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NEW YORK STATE
CORRECTIONAL OFFICERS AND POLICE
BENEVOLENT ASSOCIATION
EXECUTIVE ASSEMBLY

April 11-12, 2018

The Doubletree
Syracuse, New York

Volume I
Wednesday Session

STENOGRAPHIC MINUTES of the
above-entitled matter as reported
by DARLENE L. JERGE, Notary Public
and Shorthand Reporter in and for
the State of New York.

Darlene L. Jerge, Court Stenographer

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1 APPEARANCES:

2 OFFICERS PRESENT:

3 MICHAEL POWERS, President

4 TAMMY SAWCHUK, Executive Vice President

5 TOBY HOGAN, Treasurer

6 CHRISTOPHER SUMMERS, Recording Secretary

7

8 Vice Presidents

9 MIKE MAZZELLA, Mid-Hudson

10 SCOTT 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.

17

Erin Parker, Esq.

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Keith Jacques, Esq.

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Steven Anderson, Parliamentarian

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PRESIDENT POWERS:

Sergeant At Arms, clear
the hall please.

Good afternoon. I'd
like to call the meeting
to order. Can we all
please stand?

(Whereupon, a moment of
silence and the Pledge of
Allegiance was observed.)

PRESIDENT POWERS:

Sergeant At Arms, read the
Executive Assembly Rules
of Order in please.

JOE HARRIS: Anyone
upon entering the
Executive Assembly must
wear the NYSCOPBA
identification tag. Chief
Sector Stewards will sit
in designated areas when

1 the Executive Assembly is
2 in session.

3 Cellular phones are to
4 be turned off and beepers
5 are to be put on vibrating
6 mode. Recording devices
7 are prohibited unless
8 provided by membership
9 services and those
10 directed by the recording
11 secretary. NYSCOPBA
12 members in good standing
13 will be allowed to address
14 the Executive Assembly.

15 Please state your name
16 and your sector. Speakers
17 at the microphone will
18 follow the direction of
19 the Sergeant at Arms.
20 Thank you.

21 PRESIDENT POWERS:
22 Thank you. Chris?

23 RECORDING SECRETARY

1 SUMMERS: Good afternoon.

2 President Powers?

3 PRESIDENT POWERS:

4 Here.

5 RECORDING SECRETARY

6 SUMMERS: Powers, present.

7 Executive Vice President

8 Sawchuk?

9 EXECUTIVE VICE

10 PRESIDENT SAWCHUK: Here.

11 RECORDING SECRETARY

12 SUMMERS:

13 Sawchuk, present.

14 Treasurer Hogan?

15 TREASURER HOGAN: Here.

16 RECORDING SECRETARY

17 SUMMERS: Hogan, Present.

18 Recording Secretary

19 Summers, Here. VP North,

20 Roberts?

21 VP NORTH ROBERTS:

22 Here.

23 RECORDING SECRETARY

1 SUMMERS:
2 Roberts, present.
3 VP Mid-Hudson,
4 Mazzella?
5 VP MID-HUDSON MAZZELLA:
6 Here.
7 RECORDING SECRETARY
8 SUMMERS: Mazzella,
9 present.
10 VP Law Enforcement,
11 Harmon?
12 VICE PRESIDENT HARMON:
13 Present.
14 RECORDING SECRETARY
15 SUMMERS:
16 Harmon, present.
17 VP Central, Carpenter?
18 VP CENTRAL CARPENTER:
19 Present.
20 RECORDING SECRETARY
21 SUMMERS:
22 Carpenter, present.
23 VP South, Fisher.

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VICE PRESIDENT FISHER:

Present.

RECORDING SECRETARY

SUMMERS:

Fisher, present.

VP West, Miano?

VICE PRESIDENT MIANO:

Here.

RECORDING SECRETARY

SUMMERS:

Miano, present. Sergeant's
Liaison, Sellers?

BILL SELLERS: Present.

RECORDING SECRETARY SUMMERS:

Sellers, present.

Adirondack, Sturgeon?

MR. STURGEON: Here.

RECORDING SECRETARY

SUMMERS:

Sturgeon, present.

Albany Training Academy,

Christiano?

MR. CHRISTIANO: Here.

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RECORDING SECRETARY

SUMMERS:

Christiano, present.

Albion, Molino?

MR. MOLINO: Present.

RECORDING SECRETARY

SUMMERS:

Molino, present.

Altona, Guerin?

MR. GUERIN: Here.

RECORDING SECRETARY

SUMMERS:

Guerin, present.

Attica, Wagner?

MR. WAGNER: Here.

RECORDING SECRETARY

SUMMERS:

Wagner, present.

Auburn, Thomas?

MR. THOMAS: Here.

RECORDING SECRETARY SUMMERS:

Thomas, present.

Bare Hill, SENECA?

1 MR. SENEAL: Here.

2 RECORDING SECRETARY

3 SUMMERS:

4 Senecal, present.

5 Bedford Hills, Hale?

6 MR. HALE: Here.

7 RECORDING SECRETARY

8 SUMMERS:

9 Hale, present.

10 Cape Vincent, Call?

11 MR. CALL: Here.

12 RECORDING SECRETARY

13 SUMMERS:

14 Call, present.

15 Cayuga, Langtry?

16 MR. LANGTRY: Here.

17 RECORDING SECRETARY

18 SUMMERS:

19 Langtry, present.

20 Central New York Psych,

21 Janes?

22 MR. JANES: Here.

23 RECORDING SECRETARY

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SUMMERS:

Janes, present.

Clinton, Moore?

MR. MOORE: Here.

RECORDING SECRETARY

SUMMERS:

Moore, present.

Collins, Morosey.

MR. MOROSEY: Here.

RECORDING SECRETARY SUMMERS:

Morosey, present.

Community Supervision,

Ruland?

MR. RULAND: Here.

RECORDING SECRETARY

SUMMERS: Ruland, present.

CCA's, Johnson?

MS. JOHNSON: Present.

RECORDING SECRETARY SUMMERS:

Johnson, present.

Coxsackie, Pavlin?

MR. PAVLIN: Present.

RECORDING SECRETARY

1 SUMMERS:
2 Pavlin, present.
3 Downstate, Cooper?
4 MS. COOPER: Here.
5 RECORDING SECRETARY SUMMERS:
6 Cooper, present. Eastern,
7 Osterhoudt?
8 MR. OSTERHOUDT: Here.
9 RECORDING SECRETARY
10 SUMMERS:
11 Osterhoudt, present.
12 Edgecombe, Ramirez?
13 MR. RAMIREZ: Present.
14 RECORDING SECRETARY
15 SUMMERS:
16 Ramirez, present.
17 Elmira, Cranmer?
18 MR. CRANMER: Here.
19 RECORDING SECRETARY
20 SUMMERS:
21 Cranmer, present.
22 Fishkill, Sonco?
23 MR. SONKO: Here.

1 RECORDING SECRETARY
2 SUMMERS:
3 Sonko, present.
4 Five Points, Nelson?
5 MR. NELSON: Here.
6 RECORDING SECRETARY
7 SUMMERS:
8 Nelson, present.
9 Forest Rangers, Carlson?
10 MR. CARLSON: Here.
11 RECORDING SECRETARY
12 SUMMERS:
13 Carlson, present.
14 Franklin, Allen?
15 MR. ALLEN: Here.
16 RECORDING SECRETARY
17 SUMMERS:
18 Allen, present.
19 Gouverneur, Gleason?
20 MR. GLEASON: Present.
21 RECORDING SECRETARY
22 SUMMERS:
23 Gleason, present.

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Gowanda, Guest?
MR. GUEST: Here.
RECORDING SECRETARY
SUMMERS:
Guest, present.
Great Meadow, Groom?
MR. GROOM: Here.
RECORDING SECRETARY
SUMMERS:
Groom, present.
Green Haven, no rep.
Greene, Horacek?
MR. HORACEK: Here.
RECORDING SECRETARY
SUMMERS:
Horacek, present.
Groveland, Hunsinger?
MR. HUNSINGER: Here.
RECORDING SECRETARY
SUMMERS:
Hunsinger, present.
Hale Creek, Rowe?
MR. ROWE: Here.

1 RECORDING SECRETARY
2 SUMMERS:
3 Rowe, present.
4 Hudson, Relyea?
5 MR. RELYEA: Here.
6 RECORDING SECRETARY
7 SUMMERS:
8 Relyea, present.
9 ISO's, Ohms?
10 MR. OHMS: Present.
11 RECORDING SECRETARY SUMMERS:
12 Ohms, present. Kirby
13 Forensic center, no rep.
14 Lakeview, Gruber?
15 MR. GRUBER: Here.
16 RECORDING SECRETARY
17 SUMMERS:
18 Gruber, present.
19 Lincoln, Gelzer-Milliner?
20 MS. MILLINER: Here.
21 RECORDING SECRETARY
22 SUMMERS:
23 Milliner, present.

1 Livingston, Henderson?

2 MR. HENDERSON: Here.

3 RECORDING SECRETARY .

4 SUMMERS:

5 Henderson, present.

6 Marcy, Powers?

7 MR. POWERS: Here.

8 RECORDING SECRETARY

9 SUMMERS:

10 Powers, present.

11 Mid Hudson, Orgorzaly?

12 MR. ORGORZALY: Here.

13 RECORDING SECRETARY

14 SUMMERS: Orgorzaly,

15 present. Mid-State,

16 McGowan?

17 MR. MCGOWAN: Here.

18 RECORDING SECRETARY

19 SUMMERS:

20 McGowan, present.

21 Mohawk, Mullin?

22 MR. MULLIN: Here.

23 RECORDING SECRETARY

1 SUMMERS:
2 Mullin, present.
3 Moriah Shock, Gilbo?
4 MR. GILBO: Here.
5 RECORDING SECRETARY
6 SUMMERS:
7 Gilbo, present.
8 Ogdensburg, Mitchell?
9 MR. MITCHELL: Here.
10 RECORDING SECRETARY
11 SUMMERS:
12 Mitchell, present.
13 Orleans, Allen?
14 MR. ALLEN: Here.
15 RECORDING SECRETARY
16 SUMMERS:
17 Allen, present.
18 Otisville, Dejager?
19 MR. DEJAGER: Here.
20 RECORDING SECRETARY
21 SUMMERS:
22 Dejager, present.
23 Queensboro, Smith?

1 MR. SMITH: Here.
2 RECORDING SECRETARY
3 SUMMERS:
4 Smith, present.
5 Riverview, Bell?
6 MR. BELL: Here.
7 RECORDING SECRETARY .
8 SUMMERS:
9 Bell, present.
10 Rochester Psych Center,
11 Raven?
12 MS. RAVEN: Here.
13 RECORDING SECRETARY
14 SUMMERS:
15 Raven, present.
16 SSO Central Region,
17 Barrett?
18 MR. BARRETT: Present.
19 RECORDING SECRETARY
20 SUMMERS: Barrett,
21 present. SSO Mid-Hudson,
22 Smith?
23 MR. SMITH: Here.

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RECORDING SECRETARY

SUMMERS: Smith, present.

SSO Northern Region, no
representative.

SSO Southern, Pomales?

MR. POMALES: Here.

RECORDING SECRETARY

SUMMERS:

Pomales, present.

SSO West, Compton?

Ms. COMPTON: Here.

RECORDING SECRETARY

SUMMERS:

Compton, Present.

Security Officers,
Tonney V.

MR. VACHAPARAMBIL:

Present.

RECORDING SECRETARY SUMMERS:

Tonney V, present.

Security Services

Assistant, Schiavone?

MR. SCHIAVONE: Here.

1 RECORDING SECRETARY
2 SUMMERS:
3 Schiavone, present.
4 Shawangunk, Marasco?
5 MR. MARASCO: Here.
6 RECORDING SECRETARY
7 SUMMERS:
8 Marasco, present.
9 Sing Sing, Perez?
10 MR. PEREZ: Here.
11 RECORDING SECRETARY
12 SUMMERS:
13 Perez, present.
14 Southport, Deburgomaster?
15 MR. DEBURGOMASTER: Here.
16 RECORDING SECRETARY
17 SUMMERS:
18 Deburgomaster, present.
19 Sullivan, Bell?
20 MS. BELL: Here.
21 RECORDING SECRETARY
22 SUMMERS:
23 Bell, present.

