirement committee is		15	staff so they can recoup	
16	not against the current		16	your funds. So,	
17	proposed amendment as it		17	thank you.	
18	currently sits, Donn		18	PRESIDENT POWERS: Five	
19	Rowe's amended amendment.		19	minutes.	
20	This was what we talked		20		
21	about, we were looking for		21	(Recess taken.)	
22	a more streamline approach		22		
23	in case we did look at		23	PRESIDENT POWERS:	
24	other benefits. But this		24	Okay. Let's find our	
		253			255
	antian is annachla to the		1		
1	option is agreeable to the		1	seats. All right. Let's	
2	retiree committee as well.		2	get started again. I'd ask for unanimous consent	
3	PRESIDENT POWERS: Thanks, John. Five minute		3	to go off the record? All	
4	break.		4	signify by saying aye.	
5	Dreak.		5	SIGNITY by Saying age.	
0	(Discussion off the		6	(All regressed with any )	
7	record.)		7	(All respond with aye.)	
8	record.)		8	(Discussion off the	
9			9	record.)	
10	PAUL LASHUA: Lashua Green, I would like to		10	record.)	
11	Green, I would like to thank the Executive Board		11	PRESIDENT POWERS:	
12	for taking the action with		12	We'll go back on the	
13	-		13	we'll go back on the record. Collective	
14 15	having the meeting to address the issue at		14		
15			15	bargaining, John.	
16	Green. (Inaudible.)		16	VP LAW ENFORCEMENT	
17			17	HARMON: The collective	
18	PRESIDENT POWERS:		18	bargaining committee met	
19	Listen up.		19	on December 20th, January	
20	PAUL LASHUA: The		20	11th, January 23rd,	
21	facility management was		21	February 6th; and the	
22	good off to help us with		22	negotiations were on	
23	regards to recouping the		23	February 7th.	
24	found for the cost for new	0.5.4	24	Negotiations were	0.5.6
		254			256

1	conducted at the Radisson	1	the hell we want. We have	
2	right here down the	2	the this is the data	
3	street. Most of the	3	that we're going to use	
4	executive board attended.	4	nothing but press releases	
5	To be perfectly clear,	5	to try to skew your	
6	the discussion was about	6	nonsense. You know what,	
7	Article 8. The State was	7	we're going to use our	
8	pretty adamant about their	8	facts for us.	
9	position. And the State	9	But that's the route	
10	was using, in so many	10	we're going. I said, Joe,	
11	words, the media as the	11	we'll give you several	
12	mechanism that was	12	weeks to come back to us	
13	creating some of the	13	and see what you want to	
14	problem.	14	do. Well, we got five	
15	We told them that we're	15	days. Five days later, as	
16	not interested in what the	16	you know now, Monday, I'll	
17	media has got to do with	17	get into a little bit I	
18	anything. The media	18	could go off the record a	
19	doesn't control our	19	little bit.	
20	negotiations; we do. The	20	PRESIDENT POWERS:	
21	state was still trying to	21	Permission to go off the	
22	say something to do with	22	record?	
23	the matrix that we've been	23		
24	talking about all along.	24	(All respond with aye.)	
	257		259	
1	We were clear that we	1		
2	will not negotiate	2	PRESIDENT POWERS: Back	
3	anything to do with the	3	on the record. All good.	
4	matrix involved in Article	4	VP LAW ENFORCEMENT	
5	8. To give you an idea	5		
6			HARMON: I don't know when	
	how it went then, chief	6	we'll meet again. It	
7	negotiator Joe Bress, Mike	6 7	we'll meet again. It maybe, maybe not. I know	
7 8	negotiator Joe Bress, Mike Volforte, Director of	6 7 8	we'll meet again. It maybe, maybe not. I know the committee is going to	
	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said	6 7	we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the	
8	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go	6 7 8	we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be	
8 9 10 11	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go another route. We're	6 7 8 9 10 11	we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be prepared for if Section 75	
8 9 10	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go another route. We're prepared to seek	6 7 8 9 10	we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be prepared for if Section 75 does happen. If it	
8 9 10 11	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go another route. We're prepared to seek legislative action which	6 7 8 9 10 11	we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be prepared for if Section 75 does happen. If it doesn't happen, what are	
8 9 10 11 12	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go another route. We're prepared to seek legislative action which we heard about today,	6 7 8 9 10 11 12	we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be prepared for if Section 75 does happen. If it doesn't happen, what are the options then.	
8 9 10 11 12 13	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go another route. We're prepared to seek legislative action which we heard about today, which would be Section 75	6 7 8 9 10 11 12 13	we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be prepared for if Section 75 does happen. If it doesn't happen, what are	
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8 9 10 11 12 13 14 15	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go another route. We're prepared to seek legislative action which we heard about today, which would be Section 75 that the State Police currently have.	6 7 8 9 10 11 12 13 14 15	we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be prepared for if Section 75 does happen. If it doesn't happen, what are the options then. You know, we're pretty	
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8 9 10 11 12 13 14 15 16 17	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go another route. We're prepared to seek legislative action which we heard about today, which would be Section 75 that the State Police currently have. We caucused just to talk about the idea. We	6 7 8 9 10 11 12 13 14 15 16 17	<pre>we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be prepared for if Section 75 does happen. If it doesn't happen, what are the options then. You know, we're pretty clear what the options are from this body, we know what direction the body has been. But other than</pre>	
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8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	negotiator Joe Bress, Mike Volforte, Director of GOER, came back and said well, we're prepared to go another route. We're prepared to seek legislative action which we heard about today, which would be Section 75 that the State Police currently have. We caucused just to talk about the idea. We came back and I was pretty clear with Joe Bress, I said, you can do whatever	6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>we'll meet again. It maybe, maybe not. I know the committee is going to be talking about what the options are. We got to be prepared for if Section 75 does happen. If it doesn't happen, what are the options then. You know, we're pretty clear what the options are from this body, we know what direction the body has been. But other than that, we'll see exactly where it goes. KENNY GOLD: Kenny</pre>	

1	little off topic, but if	1	for tomorrow that outlines	
2	you guys know exactly what	2	what is arbitrable and	
3	we want, are we getting	3	what isn't, and what the	
4	any more of these survey	4	process is. So if you	
5	questions going out	5	have questions about it,	
6	because I'm getting a	6	you can at least show your	
1	lot	7	members so people	
8	VP LAW ENFORCEMENT	8	understand. Because this has been a	
9	HARMON: No, they're not	9		
10	going back on out.	10	constant, you know, run of	
11	Kenny GOLD: No more	11	misinformation about what	
12	questions.	12	is in an arbitration and	
13	VP LAW ENFORCEMENT	13	what isn't. And I have	
14	HARMON: No more	14	something I can get	
15	questions. So everybody	15	together for you guys for	
16	knows, the survey	16	tomorrow and get to you	
17	questions went out, part	17	guys in the morning for a	
18	of the problem when we	18	handout if that's what you would like.	
19	went around doing that	19		
20	tour that I got my balls kicked in over and over	20	PRESIDENT POWERS: I	
21		21	believe it's already on	
22	for, they were	22	the website, am I wrong?	
23	misinformed, we didn't have the information or we	23	VP LAW ENFORCEMENT	
24		24	HARMON: I'm not sure.	
	261			263
1	didn't have this. So, to	1	MR. GLEASON: Gleason,	
1 2	didn't have this. So, to try to appease that crowd,	1 2	MR. GLEASON: Gleason, Goveurnor. When we first	
	try to appease that crowd,	2	Goveurnor. When we first	
	try to appease that crowd, we said we'll send more	2 3	Goveurnor. When we first brought Article 8 out we	
2 3 4	try to appease that crowd, we said we'll send more survey questions out.	2 3 4	Goveurnor. When we first brought Article 8 out we liked it. All the sudden	
2 3 4	try to appease that crowd, we said we'll send more survey questions out. Even though we had a	2 3 4	Goveurnor. When we first brought Article 8 out we liked it. All the sudden now it's turned back	
2 3 4 5 6	try to appease that crowd, we said we'll send more survey questions out. Even though we had a survey that 4500 hundred	2 3 4 5 6	Goveurnor. When we first brought Article 8 out we liked it. All the sudden now it's turned back around. We sat up here	
2 3 4 5 6 7	try to appease that crowd, we said we'll send more survey questions out. Even though we had a survey that 4500 hundred members responded to the	2 3 4 5 6 7	Goveurnor. When we first brought Article 8 out we liked it. All the sudden now it's turned back around. We sat up here VP LAW ENFORCEMENT	
2 3 4 5 6 7 8	try to appease that crowd, we said we'll send more survey questions out. Even though we had a survey that 4500 hundred members responded to the first time, and we went on	2 3 4 5 6 7 8	Goveurnor. When we first brought Article 8 out we liked it. All the sudden now it's turned back around. We sat up here VP LAW ENFORCEMENT HARMON: Well, we like to	
2 3 4 5 6 7 8 9	try to appease that crowd, we said we'll send more survey questions out. Even though we had a survey that 4500 hundred members responded to the first time, and we went on collective bargaining	2 3 4 5 6 7 8 9	Goveurnor. When we first brought Article 8 out we liked it. All the sudden now it's turned back around. We sat up here VP LAW ENFORCEMENT HARMON: Well, we like to think the things we were	
2 3 4 5 6 7 8 9 10	try to appease that crowd, we said we'll send more survey questions out. Even though we had a survey that 4500 hundred members responded to the first time, and we went on collective bargaining tours, before we ever got	2 3 4 5 6 7 8 9 10	Goveurnor. When we first brought Article 8 out we liked it. All the sudden now it's turned back around. We sat up here VP LAW ENFORCEMENT HARMON: Well, we like to think the things we were telling the state were	
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1	HARMON: That just	1	VP LAW ENFORCEMENT
2	happened they told us	2	HARMON: Billy. Steve
3	Wednesday, in the middle	3	Isaacs has been here and
4	of the day. And Monday it	4	there sometimes.
5	was put in the budget.	5	CHRIS HICKEY: Has he
6	PRESIDENT POWERS:	б	been around at all.
7	Monday afternoon we found	7	VP LAW ENFORCEMENT
8	out about the thirty day	8	HARMON: Sometimes.
9	amendment.	9	CHRIS HICKEY: He's
10	CHRIS HICKEY: Hickey,	10	kind of not there.
11	Wyoming. What's our legal	11	VP LAW ENFORCEMENT
12	counsel saying on this	12	HARMON: He's been there
13	situation.	13	when the schedule allows.
14	VP LAW ENFORCEMENT	14	CHRIS HICKEY: Has he
15	HARMON: Which part of it?	15	provided any strategic
16	CHRIS HICKEY: All of	16	guidance?
17	it.	17	VP LAW ENFORCEMENT
18	VP LAW ENFORCEMENT	18	HARMON: I will say this,
19	HARMON: The impasse part,	19	for Steve he has. Some of
20	we are now, as we said	20	his approaches or the
21	earlier boxes have been	21	angles are a little bit
22	checked to go to impasse	22	different than I think
23	but it would be beneficial	23	we're used to. He has a
24	for to us to wait and see	24	different way of
	265		267
1	what happens with the	1	professing things and
2	budget bill.	2	looking at things, maybe
3	The Section 75 piece so	3	dealing with COVA and this
4	everybody is aware, the	4	and that. But his
5	Board yesterday had a long	5	dialogue when given has
6	discussion about Section	6	been good.
7	75. We're prepared for	7	DONN ROWE: Rowe, Hale
8	injunctive relief if that	8	Creek. Is he under
9	is enacted. We believe we	9	retainer still?
10	do I'm not saying it's	10	PRESIDENT POWERS: Not
11	a winner, but we have an	11	now, I don't believe so.
12	angle for injunctive	12	VP LAW ENFORCEMENT
13	relief on Section 75. And	13	HARMON: He was paid up
13	concern we have negotiated	14	front. That was a one
15	much different than except	15	time payment.
16	for Article 8, that's kind	16	PRESIDENT POWERS: The
10	of still in the hands of	17	first round of
18	negotiations.	18	negotiations.
10	CHRIS HICKEY: Who	19	DONN ROWE: What was he
20	actually is the legal	20	paid?
20	counsel heading this up?	20	VP LAW ENFORCEMENT
21	VP LAW ENFORCEMENT	21	HARMON: A hundred
22	HARMON: For us?	22	thousand dollars approved
23 24	CHRIS HICKEY: Yeah.	23	by the Executive Assembly.
4T		27	by the inclusive appullity.
	266		268

1		1	
1	DONN ROWE: I've just	1	VP LAW ENFORCEMENT
2	got one comment, my	2	HARMON: Well, they
3	opinion. The Collective	3	weren't raised in a
4	Bargaining Committee is	4	couple.
5	very much aware that	5	DONN ROWE: Yes, they
6	obviously Article 8,	6	were. They've been
7	Article 24 and the health	7	modestly increased in
8	insurance article were the	8	every contract that I've
9	huge issues with that	9	been in, I've been in 37
10	tentative agreement.	10	years.
11	I know that it got	11	VP LAW ENFORCEMENT
12	voted out of this body to	12	HARMON: Not the last
13	be sent to the members.	13	contract they weren't.
14	But let's not lose sight	14	DONN ROWE: Yes, they
15	at that health insurance	15	were. Yes, they were.
16	mess, you know, took a	16	I'm not going to argue
17	hard hit with a lot of	17	with you, John.
18	members, too.	18	VP LAW ENFORCEMENT
19	VP LAW ENFORCEMENT	19	HARMON: Okay.
20	HARMON: I agree, Donn.	20	DONN ROWE: The premium
21	And the one thing is, look	21	is based another fact
22	at the CSEA agreement.	22	that needs to go out, the
23	But I will tell you	23	premium is based on the
24	without violating the	24	experience of the plan.
	269		271
	Taylor Law and	1	NV900DBA is a little piece
1	Taylor Law, and	1	NYSCOPBA is a little piece
2	negotiating in public,	2	of that.
2 3	negotiating in public, some of the things we	2 3	of that. VP LAW ENFORCEMENT
2 3 4	negotiating in public, some of the things we looked at, I'll say it,	2 3 4	of that. VP LAW ENFORCEMENT HARMON: But the overall
2 3	negotiating in public, some of the things we looked at, I'll say it, that were approved by the	2 3 4 5	of that. VP LAW ENFORCEMENT HARMON: But the overall plan
2 3 4 5 6	negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has.	2 3 4 5 6	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200
2 3 4 5 6 7	negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has. We did get enhancements	2 3 4 5 6 7	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200 thousand state employees,
2 3 4 5 6 7 8	negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has. We did get enhancements approved by the State that	2 3 4 5 6 7 8	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200 thousand state employees, depending if you're
2 3 4 5 6 7 8 9	negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has. We did get enhancements approved by the State that nobody else bargained.	2 3 4 5 6 7 8 9	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200 thousand state employees, depending if you're talking Empire or
2 3 4 5 6 7 8 9 10	negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has. We did get enhancements approved by the State that nobody else bargained. DONN ROWE: You know, I	2 3 4 5 6 7 8 9 10	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200 thousand state employees, depending if you're talking Empire or whatever. And that eight
2 3 4 5 6 7 8 9 10 11	negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has. We did get enhancements approved by the State that nobody else bargained. DONN ROWE: You know, I get some of that and we've	2 3 4 5 6 7 8 9 10 11	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200 thousand state employees, depending if you're talking Empire or whatever. And that eight dollar saving for the
2 3 4 5 6 7 8 9 10 11 12	negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has. We did get enhancements approved by the State that nobody else bargained. DONN ROWE: You know, I get some of that and we've got that in the past. And	2 3 4 5 6 7 8 9 10 11 12	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200 thousand state employees, depending if you're talking Empire or whatever. And that eight dollar saving for the member per payday, that
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2 3 4 5 6 7 8 9 10 11 12 13 14 15	negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has. We did get enhancements approved by the State that nobody else bargained. DONN ROWE: You know, I get some of that and we've got that in the past. And just like and also the information that went out about it was inaccurate as	2 3 4 5 6 7 8 9 10 11 12 13 14 15	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200 thousand state employees, depending if you're talking Empire or whatever. And that eight dollar saving for the member per payday, that means the state has got a big investment in that, too, because they're
2 3 4 5 6 7 8 9 10 11 12 13 14	<pre>negotiating in public, some of the things we looked at, I'll say it, that were approved by the State, nobody else has. We did get enhancements approved by the State that nobody else bargained. DONN ROWE: You know, I get some of that and we've got that in the past. And just like and also the information that went out about it was inaccurate as far as copay increases.</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14	of that. VP LAW ENFORCEMENT HARMON: But the overall plan DONN ROWE: There's 200 thousand state employees, depending if you're talking Empire or whatever. And that eight dollar saving for the member per payday, that means the state has got a big investment in that, too, because they're paying seventy percent of
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1	tune with that.	1	to seven hundred fifty	
2	VP LAW ENFORCEMENT	2	thousand dollars.	
3	HARMON: Yeah, it is. I	3	Wisdom behind the	
4	mean, I did a lot of the	4	motion. Due to the high	
5	health care stuff just	5	number of assaults, drugs,	
6	because of the figures	6	the NYCLU settlement, SHU	
7	involved in it. I know	7	consolidations, minor	
8	Don and Chris have been	8	penalties for infractions,	
9	entrenched in it	9	the initiative of clear	
10	previously.	10	bags, the Governor and	
11	There's such a	11	DOCCS do not take our	
12	there's so much data when	12	safety seriously. They're	
13	you're doing health care	13	running the department on	
14	to understand how the	14	politics, not sound	
15	premium raises and lowers,	15	security policies and	
16	it doesn't lower	16	places our members in	
17	technically. But the plan	17	jeopardy daily.	
18	itself and what the state	18	Motion is made by Kenny	
19	pays for the overall plan	19	Gold Orleans; seconded by	
20	and what we pay for, when	20	Mike Morosey, Collins.	
21	we have an expense it's	21	Discussion on the motion?	
22	for the overall plan.	22	SIEVE MARASCO: Steve	
23	People aren't saying,	23	Marasco, Shawangunk. I	
24	you're out of the pocket	24	stood here at the last EA	
	273		275	
1	expenses, it's	1	and voted nay on the	
2	not NYSCOPBA pays, the	2	budget when we added	
3	overall plan pays for it.	3	another million dollars of	
4	So when there are changes	4	money we're expected to	
5	made to the plan, there's	5	get a contract. And Am	
6	a change made that affects	6	again, no offense guys, we	
7	everybody in the plan.	7	don't see a contract	
8	Anybody else? I will put	8	anywhere in sight. To	
9	that information together	9	spend an extra million, to	
10	for everybody tomorrow.	10	go up to seven hundred	
11	- 1 - 1			
11	And thank you.	11	fifty thousand doesn't	
11	And thank you. PRESIDENT POWERS:	11 12	fifty thousand doesn't makes sense. That's all I	
	-		-	
12	PRESIDENT POWERS:	12	makes sense. That's all I	
12 13	PRESIDENT POWERS: Willing to move into new	12 13	makes sense. That's all I got to say on this.	
12 13 14	PRESIDENT POWERS: Willing to move into new business? We have a	12 13 14	makes sense. That's all I got to say on this. PRESIDENT POWERS:	
12 13 14 15	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet.	12 13 14 15	makes sense. That's all I got to say on this. PRESIDENT POWERS: John?	
12 13 14 15 16	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet. Motion reads, create a PR	12 13 14 15 16	makes sense. That's all I got to say on this. PRESIDENT POWERS: John? VP LAW ENFORCEMENT	
12 13 14 15 16 17	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet. Motion reads, create a PR campaign focusing on our	12 13 14 15 16 17	makes sense. That's all I got to say on this. PRESIDENT POWERS: John? VP LAW ENFORCEMENT HARMON: John Harmon, Law	
12 13 14 15 16 17 18	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet. Motion reads, create a PR campaign focusing on our members safety in our	12 13 14 15 16 17 18	makes sense. That's all I got to say on this. PRESIDENT POWERS: John? VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice	
12 13 14 15 16 17 18 19	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet. Motion reads, create a PR campaign focusing on our members safety in our facility and work sites.	12 13 14 15 16 17 18 19	makes sense. That's all I got to say on this. PRESIDENT POWERS: John? VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. I recommend	
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12 13 14 15 16 17 18 19 20 21	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet. Motion reads, create a PR campaign focusing on our members safety in our facility and work sites. This would include creating a new commercial,	12 13 14 15 16 17 18 19 20 21	makes sense. That's all I got to say on this. PRESIDENT POWERS: John? VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. I recommend the motion be sent to the finance committee.	
12 13 14 15 16 17 18 19 20 21 22	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet. Motion reads, create a PR campaign focusing on our members safety in our facility and work sites. This would include creating a new commercial, as well as billboards	12 13 14 15 16 17 18 19 20 21 22	makes sense. That's all I got to say on this. PRESIDENT POWERS: John? VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. I recommend the motion be sent to the finance committee. PRESIDENT POWERS:	
12 13 14 15 16 17 18 19 20 21 22 23	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet. Motion reads, create a PR campaign focusing on our members safety in our facility and work sites. This would include creating a new commercial, as well as billboards placed across New York	12 13 14 15 16 17 18 19 20 21 22 23	<pre>makes sense. That's all I got to say on this.     PRESIDENT POWERS: John?     VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. I recommend the motion be sent to the finance committee.     PRESIDENT POWERS: Recommendation Kenny?</pre>	
12 13 14 15 16 17 18 19 20 21 22 23	PRESIDENT POWERS: Willing to move into new business? We have a motion in your packet. Motion reads, create a PR campaign focusing on our members safety in our facility and work sites. This would include creating a new commercial, as well as billboards placed across New York State. Cost would be up	12 13 14 15 16 17 18 19 20 21 22 23 24	makes sense. That's all I got to say on this. PRESIDENT POWERS: John? VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. I recommend the motion be sent to the finance committee. PRESIDENT POWERS: Recommendation Kenny? KENNY GOLD: I believe	

	DARLENE L. JERG	E – Cour	t Stenographer	
	278			280
24	clarification on that	24	thousand.	
23	Kenny, just a	23	nine hundred fifty	
22	Zappala, Shawangunk.	22	PRESIDENT POWERS: It's	
21	AL ZAPPALA: Al	21	reading this wrong?	
20	something moving today.	20	thousand or am I just	
19	It's so we can get	19	seven hundred fifty	
18	hundred fifty thousand.	18	we have to add another	
17	we're going to spend seven	17	that's enough money that	
16	it, not because we think	16	and now we don't think	
15	committee could look at	15	already allocated to PR,	
14	there just so the finance	14	point one million dollars	
13	the idea. The number was	13	this right, we got one	
12	their meeting. That was	12	Shawangunk, if I'm reading	
11	talked about today at	11	RALPH SCOTT: From	
10	what the finance committee	10	budget.	
9	anything. I don't know	9	readjust the existing '18	
8	know if that clarifies	8	you're going to have to	
7	PR committee. I don't	7	take that much money,	
6	thing like we said in the	6	budget. If you want to	
5	In your face, hard hitting	5	here, page thirteen of the	
4	We need something more.	4	fund. It's got to come in	
3	the press releases out.	3	it out of the general	
2	same old, you know, we got	2	thousand dollars and take	
1	It can't just be the	1	for seven hundred fifty	
	277			279
24	day.	24	You can't make a proposal	
23	handed to us every single	23	existing budget right now.	
22	we're getting our asses	22	It has to come out of the	
21	in this room would agree,	21	Westervelt, South Port.	
20	line is I'm sure everybody	20	DOUG WESTERVELT:	
19	and get that. The bottom	19	Doug.	
18	come out of or cut this	18	PRESIDENT POWERS:	
17	exactly what fund it would	17	what we're looking for.	
16	stand here and tell you	16	is what we need. That's	
15	I personally can't	15	think. Whatever it takes	
14	it.	14	answer, whatever you guys	
13	Let the committee look at	13	be best. I don't know an	
12	getting pushed around.	12	this body feels it would	
11	until April, we keep	11	KENNY GOLD: Whatever	
10	in, we don't want to wait	10	general operating fund?	
9	and the climate that we're	9	asking to come out of the	
8	what we're facing today	8	thousand that you're	
7	could spend. But facing	7	that seven hundred fifty	
6	don't know how much we	6	move things around? Or is	
5	the idea was we honestly	5	which we would need to	
4	When we made the motion,	4	out of our existing budget	
3	reason there was a number.	3	thousand, was that to come	
2	looked at it that's the	2	the seven hundred fifty	
	the finance committee	1	motion, that motion for	

7	it comes here, so this	7	Scott.	
8	body can see if we need it	8	PRESIDENT POWERS:	
9	further, later down the	9	Okay. See me after the	
10	road we need to take out a	10	Assembly today.	
11	bond, whatever.	11	AL ZAPPALA: Sure.	
12	RALPH SCOTT: Why	12	PRESIDENT POWERS:	
13	wouldn't we spend the	13	Thank you.	
14	money in the budget before	14	AL ZAPPALA: All I was	
15	we make a motion to spend	15	going to say in reference	
16	more money.	16	to the questions the	
17	KENNY GOLD: That's to	17	people are asking on the	
18	say how much this whole	18	nine hundred fifty	
19	campaign was. If this	19	thousand that's been	
20	body could approve this	20	budgeted for PR, that nine	
21	board to go further.	21	hundred fifty thousand	
22	RALPH SCOTT: You just	22	that has been budgeted for	
23	said you don't know where	23	PR, is budgeted for PR.	
24	the money is coming from.	24	And it's allocated	
	281			283
1	If you as the finance	1	throughout the year for	
2	committee met this	2	different projects.	
3	morning	3	What Kenny Gold is	
4	KENNY GOLD: I'm not	4	asking for is separate	
5	finance committee.	5	from above the nine	
6	RALPH SCOTT: Whoever	6	hundred fifty thousand	
7	it is, you have a budget.	7	that's already being	
8	Why are we going to I'm	8	utilized.	
9	confused. You know what	9	KENNY GOLD: No, you're	
10	I'm saying? We have a	10	wrong. If that's what	
11	budget for PR. We're	11	this body feels we should	
12	looking to do PR, so why	12	utilize that funds and	
13	not spend the PR money.	13	going forward with a hard	
14	KENNY GOLD: That's	14	hitting campaign towards	
15	fine. It's to be	15	everything, then that's	
16	transparent to bring it	16	what we do. If we feel it	
17	out so everybody sees	17	needs to come out of	
18	exactly what we would be	18	something else, that's why	
19	doing.	19	it's here.	
20	AL Zappala: Al	20	Because that is almost	
21	Zappala, Shawangunk. I'm	21	eighty percent,	
22	on the finance committee.	22	seventy-five percent of	
23	I can answer that	23	our budget. That's why	
24	question.	24	it's here.	
	282			284

1	PRESIDENT POWERS:	1	All in favor signify by
2	Chris?	2	saying aye.
3	CHRIS HICKEY: Hickey,	3	
4	Wyoming. What's	4	(Response of aye.)
5	encumbered in the PR	5	
6	budget line right now?	6	PRESIDENT POWERS
7	The money that's budgeted,	7	Anybody opposed?
8	what's encumbered in that	8	
9	line that we got to pay	9	(No response.)
10	for, do you know?	10	
11	TREASURER HOGAN:	11	PRESIDENT POWERS:
12	Advertising, consultants,	12	Motion passes. Thank you.
13	promotional and regional	13	We have two quick items
14	PR.	14	here. One being one we
15	CHRIS HICKEY: Do you	15	discussed earlier, I'll
16	have a dollar amount of	16	need unanimous consent or
17	what that is taken off	17	sixty percent of the body
18	that nine fifty that's	18	to move these two motions.
19	allocated?	19	Can I have that, all
20	TREASURER HOGAN: I	20	signify by saying aye.
21	only know how much was	21	
22	spent last month which was	22	(All respond with aye.)
23	seventy-four thousand.	23	
24	CHRIS HICKEY: Okay.	24	PRESIDENT POWERS: One
	285		287
1	But we probably have some	1	of them being to hire
1 2	But we probably have some contractual obligations,	1 2	of them being to hire Baker Public Relations out
			-
2	contractual obligations,	2	Baker Public Relations out
2	contractual obligations, I'm just assuming. Maybe	2 3	Baker Public Relations out of Albany at four thousand
2	contractual obligations, I'm just assuming. Maybe we don't. Do we know what	2 3 4	Baker Public Relations out of Albany at four thousand dollars a month and
2 3 4 5	contractual obligations, I'm just assuming. Maybe we don't. Do we know what that is? Can we find out	2 3 4 5	Baker Public Relations out of Albany at four thousand dollars a month and forty-eight thousand
2 3 4 5 6	contractual obligations, I'm just assuming. Maybe we don't. Do we know what that is? Can we find out what that is?	2 3 4 5 6	Baker Public Relations out of Albany at four thousand dollars a month and forty-eight thousand dollars annually.
2 3 4 5 6 7	contractual obligations, I'm just assuming. Maybe we don't. Do we know what that is? Can we find out what that is? VP LAW ENFORCEMENT	2 3 4 5 6 7	Baker Public Relations out of Albany at four thousand dollars a month and forty-eight thousand dollars annually. KENNY GOLD: What
2 3 4 5 6 7 8	contractual obligations, I'm just assuming. Maybe we don't. Do we know what that is? Can we find out what that is? VP LAW ENFORCEMENT HARMON: Mike, on my	2 3 4 5 6 7 8	Baker Public Relations out of Albany at four thousand dollars a month and forty-eight thousand dollars annually. KENNY GOLD: What budget line would they
2 3 4 5 6 7 8 9	contractual obligations, I'm just assuming. Maybe we don't. Do we know what that is? Can we find out what that is? VP LAW ENFORCEMENT HARMON: Mike, on my motion though, my motion	2 3 4 5 6 7 8 9	Baker Public Relations out of Albany at four thousand dollars a month and forty-eight thousand dollars annually. KEINY GOLD: What budget line would they come out of?
2 3 4 5 6 7 8 9 10	contractual obligations, I'm just assuming. Maybe we don't. Do we know what that is? Can we find out what that is? VP LAW ENFORCEMENT HARMON: Mike, on my motion though, my motion was to recommend it to the	2 3 4 5 6 7 8 9 10	Baker Public Relations out of Albany at four thousand dollars a month and forty-eight thousand dollars annually. KENNY GOLD: What budget line would they come out of? PRESIDENT POWERS: The
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	CHRIS HICKEY: No,	8	curve? Anybody who joins NYSCOPBA has got a	
8			curve? Anybody who joins	
		1	-	
7	part of the packet in			
6	out in December. Was it	6	results, I think.	
5	the contract actually went	5	We've had pretty good	
4	Chris. I don't know if	4	with them since December.	
3	it hasn't been changed,	3	We have worked closely	
2	PRESIDENT POWERS: No,	2	They are in the region.	
1	know?	1	They are a new PR firm.	
	289		<b>2</b> , <b>1</b> ,	291
23	changed? Does anybody	24	points, without question.	
23	advancement. Did that get	23	Powers, President. Valid	
22	be given to us in	22	PRESIDENT POWERS:	
20	contracts are supposed to	20	person doing.	
20	that any rules of	20	already have an in-house	
10	vote on. And I believe	19	do the same job that we	
18	be available for us to	18	we're paying somebody to	
10	required any contracts to	17	the future. In essence,	
15	know at one time this body	16	we may not have money in	
14	just for information I	14	more money to them because	
13	belabor the point, but	13	changing retirees, adding	
12 13	Okay, Dave. CHRIS HICKEY: Not to	12	a PR guy that does this. We're talking about	
10	PRESIDENT POWERS:	10	they have, we already have	
9 10	PR firm.		know, depending on what	
8 9	stronger, more prominent	9	off what Dave said, you	
8	believe that we need a	8	Kenny Gold. Kind of going	
о 7	political scene. I myself	7	KENNY GOLD: Mike,	
5 6	enough roots in the	6	aspect. CHRIS HICKEY: Okay.	
4 5	corporation. I don't think they have deep	4	We have not changed that	
3	I think they're a pleasant	3	come to you for review.	
	missed at the December EA.	2	contract is by duty should	
-	DAVE LUTHER: It was	1	oversight. So that	
1 2				

1	Covernor for hig thirty	1	Voq	
1	Governor for his thirty	1	Yes.	
2	day amendments.	2	DONN ROWE: All right. I'd make a motion to	
3	And myself personally, I think for the value for	3		
4		4	postpone this to the next	
5	what we got, we paid a	5	EA, pay them month to	
6	hell of lot more for less	6	month. In order for the	
7	with the last PR firm.	7	EA to review the contract	
8	And that was a powerful PR	8	and then vote on it at	
9	firm. So, with that being	9	that time.	
10	said, we got a pretty good	10	EXECUTIVE VP SAWCHUK:	
11	bang for our buck here.	11	Well, we can make a motion	
12	And they're learning	12	to postpone, which we'll	
13	pretty quick on the fly.	13	need a second to review.	
14	We have legislators	14	VP LAW ENFORCEMENT	
15	that have been legislators	15	HARMON: I'll second.	
16	for twenty years still	16	KEVIN DONNELLY: Kevin	
17	don't know our shit. They	17	Donnelly, second.	
18	claim to and they got our	18	EXECUTIVE VP SAWCHUK:	
19	backs and they'll go to	19	The motion on the floor to	
20	the microphones, sometimes	20	hire Baker Public	
21	you'll hear them, plain	21	Relations has been	
22	and simple.	22	postponed. All in favor?	
23	They don't fully get	23		
24	it. And that's the job	24	(Response of "Aye".)	
	293		295	
1	that we'll do from our	1	•	
0	louislation amount And			
2	legislative aspect. And	2	EXECUTIVE VP SAWCHUK:	
3	keep in mind, if they do	3	EXECUTIVE VP SAWCHUK: Anybody opposed?	
3 4	keep in mind, if they do fall or fall from grace,	3 4	Anybody opposed?	
3	keep in mind, if they do fall or fall from grace, we got the option to	3 4 5		
3 4 5 6	keep in mind, if they do fall or fall from grace, we got the option to remove them at any time.	3 4 5 6	Anybody opposed? (No Response.)	
3 4 5 6 7	keep in mind, if they do fall or fall from grace, we got the option to remove them at any time. It's a pretty good	3 4 5 6 7	Anybody opposed? (No Response.) EXECUTIVE VP SAWCHUK:	
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1	not the PR Publicity and	1	that comes up next year,	
2	meetings, but publicity	2	if you want to address it,	
3	covers it if you want to	3	have it addressed, make	
4	be specific. The EA needs	4	sure you do it ahead of	
5	to have a copy of the	5	time that way we can tweak	
б	contract off the bat.	6	it.	
7	PRESIDENT POWERS:	7	When it was discussed	
8	Okay. We'll have that	8	on price, on how much it	
9	sent out as soon as	9	would cost. He said the	
10	possible to the chiefs.	10	July meeting is in Albany	
11	And the last piece of	11	which is pretty expensive	
12	business we want to	12	over all of them. So he	
13	discuss here is the	13	said if you guys want to	
14	2020 Executive Assembly	14	bring it to Health and	
15	dates for 2020 were handed	15	Welfare to discuss it,	
16	out. If you want to take	16	it's up to you guys. He	
17	a look at those.	17	thought it would be a good	
18	DAVE LUTHER:	18	ideas. It's the way we	
19	Mr. President, don't you	19	used to do it years ago.	
20	have another motion?	20	PRESIDENT POWERS: The	
21	PRESIDENT POWERS: It	21	problem is we know the	
22	wasn't in the packet so.	22	hotels are available now.	
23	MR. GLEASON: On that	23	Chris?	
23	note, Mike, Gleason	24	MR. HICKEY: I don't	
21	297		299	
			233	
1	Goveurnor. A couple	1	disagree with you, Mike.	
2	people, this has come up	2	But if we get, you know, a	
3	and asked me, few people	3	foot in the ass next month	
4	late July 2020 would like	4	from the Supreme Court, we	
5	a family oriented meeting	5	may want to really	
6				
7	in Lake George, Lake	6		
/	in Lake George, Lake Placid, et cetera Can we	6	consider that venue.	
	Placid, et cetera. Can we	7	consider that venue. PRESIDENT POWERS: Are	
8	Placid, et cetera. Can we throw that around?	7 8	consider that venue. PRESIDENT POWERS: Are you suggesting we sit on	
8	Placid, et cetera. Can we throw that around? PRESIDENT POWERS:	7 8 9	consider that venue. PRESIDENT POWERS: Are you suggesting we sit on this, Chris?	
8 9 10	Placid, et cetera. Can we throw that around? PRESIDENT POWERS: Problem with that is	7 8 9 10	consider that venue. PRESIDENT POWERS: Are you suggesting we sit on this, Chris? MR. HICKEY: Postpone	
8 9 10 11	Placid, et cetera. Can we throw that around? PRESIDENT POWERS: Problem with that is locking in hotels at a	7 8 9 10 11	consider that venue. PRESIDENT POWERS: Are you suggesting we sit on this, Chris? MR. HICKEY: Postpone it. Postpone it at least	
8 9 10 11 12	Placid, et cetera. Can we throw that around? PRESIDENT POWERS: Problem with that is locking in hotels at a later date. I believe	7 8 9 10 11 12	consider that venue. PRESIDENT POWERS: Are you suggesting we sit on this, Chris? MR. HICKEY: Postpone it. Postpone it at least until the next meeting.	
8 9 10 11 12 13	Placid, et cetera. Can we throw that around? PRESIDENT POWERS: Problem with that is locking in hotels at a later date. I believe we're pretty well locked	7 8 9 10 11 12 13	consider that venue. PRESIDENT POWERS: Are you suggesting we sit on this, Chris? MR. HICKEY: Postpone it. Postpone it at least until the next meeting. PRESIDENT POWERS:	
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8 9 10 11 12 13 14 15 16 17 18	<pre>Placid, et cetera. Can we throw that around?     PRESIDENT POWERS: Problem with that is locking in hotels at a later date. I believe we're pretty well locked in.     MIKE CARLSON: We talked to the previous treasurer. He said that that was scheduled here,</pre>	7 8 9 10 11 12 13 14 15 16 17 18	consider that venue. PRESIDENT POWERS: Are you suggesting we sit on this, Chris? MR. HICKEY: Postpone it. Postpone it at least until the next meeting. PRESIDENT POWERS: You're going to need to have some viable options as to where you might want to have this and confirm it with the finance	
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8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>Placid, et cetera. Can we throw that around?     PRESIDENT POWERS: Problem with that is locking in hotels at a later date. I believe we're pretty well locked in.     MIKE CARLSON: We talked to the previous treasurer. He said that that was scheduled here, so it's pretty expensive here. He thought when this comes up I brought</pre>	7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	consider that venue. PRESIDENT POWERS: Are you suggesting we sit on this, Chris? MR. HICKEY: Postpone it. Postpone it at least until the next meeting. PRESIDENT POWERS: You're going to need to have some viable options as to where you might want to have this and confirm it with the finance committee, and see whether or not the availability rates are available.	
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1	address this. We got a	1	down to reflect decreases	
2	motion on the floor from	2	in biweekly net pay for	
3	Chris Hickey to postpone	3	each member according to	
4	this motion for the 2020	4	their pay scale.	
5	EA dates. Can I get a	5	Wisdom of the motion	
б	second?	6	reads, number one, this	
7	VP LAW ENFORCEMENT	7	break down will help	
8	HARMON: I'll second.	8	provide the membership	
9	PRESIDENT POWERS: John	9	with a clearer picture of	
10	Harmon, second. All in	10	the proposed contract and	
11	favor signify by saying	11	its affect on an hourly	
12	aye.	12	rate scale. This allows	
13		13	the member who is confused	
14	(All respond with	14	as to the affective	
15	"aye".)	15	contract proposal to	
16		16	readily see what it means	
17	PRESIDENT POWERS: I	17	in their biweekly	
18	was just handed another	18	paychecks. Only the	
19	motion here, we'll need	19	percentages and	
20	approval for too. I'll	20	expenditures from the	
21	need approval for this	21	current proposal should be	
22	third motion to be heard.	22	reflected, as to not make	
23	All in favor?	23	increases appear to be	
24		24	more than they actually	
	301		303	
1	(All respond with "aye.")	1	are and expenditures	
1 2	(All respond with "aye.")	1 2	are and expenditures appear less than they are.	
	(All respond with "aye.") PRESIDENT POWERS		_	
2		2	appear less than they are.	
2	PRESIDENT POWERS	2 3	appear less than they are. Motion is made by Dave	
2 3 4	PRESIDENT POWERS	2 3 4	appear less than they are. Motion is made by Dave Luther, Sing Sing	
2 3 4	PRESIDENT POWERS Anybody opposed?	2 3 4	appear less than they are. Motion is made by Dave Luther, Sing Sing Correctional Facility.	
2 3 4 5 6	PRESIDENT POWERS Anybody opposed?	2 3 4 5 6	appear less than they are. Motion is made by Dave Luther, Sing Sing Correctional Facility. We'll need a second for	
2 3 4 5 6 7	PRESIDENT POWERS Anybody opposed? (No response.)	2 3 4 5 6 7	appear less than they are. Motion is made by Dave Luther, Sing Sing Correctional Facility. We'll need a second for the motion. S. McGowan,	
2 3 4 5 6 7 8	PRESIDENT POWERS Anybody opposed? (No response.) PRESIDENT POWERS: The	2 3 4 5 6 7 8	appear less than they are. Motion is made by Dave Luther, Sing Sing Correctional Facility. We'll need a second for the motion. S. McGowan, second. Discussion on the	
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2 3 4 5 6 7 8 9 10 11	PRESIDENT POWERS Anybody opposed? (No response.) PRESIDENT POWERS: The motion reads, the following motion is a mandate from the members	2 3 4 5 6 7 8 9 10 11	appear less than they are. Motion is made by Dave Luther, Sing Sing Correctional Facility. We'll need a second for the motion. S. McGowan, second. Discussion on the motion. John Harmon? VP LAW ENFORCEMENT HARMON: John Harmon, Law	
2 3 4 5 6 7 8 9 10 11 12	PRESIDENT POWERS Anybody opposed? (No response.) PRESIDENT POWERS: The motion reads, the following motion is a mandate from the members of Sing Sing Sector.	2 3 4 5 6 7 8 9 10 11 12	appear less than they are. Motion is made by Dave Luther, Sing Sing Correctional Facility. We'll need a second for the motion. S. McGowan, second. Discussion on the motion. John Harmon? VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice	
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2 3 4 5 6 7 8 9 10 11 12 13 14	PRESIDENT POWERS Anybody opposed? (No response.) PRESIDENT POWERS: The motion reads, the following motion is a mandate from the members of Sing Sing Sector. Any proposed contract brought back to the membership, will wherever	2 3 4 5 6 7 8 9 10 11 12 13 14	appear less than they are. Motion is made by Dave Luther, Sing Sing Correctional Facility. We'll need a second for the motion. S. McGowan, second. Discussion on the motion. John Harmon? VP LAW ENFORCEMENT HARMON: John Harmon, Law Enforcement Vice President. If there is no	
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1	see each and every year	1	VP LAW ENFORCEMENT
2	with your health	2	HARMON: John Harmon, Law
3	insurance, you will not be	3	Enforcement Vice
4	getting the break down in	4	President. Can I make a
5	your payroll.	5	recommendation that we
6	KEVIN DONNELLY: Kevin	6	kind of hold off on this
7	Donnelly, Coxsackie. Is	7	until we see exactly where
8	that break down for every	8	the hell we're going with
9	year, one through	9	negotiations. I'm not
10	twenty-five, one through	10	saying I disagree with it
11	thirty? And more	11	or some of the ideas,
12	importantly, who is going	12	because those questions
13	to do this?	13	have been raised
14	PRESIDENT POWERS: You	14	previously.
15	are.	15	But I think we probably
16	KEVIN DONNELLY: I	16	need to know what we're
17	doubt I'm going to do it.	17	going to do before we
18	PRESIDENT POWERS: I'm	18	decide how we're going to
19	assuming, I can't say it	19	spend the money we don't
20	because I would have to	20	have. I mean, I think it
21	take a quick look here.	21	would be a motion to be
22	DAVE LUTHER: It's for	22	put on hold for now until
23	the length of the	23	we know exactly what the
24	contract. However, you're	24	hell we're doing. Because
	305		307
1	going to have to address	1	also, I'm sure everybody
2	every salary increase,	2	knows, thirty titles in
3	every I thought you	3	law enforcement alone and
4	like spending time with me	4	you're going to break down
5	crunching numbers.	5	twenty-one thousand
6	KEVIN DONNELLY: I do,	6	members salary biweekly,
7	David. That's not what I	7	whoever is doing that,
8	like doing when we hang	8	good luck.
9	out but crunching	9	PRESIDENT POWERS: That
10	numbers. Actually, I	10	will be quite an expense.
11	don't do crunches at all,	11	VP LAW ENFORCEMENT
12	as you can probably tell.	12	HARMON: Yes.
13	Who is going to be taxed	13	PRESIDENT POWERS: Any
14	with doing this?	14	more discussion on the
15	PRESIDENT POWERS: I'm	15	motion? All in favor of
16	thinking we've got an	10	the motion signify by
17		1 10	
18		16	
	analyst who is quite apt	17	saying aye?
	analyst who is quite apt to probably break this	17 18	saying aye?
19	analyst who is quite apt to probably break this down for us. He is that	17 18 19	
19 20	analyst who is quite apt to probably break this down for us. He is that guy in the science class	17 18 19 20	saying aye? (Response of "aye.")
19 20 21	analyst who is quite apt to probably break this down for us. He is that guy in the science class that we all knew. You	17 18 19 20 21	saying aye? (Response of "aye.") PRESIDENT POWERS
19 20 21 22	analyst who is quite apt to probably break this down for us. He is that guy in the science class that we all knew. You know what I mean?	17 18 19 20 21 22	saying aye? (Response of "aye.")
19 20 21 22 23	analyst who is quite apt to probably break this down for us. He is that guy in the science class that we all knew. You know what I mean? KEVIN DONNELLY: Oh, I	17 18 19 20 21 22 23	saying aye? (Response of "aye.") PRESIDENT POWERS Opposed?
19 20 21 22	analyst who is quite apt to probably break this down for us. He is that guy in the science class that we all knew. You know what I mean?	17 18 19 20 21 22	saying aye? (Response of "aye.") PRESIDENT POWERS