1 Taconic, Gordon?
2 MS. GORDON: Present.
3 RECORDING SECRETARY SUMMERS:
4 Gordon, present.
5 Ulster, Scampoli?
6 MR. SCAMPOLI: Here.
7 RECORDING SECRETARY
8 SUMMERS:
9 Scampoli, present.
10 Upstate, Gary?
11 MR. GARY: Here.
12 RECORDING SECRETARY
13 SUMMERS:
14 Gary, present.
15 Wallkill, Holbert?
16 MS. HOLBERT: Here.
17 RECORDING SECRETARY SUMMERS:
18 Holbert, Present.
19 Washington, Howell?
20 MR. HOWELL: Here.
21 RECORDING SECRETARY
22 SUMMERS: Howell, present.
23 Watertown, Nevills?

1 MR. NEVILLS: Here.

2 RECORDING SECRETARY

3 SUMMERS:

4 Nevills, present.

5 Wende, Keenan?

6 MR. KEENAN: Good

7 afternoon.

8 RECORDING SECRETARY

9 SUMMERS:

10 Keenan, present.

11 Willard, Moore?

12 MS. MOORE: Here.

13 RECORDING SECRETARY

14 SUMMERS:

15 Moore, present.

16 Woodbourne, Noecker?

17 MR. NOECKER: Here.

18 RECORDING SECRETARY

19 SUMMERS:

20 Noecker, present.

21 Wyoming, Hickey?

22 MR. HICKEY: Here.

23 RECORDING SECRETARY

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SUMMERS:

Hickey, present.

Okay. That'll do it.

I'd ask for approval
for the minutes of the
February EA. Are there
any corrections?

(No Response.)

RECORDING SECRETARY SUMMERS:

Seeing none, minutes
approved.

PRESIDENT POWERS:

Before we move into the
President's report, I'd
ask for consent to go off
the record to touch on
something real quick. All
in favor?

(All signify aye.)

1 (Off the record
2 discussion.)

3

4

PRESIDENT POWERS:

5

Back on. Since the last

6

time we met we've been

7

quite busy. As you're

8

quite well aware, the

9

Governor put into his

10

Executive Budget, some

11

amendments, Thirty Day

12

Amendments, called Part

13

KK, that was the language

14

that was in there.

15

Through that push

16

we were actually pretty

17

successful. NYSCOPBA was

18

successful in preventing

19

the Governor from imposing

20

a new law to allow the

21

Commissioner to

22

unilaterally discipline

23

departmental employees

1 without the contractual
2 disciplinary process.

3 This proposed new law
4 would have authorized the
5 Commissioner to place
6 restrictions on types of
7 bags and containers
8 employees are permitted to
9 carry into a correctional
10 facility, thereby making
11 NYSCOPBA's current clear
12 plastic bag improper
13 practice litigation.

14 From the moment the
15 Governor amended his
16 Executive Budget to
17 include these provisions,
18 NYSCOPBA'S legislative
19 team worked diligently
20 with the leadership and
21 many members of both
22 houses of the legislature
23 to convince the

1 legislature to officially
2 reject the proposal.

3 NYSCOPBA argued it was
4 an excessive over reach by
5 the Governor and that his
6 proposed amendments were
7 shortsighted in order to
8 circumvent the collective
9 bargaining process in New
10 York.

11 Agreeing with our
12 arguments, the legislature
13 removed this language in
14 the enacted Executive
15 Budget. Thus, having the
16 improper practice back on
17 the table, which the first
18 day of hearing is May 8th.
19 First day of the hearings
20 for the improper practice
21 regarding the clear bag is
22 May 8th.

23 We also had some

1 success in obtaining some
2 language through Senator
3 Helming's office, in
4 conjunction with Senator
5 Gallivan's office, in
6 securing a million dollars
7 for additional security
8 measures in our
9 facilities.

10 Obviously that money
11 goes to the Department, we
12 don't have a say as to how
13 it gets spent but I made
14 it clear that we want to
15 be part of the discussion
16 as it goes forward.

17 Recognizing that we -- a
18 million dollars probably
19 isn't going to go a hell
20 of a long way, but it
21 might be able to add some
22 K-9s or some other
23 protective gear that we've

1 been asking for and some
2 other things.

3 The Board here has been
4 putting together a labor
5 management meeting. I
6 believe that meeting is
7 going to take place on May
8 4th. We've got many
9 agenda items that are
10 going forward. If you got
11 anything, get them to your
12 chief sector stewards or
13 your Regional VPs for
14 discussion.

15 So, again, with that
16 million dollars we'll keep
17 you abreast as to how we
18 roll that. More
19 importantly, in the final
20 minutes of the Executive
21 Budget, NYSCOPBA was very
22 successful in being able
23 to secure language in this

1 budget to protect
2 something that we've been
3 talking about for some
4 time, that would be the
5 Janus versus AFSCME case.

6 With that, we have
7 provisions that were put
8 into the Executive Budget
9 that protects labor in New
10 York State. Make no
11 mistake about it, we're
12 not good about patting
13 ourselves on the back here
14 and many members in this
15 audience are due credit
16 for this as well.

17 We know that you
18 lobbied your district
19 offices and your
20 legislators in your
21 office, in your districts
22 and your home towns. More
23 importantly, the

1 legislative team
2 consisting of Chris
3 Duryea, Keith Jacques,
4 myself, Dan Valente, the
5 PAC Committee, which did
6 an outstanding job on the
7 20th of March in our
8 efforts to secure this
9 language.

10 And I'm going to
11 bring -- I'm going to
12 briefly fill you in and
13 I'll bring Keith and Chris
14 up here to explain the
15 minute details that went
16 into it. But it was
17 ultimately at the end, it
18 was the last thing
19 discussed during the
20 Executive Budget process.

21 If you're not familiar
22 with that process, it's
23 quite a process. There's

04/11/2018

1 a lot of horse trading
2 going on, there's a lot of
3 back and forth, and
4 there's a lot of ups and
5 downs that go along with
6 it.

7 But one of our biggest
8 concerns regarding this
9 Janus versus AFSCME which
10 was free riders. Having
11 members opt out and still
12 receive all the benefits
13 that a union provides to
14 all its members. At the
15 end of the day there was a
16 couple pieces of different
17 legislation one of them
18 being from a Senator in
19 Manhattan. She's a good
20 friend of labor, her
21 intentions were good, but
22 it didn't secure the fact
23 that we could protect

1 ourselves from free
2 riders.

3 Meaning that her
4 legislation basically
5 allowed them to get and
6 gather everything. At the
7 end of the day, through
8 many back and forth with
9 many unions, and we worked
10 in conjunction as we
11 reported in this room to
12 many law enforcement
13 entities that we worked
14 closely with, namely the
15 State Troopers, the
16 Public -- PEC, Public
17 Employees Conference, and
18 many other members of the
19 law enforcement community
20 in New York State.

21 A lot of it all came
22 together right towards the
23 very end. And at the very

1 end we walked with in with
2 the Senate Republicans to
3 get it done. I want to
4 give you kind of a quick
5 overview, Keith can
6 probably do a better job.

7 But initially, the AFL
8 CIO and NYSUT were not
9 necessarily on board with
10 what we were looking to
11 get accomplished. And
12 that was to avoid having
13 to represent free riders.
14 That was our struggle.

15 It was a difficult
16 struggle. It was tough
17 because we had to be
18 careful as to how the
19 information got out. I
20 would have liked to have
21 been a little more
22 transparent about the
23 process and to share more

1 information.

2 But the minute this
3 legislation got done,
4 within twenty minutes
5 we had advocate groups out
6 there, conservative
7 advocates out there that
8 are familiar with Trump
9 and the Koch Brothers, who
10 are the conservative sway
11 that don't want unions;
12 don't support unions in
13 any way, shape or form.

14 And they came out
15 fighting right away. The
16 damage was done because we
17 got it done. NYSCOPBA got
18 it done. With your
19 direction, with our
20 direction, at the end of
21 the day NYSCOPBA played a
22 huge role in saving labor
23 in New York State.

1 We brought it at the
2 very end. And that very
3 end came with what's
4 called DFR language, fair
5 representation language.
6 With that language we are
7 allowed to be able to
8 protect all our benefits,
9 all our members. Not much
10 changes other than we're
11 going to be asking you
12 guys to do a little bit
13 more back in the
14 facilities. And we'll get
15 into that a little bit
16 later.

17 I'll have Keith step up
18 and Chris, and kind of
19 give you the minute
20 details as to how this all
21 came together. And then
22 we'll explain what we're
23 going to need from you

1 guys back in the
2 facilities as far as the
3 implementation of this,
4 once the Janus ruling
5 comes down.

6 Which hasn't happened
7 yet. We're anticipating
8 June -- May or June.

9 Keith?

10 KEITH JACQUES: All
11 right. Before I talk
12 about JanJanus I think i
13 just want to touch a
14 little bit on that million
15 dollar appropriation that
16 President Powers talked
17 about. It's a million
18 dollars specific to safety
19 initiatives for our union.

20 A million dollars
21 doesn't sound like a lot,
22 but believe me at the time
23 when there's a 4.4 billion

1 dollar projected deficit,
2 and there was very limited
3 money on the table the
4 legislation could utilize
5 for law enforcement
6 related services, for
7 NYSCOPBA to be given a
8 million dollars, whether
9 it be for K-9s, pepper
10 spray, it's going to be
11 for a safety initiative.

12 That was a huge
13 accomplishment and that's
14 largely a result of a
15 relationship that this
16 organization has with the
17 Senate Republicans. That
18 relationship with the
19 Senate Republicans is also
20 why we were able to have
21 success with our DFR push
22 to alleviate the potential
23 impact of Janus.

1 So what the law now
2 does, it allows the union
3 as a whole to withhold
4 from nonmembers
5 representation. So the
6 union doesn't have to
7 provide representation at
8 the Q and A, disciplinary
9 hearing, Article 78
10 proceeding, Section 71, 72
11 Civil Service Law cases;
12 the union has to do
13 nothing for nonmembers in
14 that regard.

15 The union can also
16 withhold all the benefits
17 that are outside of the
18 contract for nonmembers.
19 Whether it be legal
20 defense fund, Rainy Day
21 Fund. 24/7 access to an
22 attorney. All those
23 benefits that members get,

1 nonmembers will not get
2 that.

3 What nonmembers will
4 get is the benefits that
5 are negotiated. You know,
6 the salaries that are
7 negotiated as part of the
8 contract. And they'll get
9 assistance from the union
10 with respect to
11 contractual grievances.

12 But that's something
13 the union didn't want to
14 give up anyways. We
15 wanted to make sure that
16 the union has control of
17 that grievance process.
18 If Bob Cronin is handed a
19 grievance for a member, it
20 gets to Step 2, the union
21 has control of it, he has
22 the ability to look at
23 this thing and say, you

1 know what, this is not
2 something the union is
3 going to push forward.

4 If we lost the ability
5 to maintain control over
6 the grievances, that would
7 not be a good situation.
8 If you had a nonmember
9 filing a grievance that
10 could negatively impact
11 the entire bargaining unit
12 and somehow that grievance
13 gets in before of a rogue
14 arbitrator and a decision
15 is issued that could
16 impact the whole union.

17 But again, the DFR
18 language that we wanted,
19 we virtually got
20 everything that we asked
21 for. And it was very --
22 it was dicey, it was
23 tricky. As Mike said, the

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1 teacher's union, the AFL,
2 they were pushing another
3 type of proposal that they
4 were selling as their
5 Janus related fix. And it
6 was the Senator Alcantara
7 bill.

8 It's a good bill. That
9 also became part of the
10 enacted law. But it did
11 absolutely nothing to deal
12 with free riders.

13 Nothing. NYSCOPBA working
14 with PEC, we were the
15 group that had the DFR
16 language. And to be very
17 honest with you guys, it
18 was NYSCOPBA that got that
19 done at the end of the
20 day.

21 Senate Republicans came
22 to NYSCOPBA, what do you
23 guys need, what do you

1 guys want to see. And it
2 was back and forth, give
3 and take, there were times
4 as negotiations were
5 winding down and things
6 were falling off the
7 table, they were falling
8 back on the table.