1		1	with little or no	
2	PRESIDENT POWERS:	2	discussion or input from	
3	Nays, please stand. No,	3	this organization. This	
4	the ayes, I apologize.	4	is also an attack on	
5	The motion is defeated.	5	seniority which in '79	
6		6	this bargaining unit went	
7	ANDY RICE: I'd like to	7	on strike to preserve that	
8	present a motion.	8	very benefit.	
9	- PRESIDENT POWERS: Go	9	If a member is passed	
10	ahead. Can we get sixty	10	over on the promotion	
11	percent of the membership	11	list, they suffer	
12	to approve the reading of	12	irreparable damages in the	
13	the motion from Brother	13	sense they can never	
14	Rice?	14	recoup the loss of wages	
15		15	or the lost seniority or	
16	(All respond with "aye.")	16	time or title. That would	
17		17	include when someone gets	
18	PRESIDENT POWERS: Thank	18	promoted off the other	
19 you.		19	list, gets to their	
20	ANDY RICE: Motion is	20	facility, they can	
21	to have NYSCOPBA file an	21	transfer and again, enjoy	
22	immediate injunction and	22	another privilege at the	
23	improper practice over the	23	expense of one of our very	
24	current sergeant promotion	24	own.	
	309		0	311
	505			511
1	list, and the process	1	Motion made by A. Rice,	
2	they're using to	2	seconded by E Henderson,	
3	administer it. This	3	Livingston.	
4	should also include	4	PRESIDENT POWERS:	
5	language regarding the	5	Thanks, Andy. Don't shoot	
б	voluntary transfer list	6	the messenger here, but	
7	for sergeants and	7	unfortunately NYSCOPBA has	
8	maintaining the past	8	no control over this.	
9	practice of transfers	9	This is Civil Service Law.	
10	strictly by seniority.	10	And I'm going to have Erin	
11	Wisdom, there's an old	11	and Mike Morrow come up	
12	saying that a correction	12	here and explain. Trust	
13	officer is a correction	13	me when I tell you, we all	
14		1 1 3		
			understand the issue at	
	officer is a correction officer. We are all	14	understand the issue at	
15	officer is a correction officer. We are all	14 15	understand the issue at hand here. This all boils	
15 16	officer is a correction officer. We are all charged by law with the	14 15 16	understand the issue at hand here. This all boils right down to Civil	
15 16 17	officer is a correction officer. We are all charged by law with the same responsibility	14 15 16 17	understand the issue at hand here. This all boils right down to Civil Service Law.	
15 16 17 18	officer is a correction officer. We are all charged by law with the same responsibility regardless of sex, creed,	14 15 16 17 18	understand the issue at hand here. This all boils right down to Civil Service Law. ANDY RICE: I	
15 16 17 18 19	officer is a correction officer. We are all charged by law with the same responsibility regardless of sex, creed, color, religion or sexual	14 15 16 17 18 19	understand the issue at hand here. This all boils right down to Civil Service Law. ANDY RICE: I understand that. But we	
15 16 17 18 19 20	officer is a correction officer. We are all charged by law with the same responsibility regardless of sex, creed, color, religion or sexual orientation.	14 15 16 17 18 19 20	understand the issue at hand here. This all boils right down to Civil Service Law. ANDY RICE: I understand that. But we can by motion of this body	
15 16 17 18 19 20 21	officer is a correction officer. We are all charged by law with the same responsibility regardless of sex, creed, color, religion or sexual orientation. This is nothing less	14 15 16 17 18 19 20 21	understand the issue at hand here. This all boils right down to Civil Service Law. ANDY RICE: I understand that. But we can by motion of this body go forward and still file	
15 16 17 18 19 20 21 22	officer is a correction officer. We are all charged by law with the same responsibility regardless of sex, creed, color, religion or sexual orientation. This is nothing less than an attempt by the	14 15 16 17 18 19 20 21 22	understand the issue at hand here. This all boils right down to Civil Service Law. ANDY RICE: I understand that. But we can by motion of this body go forward and still file an improper practice and	
15 16 17 18 19 20 21 22 23	officer is a correction officer. We are all charged by law with the same responsibility regardless of sex, creed, color, religion or sexual orientation. This is nothing less than an attempt by the State and the Department	14 15 16 17 18 19 20 21 22 23	understand the issue at hand here. This all boils right down to Civil Service Law. ANDY RICE: I understand that. But we can by motion of this body go forward and still file an improper practice and have our attorneys fight	
15 16 17 18 19 20 21 22	officer is a correction officer. We are all charged by law with the same responsibility regardless of sex, creed, color, religion or sexual orientation. This is nothing less than an attempt by the	14 15 16 17 18 19 20 21 22	understand the issue at hand here. This all boils right down to Civil Service Law. ANDY RICE: I understand that. But we can by motion of this body go forward and still file an improper practice and	312

1	win on that end, even	1	request for the titles and	
2	though we're not going to	2	their approval of the	
3	win the Civil Service Law.	3	titles.	
4	PRESIDENT POWERS: We	4	Just so that everyone	
5	can do it but it probably	5	is aware, I'll do just a	
6	will never get through	6	little basic, this title	
7	PERB.	7	is a separate and distinct	
8	ERIN PARKER: How PERB	8	title. So we have	
9	works is when you draft a	9	correction sergeant and we	
10	charge to PERB, the first	10	have correction sergeant	
11	thing that happens is that	11	Spanish language. It is	
12	PERB's director reviews it	12	developed by Civil Service	
13	to see if it's even	13	as a separate and distinct	
14	sufficient on its face.	14	title. So they consider	
15	And because Civil Service	15	it as if they are two	
16	Law and the concept of job	16	separate titles.	
17	duties, titles, all of	17	We have reviewed the	
18	those subjects are not	18	case law about Civil	
19	mandatory subjects, even	19	Services authority to do	
20	filing it, it likely will	20	this. This is absolutely	
21	get kicked immediately	21	under their authority	
22	back to us and not even	22	under Civil Service Law	
23	processed.	23	118. We've reviewed PERB	
24	Because we can't even	24	jurisdiction and whether	
	313		-	315
1	meet what we call a prima	1	this is an improper	
1 2	meet what we call a prima facie of a charge at PERB,	1 2	this is an improper practice charge.	
	_			
2	facie of a charge at PERB,	2	practice charge.	
2	facie of a charge at PERB, because this is outside of	2 3	practice charge. It is not an improper	
2 3 4	facie of a charge at PERB, because this is outside of the jurisdictions that	2 3 4	practice charge. It is not an improper practice charge because	
2 3 4 5	facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear.	2 3 4 5	practice charge. It is not an improper practice charge because Civil Service has the	
2 3 4 5 6	facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did	2 3 4 5 6	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle	
2 3 4 5 6 7	facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did they come up with these	2 3 4 5 6 7	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle titles. And even if we	
2 3 4 5 6 7 8	facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did they come up with these 105 items?	2 3 4 5 6 7 8	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle titles. And even if we weren't dealing with Civil	
2 3 4 5 6 7 8 9	facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did they come up with these 105 items? ERIN PARKER: April	2 3 4 5 6 7 8 9	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle titles. And even if we weren't dealing with Civil Service concept, the	
2 3 4 5 6 7 8 9 10	<pre>facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did they come up with these 105 items? ERIN PARKER: April 13th, 2017.</pre>	2 3 4 5 6 7 8 9 10	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle titles. And even if we weren't dealing with Civil Service concept, the issues of qualifications	
2 3 4 5 6 7 8 9 10 11	<pre>facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did they come up with these 105 items? ERIN PARKER: April 13th, 2017. ANDY RICE: But they're</pre>	2 3 4 5 6 7 8 9 10 11	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle titles. And even if we weren't dealing with Civil Service concept, the issues of qualifications for a position, duties of	
2 3 4 5 6 7 8 9 10 11 12	<pre>facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did they come up with these 105 items? ERIN PARKER: April 13th, 2017. ANDY RICE: But they're brand new items, right?</pre>	2 3 4 5 6 7 8 9 10 11 12	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle titles. And even if we weren't dealing with Civil Service concept, the issues of qualifications for a position, duties of a position, classification	
2 3 4 5 6 7 8 9 10 11 12 13	<pre>facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did they come up with these 105 items? ERIN PARKER: April 13th, 2017. ANDY RICE: But they're brand new items, right? ERIN PARKER: They are</pre>	2 3 4 5 6 7 8 9 10 11 12 13	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle titles. And even if we weren't dealing with Civil Service concept, the issues of qualifications for a position, duties of a position, classification standard for a position,	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	<pre>facie of a charge at PERB, because this is outside of the jurisdictions that they're going to hear. ANDY RICE: When did they come up with these 105 items? ERIN PARKER: April 13th, 2017. ANDY RICE: But they're brand new items, right? ERIN PARKER: They are new items, yeah. ANDY RICE: But they're not added to our thought plans or ERIN PARKER: There's not a budget bill level that corresponds with these items. And I will say I did FOIL from Civil</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	practice charge. It is not an improper practice charge because Civil Service has the jurisdiction to handle titles. And even if we weren't dealing with Civil Service concept, the issues of qualifications for a position, duties of a position, classification standard for a position, are nonmandatory subjects. And third, we did look at this from a discrimination angle, under both Federal Law and New York State Law. You have to keep in mind that anything related to a discrimination claim is	316

1 2	discriminated against based on what we like to	1	PRESIDENT POWERS: If they're not proficient in
2	call a suspect	3	
	classification.	4	that language. PAUL MIKOLOJAC: No.
4 5	And those are listed in	5	No. We don't know if
-	all of these individual		they haven't been offered.
6		6	_
7 8	laws. Suspect classifications are age,	8	MIKE MORROW: It's only upon appointment.
o 9	gender, race, national	9	PAUL MIKOLOJAC: So
10	origin, religious	10	now, someone that is
10	affiliation. They are not	11	already a sergeant who
12	the language that you	12	wants one of these can't
12	speak. And there is	12	have it.
13	plenty of case law under	14	ERIN PARKER: Correct.
14	both New York State and	15	PAUL MIKOLOJAC: And
15	Federal discrimination	16	there's nothing we can do
10	claims that specifically	17	about that?
18	state that a language	18	ERIN PARKER: No.
10	issue does not get a	10	Because the title was
20	national origin suspect	20	created just recently and
20	class.	20	you are on that list based
21	The language that you	21	on the exam that occurred
22	speak doesn't create a	23	in April for two separate
23	suspect class. Those are	23	titles.
21	317	21	319
1	the three areas that we've	1	PAUL MIKOLOJAC: But
2	reviewed this. I know	2	the sergeants that are
3	this is frustrating.	3	already in sergeant titles
4	Myself and Mike Morrow	4	weren't told you need to
5	have been getting calls	5	take this test to fill one
6	along with everyone on the	6	of these positions.
7	Board, about this issue	7	Because in six weeks from
8	for quite this past	8	now they say we're going
9	week.	9	to have a Spanish speaking
10	We have reviewed this	10	lieutenant and the
11	ad nauseam at every angle	11	criteria is, you have a
12	humanly possible and this	12	year and a half as a
13	is just not a	13	Spanish speaking sergeant.
14	challengeable issue that	14	All the sergeants.
15	we will get traction on	15	MIKE MORROW: That's
16	it.	16	not part of the
17	PAUL MIKOLOJAC: Do	17	requirement.
18	they have to offer if	18	PAUL MIKOLOJAC: So we
19	Sing Sing gets six of	19	already know what the new
20	these positions, are they	20	lieutenant criteria is
21	going to offer those	21	gonna say.
22	positions, those new	22	MIKE MORROW: No, I'm
23	items, to my sergeants	23	telling you what Civil
24	that are already there?	24	Service rules say as far
	318	1	320

1				
1	as becoming proficient and	1	do not know exactly where	
2	considered a spanish	2	that comes from. That	
3	language is you can at any	3	was, what happens is DOCCS	
4	time, at any space in time	4	requests Civil Service to	
5	become proficient in the	5	authorize a certain	
б	language. Therefore on	6	number. It might be	
7	the next exam if you sign	7	contained in the Civil	
8	up off the exam	8	Service FOIL request that	
9	announcement and check the	9	I just did. I don't know	
10	box saying I want to take	10	that yet.	
11	the sergeant spanish	11	Exactly how many they	
12	language exam, you take	12	choose, whether that's	
13	the exam. Then you have	13	based upon the number of	
14	to pass the proficiency	14	inmates that speak	
15	part following that.	15	Spanish, I don't know the	
16	PAUL MIKOLOJAC: Yes.	16	answer to that. That	
17	MIKE MORROW: To show	17	number that you quote,	
18	that you're proficient in	18	that is a number that was	
19	the language.	19	included in my memo. To	
20	PAUL MIKOLOJAC: But	20	be clear, those are	
21	what about if the	21	inmates that identified	
22	requirement for lieutenant	22	that they don't speak	
23	is that you're already	23	English well. That does	
24	holding the Spanish	24	not account for inmates	
	321		3	23
		_		
1	speaking sergeant.		that actually speak both. Not that that's neither	
2	MIKE MORROW: They cannot do that. Just like	2	here nor there, but it's	
3	you can't be required to	3	just information for you.	
4 5	be a Spanish language	5	JIMMY SONKO: The state	
-	officer before you take	-	always says about	
6		6		
7	the sergeant.			
0	DALE MERCICIACE OF	7	programs, you got an	
8	PAUL MIKOLOJAC: Okay.	8	alcoholic or a pedophile	
9	Thank you.	8 9	alcoholic or a pedophile they have to go to a	
9 10	Thank you. JIMMY SONKO: I've got	8 9 10	alcoholic or a pedophile they have to go to a certain jail. I mean,	
9 10 11	Thank you. JIMMY SONKO: I've got a few questions, but where	8 9 10 11	alcoholic or a pedophile they have to go to a certain jail. I mean, well, you have	
9 10 11 12	Thank you. JIMMY SONKO: I've got a few questions, but where did they come up with the	8 9 10 11 12	alcoholic or a pedophile they have to go to a certain jail. I mean, well, you have twenty-seven hundred.	
9 10 11 12 13	Thank you. JIMMY SONKO: I've got a few questions, but where did they come up with the number of a 105? And	8 9 10 11 12 13	alcoholic or a pedophile they have to go to a certain jail. I mean, well, you have twenty-seven hundred. You're going to violate	
9 10 11 12 13 14	Thank you. JIMMY SONKO: I've got a few questions, but where did they come up with the number of a 105? And since there's less than	8 9 10 11 12 13 14	alcoholic or a pedophile they have to go to a certain jail. I mean, well, you have twenty-seven hundred. You're going to violate the whole seniority system	
9 10 11 12 13 14 15	Thank you. JIMMY SONKO: I've got a few questions, but where did they come up with the number of a 105? And since there's less than twenty-seven hundred	8 9 10 11 12 13 14 15	alcoholic or a pedophile they have to go to a certain jail. I mean, well, you have twenty-seven hundred. You're going to violate the whole seniority system here to give them carte	
9 10 11 12 13 14 15 16	Thank you. JIMMY SONKO: I've got a few questions, but where did they come up with the number of a 105? And since there's less than twenty-seven hundred people in New York State	8 9 10 11 12 13 14 15 16	alcoholic or a pedophile they have to go to a certain jail. I mean, well, you have twenty-seven hundred. You're going to violate the whole seniority system here to give them carte blanche to put a transfer	
9 10 11 12 13 14 15 16 17	Thank you. JIMMY SONKO: I've got a few questions, but where did they come up with the number of a 105? And since there's less than twenty-seven hundred people in New York State prison system that don't	8 9 10 11 12 13 14 15 16 17	alcoholic or a pedophile they have to go to a certain jail. I mean, well, you have twenty-seven hundred. You're going to violate the whole seniority system here to give them carte blanche to put a transfer to wherever they want to	
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1	diverse and just so off	1	language position	
-	diverse and just go off	1	somewhere else in the	
2	the sergeant's list.	2		
3	ERIN PARKER: We don't	3	state?	
4	have NYSCOPBA will not	4	ERIN PARKER: Are you	
5	have control over where	5	asking about	
6	DOCCS chooses to house	6	reassignments? So say you	
7	their inmates. That's a	7	have a Spanish language	
8	function outside the	8	position at Livingston and	
9	union's jurisdiction.	9	you want to go to	
10	JIMMY SONKO: We are a	10	Fishkill. So, that, first	
11	collective bargaining	11	and foremost from a	
12	unit. I mean, can't we	12	logistics stand point and	
13	have some kind of input	13	terminology stand point is	
14	here. For instance, the	14	actually called a	
15	person that left our jail,	15	reassignment. And it's	
16	the night assistant watch	16	done based upon the	
17	commander. I mean, what	17	voluntary reassignment	
18	purpose or wisdom is	18	agreement that was	
19	somebody working eleven to	19	negotiated between	
20	seven in the chart office	20	NYSCOPBA and the state	
21	out of population, doing	21	years ago.	
22	with her eighty, when the	22	It's not a transfer.	
23	95 is still sitting on his	23	And the only reason I want	
24	post.	24	to be careful about that	
	325		327	
1	ERIN PARKER:	1	terminology, is because a	
1 2	ERIN PARKER: Understandable	1 2	terminology, is because a transfer is a specific	
			transfer is a specific Civil Service terminology	
2	Understandable	2	transfer is a specific	
2 3	Understandable frustration.	2 3	transfer is a specific Civil Service terminology	
2 3 4	Understandable frustration. ERIC HENDERSON: Eric	2 3 4	transfer is a specific Civil Service terminology that means something	
2 3 4	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston	2 3 4 5	transfer is a specific Civil Service terminology that means something entirely different.	
2 3 4 5 6	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't	2 3 4 5 6	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish	
2 3 4 5 6 7	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that	2 3 4 5 6 7	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at	
2 3 4 5 6 7 8	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the	2 3 4 5 6 7 8	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to	
2 3 4 5 6 7 8 9	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the need an created the items.	2 3 4 5 6 7 8 9	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to be a Spanish language	
2 3 4 5 6 7 8 9 10	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the need an created the items. The issue is they're hired	2 3 4 5 6 7 8 9 10	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to be a Spanish language sergeant somewhere else,	
2 3 4 5 6 7 8 9 10 11	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the need an created the items. The issue is they're hired into the item but then	2 3 4 5 6 7 8 9 10 11	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to be a Spanish language sergeant somewhere else, you will still use the	
2 3 4 5 6 7 8 9 10 11 12	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the need an created the items. The issue is they're hired into the item but then transferred to a regular	2 3 4 5 6 7 8 9 10 11 12	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to be a Spanish language sergeant somewhere else, you will still use the same exact voluntary	
2 3 4 5 6 7 8 9 10 11 12 13	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the need an created the items. The issue is they're hired into the item but then transferred to a regular sergeant's title.	2 3 4 5 6 7 8 9 10 11 12 13	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to be a Spanish language sergeant somewhere else, you will still use the same exact voluntary reassignment process. And	
2 3 4 5 6 7 8 9 10 11 12 13 14	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the need an created the items. The issue is they're hired into the item but then transferred to a regular sergeant's title. ERIN PARKER: They're not transferred into a	2 3 4 5 6 7 8 9 10 11 12 13 14	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to be a Spanish language sergeant somewhere else, you will still use the same exact voluntary reassignment process. And when your name comes up, what they'll do is just	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the need an created the items. The issue is they're hired into the item but then transferred to a regular sergeant's title. ERIN PARKER: They're not transferred into a regular sergeant's title, just so you're aware. They created new separate Spanish language items within the department. ERIC HENDERSON: So	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to be a Spanish language sergeant somewhere else, you will still use the same exact voluntary reassignment process. And when your name comes up, what they'll do is just move the Spanish language item that you are holding in your facility to that facility you're going to. MIKE MORROW: Or if you're going to leave that	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	Understandable frustration. ERIC HENDERSON: Eric Henderson, Livingston Correctional. I don't think the argument is that Civil Service made the need an created the items. The issue is they're hired into the item but then transferred to a regular sergeant's title. ERIN PARKER: They're not transferred into a regular sergeant's title, just so you're aware. They created new separate Spanish language items within the department. ERIC HENDERSON: So someone hired as a Spanish language sergeant could	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	transfer is a specific Civil Service terminology that means something entirely different. So if you're a Spanish language sergeant at Livingston and you want to be a Spanish language sergeant somewhere else, you will still use the same exact voluntary reassignment process. And when your name comes up, what they'll do is just move the Spanish language item that you are holding in your facility to that facility you're going to. MIKE MORROW: Or if you're going to leave that item where you're leaving, they will take a vacant	
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1       facilities and move it to       1       system considers full         2       where you're going.       2       title, not parenthetical.         3       They're not ast items at a       3       So as an officer, we have         4       specific facility.       4       Spanish language officers         5       They're fluid.       5       and non Spanish language.         6       RINN PARKE: The       6       officers, they all         7       concept of items we think       7       transfer via the same MOU         8       about it from a very       8       for reassignment.         9       permanet perspective,       9       BUIC INDERSON: And         10       they're not. And that       10       they're also hired off the         11       doem't have anything to       11       same         12       do whit spanish language.       12       BUIN INDERSON: So if       15         14       vacant items happens all       16       officers are hired off two         15       assety officer at       17       segarate lints, the same         16       RUC HENDERSON: So if       16       way they are hiring         17       astit safety officer at       17       s
3       They're not set items at a       3       So as an officer, we have         4       apecific facility.       4       Spanish language officers         5       They're fluid.       5       and non Spanish language         6       ERIN PARKER: The       5       officers, they all         7       concept of items we think       7       transfer via the same MOU         8       about it from a very       8       for reassignment.         9       permanent perspective,       9       ERIC HENDERSON: And         10       they're not. And that       10       they're also hired off the         11       doesn't have anything to       11       same         12       do with Spanish language.       12       ERIN PARKER: No, they         13       are not. Correction       14       vacant items happens all       14         14       vacant items happens all       14       officers are hird off two         15       the time.       15       segarate lists, the same         16       ERIC HENDERSON: So if       15       way they are hiring         17       a fire safety officer at       19       you look at the way that         20       his fire safety position       29 <td< td=""></td<>
4       specific facility.       4       Spenish language officers         5       They're fluid.       5       and non Spenish language         6       ERIN PARKER: The       6       officers, they all         7       concept of items we think       7       transfer via the same MOU         8       about if from a very       9       ERIC HENDERSON: And         9       permanent perspective,       9       ERIC HENDERSON: And         10       they're not. And that       10       they're also hired off the         11       down't have anything to       11       same         12       do with Spanish language.       12       ERIN PARKER: No, they         13       the concept of moving       13       are not. Connection         14       vacant items happens all       14       officers are hired off two         15       the time.       15       separate lists, the same         16       ERIC HENDERSON: So if       16       were years hired         17       a fire safety officer at       17       sergeants now.         18       Livingston wants to       13       MER MERGO: And if         19       transfer to Fishkill.con       29       spanish language officers
5       They're fluid.       5       and non Spanish language         6       ERIN FARKE: The       7       transfer via the same MOU         7       concept of items we think       7       transfer via the same MOU         8       about it from a very       8       for reassignment.         9       permanent perspective,       9       ERIC HENDERSON: And         10       they're not. And that       10       they're also hired off the         11       doen't have anything to       11       same         12       do with Spanish language.       12       ERIN PARKEN: No, they         13       are not. Correction       0       0         14       vacant items happens all       14       officers are hired off two         15       the time.       15       sequent lists, the same         16       INDERSON: So if       15       way they are hiring         17       a fire safety officer at       13       sergents now.         18       Livingston wants to       18       MIEE MOREON: And if         19       transfer to Fishkill       21       are hired, they exhaust         20       his fire safety position       22       aheok of lot faster than         21
6       ERIN PARKER: The       6       officers, they all         7       concept of items we think       7       transfer via the same MOU         8       about if from a very       8       for reassignment.         9       permanent perspective,       9       ERIC HENDERSON: And         10       they're not. And that       10       they're also hired off the         11       doesn't have anything to       11       same         12       do with Spaniah language.       12       IEIN PARKER: No, they         13       The concept of moving       13       are not. Correction         14       vacant items happens all       14       officers are hired off two         15       the time.       15       segments list, the same         16       ERIC HENDERSON: So if       16       way they are hiring         17       a fire safety officer at       17       sergents now.         18       Livingston wants to       19       you look at the way that         20       his fire safety position       20       Spanish language officers         21       item transfer to Fishkill       21       are hired, they exhaust         22       with him.       22       thespanish language list
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3       about it from a very       5       for reassignment.         9       permanent perspective,       9       ERC HENDERSON: And         10       they're not. And that       10       they're also hired off the         11       doesn't have anything to       11       same         12       do with Spanish language.       12       ERIN PARKER: No, they         13       The concept of moving       13       are not. Correction         14       vacant items happens all       14       officers are hired off two         15       the time.       15       segnata lists, the same         16       ERIC HENDERSON: So if       16       way they are hired         17       a fire safety officer at       17       sergeants now.         18       Livingston wants to       16       way they are hired         19       transfer to Fishkill, can       19       you look at the way that         20       his fire safety position       20       Spanish language list         21       item transfer to Fishkill       21       are hired, they exhaust         22       with hin.       22       the Spanish language.         23       BERN PAKKER: No,       2       ERIC HENDERSON: So
9       permanent perspective,       9       ERIC HENDERSON: And         10       they're not. And that       10       they're also hired off the         11       doesn't have anything to       11       same         12       do with Spanish language.       12       ERIN PARKER: No, they         13       The concept of moving       13       are not. Correction         14       vacant items happens all       14       officers are hired off two         15       the time.       15       separate lists, the same         16       RIC HENDERSON: So if       16       way they are hiring         17       a fire safety officer at       17       sergeants now.         18       Livingston wants to       16       MER MERGN: And if         19       transfer to Fishkill, can       19       you look at the way that         20       his fire safety position       20       Spanish language officers         21       item transfer to Fishkill       21       are hired, they exhaust         22       with him.       22       the Spanish language.       331         23       a lock of lot faster than       24       they exhaust the non         24       because that is a bid.       2 <t< td=""></t<>
10       they're not. And that       10       they're also hired off the         11       dowith Spanish language.       11       same         12       do with Spanish language.       12       ERIN PARKER: No, they         13       The concept of moving       13       are not. Correction         14       vacant items happens all       14       officers are hired off two         15       the time.       15       separate lists, the same         16       ERIC HENDERSON: So if       16       way they are hiring         17       a fire safety officer at       17       sergeants now.         18       Livingston wants to       18       MIKE MORROW: And if         19       transfer to Fishkill, can       19       you look at the way that         20       his fire safety position       20       Spanish language officers         21       item transfer to Fishkill       21       are hired, they exhaust         22       with hin.       22       the spanish language list         23       ERIN PARKER: No,       23       a heck of lot faster than         24       because that is a bid.       24       they exhaust       331         10       The concept of fire and       1 <td< td=""></td<>
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14 was a poor example. The 14 descriptions for those new
14 was a poor example. The 14 descriptions for those new
15 fact is that they're 15 items?
16 turning this into a 16 MIKE MORROW: The job
17 regular sergeant. There's 17 descriptions by civil
18 got to be some way we can 18 service are exactly the
19 fight the reassignment 19 same as correction
20 process. 20 sergeant. There are no
21 MIKE MORROW: We fought 21 by rule, they do not issue
22 to keep the reassignment 22 a separate Spanish
23 system exactly the way it 23 language classification
24 is. So the reassignment 24 standard or job
330 332

1	description.	1	they may create positions	
2	VP WEST MIANO: So	2	like this. And fill them	
3	there's no reasoning for	3	by two separate tests the	
4	the Spanish speaking	4	way that they are.	
5	sergeant if there is no	5	That is the	
6	need for it.	6	conversation I had. I	
7	MIKE MORROW: Well, the	7	know there were some other	
8	reasoning from the	8	conversations that	
9	Department, it belongs to	9	occurred between Mike and	
10	them alone. They're the	10	DOCCS and some board	
11	appointing authority, they	11	members and DOCCS. There	
12	created the title. They	12	may have been a	
13	see fit that they need	13	miscommunication at some	
14	translation information on	14	point just about exactly	
15	the spot, on the front	15	how this was going to	
16	line staff, similar to	16	work. I was not part of	
17	some of our other titles	17	those conversations, so I	
18	that are Spanish language.	18	wouldn't speak to those.	
19	Spanish language safety	19	MIKE MORROW: I can	
20	officers, just like	20	tell you I had a	
21	Spanish language	21	conversation with DOCCS	
22	correction officers, our	22	the first week of January.	
23	front line staff. They	23	Let me step back just one	
24	also are looking statewide	24	second.	
	333			335
1	to increase the number of	1	When they said they	
1 2		1 2	When they said they were going to create a	
	front line supervisors		were going to create a	
2	front line supervisors which are sergeants or	2		
2	front line supervisors which are sergeants or front line safety and	2 3	were going to create a Spanish language sergeant	
2 3 4	front line supervisors which are sergeants or front line safety and security officer, or SHTAs	2 3 4	were going to create a Spanish language sergeant title, it was not unusual for me to hear it because	
2 3 4	front line supervisors which are sergeants or front line safety and security officer, or SHTAs supervisor positions,	2 3 4 5	were going to create a Spanish language sergeant title, it was not unusual	
2 3 4 5 6	front line supervisors which are sergeants or front line safety and security officer, or SHTAs supervisor positions, which are front line	2 3 4 5 6 7	were going to create a Spanish language sergeant title, it was not unusual for me to hear it because there are a hundred sixty titles statewide that are	
2 3 4 5 6 7	front line supervisors which are sergeants or front line safety and security officer, or SHTAs supervisor positions,	2 3 4 5 6	were going to create a Spanish language sergeant title, it was not unusual for me to hear it because there are a hundred sixty titles statewide that are spanish language titles.	
2 3 4 5 6 7 8	front line supervisors which are sergeants or front line safety and security officer, or SHTAs supervisor positions, which are front line supervisors. The whole state is.	2 3 4 5 6 7 8	were going to create a Spanish language sergeant title, it was not unusual for me to hear it because there are a hundred sixty titles statewide that are spanish language titles. And I know dealing over	
2 3 4 5 6 7 8 9	front line supervisors which are sergeants or front line safety and security officer, or SHTAs supervisor positions, which are front line supervisors. The whole state is. VP WEST MIANO:	2 3 4 5 6 7 8 9 10	were going to create a Spanish language sergeant title, it was not unusual for me to hear it because there are a hundred sixty titles statewide that are spanish language titles. And I know dealing over the last ten years with	
2 3 4 5 6 7 8 9 10 11	front line supervisors which are sergeants or front line safety and security officer, or SHTAs supervisor positions, which are front line supervisors. The whole state is. VP WEST MIANO: Thank you.	2 3 4 5 6 7 8 9 10 11	were going to create a Spanish language sergeant title, it was not unusual for me to hear it because there are a hundred sixty titles statewide that are spanish language titles. And I know dealing over the last ten years with Spanish language titles	
2 3 4 5 6 7 8 9 10 11 12	<pre>front line supervisors which are sergeants or front line safety and security officer, or SHTAs supervisor positions, which are front line supervisors. The whole state is.     VP WEST MIANO: Thank you.     ANDY RICE: Rice,</pre>	2 3 4 5 6 7 8 9 10 11 12	were going to create a Spanish language sergeant title, it was not unusual for me to hear it because there are a hundred sixty titles statewide that are spanish language titles. And I know dealing over the last ten years with Spanish language titles how they've been hired	
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1	the inner file list which	1	list as it exists.	
2	includes not only the non	2	ANDY RICE: We had	
3	SL titles, but the SL	3	discussions about this,	
4	individuals as well, in	4	because we, the Department	
5	score order.	5	of Corrections and the	
6	So when they reached an	6	prisons, we haven't dealt	
7	Spanish individual, they	7	with this, right? So I	
8	would simply slot them in.	8	think	
9	Like which is what I think	9	MIKE MORROW: We have	
10	everybody would really	10	dealt with this on the	
11	like in this room. Okay.	11	Spanish language officer.	
12	So we made the official	12	ANDY RICE: Okay.	
13	request.	13	MIKE MORROW: Which is	
14	I originally thought	14	identical to this.	
15	that was what they were	15	ANDY RICE: Civil	
16	going to agree to. And	16	service law says there's	
10	about a week and a half	17	two lists, this is Spanish	
18	later we were notified by			
	_	18	language. MIKE MORROW: Yes.	
19	the Department, that no,	19		
20	we're not going to follow	20	ANDY RICE: So if I got	
21	that way. We thought you	21	a ninety-five on the test,	
22	were talking about just	22	he gets a ninety but he	
23	for reassignments. We're	23	gets promoted before I do.	
24	actually going to use	24	MIKE MORROW: Different	
	337		339	
1	comparate list and appealint	1	tosta though	
1	separate list and appoint	1	tests though.	
2	off a separate list.	2	ANDY RICE: I	
	off a separate list. At that point because	2 3	ANDY RICE: I understand.	
2 3 4	off a separate list. At that point because as Erin explained, it's a	2 3 4	ANDY RICE: I understand. MIKE MORROW: You might	
2 3 4 5	off a separate list. At that point because as Erin explained, it's a non mandatory subject of	2 3 4 5	ANDY RICE: I understand. MIKE MORROW: You might as well be a clerk arguing	
2 3 4 5 6	off a separate list. At that point because as Erin explained, it's a non mandatory subject of negotiation. We made our	2 3 4 5 6	ANDY RICE: I understand. MIKE MORROW: You might as well be a clerk arguing that you should be a	
2 3 4 5 6 7	off a separate list. At that point because as Erin explained, it's a non mandatory subject of negotiation. We made our request. We made our	2 3 4 5 6 7	ANDY RICE: I understand. MIKE MORROW: You might as well be a clerk arguing that you should be a sergeant.	
2 3 4 5 6 7 8	off a separate list. At that point because as Erin explained, it's a non mandatory subject of negotiation. We made our request. We made our thoughts known to the	2 3 4 5 6 7 8	ANDY RICE: I understand. MIKE MORROW: You might as well be a clerk arguing that you should be a sergeant. ANDY RICE: What they	
2 3 4 5 6 7 8 9	off a separate list. At that point because as Erin explained, it's a non mandatory subject of negotiation. We made our request. We made our thoughts known to the Department. They have	2 3 4 5 6 7 8 9	ANDY RICE: I understand. MIKE MORROW: You might as well be a clerk arguing that you should be a sergeant. ANDY RICE: What they should do is or what we	
2 3 4 5 6 7 8	off a separate list. At that point because as Erin explained, it's a non mandatory subject of negotiation. We made our request. We made our thoughts known to the Department. They have not they don't have to	2 3 4 5 6 7 8	ANDY RICE: I understand. MIKE MORROW: You might as well be a clerk arguing that you should be a sergeant. ANDY RICE: What they should do is or what we can push for, is those	
2 3 4 5 6 7 8 9	off a separate list. At that point because as Erin explained, it's a non mandatory subject of negotiation. We made our request. We made our thoughts known to the Department. They have not they don't have to listen to us and they	2 3 4 5 6 7 8 9	ANDY RICE: I understand. MIKE MORROW: You might as well be a clerk arguing that you should be a sergeant. ANDY RICE: What they should do is or what we can push for, is those Spanish speaking items	
2 3 4 5 6 7 8 9 10	off a separate list. At that point because as Erin explained, it's a non mandatory subject of negotiation. We made our request. We made our thoughts known to the Department. They have not they don't have to listen to us and they don't have to honor any of	2 3 4 5 6 7 8 9 10	ANDY RICE: I understand. MIKE MORROW: You might as well be a clerk arguing that you should be a sergeant. ANDY RICE: What they should do is or what we can push for, is those Spanish speaking items aren't some fictitious	
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1	creating the term which	1	slot, when the guy before	
2	I've heard as super	2	yours should have gone.	
3	seniority. That's not	3	But that's Civil Service	
4	what's happening.	4	rules, not ours.	
5	I only can work in the	5	JIM SONKO: Jim Sonko	
б	confines of our contract	6	Fishkill. Did the state	
7	in order to challenge this	7	lose any kind of negligent	
8	or within PERB for IP.	8	lawsuit that we weren't	
9	Erin has already	9	providing spanish speaking	
10	explained, it's not an IP	10	sergeants?	
11	because it's an	11	ERIN PARKER: Not that	
12	appointment.	12	I'm aware?	
13	They are the appointing	13	JIM SONKO: Are they	
14	authority. They have sole	14	going to monitor and see	
15	discretionary power on	15	if there's actually a need	
16	that. We have no say on	16	for it. Are they doing so	
17	that. Contractually, my	17	many translations a week?	
18	seniority does not start	18	Or, is this just they want	
19	until the appointment	19	to have somebody available	
20	starts in service, until I	20	who speaks this language.	
21	start service in title.	21	ERIN PARKER: They said	
22	I am upholding	22	there's a need for it.	
23	seniority through the	23	JIM SONKO: On what	
24	reassignment list because	24	basis is there's no	
	341			343
1	when I start my seniority,	1	negligent lawsuit. Since	
1 2	when I start my seniority, that's what I use to	1 2	negligent lawsuit. Since when are they proactive on	
2	that's what I use to	2	when are they proactive on	
2 3	that's what I use to reassign throughout the	2 3	when are they proactive on anything to give us	
2 3 4	that's what I use to reassign throughout the system. That is not being	2 3 4	when are they proactive on anything to give us something we supposedly	
2 3 4 5	that's what I use to reassign throughout the system. That is not being compromised at all.	2 3 4 5	when are they proactive on anything to give us something we supposedly need.	
2 3 4 5 6	that's what I use to reassign throughout the system. That is not being compromised at all. You may not like when	2 3 4 5 6	when are they proactive on anything to give us something we supposedly need. ERIN PARKER: Well,	
2 3 4 5 6 7	that's what I use to reassign throughout the system. That is not being compromised at all. You may not like when they're starting my seniority but it's	2 3 4 5 6 7	when are they proactive on anything to give us something we supposedly need. ERIN PARKER: Well, negligence wouldn't be the only reason to have	
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2 3 4 5 6 7 8 9 10	that's what I use to reassign throughout the system. That is not being compromised at all. You may not like when they're starting my seniority but it's completely outside the challenging part of the contract. I can't	2 3 4 5 6 7 8 9 10	when are they proactive on anything to give us something we supposedly need. ERIN PARKER: Well, negligence wouldn't be the only reason to have something like this. Like I said, I requested the	
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1	exists for so many other	1	at Albion.	
2	titles within corrections.	2	ERIN PARKER: Yep.	
3	JIM SONKO: Last bit of	3	It's not going to there	
4	sarcasm. What are we	4	is going to be no priority	
5	doing for the Russians	5	to spanish speaking	
6	that none of us can	6	sergeants on the	
7	communicate with or the	7	reassignment list.	
8	Chinese? And are they	8	SHAUN KEENAN: You're	
9	hiring Spanish speaking	9	guaranteeing me they're	
10	doctors or they being paid	10	not going to take me and	
11	fifty dollars a minute on	11	move me to Albion because	
12	that medical assessment	12	they need a Spanish	
13	thing because they can't	13	speaking sergeant.	
14	speak the language?	14	ERIN PARKER: No.	
15	SHAUN KEENAN: Keenan,	15	SHAUN KEENAN: And I'm	
16	out of Wende. What are	16	up on the list to move	
17	the job duties of a	17	MIKE MORROW: That	
18	spanish speaking sergeant.	18	would be a violation of	
19	ERIN PARKER: The	19	the reassignment	
20	duties are no different	20	agreement. Neither can	
21	literally. I don't know.	21	they force you to go	
22	The items are created so	22	somewhere else, nor can	
23	that there are Spanish	23	they keep you at a place	
24	speaking titles available	24	and reassign somebody else	
	345			347
1	in the facility. But	1	ahead of you to a facility	
2	there's a difference	2	because they need you at	
3	between an item and a bid	3	Attica.	
4	that comes with a set of	4	SHAUN KEENAN: So they	
5	job duties.	5	have no additional duties	
6	And there is nothing	6	and no additional	
7	different from a duty	7	responsibilities, but yet,	
8	perspective or a	8	they get to go ahead of me	
9	classification perspective	9	on the list?	
10	between a sergeant and	10	ERIN PARKER: For	
11	sergeant spanish	11	appointment purposes, but	
12	sergeant.	12	it's not ahead of you.	
13	SHAUN KEENAN: SO I	13	It's two separate lists.	
14	make a sergeant, Spanish	14	SHAUN KEENAN: I'm	
15	speaking sergeant, I'm	15	sorry, is he still putting	
16	reassigned to Attica	16	stripes on before I do?	
17	Correctional.	17	ERIN PARKER: He is	
18	ERIN PARKER: You're	18	appointed before you.	
19	appointed there, yes.	19	SHAUN KEENAN: So he	
20	SHAUN KEENAN: I'm	20	took me off of the list.	
21		21	ERIN PARKER: Different	
22	waiting for my transfer, I			
	want to go back to Wende,	22	lists, two separate and	
23	want to go back to Wende, however they need a	22 23	distinct lists.	
	want to go back to Wende,	22		348