9 But make no bones about
10 it, I know there are
11 people taking credit for
12 that, but this
13 organization is the reason
14 that the DFR language is
15 now in place. It's now
16 enacted into law. The
17 union can now withhold
18 representation services
19 from nonmembers if the
20 Janus ruling occurs the
21 way we believe it's going
22 to and people decide they
23 don't want to be

1 represented by a union
2 anymore; now you have the
3 ability to say, go ahead,
4 we're not going to give
5 you anything.

6 But it's going to be up
7 to the union, the
8 organization to explain to
9 the members now all the
10 benefits of being a part
11 of the union and all
12 negative potential impacts
13 of walking away from the
14 union and what that could
15 mean to somebody who
16 decides to walk away.

17 Look, it's very
18 difficult at times to get
19 proper communication from
20 here in to the facilities.
21 And so, the goal was to
22 make sure you do
23 everything you can to

1 educate the members so
2 when Janus comes down, we
3 need the entire membership
4 to be educated on what it
5 means to be a member of
6 NYSCOPBA and what it means
7 if you decide you don't
8 want to be a member of
9 NYSCOPBA, what it is
10 you're going to lose.

11 Any questions on the
12 Janus related legislation,
13 the Janus related
14 enactment?

15 MIKE CARLSON: Mike
16 Carlson. Can you go to
17 any union? Can you bow
18 out of NYSCOPBA and say,
19 hey, I want to be in CSEA?

20 KEITH JACQUES: No.
21 No.

22 MIKE CARLSON: Okay.

23 KEITH JACQUES: No.

1 You're still a part of the
2 bargaining unit. You just
3 don't want to be a member
4 of the union. So this
5 protects -- so if the
6 member decides that they
7 don't want to be a part of
8 NYSCOPBA, they're still a
9 part of the bargaining
10 unit but the union no
11 longer has to give them
12 any type of representation
13 at all, with respect to
14 those areas that we talked
15 about.

16 DONN ROWE: Rowe, Hale
17 Creek. Keith, what about
18 25-9 money?

19 BILL SHEEHAN: Donn,
20 25-9 money since that is
21 funded by the state, that
22 would have to be available
23 all members of the

1 bargaining unit.

2 DONN ROWE: So any
3 program that we fund with
4 that, like life insurance,
5 all that, that would be
6 available to a nonmember.

7 BILL SHEEHAN: Yes,
8 because it would be
9 considered a contractual
10 benefit which goes to all
11 members.

12 DONN ROWE: Okay.

13 KEITH JACQUES: Any
14 other questions?

15 JIMMY SONKO: Jim
16 Sonko, Fishkill. I just
17 got one question, it might
18 be off topic a little bit.
19 But for the years I've
20 been involved, all I ever
21 hear is that seniority is
22 got to be negotiated and
23 some men in this room went

1 on strike for that. Is
2 this is -- is there going
3 to be a difference between
4 a union member and a non
5 paying dues member on bids
6 for jobs or seniority, or
7 is there any way we can
8 get any language like
9 that?

10 KEITH JACQUES: There
11 will be no change.
12 Because they're still a
13 part of the unit, they're
14 subject to the same
15 provisions of the
16 contract.

17 JIMMY SONKO: Okay.

18 KEITH JACQUES: Chris,
19 do you have anything?

20 CHRIS DURYEA: I think
21 Keith summed up Janus very
22 well. You got me now?
23 All right. It was a

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1 frustrating process. It
2 was a cloak and dagger
3 process. Because I think
4 Mike said it succinctly,
5 there's a lot of folks out
6 there in the conservative
7 realm that would have
8 caused a whole lot of
9 problems with our
10 conservative Republican
11 bids upstate.

12 So we had to keep it
13 totally underground. So,
14 we were able to lobby them
15 very quietly and get this
16 thing stuck in at the very
17 end. Otherwise, if we put
18 in our own bill, they
19 would have come in and
20 they would have cut us up.
21 It would have been divide
22 and conquer, and we would
23 have been in a very poor

1 position.

2 I think -- we had a lot
3 of balls in this budget.
4 We had the million bucks
5 on the table, we had the
6 Janus piece. By the end,
7 you had AFL CIO and the
8 teacher's union coming to
9 us saying, guys, can you
10 get the Republicans in the
11 right place, we would like
12 to be your DFR language.

13 Literally at the end of
14 the day, within the last
15 ten days. So it was us
16 who delivered. It wasn't
17 the Troopers, it wasn't
18 PEC, it was us; a
19 statewide organization.

20 So I think -- we should
21 just back up here, kind of
22 at least in the last year,
23 it's tough to pat

1 ourselves on the back
2 here, but this a big one.
3 Also, we had a discipline
4 piece. The Governor came
5 in late dropped this Part
6 KK, which would have given
7 the Commissioner outright
8 authority on discipline.
9 I mean, it was a shot over
10 our bow; a very loud one.

11 It was very -- when
12 we were very successful.
13 We spent a lot of time
14 talking with the PAC
15 committee over the course
16 of the last five months
17 about, look, the political
18 winds are shifting in
19 Albany. The Senate has a
20 one vote majority.

21 That vote by the way is
22 a Democrat from Brooklyn.
23 So, as we're eyeing the

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1 shifting political winds
2 in advance of this
3 upcoming election, we've
4 spent a lot of time making
5 some new friends on the
6 Democratic side of the
7 aisle, both the Assembly
8 and the Democratic
9 Conference.

10 I think a good example
11 of moving that ball
12 forward, when the Governor
13 submitted that discipline
14 piece, the Assembly
15 rejected it, as did the
16 Senate. So, in doing so,
17 the Assembly heard us
18 right off the rip. We
19 didn't have to lobby it
20 that far. They said look,
21 this is obviously a shot
22 across your bow, you guys
23 are negotiating a

1 contract in good faith,
2 this is bullshit, so we're
3 going to reject it.

4 So we found ourselves
5 in a very good position
6 getting that thing across
7 this year. I think it's a
8 feather in our cap and it
9 put us in a stronger
10 position as we go in to
11 have these further
12 discussions with John, so
13 I will just add that.

14 Any questions on that?
15 All right. Thanks.

16
17 (All applause.)

18
19 PRESIDENT POWERS: So
20 with that, ultimately when
21 this Janus decision comes
22 down, there's going to be
23 some changes in your

1 facilities, anybody who
2 chooses to opt out. We'll
3 be talking about some
4 language, some
5 constitution language a
6 little bit later on today.

7 I'm not going to get
8 into the weeds regarding
9 the political landscape.
10 But to kind of reiterate
11 what Chris said, the
12 timing with all this, was
13 really ideal for us. And
14 it worked out. We were
15 able to take advantage of
16 that timing and of
17 everything that occurred.

18 And we were able to
19 really secure some good
20 solid language and get
21 some good solid victories.
22 As Keith said, in a
23 deficit we were able to

1 secure a million dollars.
2 That's not too shabby in
3 the grand scheme of
4 things.

5 But the work ultimately
6 will end up back in your
7 facilities as well.
8 That's why it's important
9 to take this information
10 back, share it with your
11 members, share it with the
12 union meetings and discuss
13 it and talk about. And
14 make sure that everybody
15 is on the same page.

16 And, you know, that's
17 basically where we're at
18 right now. Does anybody
19 got anything for me?

20
21 (No response.)

22
23 PRESIDENT POWERS: No?

1 Thank you. Tammy?

2 EXECUTIVE VP SAWCHUK:

3 Good afternoon everyone.

4 NYSCOPBA continues to make

5 demands of the Department

6 to ensure the safety of

7 all of our members. We

8 now have OC spray that

9 will be implemented by the

10 end of the year. That's a

11 positive step in the right

12 direction.

13 Our jobs in corrections

14 and in the corrections

15 field require a type of

16 vigilance that differs

17 from most other jobs and

18 professions. Vigilance is

19 maintained through

20 professionalism, dedication

21 and maturity.

22 Being aware of

23 ourselves and what is

1 happening around us is the
2 bedrock to our safety.
3 Maintaining a safe and
4 secure working environment
5 is the most important
6 issue to this board.

7 Just a little bit about
8 Janus. It's each and
9 every one of our
10 responsibility to ensure
11 that every member stays in
12 tact with this
13 organization. It's mine,
14 it's the Board's, it's the
15 BAs, the VPs. It's the
16 member, the every day
17 member must protect this
18 organization.

19 We must ensure that
20 each and every person at
21 our facility that puts on
22 that blue or white shirt
23 is a union member. And we

1 got to make that happen.
2 It is our due diligence
3 each and every day to
4 ensure that they stay.

5 And I hope that that
6 message is clear. I hope
7 it gets out to the
8 meetings. I hope it
9 resonates with everybody
10 in this room how important
11 that is. It's to protect
12 this organization.

13 Discuss the SHU task
14 force a little bit today.
15 Anybody who has a step
16 down program, please get
17 with me. I'm hearing
18 numerous issues about
19 staffing levels, about the
20 violence, about the
21 reoccurrence, the second
22 chances.

23 If you have any issues

1 with the step down
2 program, please get with
3 me and provide me
4 documentation of any
5 misbehavior reports or
6 incidents that occurred
7 with that program.

8 Did an interview with
9 Spectrum News on the
10 violence and the
11 contraband in our prisons
12 in February, February
13 18th. Met with ISO Green
14 about issues in the Utica
15 parole office that have
16 now -- we've rectified
17 whatever they needed out
18 there, we got that done.

19 There was issues last
20 EA with the Desmond. We
21 met with Jack Rady from
22 the Desmond and those
23 issues have been rectified

1 as well.

2 Mike and I met with
3 Senator Gallivan and
4 Helming on March 6th and
5 that was a very productive
6 meeting. That actually
7 led to some things you
8 seen in the state budget.

9 We had our legislative
10 reception on March 20th.
11 We had a fundraiser with
12 Hastings. That was
13 another productive meeting
14 with him that led to some
15 of the things in the
16 budget language.
17 Fundraiser for
18 Make-A-Wish. Attended a
19 service for CO Miller out
20 of Green Haven.

21 And I'd like to share
22 some things. I mean, I
23 know I poked a little fun

1 at the last EA, so playing
2 some myth busters here. I
3 want to go over some of
4 the numbers for Q and As.
5 There's misinformation out
6 there and I want to clear
7 it up.

8 For the month of
9 January there was a total
10 of forty-five Q and As
11 throughout the state. For
12 the month of February
13 there was 33. And one
14 phone call I got was there
15 was four hundred in the
16 month of March; there was
17 not, there was seventeen.

18 That's the Q and As.
19 Let's talk a little bit
20 about the thousand people
21 that are still locked out.
22 As i said at the last
23 meeting, there's not.

1 Currently there's a
2 hundred and ten members
3 that are locked out.
4 Sixty-five of them are for
5 outside charges;
6 forty-five are for
7 internal charges.

8 There are a hundred and
9 thirty-four members in
10 this organization that are
11 agency fee. They're not
12 in good standing. Those
13 lists have been provided
14 to the vice presidents.
15 And as I said earlier,
16 it's imperative that we
17 get those members educated
18 and to sign a card.

19 There should be
20 absolutely no non members
21 with NYSCOPBA. Catch A
22 Falling Star. Catch A
23 Falling Star, as some

1 might believe, is not a
2 program that's in place
3 for the Western Region.
4 Catch A Falling Star is
5 available to every single
6 member.

7 And I find it troubling
8 when I get a phone call
9 because someone is not
10 comfortable with going to
11 EAP and say they can't go
12 to Catch a Falling Star
13 because that's specific to
14 one region. It is not.

15 It is not for one
16 region. It is for the
17 entire organization. So
18 here is a couple numbers
19 with them. I can't get
20 into the whole statistics
21 because of
22 confidentiality.

23 But I can tell you

1 this, there were 271 cases
2 last year where there was
3 intervention. Whether
4 that be intervention with
5 suicide, drug, alcohol,
6 domestic violence; the
7 program is available. If
8 there is a member in need,
9 who is not comfortable
10 with going to EAP, please
11 you're going to be given
12 cards with the numbers,
13 every member is going to
14 have a card to put in
15 their wallet for Catch A
16 Falling Star.

17 It is imperative that
18 we save lives. If you see
19 something, say something.
20 Reach out. Give them the
21 number, direct them to the
22 website or just give them
23 the card.

1 QWL funding, still not
2 available, we don't have a
3 contract. So for those of
4 you who asked me today
5 regarding funds for QWL
6 projects, not yet.

7 Do you have anything
8 for me? Like I said, step
9 down program, anybody,
10 please bring the issues to
11 me.

12 DONN ROWE: Donn Rowe
13 Hale Creek. The OC spray,
14 did the department come to
15 us with the lesson plan or
16 the requirements prior?

17 EXECUTIVE VP SAWCHUK:
18 I don't recall them giving
19 us the lesson plan because
20 it was instituted first
21 with the trainees at the
22 Albany Training Academy.

23 DONN ROWE: My only

1 thing obviously it's a
2 great thing, great tool,
3 but the whole spraying
4 officers in the their face
5 is ridiculous, it's
6 degrading. The only
7 reason why they want us
8 sprayed in the face is so
9 we know what the inmate is
10 gonna feel.

11 Obviously we've tried
12 to address this at state
13 stayed wide labor
14 management, real gas
15 training, real tower
16 training, whether it's
17 dummies or whatever. But
18 the whole spraying an
19 officer is absolutely
20 ridiculous. The only way
21 that's gonna have is I'm
22 stupid enough to get
23 in-between an inmate and

1 an officer who is going to
2 use it, or an officer
3 accidentally sprays me.

4 EXECUTIVE VP SAWCHUK:
5 Right.

6 DONN ROWE: And have
7 they talked to you about
8 what directive they're
9 going to incorporate it
10 in? It's not incorporated
11 yet in the directive?

12 EXECUTIVE VP SAWCHUK:
13 No. No. No. It's not in
14 the use of force
15 directive.

16 DONN ROWE: I think
17 probably for the statewide
18 we should address it.

19 EXECUTIVE VP SAWCHUK:
20 We will.

21 DONN ROWE: Is it going
22 to be annual? The whole
23 exposure thing, that's

1 bullshit. They want us
2 to know what the inmate
3 feels, which is
4 ridiculous.

5 EXECUTIVE VP SAWCHUK:
6 Right. Joe?

7 JOE CHRISTIANO: Joe
8 Christiano, Albany
9 Training Academy. Donn,
10 with that, that's not
11 coming from the
12 department, that's a DCJS
13 mandate that every
14 employee get it. It's not
15 fueled by the department,
16 it's fueled by DCJS.

17 DONN ROWE: DCJS is the
18 ones that wants us to know
19 what the inmate feels.
20 That's bullshit.

21 JOE CHRISTIANO: But,
22 when you go through the
23 Academy you're put through

1 chemical agents so you
2 know what to feel.

3 DONN ROWE: Joe, I'm
4 not gonna debate chemical
5 agents. Chemical agents
6 is totatlly different.
7 Chemical agents you should
8 be trained in. You should
9 be trained in yearly. You
10 should be put in
11 situations where you're
12 going into an outside area
13 without a mask, you should
14 be trained with a mask on
15 going into a unit or
16 gallery, dragging a dummy
17 out.

18 We've asked for that.
19 We've actually asked for
20 that and they said, oh, we
21 can't do it, money,
22 exposure to the area,
23 whatever it may be. But

1 the OC spray is simply for
2 the use on an inmate.

3 It's not, you know, the
4 whole exposure thing.

5 JOE CHRISTIANO: Well,
6 with that, all law
7 enforcement agencies that
8 use it, routinely officers
9 get over spray. It will
10 come off that person.

11 DONN ROWE: I'm sure
12 they do. We should do
13 some kind of over spray
14 training. As far as
15 spraying it in an officers
16 face, it's only -- they're
17 only doing it because of
18 the inmate.

19 JOE CHRISTIANO: Okay,
20 well, the inmate gets .7
21 percent oil base and the
22 officer is getting .2
23 percent liquid water base,

1 and it's in one eye. You
2 need to know the effects.

3 DONN ROWE: Give us
4 real gas training.

5 CHUCK THOMAS: Chuck
6 Thomas, Auburn. We use
7 the hell out of OC spray.
8 All right. We do. We use
9 the hell out of it there.
10 And I'll tell you this
11 right now, I'd much rather
12 be sprayed by another
13 fellow officer and know
14 how it feels, not to bring
15 myself to the level of an
16 inmate. But when you're
17 out in that yard fighting
18 a forty man fight and
19 every guy out there,
20 female, male is dumping
21 pepper spray and you get
22 over spray, splash black
23 and you're turning around

1 swinging your baton, at
2 least you know, oh, I know
3 how to deal with this at
4 this point in time and
5 continue on to fight
6 through. It gives you
7 that effect.

8 So, I know a lot of
9 people may disagree on how
10 I stand on it, but then
11 again, we use a lot of
12 that stuff and it's
13 awesome, I'll tell you
14 right now.

15 JIMMY SONKO: To
16 further touch on what the
17 brother on the other side
18 of the room said, I have
19 had to use the spray
20 numerous times myself and
21 I responded. And my eyes
22 are shut at the end. My
23 shirt might not be orange,

1 but I can't see. So, it
2 is good to know what to
3 expect.

4 EXECUTIVE VP SAWCHUK:
5 Thank you.

6 PRESIDENT POWERS:
7 Toby.

8 TREASURER HOGAN:
9 Good afternoon.
10 Treasurer's report. Total
11 cash is 10.5 million.
12 Unrestricted bond, 6.8
13 million. Restricted bond,
14 1.489 million. Rainy Day
15 Fund, sixty-three
16 thousand. Legal Defense
17 Fund, eight hundred
18 thirty-nine thousand in
19 checking, for a total of
20 2.328 million.

21 The PAC account has
22 94.5 thousand. Just to
23 let everyone know we have

1 a union leave bill coming
2 up in May. I don't know
3 what the amount is going
4 to be yet, but we have to
5 address that.

6 The annual audit for
7 NYSCOPBA has been
8 completed. I'm waiting
9 for them to give me back
10 December's treasurer's
11 report so I can post it on
12 the website.

13 And you all got e-mails
14 about the Quill account.
15 I had to fix the Quill
16 account since there was a
17 breach in security. It's
18 been addressed. It's been
19 fixed. Other than that,
20 that's all I got. Any
21 questions?

22 JIMMY SONKO: Fishkill,
23 hey Toby, how are we doing

1 with the paybacks? Couple
2 meetings ago we talked
3 about going after some of
4 that money we weren't able
5 to retrieve for the Rainy
6 Day Fund.

7 TREASURER HOGAN: I put
8 in seven a couple days ago
9 for the outside law firm
10 that's going after them.
11 And I signed two more this
12 morning to go after them,
13 looking for garnished
14 wages and stuff like that.
15 But other than that, we've
16 been doing pretty good at
17 getting the checks back,
18 we're not as bad as it was
19 two months ago, so yes.

20 NICOLE BELL: Nicole
21 Bell, Sullivan. I was
22 reading the treasury
23 report, what is the

1 Buffalo Bills two or three
2 payments for fifteen
3 thousand dollars?

4 TREASURER HOGAN:
5 That's through the PR
6 line, it's advertising at
7 the Buffalo Bills.

8 NICOLE BELL: So that's
9 advertising for us?

10 TREASURER HOGAN: Yes.

11 NICOLE BELL: Not the
12 tickets like the Yankees
13 thing?

14 TREASURER HOGAN: No.
15 No.

16 NICOLE BELL: Okay.

17 TREASURER HOGAN:
18 Anything else? Thank you.

19 PRESIDENT POWERS:
20 Move into department
21 reports. Sharon?

22 SHARON SMITH: Good
23 afternoon. There's not

1 too much new in the -- as
2 far as the health
3 insurance. I just thought
4 I would mention I sent you
5 a memo last week regarding
6 a couple updates
7 concerning the Empire Plan
8 only, not the HMOs.

9 The first being the
10 shingles shot, you know,
11 there's a second drug out
12 now for shingles shot. I
13 should have had a beer for
14 lunch. It is now covered
15 effective 4/1. It's a
16 covered expense, everybody
17 will get two shots. There
18 covered both through mail
19 order and through the
20 pharmacies, the Caremark's
21 Pharmacy network. If you
22 get a scrip, you can go to
23 the pharmacy and you can

1 get it there.

2 So, again, that took
3 effect April 1st. And I
4 think it's age fifty and
5 older you're eligible for
6 that shot. The second
7 issue with mental health
8 substance abuse program.
9 For -- and this is just
10 concerning out of network,
11 for those that go to out
12 of network facility.

13 Basically inpatient out
14 of network facility.

15 There were issues, I know
16 I had gotten some calls
17 and I think some other
18 unions had also, about as
19 you know if you go to an
20 out of network facility
21 and the visit is paid, the
22 monies go back to the
23 member. They get the

1 check and they pay the
2 provider, because the
3 insurance company doesn't
4 have a contract with that
5 provider.

6 Well, there were
7 issues, you know, certain
8 people getting a check for
9 twenty, thirty thousand
10 dollars and they cashed
11 the check and they don't
12 pay the provider. And,
13 you know, the other family
14 members that create that,
15 it can create quite a
16 problem.

17 So that was brought to
18 the state and the
19 insurance company Beacon,
20 and they made a decision
21 as of March 1st, that on
22 the claim form, if you
23 have an out of network

1 service, you have to
2 submit a claim form with
3 the charges, on that claim
4 form there is now a box
5 that you can check that
6 the money -- you authorize
7 that money to go directly
8 to the facility, so then
9 it won't go to any
10 particular personal, it
11 will go directly there for
12 the payment.

13 So, that's what they
14 did to try to alleviate
15 this because they don't
16 have contracts with those
17 providers per se, so this
18 was the way they came up
19 to try and help alleviate
20 that kind of problem.

21 So, that's all I have.
22 I don't really have
23 anything else that's new

1 at this point. I don't
2 know if anybody has any
3 questions on that or any
4 of that concerning health
5 insurance?

6
7 (No response.)

8
9 SHARON SMITH: Okay.
10 Thank you.

11 MIANO WESTERN REGION
12 VP: Thank you.

13 EXECUTIVE VP SAWCHUK:
14 Jocelyn?

15 JOCELYN GLEASON: Good
16 afternoon. So, I just
17 want to talk about I had a
18 meeting with DOCCS, PEF,
19 CSEA and Council 82
20 yesterday, on work place
21 violence risk assessment
22 training.

23 PEF was approved for a

1 shift grant to fund the
2 training. So we're
3 looking to do training
4 from May through December,
5 we're going to do five
6 locations. The first
7 training is going to be
8 set for May 30th and May
9 31st.

10 It's going to be for
11 Auburn, Five Points,
12 Cayuga, Elmira, South
13 Port, Willard, Mid State,
14 Marcy, Cape Vincent,
15 Watertown and Mohawk. The
16 shift grant covers for the
17 hotel and the travel
18 expenses.

19 Each facility is
20 allotted eight
21 participants, two can be
22 from each bargaining unit.
23 So we would be looking for

1 two officers from
2 obviously NYSCOPBA. So,
3 if you're on the work
4 place violence prevention
5 committee already, then
6 you would be attending
7 this training, because
8 they want the person who
9 is on the work place
10 violence committee to be
11 at the risk assessment
12 training.

13 If you don't have
14 somebody at your facility
15 that is on the committee,
16 then whoever attends the
17 training would then be
18 part of that committee.
19 Does that make sense?

20 So, once you go to the
21 training, what it's
22 supposed to do is give you
23 the skills to be able to

1 do the risk evaluation and
2 assessment which is
3 supposed to be done
4 yearly, under the work
5 place violence prevention
6 directive law. Okay. And
7 it's not being done at
8 most facilities.

9 So that's why we're
10 setting up this training.
11 So, if you are interested
12 in going to the training.
13 It's a two day training.
14 Like I said, the expenses
15 are through the shift
16 grant. You would stay in
17 the hotel, obviously.
18 Dinner is provided the
19 first day, it's like a
20 working dinner.

21 There's going to be --
22 we're changing the
23 training, we did it for

1 Wende, well, I didn't do
2 it, but Sue who did it
3 before. Did the Wende hub
4 training, we're changing
5 taking the training, we're
6 taking the feedback from
7 whoever went to that
8 training.