1		1	
1	Semantics. Semantics.	1	suspect classes; age,
2	MIKE MORROW: It's not	2	race, national origin,
3	semantics, it's Civil	3	religion, gender, listed
4	Service Law. It's law.	4	in law. The case law is
5	ERIN PARKER: It's	5	very specific that a
6	Civil Service Law.	6	language in and of itself
7	SHAUN KEENAN: Come on.	7	does not create a suspect
8	I get the fact it's Civil	8	class, such as national
9	Service.	9	origin.
10	PRESIDENT POWERS: Pay	10	Here is why. I could
11	attention, please.	11	speak Spanish, okay, so
12	SHAUN KEENAN: You	12	language in and of itself
13	can't tell me that we	13	does not create a
14	don't have some sort of	14	recognize suspect class
15	recourse for this.	15	under discrimination law.
16	ERIN PARKER: We don't	16	MS. DAVIS: Is that New
17	have recourse for this.	17	York State?
18	I'm sorry if it's not the	18	ERIN PARKER: Both New
19	answer you want to hear.	19	York State and Federal.
20	But my legal	20	MS. DAVIS: I was going
21	SHAUN KEENAN: A lot of	21	to say because Article 7
22	the answers that come from	22	of the Civil Rights Act of
23	up above don't make sense.	23	1964 which is Federal, it
24	However, I get that they	24	does say language is
	349		351
1	do	1	considered a form of
1	do	1	considered a form of discrimination for
2	ERIN PARKER: My legal	2	discrimination for
1 2 3	ERIN PARKER: My legal obligation is to tell you	2 3	discrimination for national origin, so it's
2 3 4	ERIN PARKER: My legal obligation is to tell you that we've reviewed every	2 3 4	discrimination for national origin, so it's the wording.
2	ERIN PARKER: My legal obligation is to tell you that we've reviewed every angle of this and there's	2 3 4 5	discrimination for national origin, so it's the wording. ERIN PARKER: It says
2 3 4 5 6	ERIN PARKER: My legal obligation is to tell you that we've reviewed every angle of this and there's no recourse to this. This	2 3 4 5 6	discrimination for national origin, so it's the wording. ERIN PARKER: It says that national origin.
2 3 4 5 6 7	ERIN PARKER: My legal obligation is to tell you that we've reviewed every angle of this and there's no recourse to this. This happens all across the	2 3 4 5 6 7	discrimination for national origin, so it's the wording. ERIN PARKER: It says that national origin. MS. DAVIS: It says
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2 3 4 5 6 7 8 9 10 11	ERIN PARKER: My legal obligation is to tell you that we've reviewed every angle of this and there's no recourse to this. This happens all across the state in many different titles. SHAUN KEENAN: Are we at least on the record	2 3 4 5 6 7 8 9 10 11	discrimination for national origin, so it's the wording. ERIN PARKER: It says that national origin. MS. DAVIS: It says language is a form of national origin discrimination, I'm reading it right here.
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2 3	it was evident by the two			
3		2	happened.	
4	exam announcements so.	3	MIKE MORROW: Well,	
4	MS. DAVIS: See, that's	4	part of the reason I	
5	the thing. I don't	5	agree with you, we didn't	
6	remember reading it on the	6	necessarily tell you	
7	exam announcement, I don't	7	exactly how it would work.	
8	know if anyone else read	8	Mainly because this had	
9	it. So my question is,	9	never been done before	
10	why didn't NYSCOPBA inform	10	with sergeant's title.	
11	the members that this	11	And we were going to make	
12	could be an option when we	12	the request, which we did,	
13	took the test?	13	to see if they would use	
14	Because if that's the	14	the inner file list.	
15	case, why take the test,	15	So that decision had	
16	why score the way we did.	16	not been made yet. But,	
17	Like someone said before	17	the fact that we knew that	
18	me, seniority is a major	18	two separate lists were	
19	thing. I mean, it just	19	going to exist, and that	
20	feels like none of that	20	they as the appointing	
21	matters when it comes to	21	authority can make a	
22	this situation. Why	22	decision on which list,	
23	didn't NYSCOPBA let the	23	that is absolutely, that's	
24	members know that they had	24	common knowledge in Civil	
	353			355
1	an option?	1	Service.	
2	MIKE MORROW: For	2	It may not be common	
3	everybody that signed up	3	knowledge in our members	
4	for the exam, on the exam	4	per se, but there's a lot	
5	it had Spanish exam on it.	5	of things I'm sure a lot	
6	MS. DAVIS: Okay, it	б	of you here don't realize	
7	did. But if you guys let	7	that there's zone scoring	
8	us know that this may have	8	in Civil Service as well,	
9	occurred as far as two	9	but there is. So, someone	
10	separate lists.	10	who gets an 81 on the exam	
11	MIKE MORROW: It was	11	and gets seniority	
12	right on the exam on the	12	credits, could score in	
13	top.	13	the 90 zone, but their raw	
14	MS. DAVIS: It said	14	score was nine points less	
15	Spanish language, yes.	15	than the other individual.	
16	But it didn't have the	16	And some people don't know	
17	perimeters and the process	17	that either.	
18	of which they're going by.	18	MS. DAVIS: I hear you.	
19	It didn't have that.	19	MIKE MORROW: So, I	
20	So you guys can say it was	20	understand your	
21	on there. Yes. It may	21	frustration.	
22	have been on there, check	22	MS. DAVIS: I hear you.	
23	this box. But you guys	23	But I feel like when you	
24	did not let us know	24	got when they told you	
	354		- • •	356
	DARLENE L.			

	DARLENE L. JERGE -	Court	Stenographer	
	358			360
24	ERIN PARKER: Actually,	24	title in, but they also	
23	sergeant.	23	they were bringing the	
22	an upgrade to correction	22	that, the Department said	
21	Then why don't we pursue	21	that the memo read was	
20	MR. HICKEY: Okay.	20	in my opinion, the way	
19	title change.	19	After re-reading the memo	
18	that's not the same as a	18	why I don't remember.	
17	reclassification, but	17	this. But let me tell you	
16	upgrades and	16	remember talking about	
15	petition Civil Service for	15	I'm going, I don't	
14	MS. PARKER: We can	14	talked about this before.	
13	title change.	13	said, well, listen, we	
12	petition Civil Service for	12	talked about it and they	
11	but I believe we can still	11	However, you know, we	
10	structural title change,	10	me off, too.	
9	request it through a	9	scored less, it would piss	
8	MR. HICKEY: They can	8	certain thing and you	
7	can request title.	7	people. If I scored a	
6	authority. So only DOCCS	6	frustration of a lot of	
5	DOCCS is the appointing	5	I understand the	
4	the appointing authority,	4	side-swiped, too, because	
3	ERIN PARKER: We're not	3	occurred and how we got	
2	right?	2	understanding of how this	
1	can probably petition,	1	just wanted to and my	
41	and s are only and we 357	21	AL POOLU LIGITER. T	359
23 24	MR. HICKEY: Right, that's the only thing we	23	VP SOUTH FISHER: I	
22	change?	22	are exactly the same under civil service.	
21	ERIN PARKER: Title	21	classification standards	
20	probably our only venue.	20	That's why the	
19	let's do to because that's	19	the reasoning behind this.	
18	change? And if we can,	18	origin. So that's part of	
17	Civil Service for a title	17	because of national	
16	question, can we petition	16	nature because it wasn't	
15	MR. HICKEY: One simple	15	being discriminatory in	
14	out last week.	14	And that was shot down as	
13	MS. DAVIS: You found	13	additional requirement.	
12	when we found out.	12	because there was an	
11	MIKE MORROW: That's	11	should have been paid more	
10	last week.	10	individuals that qualified	
9	Okay. You put that out	9	brought on, those	
8	MS. DAVIS: Last week?	8	titles when they were	
7	out at least week.	7	with Spanish language	
6	MIKE MORROW: We put it	6	the argument years ago	
5	have known that.	5	argument years ago is	
4	like the membership should	4	MIKE MORROW: The legal	
3	guys suggested, I feel	3	would be for both titles.	
2	to follow it the way you	2	would say, okay, but it	
1	that they were not going	1	because Civil Service	

	and that it would be down			
1	said that it would be done	1	of what they did, because	
2	the same way that the	2	we're still members, too.	
3	correction officer's title	3	Just saying.	
4	would be, unless there was	4	They didn't know that	
5	something extraordinary	5	was in their either. They	
6	like a rip that would	6	didn't know it. They just	
7	happen that would change	7	happened to check it off	
8	the criteria over the move	8	and all the sudden, bang,	
9	the sergeant when they	9	the fix came in. Somebody	
10	needed to.	10	from outside, some	
11	And they also said, if	11	political entity pushed up	
12	I read it right, that the	12	on somebody to make this	
13	items belonged to the	13	shit happen, but it wasn't	
14	facilities, not to the	14	us.	
15	individual that took the	15	Just to let you know it	
16	test. So, if that was	16	wasn't us. But we've been	
17	told to us in the	17	fighting it ever since.	
18	beginning, if they said,	18	Again, we're still one	
19	listen, we're going to	19	body, this is another	
20	start hiring off the	20	thing they're doing to try	
21	sergeant's list first, you	21	to separate us. I ain't	
22	don't think any one of us	22	letting that shit happen.	
23	would have caught that	23	So I just wanted to let	
24	immediately, instead of	24	you know what I saw when	
	361			363
1	something flying over our	1	this came up. Thank you.	
2	head.	2		
3	But you did it to us,	3	(All applause.)	
4	now it makes us you	4		
5	know, everybody's looking	5	JIMMY SONKO: The state	
6	this way, that's not what	6	gives us a test to score	
7	happened. We've been	7	us on our knowledge of the	
8	fighting that in a	8	Department rules and	
9	separate way. But we got	9	directives. I mean,	
10	side-swiped just like you	10	that's plain as day. I	
11	got side-swiped. But then	11	mean, the ninety-eight	
12	we find out that the way	12	that are left, there's	
13	they side-swiped us, those	13	many of them that just got	
14	mother fuckers.	14	a seventy.	
15	Because what they made	15	I mean, their logic can	
16	you think was that we had	16	of saying a seventy as	
17	some hand in this and we	17	long as you can answer the	
18	didn't do anything about	18	three questions over the	
19	it. Which it's like, they	19	phone makes you a better	
20	turned me over, no kiss,	20	candidate then the	
21	no foreplay. Hard. I was	21	ninety-five that you're	
22	angry about it, too.	22	surpassing right now, just	
23	However, however, I don't	23	doesn't seem to be	
24	want us to be divided off	24	anywhere correct. I think	
	362			364

1	we need to know where this	1	understand one language,	
2	whole decision started	2	should I minimize your one	
3	from and that's where our	3	language? No. But you're	
4	fight should be.	4	still going to have to	
5	MS. GORDON: Kaye	5	represent that individual.	
6	Gordon, from Taconic. I	6	So just keep that in	
7	hate to have anyone	7	mind; it's not their.	
8	minimize anyone's	8	It's the process for how	
9	knowledge, whether it be	9	they did it. And they are	
10	large, small. We are all	10	dividing us and it makes	
11	proficient in several	11	no sense. Thank you.	
12	different areas. Please	12		
13	do not separate and divide	13	(All applause.)	
14	Spanish from English.	14	(IIII applaabel)	
15	There's none.	15	PRESIDENT POWERS: Anv	
15	Somebody have a better	16	other new business?	
10	degree of a language in a	17		
			ANDY RICE: We got to act on that motion.	
18	proficiency that may not	18		
19	be fictitious, that may	19	PRESIDENT POWERS:	
20	not be undermining; it is	20	Motion was ruled out of	
21	what it is. If it's a	21	order.	
22	civil law, it's civil; it	22	ANDY RICE: Rice,	
23	is not state. That is	23	Elmira. How is the motion	
24	something totally	24	ruled out of order for	
	365			367
1	different.	1	filing an IP? We got a	
2	The process may have	2	professional opinion that	
3	been sorry you got kicked	3	said, yeah, we can't go	
4	in your ass, but at the	4	there. But it's not out	
5	same time you cannot knock	5	of order, the motion is	
6	those that are proficient	6	not out of order. We	
7	in a language that you are	7	heard the discussion I'm	
8	not proficient in. You	8	not going to withdraw the	
9	cannot knock down	9	motion.	
10	somebody's knowledge on	10	PRESIDENT POWERS: Let	
11	certain things because	11	me read the motion again.	
12	that does not make you a	12	The problem with the	
13	better person or a better	13	motion is it's beyond this	
14	union rep because you will	14	body it's beyond our	
15	still have to represent	15	authority. Let me read	
16	them, no matter how you	16	the motion in.	
17	feel.	17	ANDY RICE: And that	
18			isn't beyond our	
	So I don't want to			
19	So I don't want to	18		
20	hear, and I'm new here,	19	authority.	
20	hear, and I'm new here, that because I am	19 20	authority. PRESIDENT POWERS: To	
21	hear, and I'm new here, that because I am proficient over the I'm	19 20 21	authority. PRESIDENT POWERS: To have NYSCOPBA file an	
21 22	hear, and I'm new here, that because I am proficient over the I'm good at something and	19 20 21 22	authority. PRESIDENT POWERS: To have NYSCOPBA file an immediate injunction and	
21 22 23	hear, and I'm new here, that because I am proficient over the I'm good at something and because I scored a higher,	19 20 21 22 23	authority. PRESIDENT POWERS: To have NYSCOPBA file an immediate injunction and improper practice over the	
21 22	hear, and I'm new here, that because I am proficient over the I'm good at something and because I scored a higher, because you only	19 20 21 22	authority. PRESIDENT POWERS: To have NYSCOPBA file an immediate injunction and	
21 22 23	hear, and I'm new here, that because I am proficient over the I'm good at something and because I scored a higher,	19 20 21 22 23	authority. PRESIDENT POWERS: To have NYSCOPBA file an immediate injunction and improper practice over the	368

2	list and the process they are using to administer	2	Livingston, seconded. Joe?	
3	it. This should also	3	VP WEST MIANO: Joe	
4	include language regarding	4	Miano, Western Region VP.	
5	the voluntary transfer	5	Just because it may be a	
б	list for sergeants and	6	losing fight, doesn't make	
7	maintaining the past	7	the motion out of order.	
8	practice of transfers	8	PRESIDENT POWERS: So	
9	strictly by seniority.	9	there's the motion. Any	
10	Wisdom of the motion.	10	more discussion with the	
11	There's an old saying that	11	motion? All in favor of	
12	a correction officer is a	12	the motion signify by	
13	correction officer is a	13	saying aye.	
14	correction officer. We	14		
15	are all charged by law	15	(All signify "aye".)	
16	with the same	16		
17	responsibilities	17	PRESIDENT POWERS	
18	regardless of sex, creed,	18	Anybody opposed?	
19	color, religion or sexual	19	JEREMY OSTERHOUDT:	
20	orientation.	20	Nay.	
21	This is nothing less	21	PRESIDENT POWERS: Name	
22	than an attempt by the	22	for the record, please.	
23	State and the Department	23	JEREMY OSTERHOUDT:	
24	to separate and divide us	24	Jeremy Osterhoudt, Eastern	
	369		_	371
1	with little or no	1	Correctional.	
2	discussion or input from	2	PRESIDENT POWERS:	
3	this organization. This	3	Motion passes.	
4	is also an attack on	4	ANDY RICE: Rice	
5	seniority which in 1979	5	Elmira. Just wondering	
6	this bargaining unit went	б	where we're at with the	
7	on strike to preserve that	7	motion that was at the E	
8	very benefit. If a member	8	Board in October, that was	
9	is passed over on a	9	made by John Harmon and	
10	promotion list, they	10	approved by the whole	
11	suffer irreparable damages	11	Executive Board, to	
12	in the sense they never	12	immediately begin the	
13	recoup the lost wages or	13	process of drafting and	
14	lost seniority or time and	14	introducing legislation	
15	title, then to boot when	15	for our Worker's Choice	
16	someone is promoted off	16	Law, that would help	
17	the other list gets to	17	protect NYSCOPBA The bill	
18	their facility, they can	18	must be submitted to	
19	transfer and again enjoy	19	legislation when	
20	another privilege at the	20	appropriate. NYSCOPBA	
21	expense of one of our very	21	must be proactive to	
22	own. Made by Andy Rice	22	protect the organization	
23	out of Elmira, and E.	23	and the rights of our	
24	Henderson out of	24	members. Is there	
		1		
	370			372