9 And we're going to make
10 it a little more
11 interactive. We're
12 actually going to do like
13 a mock risk assessment and
14 what should be happening
15 at that work place
16 violence prevention
17 meeting, which happens
18 yearly.

19 Also, at the training
20 we're hoping to get AC
21 Kelly there. And two of
22 the executive team members
23 from your facility. So,

1 it's going to be a group.
2 Whoever is there at the
3 training is going to be
4 that work place violence
5 committee who is going to
6 be doing these risk
7 assessments.

8 Any questions? All
9 right. If you think of
10 anything after this, you
11 can call or e-mail me and
12 I can go over the training
13 a little bit more. If you
14 are interested, just let
15 your VP or BA know. Okay.
16 Thank you.

17 PRESIDENT POWERS:
18 Jimmy?

19 JIMMY MILLER: Just
20 five minutes.

21 PRESIDENT POWERS: Dan?

22 DAN VALENTE: Good
23 afternoon, everyone.

1 First thing I want to talk
2 about is the Lobby Day.
3 It's scheduled for May
4 15th. It's for chiefs
5 and/or one designee.

6 So, to date, we've only
7 received about ten
8 responses. We're going to
9 be losing a block of hotel
10 rooms within the next week
11 or so, so if you're going
12 to participate, please get
13 me or Lisa the information
14 so we can make sure your
15 rooms are booked and we
16 can get the meetings set
17 up.

18 If you're not able to
19 participate, please send
20 someone from your
21 facility. We want to have
22 all the facilities
23 represented, corrections

1 and law enforcement. We
2 want to have a good
3 showing. We've got a good
4 nicely filled room here
5 today, we should have this
6 same crew, the
7 stakeholders of the
8 organization coming to
9 Albany to lobby on the
10 legislative agenda, so
11 please get us the
12 information so we can get
13 you registered. She does
14 have forms out at the
15 registration desk, too.

16 As the guys earlier
17 touched on the Janus
18 information. There was a
19 lot of work that went into
20 that. It's been months in
21 the making, if not years
22 in the making. I know
23 this predates the

1 Friedrichs case that came
2 before it.

3 And rest assured,
4 whatever happens with
5 Janus, there's probably
6 three, four, five other
7 cases in the hopper
8 waiting to come up the
9 ranks. So, for NYSCOPBA
10 to take the lead on the
11 DFR language for the
12 changes to the Taylor Law,
13 it's monumental. This
14 really cannot be
15 understated.

16 They deserve all the
17 credit. The Board, PAC
18 Committee, Chris and
19 Keith, everybody that
20 worked hard on this did a
21 really good job. It
22 worked out perfectly. So,
23 everybody should be proud.

1 End of session stuff,
2 you know, we got through
3 the budget process. We
4 got some significant wins.
5 We're going to turn our
6 focus towards our
7 legislative agenda, much
8 of which is regurgitated
9 from years past.

10 We're going to continue
11 to push for the bills that
12 are important to our
13 members, the aggravated
14 harassment legislation,
15 the death gamble
16 legislation, possibly the
17 vacation deferral
18 legislation. There's a
19 lot of bills out there
20 that are really good bills
21 that, while some do cost
22 money, they're worthy and
23 we think our members are

1 worthy of having those
2 benefits.

3 But there's some issues
4 that really come into play
5 within the last week or so
6 with how the end of the
7 session is going to play
8 out. If you haven't paid
9 attention to the make up
10 in the State Senate, it
11 got really complicated in
12 the last week.

13 Formerly or currently
14 or whatever the hell they
15 are at this point in time,
16 the Independent
17 Demonstratic Conference
18 allegedly folded last week
19 into the main line
20 democratic the Governor's
21 doing, the Govenner is
22 very weary of his primary
23 challenger Cynthia Nixon,

1 and the Working Families
2 Party endorsement. He
3 covets that line, so he's
4 doing everything in his
5 power to retain that line
6 so he can assure himself a
7 third term.

8 That's basically what
9 this all comes down to.
10 But at the end of the day
11 the IDC they're hosting a
12 fundraiser tonight to
13 benefit the members of
14 that defunct conference.
15 So, I'm a little bit
16 confused to be honest with
17 you.

18 So going forward it's
19 really going to be a
20 delicate situation. You
21 got Simcha Felder who is
22 basically the linch pin
23 holding that majority

1 conference together.
2 There's thirty-one
3 Republicans in elected
4 office. There's
5 twenty-nine currently
6 elected Democrats.
7 There's two open seats
8 that are going to be
9 decided in about two
10 weeks.

11 One is going to stay
12 democratic amends. One is
13 really, I don't know, it's
14 a toss up. It's
15 previously a Democratic
16 seat. So the way that
17 shakes out, it's going to
18 be interesting. But at
19 the end of the day, it's
20 not going to make a
21 difference, these two
22 special elections.

23 Because at the end of

1 the day all the
2 determining factors on who
3 is controlling the house
4 going forward is going to
5 be determined in the
6 November general election.

7 So all this IDC folding
8 into the Democratic
9 Conference, it's all smoke
10 and mirrors at this point
11 in time. It's the
12 Governor protecting his
13 hide. It's the IDC
14 members protecting
15 themselves from their
16 primary opponents so that
17 people aren't out
18 campaigning against them
19 so that they can get
20 re-elected.

21 It's the democratic
22 minority right now which
23 is yearning to be in power

1 for years, they've been
2 blocked year in and year
3 out by the IDC.

4 So, there's a lot of
5 branches off of this
6 disgusting dead tree of
7 New York State Government
8 that we operate with.
9 It's the fact of the
10 matter, it's disgusting.
11 It really is, but it's
12 what we have to work with.

13 The Janus situation for
14 instance, for us to pull
15 that off with all these
16 competing interests was
17 amazing. And as was said
18 earlier, transparency
19 necessarily wasn't in our
20 at best interest at that
21 point in time.

22 You know, we had a
23 plan, the plan came

1 together perfectly. I
2 mean, there's -- I can't
3 argue with the effort and
4 the thought that went into
5 it. It was amazing. So,
6 I just wanted to give you
7 a little bit of that
8 background what to expect
9 going forward. It's
10 really a bumpy road and
11 it's really uncharted
12 territory.

13 So, we're going to
14 continue to monitor it and
15 we're going to -- you
16 know, we're going to
17 develop new relationships.
18 There's a lot of new ideas
19 we're going to have to
20 bring forward and we can't
21 do it without your help
22 and your support.

23 So come Lobby Day,

1 let's start this new
2 process going forward next
3 month and start making
4 those new friendships.
5 So, does anybody have any
6 questions about the budget
7 or Lobby days or anything
8 going forward?

9 It was asked about EOL
10 time, if that's available
11 for the Lobby Day.
12 Unfortunately, you can't
13 use EOL time for political
14 activity. So, it would be
15 on each and every one of
16 you to use your own time.

17 As we discussed at the
18 last EA, the regional
19 Lobby Days, now that the
20 budget is completed, we
21 held our PAC reception in
22 Albany. We need to start
23 branching out regionally

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1 doing those PAC receptions
2 in the regions, getting
3 members to come out beyond
4 those in this room. The
5 rank and file folks, get
6 them out there to talk,
7 talk about the issues.

8 So, I'll be working
9 with the Executive Board
10 and the VPs and the PAC
11 committee about getting
12 those set up. And any
13 input you guys have on as
14 far as preferable
15 locations, things like
16 that, I'll be happy to be
17 to have those
18 recommendations.

19 So, we'll be in touch
20 with those dates once they
21 get firmed up. All right.
22 Thank you.

23 PRESIDENT POWERS: Jim

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1 and Jim? Jim Smith from
2 Baker PR here.

3 JIMMY MILLER: Good
4 afternoon. We invited Jim
5 Smith who is the vice
6 president of Baker PR, the
7 outside PR firm that you
8 guys contracted with to
9 briefly discuss what the
10 comprehensive plan for the
11 remainder of the calendar
12 year that we've
13 collectively put together.

14 What we've tried to do
15 now is diversify the
16 brandsing through our
17 media efforts through
18 radio, social media. And
19 he will briefly discuss
20 and just have a Power
21 Point display.

22 He'll be able to talk
23 about what we're going to

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1 try to do in the next year
2 to brand you better.
3 Also, bring more attention
4 to some of the issues that
5 are most important to you.
6 The violence, the
7 contraband, the tablet
8 issue. Things that we've
9 already highlighted
10 already, but we're going
11 to do our best to continue
12 that effort. And whenever
13 there's something going
14 on, getting as much media
15 coverage and attention as
16 we can.

17 As well as some of the
18 good things, if you paid
19 attention to the website
20 there are good things
21 going on up in the north
22 country. Two occasions
23 COs revived an inmate and

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1 revived also a civilian.
2 So, there are good things
3 that are going on and
4 we're going to do our best
5 to highlight those as well
6 as not only issues that
7 bring negative attention
8 to you.

9 So, I'll let Jim speak
10 for a couple moments and
11 he'll go through the
12 slides and then answer any
13 questions that you might
14 have on our plan moving
15 forward.

16 JIM SMITH: Hi,
17 there. So, we've been on
18 board for about four
19 months now, five months.
20 And we're getting to know
21 your issues a lot better
22 and we are able to achieve
23 some successes in the

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1 areas that are important
2 to you. Your safety, the
3 contraband issue, the
4 tablet issue.

5 All of those things
6 that members are fighting
7 for, that NYSCOPBA is
8 fighting for, we are
9 trying to enhance. And I
10 would say invigorate and
11 embrace what Jimmy is
12 doing and the staff is
13 doing in bringing your
14 issues to -- raising the
15 profile of the issues that
16 are important to you.

17 Next slide, please.
18 So, some of the main roles
19 we have are to support the
20 communications that
21 NYSCOPBA does to members.
22 Newsletters, the graphics
23 we do for some of the

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1 newsletters you're getting
2 now are done in-house.

3 We're very eager to
4 support the government
5 affairs. Part of what you
6 do with Keith and his
7 gang, social media,
8 advertising support. We
9 just did a TV commercial
10 on the Janus issue with
11 mike in it and a voice
12 over. That should start
13 running I think this week,
14 so you will see that.

15 We're very happy with
16 the way that came out.
17 And of course Jimmy and
18 the media relations areas
19 is what we're doing as
20 well.

21 So, specifically what
22 have we done? These are
23 just a few examples, we

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1 covered the prison tour
2 that you had upstate. We
3 arranged media interviews
4 for television and other
5 venues for Mike.

6 The vendor program
7 advocacy that you were
8 advocating for in Albany,
9 we supported that. The
10 contraband, the tablet and
11 of course the Janus
12 communications are going
13 to be the biggest thing
14 that we do going forward.

15 You had a good break
16 with the legislature and
17 the legislation that was
18 passed. We thought that
19 was really good but the
20 message has to continue to
21 get out there that member
22 support is very important
23 going forward when this

1 Supreme Court case comes
2 down.

3 So we'll be supporting
4 the legislative affairs
5 team throughout the rest
6 of the year on that.

7 Next slide, please.

8 And so, we'll be doing
9 that through social media,
10 through all the channels
11 that we use today.

12 Website, social media,
13 advertising, straight up
14 media relations, story
15 replacements. Raising
16 awareness of the good work
17 you do and also the value
18 that NYSCOPBA has for you
19 and your families at
20 protecting your rights and
21 your safety. So that's
22 important to us as well.

23 Just a sample of the

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1 newsletter that we've
2 done, next slide please.
3 Some of the media hits
4 that we've gotten, these
5 are just a few of dozens
6 and dozens, I believe,
7 that we've had success
8 with.

9 Next slide. There's
10 Mike's appearance on
11 Capitol Tonight. We'll
12 have several opportunities
13 throughout the year to do
14 that. That's a statewide
15 program based here in
16 Albany, but that runs on
17 Spectrum News across the
18 state.

19 A couple samples of
20 some other articles. And
21 these are just some
22 headlines from some news
23 releases we did. We just

1 wanted to give you kind of
2 a taste of how frequent
3 they are. They are --
4 they really picked up
5 around the legislative
6 activity.