1	anything being drafted	1	KEITH JACQUES: We	
2	currently drafted or	2	don't actually have	
3	PRESIDENT POWERS: Good	3	anything introduced at	
4	question, I'm glad you	4	this point, Andy.	
5	asked that. It's going	5	Frankly, some of the	
б	the as we mentioned	6	concerns of PEC is if we	
7	before regarding the Janus	7	introduce a bill right now	
8	versus AFSCME. We are	8	that will give time for	
9	working with a collective	9	the National Right to Work	
10	amount of unions through	10	lobby to come in to New	
11	the Public Employee	11	York State and try to pick	
12	Conference.	12	off Senate Republicans who	
13	And a lot of those	13	on a national level,	
14	there is piece of	14	Republicans as you know	
15	legislation not	15	normally support labor.	
16	actually, Keith could come	16	I have an idea what the	
17	up and explain it a little	17	bill is going to look	
18	better. But in	18	like. They're talking	
19	conjunction with these	19	about amending the	
20	unions, we do have they	20	provisions in the Taylor	
21	have a piece of	21	Law to make it so that if	
22	legislation regarding John	22	a union has people that	
23	Harmon's motion at the	23	are not paying dues, that	
24	October E Board meeting	24	they don't have to provide	
	373			375
		1 1	ant contrided to these	
1	where we went back and met	1	any services to those	
2	with PEC what we got out	2	people.	
2 3	with PEC what we got out of the last PEC	2 3	people. Right now the Taylor	
2 3 4	with PEC what we got out of the last PEC conference. Basically,	2 3 4	people. Right now the Taylor Law requires all	
2 3	with PEC what we got out of the last PEC conference. Basically, where are we right now	2 3 4 5	people. Right now the Taylor Law requires all bargaining unit members to	
2 3 4 5 6	with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus	2 3 4 5 6	people. Right now the Taylor Law requires all bargaining unit members to receive full service	
2 3 4 5 6 7	with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME?	2 3 4 5 6 7	people. Right now the Taylor Law requires all bargaining unit members to receive full service representation, including	
2 3 4 5 6 7 8	with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are	2 3 4 5 6 7 8	people. Right now the Taylor Law requires all bargaining unit members to receive full service representation, including agency fee payers. Does	
2 3 4 5 6 7 8 9	with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are working with PEC as part	2 3 4 5 6 7 8 9	people. Right now the Taylor Law requires all bargaining unit members to receive full service representation, including agency fee payers. Does everyone understand what	
2 3 4 5 6 7 8 9 10	with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are working with PEC as part of a larger coalition, PEC	2 3 4 5 6 7 8 9 10	people. Right now the Taylor Law requires all bargaining unit members to receive full service representation, including agency fee payers. Does everyone understand what an agency fee payer is?	
2 3 4 5 6 7 8 9 10 11	with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are working with PEC as part of a larger coalition, PEC represents more than	2 3 4 5 6 7 8 9 10 11	people. Right now the Taylor Law requires all bargaining unit members to receive full service representation, including agency fee payers. Does everyone understand what an agency fee payer is? So, I think there's	
2 3 4 5 6 7 8 9 10 11 12	<pre>with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are working with PEC as part of a larger coalition, PEC represents more than eighty unions. And we are</pre>	2 3 4 5 6 7 8 9 10 11 12	people. Right now the Taylor Law requires all bargaining unit members to receive full service representation, including agency fee payers. Does everyone understand what an agency fee payer is? So, I think there's probably a couple hundred	
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2 3 4 5 6 7 8 9 10 11 12 13 14	<pre>with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are working with PEC as part of a larger coalition, PEC represents more than eighty unions. And we are developing legislation that we are going to try</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14	people. Right now the Taylor Law requires all bargaining unit members to receive full service representation, including agency fee payers. Does everyone understand what an agency fee payer is? So, I think there's probably a couple hundred agency fee payers in NYSCOPBA. NYSCOPBA has to	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are working with PEC as part of a larger coalition, PEC represents more than eighty unions. And we are developing legislation that we are going to try an incorporate into the executed budget, which will occur in late March, April 1st time frame. ANDY RICE: So there's no legislation in writing right now that you can</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	people. Right now the Taylor Law requires all bargaining unit members to receive full service representation, including agency fee payers. Does everyone understand what an agency fee payer is? So, I think there's probably a couple hundred agency fee payers in NYSCOPBA. NYSCOPBA has to provide representation services to those members as well. So the thought here is to change the DFR requirements so that those people that decide they	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	<pre>with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are working with PEC as part of a larger coalition, PEC represents more than eighty unions. And we are developing legislation that we are going to try an incorporate into the executed budget, which will occur in late March, April 1st time frame. ANDY RICE: So there's no legislation in writing right now that you can share or involving free riders and so on and so</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	<pre>people.     Right now the Taylor     Law requires all     bargaining unit members to     receive full service     representation, including     agency fee payers. Does     everyone understand what     an agency fee payer is?     So, I think there's     probably a couple hundred     agency fee payers in     NYSCOPBA. NYSCOPBA has to     provide representation     services to those members     as well.     So the thought here is     to change the DFR     requirements so that those     people that decide they     don't want to pay union     dues, if Janus goes the </pre>	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>with PEC what we got out of the last PEC conference. Basically, where are we right now with PEC and the Janus versus AFSCME? KEITH JACQUES: We are working with PEC as part of a larger coalition, PEC represents more than eighty unions. And we are developing legislation that we are going to try an incorporate into the executed budget, which will occur in late March, April 1st time frame. ANDY RICE: So there's no legislation in writing right now that you can share or involving free riders and so on and so forth?</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>people.     Right now the Taylor     Law requires all     bargaining unit members to     receive full service     representation, including     agency fee payers. Does     everyone understand what     an agency fee payer is?     So, I think there's     probably a couple hundred     agency fee payers in     NYSCOPBA. NYSCOPBA has to     provide representation     services to those members     as well.     So the thought here is     to change the DFR     requirements so that those     people that decide they     don't want to pay union</pre>	224
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1       in general.       1       is coming out with         2       PRESIDENT POWERS:       2       something that they won't         3       We're all concerned, Andy,       3       necessarily get the         4       and that's a very valid       4       benefits that NYSOOPEA         5       point, without question.       5       provides. Unfortunately,         6       And some of the concerns       6       and correct if I'm         7       that we have going forward       7       speaking out of turn         8       is there's many fingers in       8       Keith, but ultimately what         9       the pie here. And you       9       would happen is somebody         10       have a political dynamic       10       who chooses not to pay         11       right now that's       11       agency fees, would benefit         12       questionable.       12       from the salaries that we         13       And as Keith mentioned       13       negotiate as a collective         14       in this New York State       14       body.         15       the Republican Senate is       15       But at the end of the         16       very labor friendly,       16       day they won't	24	about the future of unions	24	law enforcement entities	
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3       We're all concerned, Andy,       3       necessarily get the         4       and that's a very valid       4       benefits that NYSOOPEA         5       point, without question.       5       provides. Unfortunately,         6       And some of the concerns       6       and correct if I'm         7       that we have going forward       7       speaking out of turn         8       is there's many fingers in       8       Keith, but ultimately what         9       the pie here. And you       9       would happen is somebody         10       have a political dynamic       10       who chooses not to pay         11       right now that's       11       agency fees, would benefit         12       questionable.       12       from the salaries that we         13       And as Keith mentioned       13       negotiate as a collective         14       in this New York State       14       body.         15       the Republican Senate is       15       But at the end of the         16       very labor friendly,       16       day they won't get upon         17       they're very friendly to       17       retirement, if it still         18       us, but nationwide, not so       18<	1	in general.	1	is coming out with	
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22       elections coming up, and I       22       up at the facility.         23       mentioned in the       23       You're not going to get         24       President's report, that       24       representation, Rainy Day         378		_		-	
23mentioned in the23You're not going to get24President's report, that24representation, Rainy Day378380					
24     President's report, that     24     representation, Rainy Day       378     380					
378 380					
	24	_	24	representation, Kainy Day	
DARLENE L. JERGE - Court Stenographer		378			380
		DARLENE L. JERGE -	Court	Stenographer	

1	Fund, Legal Defense Fund	1	if I'm wrong, but the
2	and all that.	2	objective is to protect
3	It's constantly moving.	3	all who partake in the
4	This thing is constantly	4	union, who choose to stay
5	moving. And it's not just	5	within the confines of the
б	in New York. It's	6	union.
7	nationwide. And	7	MIKE CARLSON: My
8	there's let's face it,	8	question is for Keith. If
9	you know, we deadlocked a	9	this goes through what
10	year ago with the	10	you're saying, when the
11	Friedrichs versus	11	people who don't aren't
12	California.	12	in unions, do they have to
13	And that's where it	13	negotiate their own
14	left us. And now we're	14	contract.
15	working with this	15	KEITH JACQUES: There's
16	coalition to protect as	16	was a model conceptual
17	much as we can, before the	17	piece of legislation out
18	Supreme Court decision	18	there called Workers
19	comes down. You got to	19	Choice that the Board
20	remember the legislative	20	wanted us to try and
21	session and the budget is	21	pursue, which by the way,
22	done, if it's on time, by	22	we did. I shared the
23	April 1st.	23	model legislation with
24	We would have a	24	PEC, they were not
	381		383
1	decision, God willing	1	interested. I shared the
2	hopefully not before that,	2	model logialation demonst
			model legislation concept
3	but shortly thereafter or	3	with some senators. They
4	but shortly thereafter or later into the summer, and	3	with some senators. They said look it, the
4 5	but shortly thereafter or later into the summer, and our goal is to protect as	3 4 5	with some senators. They said look it, the political landscape of
4 5 6	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this	3 4 5 6	with some senators. They said look it, the political landscape of this thing is there's
4 5 6 7	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor	3 4 5 6 7	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one
4 5 6 7 8	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no	3 4 5 6 7 8	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going
4 5 6 7 8 9	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take	3 4 5 6 7 8 9	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with
4 5 6 7 8 9 10	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing	3 4 5 6 7 8 9 10	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition.
4 5 6 7 8 9 10 11	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or	3 4 5 6 7 8 9 10 11	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're
4 5 6 7 8 9 10 11 12	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without	3 4 5 6 7 8 9 10 11 12	<pre>with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with</pre>
4 5 6 7 8 9 10 11 12 13	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of	3 4 5 6 7 8 9 10 11 12 13	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain
4 5 6 7 8 9 10 11 12 13 14	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in	3 4 5 6 7 8 9 10 11 12 13 14	<pre>with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you</pre>
4 5 6 7 8 9 10 11 12 13 14 15	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York.	3 4 5 6 7 8 9 10 11 12 13 14 15	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model.
4 5 6 7 8 9 10 11 12 13 14 15 16	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the	3 4 5 6 7 8 9 10 11 12 13 14 15 16	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three
4 5 6 7 8 9 10 11 12 13 14 15 16 17	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the hurdles that we're dealing	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three types of public employees
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the hurdles that we're dealing with. There's a couple of	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three types of public employees in the State of New York;
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the hurdles that we're dealing with. There's a couple of ideas of legislation out	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three types of public employees in the State of New York; now there are two.
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the hurdles that we're dealing with. There's a couple of ideas of legislation out there and it's still yet	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<pre>with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three types of public employees in the State of New York; now there are two. You have bargaining</pre>
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the hurdles that we're dealing with. There's a couple of ideas of legislation out there and it's still yet to be determined as to	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three types of public employees in the State of New York; now there are two. You have bargaining unit members and MCs. The</pre>
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the hurdles that we're dealing with. There's a couple of ideas of legislation out there and it's still yet to be determined as to which way they're going to	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three types of public employees in the State of New York; now there are two. You have bargaining unit members and MCs. The Workers Choice model will</pre>
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the hurdles that we're dealing with. There's a couple of ideas of legislation out there and it's still yet to be determined as to which way they're going to go. But the long	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	<pre>with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three types of public employees in the State of New York; now there are two. You have bargaining unit members and MCs. The Workers Choice model will create three. Create</pre>
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	but shortly thereafter or later into the summer, and our goal is to protect as much as we can at this point from a labor perspective for and no senator is going to take our bill alone, a standing piece of legislation or assemblyman without protecting the rights of all aspects of labor in the State of New York. And that's some of the hurdles that we're dealing with. There's a couple of ideas of legislation out there and it's still yet to be determined as to which way they're going to	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>with some senators. They said look it, the political landscape of this thing is there's going to be one bill, one bill only. You're going to have to work with coalition. And that's what we're doing, we're working with PEC. So, let me explain the fifty thousand of you the Workers Choice model. It would create three types of public employees in the State of New York; now there are two. You have bargaining unit members and MCs. The Workers Choice model will</pre>

1	mosto Ma and non	1	And you has out Dut yours	
1	create MCs, and non members. Those non	1	And you're out. But your	
2		2	ancillary problems that	
3	members are people that	3	would get created by that	
4	would say, I don't want to	4	type of legislation. So, the avenue that PEC the	
5	be represented by NYSCOPBA	5		
6	I don't want to be	6	AFL is doing the same	
7	represented by my	7	thing, is the thought is,	
8	bargaining unit anymore.	8	deal with the duty of fair	
9	I want completely out.	9	representation first. And	
10	And those people would be	10	if somebody wants to be	
11	out. And those people	11	if somebody doesn't want	
12	would negotiate on their	12	to pay union dues those	
13	own with the state.	13	people aren't going to get	
14	So the state could	14	Legal Defense Fund,	
15	negotiate individual	15	they're not going to get	
16	contracts with all those	16	Rainy Day Fund, they're	
17	people that opt out and	17	not going to get an	
18	they could negotiate	18	attorney for	
19	different and better	19	interrogation, they're not	
20	salaries, they can	20	going to get an attorney	
21	negotiate different types	21	for disciplinary; and the	
22	of seniority, because	22	list goes on and on.	
23	those people won't be	23	MIKE CARLSON: But the	
24	bound by the contract.	24	tax payers are going to be	
	385			387
1	MIKE CARLSON: The	1	the one footing the bill	
2	state would be bound. The	2	when the State has this	
3	county would because now	3	headache to deal with tens	
4	instead of dealing with,	4	of thousands of people who	
5	you know, all the	5	want to negotiate their	
6	elements, I have to deal	6	own contract.	
7	with everybody	7	KEITH JACQUES: But	
8	KEITH JACQUES:	8	Mike, that type of model,	
9	Creating an administrative	9	type of conceptual	
10	nightmare for the State	10	legislation, that Workers	
11	and it would create a very	11	Choice, we couldn't get	
12	significant problem for	12	any traction with that.	
13	the union, if members who	13	That's not going anywhere.	
14	are jumping out are now	14	MIKE CARLSON: Okay.	
15	getting different	15	VP LAW ENFORCEMENT	
16	benefits, better benefits	16	HARMON: I mean, I know	
17	because the State can do	17	everyone knows I'm on the	
18	that.	18	other side of this. But	
19	But look it, we shared	19	the state could make non	
20	the concept with PEC	20	members MC if they wanted	
21	because the concept gets	21	to through law. They	
22	rid of free riders. It	22	could do that.	
23	says, if you don't want to	23	They can make a non	
24	be in our union, get out.	24	member, just happen and	
24		24	member, just happen and	388

1	make them MCs	1	believe AFL CIO and AFSCME	
2	KEITH JACQUES: Not	2	have our best interests.	
3	under the Workers Choice	3	They have their own	
4	model. You're an MC	4	interest. Part of this	
5	employee, they're separate	5	deal is, they would love	
6	and apart. They're	6	nothing more than to see	
7	prohibited from	7	the unions like ours	
8	collectively bargaining.	8	crumble so they can fly	
9	These members would not be	9	back in and save the day.	
10	permitted to collectively	10	We are in a unique	
11	bargain, they would have	11	position with this Janus	
12	to collectively bargain on	12	versus AFSCME Supreme	
13	their own.	13	Court decision. And let's	
14	VP LAW ENFORCEMENT	14	make no mistake. February	
15	HARMON: I'm not referring	15	26th before the case is	
16	to Workers Choice. I'm	16	heard, eight justices have	
17	just saying if something	17	already made their	
18	did happen where you had	18	decision. Their briefs	
19	members and non members,	19	are already drafted and	
20	the State could classify	20	written. It's just a	
21	all non members as MC.	21	matter of whether the	
22	They could.	22	majority are of a	
23	So the problem I have	23	descending opinion.	
24	and first of all, this	24	Only one judge is going	
	389		391	
1	organization is the	1	to make a decision and it	
2	largest independent Law	2	sure as hell is not going	
2	Enforcement this country.	3	to be in our favor. Judge	
4	We're independent for a	4	Gorsuch is not going to	
5	reason. We don't have AFL	5	rule in our favor. The	
5	CIO, AFSCME, we don't have	6	question is how hard are	
7	mothership come in fly	7	they going to harmer us.	
8	over us and protect us if	8	I think some I get the	
8 9	they want to.	9	idea of unfortunately you	
9 10	We're independent. We	10	got CSEA, PEF, motherships	
10	have things in our	10	who like to control the	
11	collective bargaining	11	whole thing.	
12	agreement that we hold	12	But the reality is, we	
13	dearly. We were just	14	also have something to	
14 15	arguing about seniority.	14	protect. We chose to be	
15 16	Somebody tell me how you	15	independent. We have	
	would feel if a non dues		rules that allow us to be	
17 10	paying member would bid a	17	independent because that's	
18 10		18	what we want to do, we	
19 20	job over you. Because I	19		
20	know I'd be fucking	20		
21	pissed, I can tell you	21	don't want someone	
22	that.	22	hovering over us, telling	
23	And there's things that I believe that I don't	23	us what we need to do and how to do it.	
24		24		
	390		392	

1	Legislation is not	1	'60s with baseball bats	
2	drafted, does not protect	2	and a time clock to	
3	our independent right.	3	collect union dues That's	
4	Where members who are non	4	what that would mean. You	
5	dues paying members have	5	turn to community	
6	the same contractual	6	organizers as stewards,	
7	rights as us, that's	7	going around collecting	
8	fucking bullshit. I'm	8	dues. That can happen.	
9	sorry. There's no other	9	Don't let anybody tell you	
10	way around it.	10	any different.	
11	There needs to be I	11	There is a chance for	
12	understand we're the small	12	that to happen. Is that a	
13	little minnow in this big	13	far reach? We better be	
14	ocean when it comes to	14	prepared for everything.	
15	bargaining units, but	15	We better prepare for	
16	we're in a different boat.	16	everything that can come	
17	You know, what we do is	17	our way with this	
18	different. We're not	18	decision. We're making	
19	secretaries. We're not	19	financial decisions for	
20	sitting there putting	20	what ifs, but we're not	
21	things away, working eight	21	making changes to how	
22	to five.	22	legislatively or	
23	You know, our job is	23	constitutionally how we're	
24	unique and different.	24	going to do business.	
	- 393			395
1	Fuck, we get hammered	1	That's a problem.	
2	every God dam day in the	2	You know, I'm a little	
3	media. I don't see	3	bit in a minority. But	
4	anybody else getting	4	that's a problem that we	
5	hammered like that,	5	are going to face real	
6	whether you're a city	6	soon. Remember February	
7	correction or state	7	26th, eight judges have	
8	correction officer.	8	already made their	
9	You know, you don't	9	decision. They're only	
10	see in a way I look at	10	going wait for one. I	
11	this, if we're not	11	believe the decision going	
12	prepared for the worse	12	to come a lot quicker than	
13	case scenario, we're doing	13	later.	
14	a disservice to all of	14	There's not much to	
15	you. That's my opinion.	15	write here. It's already	
16	Because there's a chance	16	been drafted. If somebody	
17	that this opinion and	17	didn't kill Scalia it	
18	decision will be	18	would have been over	
19	absolutely destroying to	19	already. Let's be honest.	
20	unions. If we've got to	20	Four four, he disappeared	
21	go out and recard	21	unfortunately. Here we	
22	everybody, no dues	22	are, we're facing this	
23	deduction.	23	again. There is real.	
24	We're going back to the	24	This is a real existential	
	394			396
		1		

1	threat that we have	1	country is going to be	
		1		
2	absolutely zero control	2	affected by this decision.	
3	over unless we control	3	Some organizations that are in this state also	
4	what we can ourselves.	4		
5	Think about what needs	5	have ties in other states.	
6	to be done. Think about	6	They're national. And	
7	what we need to persevere	7	they have a history on how	
8	and preserve our rights	8	they handled it in the	
9	that we have. I know	9	other states. And I'll	
10	seniority and we just got	10	gave you an example.	
11	done hammering our own	11	AFSCME did what Clarence	
12	members because they	12	explained before about	
13	have they're proficient	13	bending over the table;	
14	where some of us aren't.	14	that's what their history	
15	Think about it if the guy	15	is in these other states	
16	isn't even a union member.	16	when the Right to Work	
17	He speaks Spanish	17	came in.	
18	language, not only does he	18	They waited, they took	
19	speak spanish language,	19	it in the rear end; and	
20	but he's not a member.	20	then they come in, they	
21	You want to see pissed off	21	picked up the pieces and	
22	then? Then they're	22	put everybody back	
23	nonunion, DOCCS oh by the	23	together again from what	
24	way, we're going to have a	24	was left.	
	397			399
1	third transfor list for	1		
1	third transfer list, for	1	So, my concern is we're	
2	non members. We're going	2	going to depend on	
3	to give them the right to	3	somebody else to get us to	
4	transfer first. Then	4	the promised land, but we	
5	what? Tell me where	5	need to make sure I	
6	that's going to go.	6	guess Keith didn't hear	
7	This is real. And, you	7	that. But we need to make	
8	know, I'm of the opinion	8	sure that if these people	
9	that we need some very	9	are promising us	
10	real, hard decisions and	10	something, they need to be	
11	we might need a minority,	11	able to deliver. Over the	
12	but you know what, we need	12	don't and I haven't,	
13	them.	13	maybe someone else has,	
14	AL MOTHERSHED: If I	14	seen whatever language it	
15	may, Mr. Powers. Al	15	is that they're going to	
16	Mothershed, western	16	prepare or submit, that is	
17	region. Keith, I've got a	17	going to protect us and	
18	couple comments on some of	18	give us the things that we	
19	the things that you said.	19	need.	
20		1	AT T 1 1 1	
20	First off, I think	20	Now, I know the	
21	First off, I think everybody in this room	20 21	Now, 1 know the Workers' Choice wasn't	
21	everybody in this room	21	Workers' Choice wasn't	
21 22	everybody in this room needs to realize	21 22	Workers' Choice wasn't perfect, but we discussed	

1	needed to make sure we got	1	problem that we could lose
2	protections for.	2	twenty, thirty, forty
3	Obviously DFR was one of	3	percent of our membership.
4	them, exclusivity was one	4	That's not unrealistic.
5	of them. What happens to	5	The State Police, they're
б	these non members, not the	6	not going to lose anybody.
7	MC people, not the union	7	They've got a
8	members, but the people in	8	supplemental retirement
9	the middle.	9	plan that they get.
10	We talked about what's	10	They're not going to lose
11	going to happen to them.	11	anybody. We don't have
12	One of the protections we	12	that. We don't have
13	needed to make sure they	13	something like that to
14	didn't get disparaging	14	offer our people.
15	treatment and we needed to	15	So, what is our back up
16	make sure they didn't get	16	plan if we see this
17	favorable treatment.	17	legislation or this
18	Because obviously if they	18	language, and it doesn't
19	get favorable treatment,	19	give us what we need to
20	that's bad for us.	20	get us and to protect us
21	That means they're	21	and to get us where we
22	going to get a better	22	need to be. What's our
23	benefit than we do, and we	23	plan?
24	can't let that happen.	24	- KEITH JACQUES: Al, I
	401		403
1	But if they get	1	did actually share a draft
2	disparaging treatment,	2	of the concept bill with
3	then of course they're	3	the Board. The Board
4	going to go after the	4	knows and I hope everyone
5	State. And the State is	5	in the room knows, every
6	gonna say, well, you're	6	single meeting we have on
7	using that, so these guys	7	the hill, regardless if
8	are union members.	8	_
9			we're talking about John's
	So there's a fine line.	9	we're talking about John's peace officer status for
10			we're talking about John's peace officer status for his SSOs or Death Gamble,
10 11	So there's a fine line. We get all that, we talked about all that, but we	9	peace officer status for
	We get all that, we talked	9 10	peace officer status for his SSOs or Death Gamble,
11	We get all that, we talked about all that, but we	9 10 11	peace officer status for his SSOs or Death Gamble, we always talk about Janus
11 12	We get all that, we talked about all that, but we don't have any answers. I	9 10 11 12	peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the
11 12 13	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a	9 10 11 12 13	peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we
11 12 13 14	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his sister. I don't care	9 10 11 12 13 14	peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a significant priority. We
11 12 13 14 15	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his	9 10 11 12 13 14 15	peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a
11 12 13 14 15 16	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his sister. I don't care about any of that. What I	9 10 11 12 13 14 15 16	peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a significant priority. We get that. AL MOTHERSHED: I'm not
11 12 13 14 15 16 17	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his sister. I don't care about any of that. What I care about is where this	9 10 11 12 13 14 15 16 17	peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a significant priority. We get that.
11 12 13 14 15 16 17 18	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his sister. I don't care about any of that. What I care about is where this organization is going to	9 10 11 12 13 14 15 16 17 18	peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a significant priority. We get that. AL MOTHERSHED: I'm not questioning that.
11 12 13 14 15 16 17 18 19	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his sister. I don't care about any of that. What I care about is where this organization is going to end up and if we're going	9 10 11 12 13 14 15 16 17 18 19	<pre>peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a significant priority. We get that. AL MOTHERSHED: I'm not questioning that. KEITH JACQUES: We tried to sell something</pre>
11 12 13 14 15 16 17 18 19 20	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his sister. I don't care about any of that. What I care about is where this organization is going to end up and if we're going to end up on our feet when this is all over.	9 10 11 12 13 14 15 16 17 18 19 20	<pre>peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a significant priority. We get that. AL MOTHERSHED: I'm not questioning that. KEITH JACQUES: We tried to sell something different, something in</pre>
11 12 13 14 15 16 17 18 19 20 21	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his sister. I don't care about any of that. What I care about is where this organization is going to end up and if we're going to end up on our feet when	9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a significant priority. We get that. AL MOTHERSHED: I'm not questioning that. KEITH JACQUES: We tried to sell something different, something in the Workers Choice model,</pre>
11 12 13 14 15 16 17 18 19 20 21 22	We get all that, we talked about all that, but we don't have any answers. I don't care if we're a coalition with God and his sister. I don't care about any of that. What I care about is where this organization is going to end up and if we're going to end up on our feet when this is all over. PEF, State Police I'll use the State Police	9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>peace officer status for his SSOs or Death Gamble, we always talk about Janus because we understand the critical nature, we understand this is a significant priority. We get that. AL MOTHERSHED: I'm not questioning that. KEITH JACQUES: We tried to sell something different, something in</pre>
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L	couldn't get any traction	1	doing the best we can.	
2	with it. All I can tell	2	And, you know, the	
3	you is that we're being	3	draft legislation shared	
1	told, and I'm talking with	4	with the Board, it deals	
5	Mulvaney, who you met, and	5	with free riding. Does it	
5	Gordie Warnok, the goal is	6	kick people out	
1	to get something into the	7	completely? No. Is it	
3	budget. To try and do	8	designed to try and limit	
9	that under the radar	9	the people who would free	
)	screen.	10	ride? Absolutely. Does	
, I	I don't really know	11	in maintain exclusivity	
)	what else to tell you	12	and bargaining rights for	
2	other than the fact that	13	NYSCOPBA Yes, it does.	
1	regardless of what kind of	14	Are we going to try to put	
± -	-			
-	legislation is in place	15	this in the budget? Yes,	
	because something will be	16	we are.	
/	in place, the union	17	So that's the goal. I	
3	whether it's Workers	18	get the frustration. I	
)	Choice or whether it's the	19	don't know what else to do	
)	DFR proposal we're talking	20	other than what we've been	
L	about, they need to start	21	doing. You know, I shared	
2	selling themselves to the	22	the legislation with the	
3	members about the benefits	23	board, I'm sure that if	
1	of being a NYSCOPBA	24	they want to share it,	
	405			407
L	member.	1	they can share it. But	
L 2	member. Because regardless of	1 2	they can share it. But that's what it does, it	
L 2 3			-	
L 2 3	Because regardless of	2	that's what it does, it	
L 2 3 4 5	Because regardless of what happens, people are	2 3	that's what it does, it amends the DFR provisions	
L 2 3 4 5	Because regardless of what happens, people are going to be able to jump	2 3 4	that's what it does, it amends the DFR provisions of the Taylor Law to	
L 2 3 5 5 7	Because regardless of what happens, people are going to be able to jump out. And the goal is make	2 3 4 5	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA	
L 2 3 4 5 5 7 8	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump	2 3 4 5 6	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to	
L 2 3 5 7 3 9	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they	2 3 4 5 6 7	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone	
L 2 3 4 5 5 7 3 9 0	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they won't jump out is if you	2 3 4 5 6 7 8	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone that is not paying union	
L 2 3 4 5 5 7 8 9 9 0 L	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they won't jump out is if you guys start championing all	2 3 4 5 6 7 8 9	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone that is not paying union dues.	
L 2 3 5 5 7 7 3 9 0 1 2	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they won't jump out is if you guys start championing all the different things that	2 3 4 5 6 7 8 9 10	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone that is not paying union dues. AL MOTHERSHED: In your	
L 2 3 4 5 5 7 3 9 9 1 2 3	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they won't jump out is if you guys start championing all the different things that you do for your members. Because you do so much	2 3 4 5 6 7 8 9 10 11	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone that is not paying union dues. AL MOTHERSHED: In your packets in your files that you guys picked up	
L 2 3 4 5 5 7 3 9 9 9 1 2 2 3 4	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they won't jump out is if you guys start championing all the different things that you do for your members. Because you do so much more for your members than	2 3 4 5 6 7 8 9 10 11 12	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone that is not paying union dues. AL MOTHERSHED: In your packets in your files	
L 2 3 4 5 5 7 7 3 9 0 1 2 2 3 4 5	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they won't jump out is if you guys start championing all the different things that you do for your members. Because you do so much	2 3 4 5 6 7 8 9 10 11 12 13	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone that is not paying union dues. AL MOTHERSHED: In your packets in your files that you guys picked up this morning, there's two documents in there. I	
L 2 3 4 5 5 7 8 9 9 0 L 2 3 4 5 5	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they won't jump out is if you guys start championing all the different things that you do for your members. Because you do so much more for your members than any other bargaining unit in the state.	2 3 4 5 6 7 8 9 10 11 12 13 14 15	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone that is not paying union dues. AL MOTHERSHED: In your packets in your files that you guys picked up this morning, there's two documents in there. I strongly suggest you take	
L 2 3 4 5 5 7 3 9 9 0 L 2 3 4 5 5 7	Because regardless of what happens, people are going to be able to jump out. And the goal is make sure that they don't jump out. And the way they won't jump out is if you guys start championing all the different things that you do for your members. Because you do so much more for your members than any other bargaining unit in the state. And I agree with you.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	that's what it does, it amends the DFR provisions of the Taylor Law to basically give NYSCOPBA the right to refuse to give any service to anyone that is not paying union dues. AL MOTHERSHED: In your packets in your files that you guys picked up this morning, there's two documents in there. I strongly suggest you take them back and make copies	
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1	I think we probably need	1	don't change the taylor
2	to do, maybe we haven't	2	law to protect free riding
3	explained enough the	3	right now, and Janus goes
4	potential ruling that	4	the way we think it's
5	we're looking at here.	5	going to go, those people
6	As everyone knows, we	6	will get all their money
7	have the agency fee	7	back, those 210. They'll
8	payers, and these are the	8	still be entitled to all
9	folks in the bargaining	9	the services that NYSCOPBA
10	unit, I think there's	10	provides, because under
11	probably like 200 NYSCOPBA	11	the Taylor Law you have to
12	members. These people	12	provide services to all
13	say, I don't want any of	13	bargaining unit members.
14	my union dues being used	14	Okay. So the concern
15	for political purposes.	15	would be that, Johnny's
16	But these people say, I	16	going to speak to Billy
17	don't want my union dues	17	and say, hey man, I get
18	being used for political	18	everything you get and I'm
19	purposes, the union has to	19	not paying a nickel.
20	refund that portion of the	20	That's not fair. Then
21	dues that the union takes	21	people are going to start
22	from the member and puts	22	jumping out, jumping out,
23	into the pack. I don't	23	jumping out. Which is why
24	know what the percentage	24	it's absolutely crucial we
	409		411
1	is, let's call it five	1	get legislation protect
2	percent.	2	the union and to prevent
3	What the Janus plan is	3	people from getting good
4	saying every single nickel	4	things for nothing.
5	that I pay in union dues	5	All right. So that's
б	is used for political	6	the concern of Janus. So
7	purposes. So there's a	7	this, the draft
8	concern that the Court is	8	legislation that I shared
9	going to say, okay, these	9	with the board, it would
10	209, 210 agency fee payers	10	essentially allow a union
11	in our bargaining unit,	11	to withhold all services
12	the court will say, if	12	to those that don't want
13	you're an agency fee	13	to pay union dues And it
14	payer, you don't have to	14	would not be subject to a
15	pay anything because, yes,	15	DFR claim. All right.
16	we agree with Janus every	16	Does that kind of okay,
17	single penny of union due	17	sorry, so go ahead ask
18	payments is used for	18	your question.
19	political purposes, so	19	AL MOTHERSHED: So this
20	we're going to be able to	20	piece of legislation that
21	give all that money back	21	you shared with the Board,
22	to folks.	22	is that stand alone, is
23	So if we don't change	23	that something that's
24	the DFR provisions, if we	24	coming from PEF, is that
	410		412