7 But, you know, the
8 majority of the news
9 releases you do, are
10 related to the work you
11 do. We are very
12 interested in finding out
13 what you do out of work,
14 what you do for the
15 community as we go
16 forward, building that
17 image of you in the
18 community is very
19 important, is what we're
20 going to be doing the next
21 year as well. And next
22 slide.

23 STEPHANIE FLANAGAN:

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1 That's it.

2 JIM SMITH: Thank you
3 very much.

4 JIMMY MILLER: As this
5 goes forward, certainly
6 we'll take any input from
7 people. Some individuals
8 want to see different ways
9 of advertising through
10 billboards and we're
11 trying to obviously please
12 everybody. And there's
13 different areas of the
14 state where some things
15 work better than others,
16 some things are cost
17 effective in areas.

18 So, we're going to
19 continue to do that and
20 evaluate that as that
21 moves forward. But
22 certainly we'll take your
23 input as well.

1 SHAUN KEENAN: Keenan
2 out of Wende. In regards
3 to what was just put out
4 there, the win that we had
5 with Part KK, what was the
6 other? With Janus, the
7 discipline and the Part KK
8 and the bags; what have we
9 done on that portion so
10 far to get it out?
11 That was a huge win for
12 us and I've seen zero.
13 JIMMY MILLER: It was
14 sent out to the members.
15 There was a message that
16 was sent out to the
17 members, what was that
18 last week?
19 JIM SMITH: It was just
20 a couple days after that
21 happened.
22 JIMMY MILLER: So you
23 should have gotten that.

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1 SHAUN KEENAN: If it
2 went out, I didn't get it.
3 Maybe I need to redo my
4 paperwork or whatever
5 but --

6 JIMMY MILLER: Updating
7 e-mails is very important
8 because obviously there's
9 a change over in
10 personnel, as people
11 retire, people are coming
12 on. So we try to update
13 that as often as possible.

14 SHAUN KEENAN: I
15 understand that. But what
16 way was it sent out, just
17 through an e-mail or --

18 VP WEST MIANO: Just
19 like one of those
20 newsletters.

21 SHAUN KEENAN: And that
22 was the only form?

23 JIMMY MILLER: Yes.

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1 SHAUN KEENAN: We need
2 to see more. That was
3 something that we should
4 be just screaming out.
5 That was a huge win for
6 us. And a lot of the guys
7 that are here right now
8 heard it ffor the first
9 time when it came from
10 that mic.

11 JIMMY MILLER: well,
12 THAT'S part of like -- we
13 are definitely listening
14 to you. So, if something
15 needs to be done
16 differently as we move
17 forward, we're definitely
18 listening to that.
19 Because we do want to
20 communicate. And part of
21 that, we're actually
22 seeing a pretty good rate
23 of people clicking on

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1 those e-mails, about forty
2 percent, which is actually
3 a pretty high number which
4 we're very pleased with.

5 We'd love it to be a
6 hundred percent. People
7 still don't read
8 e-mails --

9 SHAUN KEENAN: If it
10 doesn't have pictures,
11 they won't read it.

12 JIMMY MILLER: Right.
13 So, we'll continue to
14 strive to reach out to as
15 many people as possible.

16 JEREMY OSTERHOUDT:
17 Osterhoudt, Eastern
18 Correctional. You guys
19 said we're under contract
20 with you guys.

21 JIMMY MILLER: I'm
22 sorry?

23 JEREMY OSTERHOUDT: You

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1 guys said we're under
2 contract with you guys.

3 JIMMY MILLER: Month to
4 month, I believe.

5 JEREMY OSTERHOUDT:
6 Because I wasn't aware of
7 any motion for the
8 contract that went
9 through.

10 JIMMY MILLER: No,
11 we're month to month right
12 now.

13 PRESIDENT POWERS: We
14 initially had this
15 December, was it December?
16 In the packet in December,
17 but we didn't hand out
18 the -- you have it now, it
19 was sent out a couple
20 weeks ago to all the
21 chiefs, so we'll be moving
22 on that later today.

23 JIMMY MILLER:

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1 Thank you.

2 PRESIDENT POWERS:

3 Bill?

4 BILL NAYLOR: Good
5 afternoon. The New York
6 State Retirement online is
7 getting ready to go off
8 line effective April 20th
9 through the middle of May.
10 That's so they can
11 implement their phase two
12 other retirement online
13 project.

14 So, if you have members
15 who are utilizing
16 retirement online to apply
17 for retirement loans, they
18 need to have that in
19 before April 20th. April
20 20th through mid May.
21 They don't have a
22 definitive date on when
23 that's going to be

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1 completed.

2 I spoke about this
3 before, requests for
4 estimates, you have to be
5 within eighteen months of
6 retiring to submit the
7 request. It is the best
8 number you can get before
9 retiring. If you have
10 twenty-five years or are
11 eligible to retire, then
12 you can submit that every
13 eighteen months as you go
14 forward.

15 It takes about three or
16 four months to get it
17 back. And, again, it's
18 the best number you can
19 get without actually
20 retiring. The NYSCOPBA
21 dental and VSP open
22 enrollments have gone to
23 an end. So we just

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1 concluded that, the
2 sign-ups have been
3 completed and we're moving
4 forward now.

5 Chapter stats, we added
6 95 retirees. We had two
7 honorary retirees added.
8 We've had seventeen
9 members pass. Ten failed
10 to renew. We're currently
11 at ten thousand,
12 ninety-five members in the
13 retiree chapter. Any
14 questions for me? No.
15 Thank you.

16 PRESIDENT POWERS: Ten
17 minute break and we'll
18 come back into committee
19 reports.

20
21 (Recess taken.)

22
23 PRESIDENT POWERS: All

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1 right. Let's find our
2 seats and move into
3 committee reports. Mike
4 Mazzella, Grievance and
5 Legal.

6 VP MID-HUDSON
7 MAZZELLA: Good afternoon.
8 I said, good afternoon.
9 The Grievance and Legal
10 committee convened on
11 February 14th, 2018, which
12 was the day before my
13 surgery.

14 Two grievances were
15 heard and reviewed by the
16 committee. The grievances
17 reviewed involved issues
18 of Workers' Compensation
19 and health and safety. As
20 a result of the meeting,
21 the committee recommended
22 that one grievance be
23 closed and one grievance

1 be pushed forward to step
2 three. Any questions? No
3 questions. Thank you.

4 PRESIDENT POWERS
5 Election, Heath.

6 HEATH ALLEN: Heath
7 Allen, elections
8 committee. The election
9 committee met on March
10 27th to set up two vacancy
11 elections for the Bronx PC
12 and Mid-Hudson PC. And we
13 also met today to finalize
14 the Buffalo SUNY vacancy
15 elections. That's all
16 we're doing. Questions?

17 (No response.)

18
19 VP WEST MIANO:
20 Thank you.

21 PRESIDENT POWERS:
22 Veterans?

23 ELADIO MARTINEZ:

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1 Good afternoon. Not much
2 to report. Just a few
3 things to cover. The MOU
4 just went out today, all
5 the facilities should have
6 the MOU updates and
7 correct applications for
8 the three days for the
9 Veterans.

10 We have problems still
11 with certifying officials
12 that I got to get with
13 Mike and a few others. If
14 anybody has problems at
15 your jails with certifying
16 officials, please let me
17 know at
18 vetscommittee@NYSCOPBA.org

19 Also, if you have new
20 members coming into the
21 facility, ask them if
22 they're veterans so find
23 out who your orientation

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1 officer is and make sure
2 you identify the vets.
3 When they come into the
4 facility, into a new
5 facility, you have to
6 resubmit all your
7 paperwork again as a vet,
8 so your DD214 has to be
9 submitted to personnel.

10 And I'm still working
11 on updating the point of
12 contacts for each
13 facility. And the trip
14 for the Vets Tour is still
15 in the process. So, any
16 questions -- and please if
17 you have new Veterans that
18 come into the facility,
19 have them e-mail me.

20 BILL CONNOR:
21 Mr. President, can I ask a
22 question, it's Bill Connor
23 from Attica?

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PRESIDENT POWERS:

Yeah.

BILL CONNOR: Eladio, I have a question about the current bill that was passed about the Veterans. The eight days that is going to be reduced to five days. A couple guys came to me and said they had already requested time and were issued time under that bill. I said, I'm not sure really how they classify that. What happens in that situation?

ELADIO MARTINEZ: As far as I know and understand, that's pretty much impossible. The eight days got reduced to five days through -- of course Governor Cuomo

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1 reduced it from eight to
2 five, put in a chapter
3 amendment to reduce.

4 So it will not take
5 affect until April 1st of
6 2019, if I am correct.
7 Last I knew from Keith
8 Jacques, that was the
9 information I got. And I
10 also heard it from Bill
11 Naylor who is the office,
12 so that's the last I know.

13 Keith, am I right on
14 that?

15 KEITH JACQUES: So, the
16 original bill that passed
17 and was signed into law
18 had an effective date, it
19 was a delayed effective
20 date and I believe it was
21 April of 2018. So it
22 actually never went into
23 effect before the

1 Governor's chapter
2 amendment became law.
3 That chapter from eight
4 days to five days, the
5 number of days the member
6 is allotted. And it
7 pushed off the effective
8 date a little further.

9 ELADIO MARTINEZ: Is
10 that next year, 2019?

11 KEITH JACQUES: Yes.

12 BILL CONNOR: So April
13 1st of 2019 that goes into
14 effect?

15 ELADIO MARTINEZ: Yes.
16 Any other questions?

17 JEREMY OSTERHOUDT:
18 Osterhoudt, Eastern
19 Correctional. I had an
20 issue recently. I was
21 just wondering reservist
22 veterans, they're entitled
23 to Fourth of July as well

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1 as the others?

2 ELADIO MARTINEZ: In
3 order to get Fourth of
4 July for that day, that
5 day paid, you need to have
6 served in the Reserves in
7 peace time. So it's
8 almost pretty much the
9 older guys that enlisted
10 prior to 2001.

11 JEREMY OSTERHOUDT:
12 Okay.

13 ELADIO MARTINEZ: Has
14 to be peace time. And if
15 you have anybody that
16 wants to check it off, if
17 they're reservist, request
18 the date, get the deny
19 slip and e-mail me and
20 I'll help out from there.

21 JEREMY OSTERHOUDT:
22 Thank you.

23 ELADIO MARTINEZ: Any

04/11/2018

1 other questions? Thanks.

2 PRESIDENT POWERS:

3 Clarence?

4 VP SOUTH FISHER: It
5 had good afternoon
6 everyone. Publicity and
7 meetings met on April 2nd.
8 We discussed quite a few
9 things about what
10 publicity and meetings is.
11 And basically what it's
12 supposed to promote and
13 improve the brand of
14 NYSCOPBA.

15 So, we've been doing a
16 lot of charity work in the
17 past. Recently we ran
18 into snafus with gaming
19 laws and commissions and
20 things like that. So that
21 kind of put some of the
22 raffles and things that
23 we were doing on pause,

04/11/2018

1 but not eliminated because
2 we're still working on
3 things that way.

4 However, we will be
5 more the boots on the
6 ground when it comes to
7 publicity and promoting
8 our brand. For instance,
9 there's a state fair or
10 something in your neck of
11 the woods, we would be
12 there with a booth,
13 handouts, our banner,
14 answering questions, doing
15 things like that. And
16 kind of working in
17 conjunction with Baker and
18 the board.

19 And we'll go to
20 different venues per your
21 approval. If you got
22 something in your part of
23 the state that's something

04/11/2018

1 big and you may want
2 to see NYSCOPBA there.
3 You present it to the
4 committee, we bring it up
5 to the Board, and it would
6 have to be approved by you
7 and we'll go there. And
8 we'll distribute what we
9 need to distribute, hand
10 out stuff to the kids.

11 Talk about NYSCOPBA.
12 There's a lot of things
13 when it comes to promoting
14 and improving the brand
15 because lately, the
16 convicts have been the
17 victims and we've become
18 the bad guys in the eyes
19 of the public.

20 And that's something
21 we -- that needs to
22 change. They need to see
23 what we are and what we

04/11/2018

1 actually do. Because we
2 save more lives on a daily
3 basis than they give
4 anybody credit for. I
5 don't know how many people
6 in this room have cut down
7 somebody hanging or
8 somebody that cut their
9 wrists and saved their
10 life or put a
11 defibrillator or did CPR
12 on one of those inmates.