1	coming from AFL CIO? Who	1	But the question	
2	is actually going to	2	becomes, is it better to	
3	submit that?	3	try and get something or	
4	KEITH JACQUES: This is	4	is it better to stand out	
4 5	the PEC model bill, and	5	there on our own and draft	
5	PEC has been working with	-	a separate piece of	
•	Alcantara, who is a member	6	legislation that we	
7	of the IDC. Senator	7	-	
8 9	Alcantara is the senator	8	probably can't even get introduced, so that we can	
	that introduced a bill	-	say we tried something.	
10	that we talked about last	10		
11		11	That's up to this body to	
12	year, that would create a uniform dues deduction	12	decide.	
13		13	AL MOTHERSHED: Let's	
14	process, it's a uniform	14	say when and if we ever	
15	card I guess, throughout	15	see what is going to be	
16	the state for members that	16	submitted, it doesn't have	
17	are joining a union.	17	what we need in to fix the	
18	The thought is perhaps	18	four core problems is what	
19	attach it to that, over	19	I call them, there's four	
20	the that into the budget.	20	problems that I think we	
21	But, yes, it's something	21	need to address	
22	that PEC has a large	22	specifically, let's say it	
23	group, again I said	23	doesn't have all that in	
24	there's probably 80 or 90	24	there.	
	413		415	
1	unions that are impacted,	1	KEITH JACQUES: The	
1 2	unions that are impacted, that are pushing that	1 2	KEITH JACQUES: The four core being?	
	unions that are impacted, that are pushing that piece of legislation.		~	
2	that are pushing that	2	four core being? AL MOTHERSHED:	
2	that are pushing that piece of legislation.	2 3	four core being? AL MOTHERSHED: Exclusivity, DFRs, free	
2 3 4	that are pushing that piece of legislation. AL MOTHERSHED: But that doesn't solve all of	2 3 4	four core being? AL MOTHERSHED: Exclusivity, DFRs, free riders, and I can't think	
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2 3 4 5 6	that are pushing that piece of legislation. AL MOTHERSHED: But that doesn't solve all of	2 3 4 5 6	four core being? AL MOTHERSHED: Exclusivity, DFRs, free riders, and I can't think	
2 3 4 5 6 7	that are pushing that piece of legislation. AL MOTHERSHED: But that doesn't solve all of our problems. KEITH JACQUES: I don't think we can solve all of	2 3 4 5 6 7	four core being? AL MOTHERSHED: Exclusivity, DFRs, free riders, and I can't think of the fourth one right now. Let's say that it doesn't have all that in	
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1	to bills all the time.	1	that they're going to take	
2	Matter of fact, what we	2	care of us? Absolutely	
3	introduced last year, it	3	not. I don't. Do I trust	
4	would make it a felony for	4	you? I'm hoping to God	
5	somebody to attack law	5	that you're you over	
6	enforcement officers.	6	the Chris back there, I'm	
7	Specifically excluded from	7	not questioning you guys	
8	that legislation was	8	work ethics.	
9	correctional officers,	9	KEITH JACQUES: We're	
10	from inmates that do that	10	going to do everything we	
11	to COs in a prison. We	11	can. I couldn't possibly	
12	amended the bill and made	12	stand here and promise you	
13	it specifically applicable	13	a specific outcome that's	
14	to all our members.	14	going to absolutely occur.	
15	AL MOTHERSHED: My	15	AL MOTHERSHED: What	
16	concern obviously is when	16	I'm asking for is, we got	
17	these other folks present	17	to have a shot. And right	
18	this legislation that's	18	now it doesn't look like	
19	going to take care of	19	we're taking a shot.	
20	their folks, if we don't	20	KEITH JACQUES: Why	
21	get our arguments made in	21	does it look like we're	
22	that legislation, we still	22	not taking a shot? If I'm	
23	have a shot somewhere down	23	telling you that every	
24	the line to say we need to	24	meeting we have we're	
	417		419	
1	over the that bill to	1	discussing Janus, and we	
2	include A, B, C.	2	talk to PEC constantly, I	
2 3	include A, B, C. KEITH JACQUES: That	23	talk to PEC constantly, I don't understand how	
2 3 4	include A, B, C. KEITH JACQUES: That assumes we're not making	2 3 4	talk to PEC constantly, I don't understand how that it doesn't look	
2 3	include A, B, C. KEITH JACQUES: That assumes we're not making our arguments and we're	2 3 4 5	talk to PEC constantly, I don't understand how that it doesn't look like if you trusted me	
2 3 4 5 6	include A, B, C. KEITH JACQUES: That assumes we're not making our arguments and we're not doing our jobs in	2 3 4 5 6	talk to PEC constantly, I don't understand how that it doesn't look like if you trusted me enough, I'm telling you	
2 3 4 5 6 7	include A, B, C. KEITH JACQUES: That assumes we're not making our arguments and we're not doing our jobs in communicating all	2 3 4 5 6 7	talk to PEC constantly, I don't understand how that it doesn't look like if you trusted me enough, I'm telling you this is what we're doing.	
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1	AFL is going to be here,	1	and sisters united in
2	it's going to be the	2	labor, if this is what
3	teachers CSEA in that	3	we're going to come up
4	corner. So they came to	4	with, okay, good, we got
5	me and said, look, in	5	it.
б	about a week or two we're	б	They are going to rely
7	going to have to talk.	7	on us to deliver our
8	What that means is, we all	8	friends in the senate.
9	have said a thousand times	9	Because it's going to be
10	we're going to have one	10	upstate conservatives that
11	bill.	11	they're going to be
12	By the way, we need to	12	looking to us to deliver.
13	sneak this thing in. If	13	So we seem to have
14	we pop up over the	14	leverage in this process.
15	introduce a bill, the	15	I said it a thousand
16	opponents are going to	16	times, but this body
17	shoot this thing down like	17	I'll say it again, so Al,
18	you can't imagine. You	18	I know it sounds like it's
19	got Senator John	19	very short time frame, but
20	DeFrancisco, a	20	six weeks in a budget
21	conservative upstate	21	negotiation, we're still a
22	running against the	22	little early. In a couple
23	Governor, who is going to	23	weeks things are going to
24	try to come out with	24	start moving and you're
	- 421		423
1	something conservative.	1	going to start seeing it
1 2	something conservative. His ideology is in line	1 2	going to start seeing it and we'll share it.
	-		
2	His ideology is in line	2	and we'll share it.
2 3	His ideology is in line with the Supreme Court	2 3	and we'll share it. And as we start to sit
2 3 4	His ideology is in line with the Supreme Court that we are trying to	2 3 4	and we'll share it. And as we start to sit down and come up with our
2 3 4	His ideology is in line with the Supreme Court that we are trying to on this one we're	2 3 4 5	and we'll share it. And as we start to sit down and come up with our one bill, you're going
2 3 4 5 6	His ideology is in line with the Supreme Court that we are trying to on this one we're liberals. On this one	2 3 4 5 6	and we'll share it. And as we start to sit down and come up with our one bill, you're going to see it. That's where
2 3 4 5 6 7	His ideology is in line with the Supreme Court that we are trying to on this one we're liberals. On this one we're in Governor Cuomo's	2 3 4 5 6 7	and we'll share it. And as we start to sit down and come up with our one bill, you're going to see it. That's where it's going to end up.
2 3 4 5 6 7 8	His ideology is in line with the Supreme Court that we are trying to on this one we're liberals. On this one we're in Governor Cuomo's corner. So, it is	2 3 4 5 6 7 8	and we'll share it. And as we start to sit down and come up with our one bill, you're going to see it. That's where it's going to end up. AL MOTHERSHED: He's
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1	the Senate, submitted to	1 STATE OF NEW YORK)
2	the Assembly. This is	2 SS:
3	we're talking about	3 COUNTY OF ERIE)
4	putting something in the	4
5	budget. So you don't have	5 I, DARLENE L. JERGE, a
6	to stick your hand out to	6 Notary Public in and for the State
7	John Flanagan, and then go	7 of New York, County of Erie, DO
8	rub the Governor. At the	8 HEREBY CERTIFY that the MINUTES of
9	end of the day, they're	9 the EXECUTIVE ASSEMBLY, were taken
10	going to do it. Because	10 down by me in a verbatim manner by
11	they're all going to take	11 means of Machine Shorthand, on
12	credit for backing labor.	12 FEBRUARY 14, 2018. That the
13	Maybe John Flanagan not as	13 MINUTES were then reduced in
14	much.	14 writing under my direction.
15	But that's the bottom	15 I further CERTIFY that
15	line. So everybody is	16 the above-described transcript
10	clear on that, you're not	17 constitutes a true and accurate and
17	going to see a debate on	18 complete transcript of the minutes
10	the floor about this bill.	19 taken.
	It's going to be snuck in,	20 Carcin.
20		
21	in the budget.	21 $(1)$ $(1)$ $(2)$
22	CHRIS DURYEA: That's	22
23	correct.	Notary Public.
24	DONN ROWE: All right.	24
	425	427
1		<dates>1st 139:10 a long 148:22,2665</dates>
1	PRESIDENT POWERS: All	April 1st 6922, 19823, 38123 < 4 > A 3121 April 2018 7616 427 438, 543 ABC 172:17
1 2 2	right. Motion to adjourn?	April 1st 6922, 19323, 38123         <4.>         A. 3121           April 2018 76:16         427 433, 543         ABC 172:17           April 24th 13021         <2.>         4500 2626         ability 16422           FEBRUARY 14, 2018 427:12         2.27 88:12         4960, 91:22         ability 37:4,
	right. Motion to adjourn? Shaun Keenan. And Rich	April 1st 6922, 19823, 38123         <4>         A 3121           April 2018 76:16         427 4:38, 543         ABC 172:17           April 24th 130:21         <2>         4500 2626         ability 16422
2 3 4	right. Motion to adjourn?	April 1st (£)22 (£)23, 38123         <4>         A. 3121           April 2018/76.16         427 43, 54.93         ABC 172.17           April 24th 15021         <2>         4500 26.26         ability 164.22           HEBRUARY 14, 2018 427.12         227 88.12         4960. 91.22         ability 164.22           HEBRUARY 14, 2018 427.12         227 88.12         4960. 91.22         ability 164.22           HEBRUARY 14, 2018 827.12         207 88.12         4960. 91.22         ability 164.22           February 14th, 2018 82.17         201 74.9         1653, 272.6, 40.11         322.1, 384.33.11, 32.4, 47.7, 41.20, 75.10, 96.22, 14.11           February 14th, 2018 26.17         201 2.21         45.5         12.21.9, 12.21.10, 12.6, 12.21.13.26, 12.21.13.27.6, 12.21.9, 12.21.10, 12.76, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.10, 12.76, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12.21.9, 12
2 3 4 5	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second.	April 1st 8922 19823 38123         <4>         A 3121           April 2018 7616         427 433 543         ABC 17217           April 2018 7616         22>         4500 5266         ability 16422           HEBRUARY 14, 2018 42712         227 8812         ability 16422         ability 16422           February 14th, 2018 28:17         201 749, 1853, 2726, 419:11         3821, 398, 39:11, 3924, 417, 420, 75:10, 9822           February 26th 39:114         201 132:19         <5>         122:19, 1376, 122:10, 1376, 122:10, 1376, 122:10, 1376, 122:10, 1376, 122:10, 1376, 122:10, 1376, 1493, 140
2 3 4 5 6	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the	April 1st 8922 19823 38123         <4>         A 3121           April 2018/7616         427 438 543         ABC 17217           HEBRUARY 14, 2018 427.12         227 8812         4960 9122         ability 16422           HEBRUARY 14, 2018 2017         201 721         201 749, 1653, 2726, 40:11         3221,388 3911, 3924, 417, 4120, 7510, 9622, 417, 4120, 7610, 9622, 417, 4120, 7610, 9622, 417, 4120, 7610, 9622, 417, 4127, 4120, 7610, 9622, 4173, 410         417, 4120, 7610, 9622, 4123, 4212, 400:11, 417, 4120, 7610, 9622, 4123, 4212, 400:11, 417, 4120, 41423, 4212, 400:11, 417, 4120, 41423, 4212, 400:11, 417, 4120, 41423, 4173, 19022, 465, 24123, 4174, 1902, 41423, 41743, 41745, 41743, 41745, 41742, 41743, 41745, 41743, 41745, 41
2 3 4 5 6 7	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then	April 1st (8):22 (8):23 (8):23         <4>         A 3021           April 201676:16         427 (43):543         ABC 172:17           April 24th 102:1         <2>         4500 252:6         ability 16/42           HEBRUARY 14, 2018 427:12         227 88:12         4960. 91:22         ability 16/42           HEBRUARY 14, 2018 427:12         227 88:12         4960. 91:22         ability 16/42           HEBRUARY 14, 2018 427:12         227 88:12         4960. 91:22         ability 16/42           HEBRUARY 14, 2018 427:12         207 88:3, 2726, 40:11         3221, 388, 33:11, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 40:13, 10:9:62.2         147, 42:0, 75:10, 96:22.2           Hebruary 26th 39:14         2011 34:19         <5>         12:19, 12:10, 1376, 16:33, 16:0, 16:33           February 76th 256:02         2016 14:09, 14:18         241:23, 20:12, 40:11, 1376, 16:33, 16:0, 16:33, 16:0, 16:33, 16:0, 16:34,
2 3 4 5 6 7 8	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the	April 1st 8922 19823 38123         <4>         A 3121           April 2018/7616         427 438 543         ABC 17217           HEBRUARY 14, 2018 42712         227 8812         4960 9122         ability 16422           HEBRUARY 14, 2018 42712         207 8812         200 1749 1853, 2726, 40:11         3221 388 3911, 3924, 477, 4020, 7510, 9622, 40:11           February 2018 128         200 1749 1853, 2726, 40:11         3221 388 3911, 3924, 477, 4020, 7510, 9622, 40:11, 42:19         <5 >         12219, 122:10, 1376, 1693, 324, 7429, 9622, 4173, 40:20, 7412, 324, 7430, 9622, 4173, 42:19         <5 >         12219, 122:10, 1376, 1693, 42:12, 92:12, 10, 1376, 1693, 42:12, 91:22, 10, 1376, 1693, 42:12, 91:22, 10, 1376, 1693, 42:12, 91:22, 10, 1376, 1693, 42:12, 91:22, 12:10, 1376, 1693, 42:12, 92:12, 10, 1376, 1693, 42:12, 91:22, 12:10, 1376, 1693, 42:12, 91:22, 12:10, 1376, 1693, 42:12, 91:22, 12:10, 1376, 1693, 42:12, 91:22, 12:10, 1376, 1693, 42:12, 91:22, 12:10, 12:1
2 3 4 5 6 7	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st (8):22, 19:23, 381:23         <4.>         A. 3121           April 2018/76:16         427, 438, 543         ABC 172.17           April 241, 102.12         <2.>         4500, 222.65         ability 164.22           HEBRUARY 14, 2018, 427.12         227, 88.12         4960, 91.22         ability 164.22           February 1415, 2018 1/3         200, 74.9, 1653, 272.6, 40:11         322, 388, 39.11, 392.4, 392.3, 394.3, 371.4, 392.3, 394.3, 391.3, 392.4, 392.3, 394.3, 39
2 3 4 5 6 7 8	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then	April 1st (8):22 (8):23 (31:23         <4>         A 3121           April 2016/76:16         427 433 5:43         ABC 172:17           April 24th 130:1         <2>         4500 25:26         ability 16:42           HEBRUARY 14, 2018 427:12         227 88:12         4960. 91:22         ability 16:42         322; 384 321; 32:4, 32:43           February 14th, 2018 427:12         227 88:12         4960. 91:22         ability 16:42         321; 384 32; 378, 3714, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 32:13, 32:4, 40:10, 19:62           February 26th 39:14         2011 34:19         <5>         12:19; 12:10, 1376, 16:03           February 71:1526:23         2016 14:03, 14:18         2016 14:03, 14:18         2016 14:03, 14:18           January 17: 1999:27:14         2017 26:7, 314:10         40:64, 4102, 41423         40:64, 4102, 41423           January 15:19:10:10         2019, 98:19         62:228         above edscribed 477:16           January 15:19:10:10         2012 42:5, 52, 237:14, 237:15, 66:68:813         above edscribed 477:16           January 15:19:10:10         2019, 98:19         60:212         Absolutely 73:20, 35:20, 35:41, 39:41,
2 3 4 5 6 7 8 9 10 11	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st (£)22 (£)23, 381:23         <4.>         A. 3(21           April 2018/76:16         427 438, 543         ABC 172.17           April 2018/76:16         427 438, 543         ABC 172.17           April 2018/76:16         427 438, 543         ABC 172.17           April 24th 1502.1         227 88.12         4960.9122         ability 164.22           FEBRUARY 14, 2018 427.12         227 88.12         4960.9122         ability 164.22           February 14th, 2018 26.17         201 749, 1853, 272.6, 40:11         321, 384, 391, 392.4, 477, 4120, 7510, 9622, 192.91         47.7, 4120, 7510, 9622, 192.92           February 26th, 3014 4         2011 32:19         <5.>         122.19, 123:10, 1376, 1693, 324.4           February 26th, 3014 4         2017 267, 734:10         4163, 4202, 41423         4123, 4212 400.11, 1933, 242.12 400.11, 1945, 3492.3           January 199 227:14         2017 267, 734:10         4163, 4202, 41423         4123, 421.2 400.11, 124.5, 3492.3           January 199 227:14         2018 52.24, 147.9, 190.22         <6.>         above 2611, 284.5, 349.23           January 199 227:14         2019, 831.9         6222.8         above 2611, 284.5, 349.23           January 199 227:14         2019, 821.9         6222.8         above entitled 120           January 199 227:14         2019, 262.9         301.4
2 3 4 5 6 7 8 9 10 11 12	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st (£)22 (£)23, 38123         <4>         A 3021           April 2018/76.16         427 438, 543         ABC 172.17           April 2018/76.16         427 438, 543         ABC 172.17           April 2018/76.16         427 438, 543         ABC 172.17           April 24th 1502.1         227 88.12         4960. 91.22         able 33.15, 34.23, 37.8, 37.14,           February 14th, 2018 427.12         227 88.12         4960. 91.22         able 33.15, 34.23, 37.8, 37.14,           February 26th, 39.14         201 749, 1653, 272.6, 40.11         32.1, 38.8, 38.11, 39.24,         47.7, 41.20, 75.10, 98.22,           February 26th, 6ight 3366         2014 76.2         5th 68.2         149.8, 164.7, 165.1, 169.3,           January 11, 999.227.14         2017 267, 73.44.10         406.4, 410.22, 44.23,         241.23, 22.01.24, 44.23,           January 199.227.12         2018 52.24, 147.9, 190.22         <6.228
2 3 4 5 6 7 8 9 10 11	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st 6922 (1923, 38123)         <4>         April 241 (2016)         April 241 (2016)           April 2016/76.16         427 433, 543         ABC 172.17         APRIL 1717           April 241 (2016)         227 8812         4960, 9122         ability 16422           FEBRUARY 14, 2018 427.12         227 8812         4960, 9122         ability 16422           February 144, 2018 427.12         227 8812         4960, 9122         ability 16422           February 144, 2018 427.12         201 749, 1853, 2726, 409.11         321, 384, 381, 3224, 401.19, 422.3         321, 384, 381, 3224, 401.19, 422.3           February 20th, sight 4         2011 342.19         <5 >         122.19, 123.10, 1376, 149.32         4064, 4102, 414.23, 421, 74, 402, 75.19, 402.3           January 1, 1999 227.14         2017 267, 314.10         <4064, 4102, 414.23, 400.14, 132, 242.147.9, 1902, 46.5
2 3 4 5 6 7 8 9 10 11 12	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st (£)22 (£)23, \$8123         <4>         Asi21           April 2016/7c16         427 438, 543         ABC 17217           April 2016/7c16         427 438, 543         ABC 17217           April 24th 1021         227 8812         4960, 9122         ability 16422           FEBRUARY 14, 2018 42712         227 8812         4960, 9122         ability 16422           February 14th, 2018 26.17         201 221         4960, 9122         ability 16427           February 26th, 6ight 3266         201 749, 1853, 2726, 40:11         321, 384, 381, 3224, 417, 410, 109, 422, 11376, 109, 422, 11376, 109, 422, 114, 4123, 423, 748, 071, 410, 1376, 11633, 410, 417, 420, 751, 109, 422, 1473, 100         406, 441022, 41423, 2212, 400, 11, 4423, 422, 124, 11, 4453, 4223, 2212, 4011, 462, 41022, 41423, 4212, 4221, 24011, 4423, 422, 4212, 4021, 41423, 4212, 4221, 4011, 408, 4102, 41423, 422, 4212, 4021, 41423, 422, 4212, 4021, 41423, 422, 4212, 4021, 41423, 422, 4212, 4423, 422, 1241, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 421, 4423, 4414, 442, 4194, 4114, 4414, 4414, 4414, 4114,
2 3 4 5 6 7 8 9 10 11 12 13	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st 6922 (1923, 38123)         <4.>         A. 3121           April 2018/76.16         427 433, 543         ABC 172.17           April 2018/76.16         427 433, 543         ABC 172.17           April 241 13021         <2.>         4500 252.66         ability 16422           HEBRUARY 14, 2018 427.12         2.27 8812         4960. 9122         ability 16422         321, 384.31, 3224, 323.378, 3714, 3221, 324, 323.378, 3714, 3221, 324, 3221, 324, 3221, 324, 3221, 324, 3221, 324, 3221, 324, 3221, 324, 3221, 3241, 3242, 3261, 3241, 3242, 3261, 3242, 326, 3211, 3242, 3261, 3241, 3242, 3261, 3241, 3242, 3261, 3242, 326, 3211, 3242, 3261, 3241, 3242, 3261, 3241, 3242, 3261, 3241, 3242, 3241, 3241, 3242, 3241, 3241, 3242, 3241, 3241, 3242, 3241, 3241, 3241, 3241, 3242, 3241, 32
2 3 4 5 6 7 8 9 10 11 12 13 14	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st (£)22 (£)23, 381:23         <4.>         A. 3021           April 2016/76.16         427 438, 543         ABC 172.17           April 241 102.12         2.2         4500 22.06         ability (164.22)           HEBRUARY 14, 2018 427.12         2.27 88.12         4960. 91.22         abile 33.15, 34.23, 378, 3714, 322.13           February 1415, 2018 18         200 749, 1653, 2726, 40:11         322, 388, 3211, 3224, 47.7, 4120, 7510, 9622, 47.9, 1022, 7510, 9622, 41.9, 122.19, 123.11, 324, 41.7, 4120, 7510, 9622, 41.7, 4120, 7510, 9622, 41.7, 4120, 7510, 9622, 41.23, 922.11, 1376, 1613, 324, 41.23, 422.12, 40.11, 1376, 1613, 324, 41.23, 422.12, 40.11, 1376, 1613, 324, 41.23, 422.12, 40.11, 1376, 1613, 324, 41.23, 422.12, 40.11, 1376, 1613, 324, 41.23, 422.12, 40.11, 139, 41.23, 422.12, 40.11, 14.23, 422.12, 40.11, 14.23, 422.12, 40.11, 14.23, 422.12, 40.11, 14.23, 422.12, 40.11, 12.3, 199.2771, 2017 277, 314.10         4064, 41022, 414.23, 424.12, 44.23, 424.12, 44.23, 424.12, 44.23, 424.12, 44.23, 424.12, 44.23, 424.12, 44.23, 424.12, 44.23, 424.12, 44.23, 424.12, 44.23, 424.12, 44.23, 44.24
2 3 4 5 6 7 8 9 10 11 12 13 14 15	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st (8:22, 18:23, 18:123         <4.>         April 2187, 716         April 241, 7217           April 20187, 716         427, 433, 543         427, 433, 543         ABC, 17217           April 241, 1021         <2.>         4500, 22.66         ability 16422           HEBRUARY 14, 2018, 427.12         227, 8812         4960, 9122         able 3315, 3423, 378, 3714, 3221, 3223, 483, 311, 3224, 4823, 322, 321, 3224, 4960, 9122           February 141, 2018, 2017, 749, 1853, 2726, 40:11         321, 388, 381, 3224, 4960, 9122         321, 388, 381, 3224, 473, 109, 922, 147, 410, 109, 922, 1473, 109, 922, 149, 123, 10, 1376, 169, 322, 4173, 109, 222, 1492, 102, 103, 103, 109, 222, 1423, 123, 100, 1423, 4212, 322, 129, 123, 10, 136, 123, 123, 123, 123, 123, 123, 123, 123
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st (£)22 (£)23, 381:23         <4.>         A.3(21           April 2016/76.16         427 438, 543         ABC 172.17           April 24th 102.1         2.>         4500 22.06         ability (164.22)           HEBRUARY 14, 2018 427.12         2.77 8812         4960. 91.22         ability (164.22)           February 14th, 2018 26.17         201 749, 1653, 2726, 40:11         321, 388, 3911, 3924, 477, 4120, 7510, 9622, 1229, 123:10, 1376, 1693, 324, 4921, 40:11, 324, 477, 4120, 7510, 9622, 4193, 324, 4173, 19022, 251, 992.2714, 2917, 324:10         417, 4120, 7510, 9622, 4173, 4922, 4123, 2241, 40:11, 613, 324, 4123, 2421, 40:01, 3413, 324, 4123, 2421, 40:01, 4123, 4242, 2421, 40:01, 4192, 4123, 2421, 40:01, 4193, 4241, 2412, 2412, 2412, 4123, 4242, 2412, 4214, 4123, 4242, 2421, 40:11, 4123, 4242, 4202, 4423, 4242, 4024, 4423, 4242, 4024, 4423, 4242, 4024, 4423, 4242, 4024, 4423, 4242, 2663, 3014, 602, 4102, 41423, 4242, 4423, 3014, 5374, 73, 34:10         4064, 4102, 4142, 4142, 4143, 4216, 4423, 4212, 4014, 4024, 41423, 4212, 4014, 4024, 41423, 4212, 4014, 4024, 41423, 4212, 4014, 4024, 41423, 4212, 4014, 4024, 4142, 4142, 4142, 4142, 4142, 4142, 4142, 4142, 4142, 4144, 4124, 4142, 4194, 4010, 4124, 4142, 4194, 4124, 4194, 4126, 4216, 421, 4234, 422, 263, 310, 711, 613, 3224, 422, 263, 310, 711,
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st 8222 (822, 38123)         <4>         Ast 321           April 2018/7616         427 438, 543         ABC 17217           April 24th 15021         <2>         4500 2526         ability 16422           HEBRUARY 14, 2018 42712         227 8812         4960. 9122         abile 3315, 3423, 378, 3714,           February 14th, 2018 2617         201 22         321, 388, 3811, 3824,         477, 4120, 7510, 9822,           February 26th, 6jrt 3366         201 4749, 1653, 2726, 40:11         321, 398, 3811, 3824,         477, 4120, 7510, 9822,           February 26th, 6jrt 3366         2014 762         5th 682         4488, 1647, 1651, 1683,         24162, 2621, 2011,           January 199922714         2017 267, 314:10         4064, 41022, 41423,         24123, 2212, 4011,         4064, 41022, 41423,           January 19922712         2018 5224, 1479, 19022         <6.5
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 1st 6922 (1923, 38123         <4>         Ast 321           April 2016/7616         427 433, 543         ABC 17217           April 24th 13021         <2>         4500 2526         ability 16422           HEBRUARY 14, 2018 42712         227 8812         4960. 9122         ability 16422           February 14th, 2018 2617         201 2749, 1853, 2726, 40:11         321, 384, 381, 3224, 423, 378, 3714, 3224, 423, 424, 378, 3714, 4321, 579, 3214, 2321, 424, 424, 4102, 410, 922, 432, 424, 410, 922, 4423, 421, 424, 4102, 410, 922, 4423, 421, 424, 4102, 410, 922, 4473, 9022         55         12219, 12310, 1376, 4103, 421, 400, 145, 4102, 44123, 421, 324, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 4102, 400, 142, 402, 4102, 41423, 422, 427, 410, 11, 448, 4102, 4102, 4142, 400, 4102, 4412, 400, 410, 406, 4102, 4142, 400, 410, 406, 4102, 410, 400, 400, 400, 400, 400, 400, 400
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 18: 6922, 19823, 38123         <4>         April 24: 1026 7clic         April 24: 1026 7clic         427 43, 543         ABC 172: 17           April 24: 1027         2.27 8812         427 43, 543         ABC 172: 17         ablit 11/16422           FEBRUARY 14, 2018 27:12         2.27 8812         4600. 91:22         able 33: 15, 3423, 378, 3714, 3211, 3924, 321, 3924, 3211, 3924, 321, 3924, 3211, 3924, 3211, 3924, 321, 3923, 3714, 3211, 3926         321, 472         321, 392, 3714, 3211, 3924, 321, 3214, 321, 3922, 3214, 3
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	right. Motion to adjourn? Shaun Keenan. And Rich Janes, second. (Whereupon, the Executive Assembly then adjourned.)	April 18:69:22 (9823, 38/23)         -4>         April 28:69:27 (9823, 38/23)           April 28:69:27 (9823, 38/22)         -2>         4500 (982)         ABC [72:17)           April 28:69:27 (9823, 38/22)         -27 (48, 5)/43         ABC [72:17)         ability (9622)           HERLARY 14, 2018/2712         2278 81/2         4600, 91/22         ability (9622)         ability (9622)           HERLARY 14, 2018/2712         2017 821, 3224         401 201         321, 388 3911, 3324, 47.2         47.4 420, 7510, 8322, 47.2           Herlary 71, 1990 277:1         2011 3219         55.         1429, 1471, 1693, 24.1         47.4 420, 7510, 8322, 47.2         498, 167, 1693, 24.1           Janary 158 1710, 1500         2014 4762         516.892         498, 167, 1693, 24.1         24.11, 1693, 24.1           Janary 158 1710, 1500         2017 287, 374.10         6228         above-cettriled 12.0         6228           July 2020 284         209, 401.0         602.350, 11         3011, 5522, 394.19         301.4           March, april 181, 374.71         2014 10.0         602.44         30.15, 552.2, 394.19         301.4           March, april 181, 374.71         2014 10.0         603.850, 13.2         301.4         301.1         302.1           November 281, 2017.273         222.22         75.28, 5, 203.11, 364.2
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