13 But, oh, no we're the
14 bad guys. So we're going
15 to work on promoting our
16 image and promoting our
17 brand. So, if there's any
18 questions or any
19 suggestions? Thank you.

20 Hold on. As part of
21 publicity and meetings,
22 meetings is part of it,
23 thanks to my brother Chris

04/11/2018

1 Summers here, there's been
2 a couple of proposals for
3 2020 Executive Assembly.

4 We were asked to have
5 some of our Executive
6 Assemblies at areas that
7 were more family friendly,
8 so we're not just stuck in
9 hotels during nice
10 weather, you can bring the
11 kids or whatever and go
12 out somewhere.

13 Well, we have one here
14 for Great Escape Lodge
15 Indoor Waterpark, which
16 would be scheduled for the
17 2020 season. It has
18 indoor waterpark and stuff
19 for the kids, things like
20 that. But when we get
21 these all together, it
22 would be brought out as
23 proposals for everybody to

04/11/2018

1 vote on.

2 Also Lake Placid with
3 different events. This is
4 all Lake Placid.

5 RECORDING SECRETARY

6 SUMMERS: Those dates are
7 being held for us right
8 now for 2020.

9 VP SOUTH FISHER: For
10 Great Escape, you may want
11 to write this down, July
12 15th and 16th of 2020.
13 For that EA, we're looking
14 at Great Escapes Lodge and
15 Waterpark. What part of
16 the state is this in?
17 Lake George. Thank you.

18 Then the Crown Plaza in
19 Lake placid. And that
20 would be for July, around
21 the same time. So we have
22 to vote on -- same dates
23 that are being held for us

04/11/2018

1 so we'll have to make a
2 decision on which one we
3 want to go to. We don't
4 want to do that do today
5 do we?

6 PRESIDENT POWERS: It's
7 for review.

8 VP SOUTH FISHER: Okay.
9 So we'll make sure this
10 information is distributed
11 and at the next EA we'll
12 make a decision.

13 TOM RELYEA: Relyea,
14 Hudson. As far as that
15 Great Escape one goes, you
16 should really do your
17 homework with that place.

18 VP SOUTH FISHER: Talk
19 to me.

20 TOM RELYEA: I just
21 stayed there with my kids,
22 I won't be going there.
23 That place is horrendous.

04/11/2018

1 Absolutely horrendous,
2 like disgusting. Probably
3 one of the worst places
4 I've ever been at.

5 VP SOUTH FISHER: Is
6 that the Lake George one?
7 There you go, that was
8 simple. That was simple
9 Next?

10 RECORDING SECRETARY
11 SUMMERS: Just to let you
12 guys know, I followed the
13 direction of the EA with
14 both of those hotels to
15 talk about it at this one.
16 Those hotels are only
17 going to hold those dates
18 for us probably until next
19 month.

20 That's why when I read
21 the minutes that's what
22 was brought to us to look
23 into those two places. So

04/11/2018

1 we got the dates, they
2 came in yesterday. Lake
3 Placid took their sweet
4 time getting it to us.

5 But we have them here,
6 I can do whatever you guys
7 need, but they're not
8 going to hold it until the
9 next EA, just to let you
10 know.

11 VP SOUTH FISHER: Mike?

12 MIKE CARLSON: Mike
13 Carlson, can we move
14 forward to Lake Placid?

15 VP SOUTH FISHER:
16 That's up to the body.

17 MIKE CARLSON: Let's do
18 it then if we're going to
19 do it.

20 VP SOUTH FISHER:
21 Mr. President?

22 PRESIDENT POWERS: Hang
23 on. We have a motion that

04/11/2018

1 was placed in February and
2 until we are --

3 CHRIS HICKEY: Hickey,
4 Wyoming. Just -- we've
5 been to these places,
6 okay, over the past couple
7 years. Just having been
8 directly involved in the
9 negotiations with these
10 companies, Great Escape,
11 seemed like the management
12 company changed every
13 couple years. You got to
14 be aware of that.

15 Go up to Lake placid
16 for the summer, that's
17 great. You can look off a
18 mountain top, maybe play
19 some golf, go swim in a
20 pool. So, you here's part
21 of the process I believe
22 should happen.

23 Take a look at what the

04/11/2018

1 contract entails, what the
2 dollar cost is, give it to
3 the finance committee. I
4 know they would say, look
5 it, book the dates. They
6 want us to book the dates
7 because they probably
8 don't have anybody booking
9 the dates in 2020. That's
10 part of the ploy too, just
11 so everybody is on the
12 same page and understands
13 this.

14 So, if you want to go,
15 you go. If you want to
16 have a meeting, then come
17 to the Double Tree or
18 wherever we're at today,
19 right?

20 VP SOUTH FISHER: Okay.

21 PRESIDENT POWERS: So,
22 back in February we had a
23 motion regarding the 2020

04/11/2018

1 EAs, so with that being
2 said obviously there's
3 more work that needs to be
4 done here. I don't know
5 if it's feasible to
6 actually pull this off for
7 2020 for a family oriented
8 establishment, whether it
9 be in Lake placid, New
10 York City or wherever,
11 wherever the case may be.

12 But we've got these
13 dates that pretty much
14 stick to the schedule that
15 we're in to now that
16 eventually we're going to
17 have to move. And if
18 Great Escape is a piece of
19 crap and Lake Placid --
20 Lake Placid is a nice
21 area, but in the same
22 breath eventually we're
23 going to have to move on

04/11/2018

1 these dates to secure
2 these dates here and in
3 Albany.

4 So, with that being
5 said, we're going to have
6 to move here pretty quick.
7 It sounds to me like
8 publicity and meetings
9 might have some more work
10 to do in my opinion and
11 maybe set it up for 2021.

12 MIKE CARLSON: Why not
13 2025.

14 PRESIDENT POWERS:
15 You'll probably be the
16 only one still here, Mike.

17 VP SOUTH FISHER: As
18 publicity and meetings,
19 I'll tell what we will do,
20 I'll say, everybody should
21 have my e-mail address.
22 If you have some
23 suggestions, e-mail me and

1 we can online do research
2 and go from there and we
3 can discuss it. And
4 then -- but the thing is
5 for 2020 we're kind of on
6 a timeline.

7 So being that said,
8 it's your decision where
9 do you want to go.

10 UNIDENTIFIED SPEAKER:
11 We want to go to your
12 house.

13 VP SOUTH FISHER:
14 You're more than welcome.
15 Matter of fact, I have a
16 twin bed and it's only one
17 bedroom. I'm sorry, I've
18 worked in prison a long
19 time.

20 PRESIDENT POWERS: Give
21 the guy a microphone
22 and this is what you get.

23 VP SOUTH FISHER: Let's

04/11/2018

1 get this going to try to
2 get the date over with.
3 Niagara Falls?

4 All right, for 2020,
5 we're going to stick to
6 the two choices we have
7 now. For 2020, we're
8 going to stick with the
9 two choices we have now,
10 then we'll discuss 2021.
11 So, for 2020, Lake Placid,
12 yes, no?

13 MIKE CARLSON: Yes.

14 PRESIDENT POWERS:
15 Clarence --

16 VP SOUTH FISHER: I'm
17 not trying to pull a vote,
18 I'm trying to see who
19 wants what. I'm sorry, go
20 ahead, Derrick.

21 DERRICK HALE: Derrick
22 Hale, Bedford Hills. I
23 don't know if this has

04/11/2018

1 anything to do with what
2 you're talking about, but
3 what about a NYSCOPBA
4 Olympics. We talked about
5 it a few years ago and
6 nothing ever happened to
7 it. I know we don't do
8 the DOCCS Olympics
9 anymore, but would you
10 guys be against trying to
11 start that up again?

12 VP SOUTH FISHER: That
13 wouldn't be us. I guess
14 that would be something we
15 discuss with the
16 department.

17 DERRICK HALE: Not the
18 department, our own
19 NYSCOPBA thing.

20 VP SOUTH FISHER: I
21 don't know. Would that be
22 under publicity and
23 meetings? We can talk

04/11/2018

1 about it.

2 DERRICK HALE: I'm
3 trying to have a NYSCOPBA
4 Olympics, like we used to
5 have with DOCCS but just
6 NYSCOPBA.

7 PRESIDENT POWERS: I'm
8 just sure that would get
9 referred to the finance
10 committee but --

11 VP SOUTH FISHER: If
12 there is no decision and
13 there's no questions --

14 PRESIDENT POWERS:
15 Might be something for you
16 to look at.

17 VP SOUTH FISHER: I'm
18 going to do a little more
19 research on some of this
20 stuff.

21 CHRIS HICKEY: Can I
22 make a suggestion? If the
23 body truly wants to do

04/11/2018

1 that, I would suggest we
2 entertain a motion to go
3 to one of those venues,
4 you know, where we go is
5 really kind of irrelevant
6 to a certain degree.

7 You just want a family
8 friendly atmosphere, for
9 one of the meetings. So
10 as long as we get the go
11 ahead, then getting the
12 logistics done with
13 wherever we're going to
14 go, we're good.

15 Personally, we did the
16 traveling road show for a
17 couple years and to be
18 honest with you, it cost a
19 lot of money and got to be
20 a real pain in the neck,
21 it really did. Just so
22 you're aware of that.

23 Okay. But I would

04/11/2018

1 entertain a motion if you
2 want me to make a motion,
3 that the body approve
4 going to another venue in
5 2020 and then you figure
6 out where you're going you
7 got. You only got two
8 places you've solicited so
9 far.

10 VP SOUTH FISHER:

11 Right.

12 CHRIS HICKEY: Up to
13 you, whatever you wanted
14 to do.

15 VP SOUTH FISHER:

16 Sounds good to me.

17 PRESIDENT POWERS: Is
18 that a motion, Chris?

19 CHRIS HICKEY: That's a
20 motion. Do you want me to
21 write it down? All right.
22 I don't know how to write.
23 I will make a motion that

04/11/2018

1 up --

2 PRESIDENT POWERS: We
3 haven't approved the dates
4 yet.

5 CHRIS HICKEY: At least
6 he can move forward on
7 this piece.

8 VP SOUTH FISHER: Yes.

9 CHRIS HICKEY: Okay.
10 That's all this strictly
11 deals with. So I'll make
12 a motion we move on
13 picking a family friendly
14 venue for the Summertime
15 of 2020.

16 PRESIDENT POWERS: July
17 15th and 16th.

18 AL ZAPPALA: Mike,
19 just -- Al Zappala,
20 Shawangunk. For those
21 that are thinking summer,
22 it can also be winter.
23 Because they have in the

04/11/2018

1 Poconos all those indoor
2 waterparks. So I like
3 that motion that is on the
4 floor about family
5 friendly and we can figure
6 it out, because even if
7 it's wintertime, they
8 still have things you can
9 do. For example, like I
10 was saying there's the
11 Waterpark. Thank you.

12 VP SOUTH FISHER: I
13 just want to keep this
14 simple and get on to the
15 next committee.

16 PRESIDENT POWERS:
17 Motion on the floor, who
18 seconded it?

19 MIKE CARLSON: Mike
20 Carlson.

21 PRESIDENT POWERS
22 Correct me if I'm wrong,
23 to keep it moving, there's

04/11/2018

1 a motion on the floor to
2 have the July 15th and
3 16th, 2020, Executive
4 Assembly Lake Placid
5 instead of Albany.

6 And that would be --
7 with that approval then
8 we'll move to approving of
9 the other dates.

10 Is there any further
11 discussion with the
12 motion? Family friendly.
13 Pardon?

14 AARON BRAHNEY: Aaron
15 Brahney, Auburn. I don't
16 believe that was specific
17 to Lake Placid. I believe
18 it was just a family
19 oriented --

20 PRESIDENT POWERS: I'm
21 sorry, you're right, it
22 was defined family
23 friendly. I'm putting the

04/11/2018

1 cart before the horse
2 here. What if we don't
3 find something that's
4 suitable? Before we know
5 we're out a date and we
6 might lose our Albany
7 date. To approval had the
8 July, 2020 Executive
9 Assembly family motion
10 made. Discussion on the
11 motion?

12 SHAUN KEENAN: Mike, I
13 think that's still
14 tentative. We didn't even
15 do the dates, so it's
16 tentative 15th, 16th,
17 July.

18 PRESIDENT POWERS:
19 Tentative, would be
20 tentative.

21 CHRIS HICKEY:
22 Thank you.

23 PRESIDENT POWERS: To

04/11/2018

1 tentatively approve July,
2 2020. Any other further
3 discussion? All in favor?

4
5 (All respond with aye.)

6 PRESIDENT POWERS:
7 Anybody opposed?

8
9 (No response.)

10
11 PRESIDENT POWERS: All
12 right. Seeing that this
13 wasn't on today's agenda,
14 the 2020 dates, is the
15 body amenable to moving
16 the 2020 dates at this
17 time?

18 VP SOUTH FISHER: Is
19 that it for me?

20 PRESIDENT POWERS:
21 That's it for you man.
22 Have a seat. All in
23 favor.

04/11/2018

1

2

(All respond with aye.)

3

4

PRESIDENT POWERS:

5

Okay. The motion is

6

September proposed 2020,

7

Executive Assembly dates

8

that was handed out in

9

February of the last

10

packet. I'll read the

11

dates out for everyone.

12

March 11th, 12th, 2020,

13

Desmond. May 13th and

14

14th, 2020 right here at

15

the Double Tree. July

16

15th and 16th, 2020 to be

17

determined. September

18

16th, 17th, 2020, Double

19

Tree. December 16th, 17th

20

at the Desmond in Albany.

21

This motion was made by

22

the Executive Board on

23

February 14th. All

04/11/2018

1 signify by saying aye.

2

3 (All respond with aye.)

4

5 PRESIDENT POWERS:

6 Approved. Back to

7 committees. Shaun?

8 SHAUN KEENAN: Good

9 afternoon. Legislative

10 PAC, quickly I'll do the

11 account. Starting balance

12 as of 2/27/18, one hundred

13 six thousand five hundred

14 and seventy-four.

15 Deposits and transfers for

16 March were twenty-five

17 thousand. Total income,

18 twenty-five thousand

19 there.

20 Checks paid out,

21 sixty-two thousand. Total

22 expenses was sixty-two

23 thousand. With an ending

04/11/2018

1 balance of sixty-nine
2 thousand, five hundred
3 seventy-four.

4 I can't express enough
5 that you guys got to get
6 out there and talk to your
7 local officials that are
8 your assemblymen,
9 senators, tell them
10 thank you for their help
11 in this budget. It starts
12 there and works its way
13 back to Albany.

14 We get into Albany as
15 the Legislative PAC, and
16 we talk, and Keith and Dan
17 and Chris and Mike and
18 Tammy run around and the
19 LOB and the Capitol, and
20 we talk to those
21 individuals, but it still
22 comes back to your home
23 areas.

04/11/2018

1 Whether you call them,
2 leave them a voicemail
3 whatever. Assemblymen,
4 Senators, call and say
5 thank you. Let them know
6 you're there and where
7 you're from. Because when
8 we step up, they remember
9 that stuff in Albany. And
10 it helps us get these
11 things passed.

12 I don't know what else.
13 Guys, just because there's
14 no EOL time, guys, come
15 out, see these people out
16 at work here. They want
17 to see you, they want to
18 hear the stories. We
19 can't do our work without
20 you guys coming out and
21 telling the stories out
22 here.

23 And they do want to

04/11/2018

1 hear them. We need help.
2 If you guys know there's
3 some people on the fence,
4 you happen to know them in
5 your areas, that's a voice
6 we can take back to Albany
7 with us and they can look
8 at it.

9 So please, get
10 involved. If you're not
11 going the one that's going
12 to be involved, find
13 somebody at your facility
14 to be involved
15 politically. A lot of
16 people don't like the
17 political game. It does
18 suck. It's backstabbing,
19 but it's a necessity.
20 Anybody got any questions?

21
22 (No response.)

23

1 PRESIDENT POWERS:

2 Thank you, Shaun.

3 Toby, Finance?

4 TREASURER HOGAN:

5 Okay. Finance Committee

6 met on March 13th to go

7 over the motion about

8 creating a PR campaign

9 focusing on our members

10 safety in our facilities

11 and work sites. And about

12 the cost of seven hundred

13 and fifty thousand. Mike?

14 MIKE MOROSEY: Morosey,

15 Collins. I'd like to

16 withdraw that motion.

17 TREASURER HOGAN: All

18 right. Motion withdrawn.

19 PRESIDENT POWERS: We

20 need sixty percent

21 approval to move that

22 motion. All signify by

23 saying aye.

1
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23

(All respond with aye.)

PRESIDENT POWERS

Anybody, opposed?

(No response.)

PRESIDENT POWERS:

Thank you.

TREASURER HOGAN:

That's all I got.

PRESIDENT POWERS:

John, you're up.

VP LAW ENFORCEMENT

HARMON: Since the last
Executive Assembly
meeting, right before the
last Executive Assembly
meeting we were notified
about Part KK in the
budget. After Part KK was
introduced, we came out

04/11/2018

1 ten times since the last
2 Executive Assembly
3 meeting.

4 We discussed a range of
5 things, including part in
6 the past, we attended some
7 fundraisers and lobbied
8 some of the state
9 legislature based on Part
10 KK and what was going on
11 with the collective
12 bargaining process.

13 We also revisited other
14 proposals that we went
15 through from the last deal
16 and all other aspects of
17 it, to just look at in
18 case we went back into
19 negotiations. Because at
20 that time, negotiations
21 was completely at a hold
22 until the budget deal was
23 either passed or defeated.

04/11/2018

1 We also discussed, you
2 know, differing
3 negotiating tactics if
4 there was a possibility
5 we were told that Part KK
6 can come back as a
7 negotiation, not
8 necessarily up or down.
9 So we came out to also
10 discuss what would be
11 discussed if the state
12 legislature or the
13 Governor came back and
14 said, you're going to have
15 to eat this some way or
16 another. So, you're going
17 to have to try to
18 negotiate it during the
19 budget, which has happened
20 previously with other
21 legislation.
22 We also began to
23 prepare for Interest

04/11/2018

1 Arbitration if that was
2 the direction. We
3 discussed, you know, what
4 panel members do we choose
5 or how to choose a panel
6 member, what type of panel
7 member to choose. There's
8 a whole bunch of different
9 options that we were
10 discussing, throwing ideas
11 back and forth; pretty
12 much everything was on the
13 table.

14 We also were looking at
15 issues more importantly
16 that were going to affect
17 the future of negotiation,
18 Interest Arbitration, what
19 would be discussed in
20 mediation and fact
21 finding; and I was told a
22 legislative hearing.

23 I'd like to have

1 consent to go off the
2 record, if possible.
3 Everybody in favor of
4 going off the record.

5
6 (All respond with "aye.")

7
8 VP LAW ENFORCEMENT
9 HARMON: Anybody opposed?

10
11 (No response.)

12
13 (Off the record
14 discussion.)

15
16 VP LAW ENFORCEMENT
17 HARMON: Go back on the
18 record. That's all I got.

19 PRESIDENT POWERS:
20 Scott Carpenter, the OSI
21 committee.

22 SCOTT CARPENTER:
23 Good evening. We, the OSI

04/11/2018

1 committee met this
2 morning. We discussed --
3 We had a meeting with
4 Steve Barr and Darren
5 Miller from OSI on Friday,
6 April 6th.

7 We called the meeting
8 after several of the
9 facilities that have gone
10 through OSI frisks that
11 reported the actions that
12 are detrimental to our
13 officers and to our
14 membership.

15 So, we reached out to
16 OSI and said we need to
17 have a sit down with you
18 guys and we did. Friday,
19 we met at the NYSCOPBA
20 headquarters and we
21 strategized before going
22 into that meeting. And it
23 was myself, Andy Lashua

04/11/2018

1 from Green, Tammy Sawchuk
2 and John Roberts.

3 We were -- again,
4 we were going to meet with
5 just Barr and Miller.
6 Tammy suggested that we're
7 probably going to run into
8 some interference if we
9 get there, that Mr.
10 Martuscello and Mr.
11 Shipley will try to attend
12 this meeting as well. We
13 didn't want that.

14 When we got to DOCCS
15 headquarters, Building 9,
16 sure enough, Mr. Shipley
17 and Mr. Martuscello were
18 in the room. Tammy did a
19 heck of a job stating our
20 opposition that we did not
21 want those two gentlemen
22 in the room, because we
23 felt it would just make

04/11/2018

1 the conversation that much
2 more difficult. Because
3 with Mr. Martuscello and
4 Mr. Shipley, they want to
5 direct every aspect.

6 We were concerned that
7 it wouldn't be able to
8 speak frankly. After
9 discussion for a few
10 minute, suffice to say
11 they left. Mr. Shipley
12 wasn't too happy, but they
13 left.

14 Once they were gone,
15 we had a frank
16 conversation. Don't like
17 the way their OSI agents
18 are conducting themselves,
19 plain and simple. You go
20 and frisk a cube, you
21 identify yourself, you
22 leave receipts, inmate
23 knows who. Not comparing

04/11/2018

1 you to inmates, obviously,
2 but what we're asking
3 because if OSI is going to
4 do facility frisk, going
5 to do an employee frisk,
6 that they properly
7 identify themselves and
8 leave documentation for
9 each member to know
10 exactly who was doing
11 what.

12 A lot of the
13 inconsistencies at
14 Upstate, Clinton, Green
15 frisks were discussed at
16 length. They were --
17 Mr. Maher and Mr. Miller
18 were very receptive to our
19 discussions, very
20 receptive to our
21 suggestions first and
22 foremost, most
23 importantly.

04/11/2018

1 We really -- we want
2 them -- if you're going to
3 have facility frisks,
4 notify the NYSCOPBA
5 stewards so that they can
6 be present. And they
7 weren't shooting any of
8 that down. We're going to
9 follow up with Mr. Maher
10 in a few weeks and we're
11 going to have a continued
12 discussion with him.

13 And they're interested
14 in having at least maybe
15 having quarterly
16 discussions. So, it's
17 going to continue and in
18 June, of course, we'll
19 report back when we have
20 more to give you. That's
21 about it. Anybody got
22 anything? Nothing? Okay.
23 Oh --

1 KAYE GORDON: Kaye
2 Gordon, from Taconic. You
3 can have as many
4 discussions with OSI,
5 because we were either
6 number three or number
7 five. It's the same
8 consistency they've shown,
9 the total disrespect.
10 Now, if -- what was the
11 basic point of your
12 discussion with them? Did
13 anything come about it?
14 Because if we were number
15 five and the first -- when
16 Green stood up and said
17 they had a problem with
18 the lockers being
19 destroyed, if they didn't
20 learn then and we're
21 number five, number four,
22 number seven can come
23 along and they're doing

04/11/2018

1 the same thing. What's
2 the difference?

3 SCOTT CARPENTER: The
4 conclusion we came to is
5 that with each passing
6 facility frisks, they're
7 getting better at not just
8 going in and being animals
9 about it. They have a
10 ways to go and we're going
11 to keep holding their feet
12 to the fire. Clarence
13 brought to Tammy issues
14 that we were brought up at
15 the meeting about the
16 Taconic frisk. And we
17 told them we're going to
18 follow-up once we get more
19 documentation of what
20 happened out at Taconic.

21 KAYE GORDON: Which I
22 have more.

23 SCOTT CARPENTER: We'll

1 be presenting that to
2 Steve Maher.

3 KAYE GORDON: But
4 they're not new, they need
5 to stop acting new. They
6 need to stop acting as if
7 they've never been
8 officers or they've never
9 had a frisk. They go
10 through almost the same
11 training that we go
12 through with proper
13 frisking or proper patting
14 down, with property
15 identification, with
16 proper everything.

17 They're not new.
18 They're just only
19 separated. So because
20 you're separated it gives
21 you a different plateau?
22 So, what kind of plateau
23 do they have? What

04/11/2018

1 guidelines do they have?
2 What do they go through,
3 what is their training?

4 Because if not, they're
5 still under DOCCS.
6 NYSCOPBA. They only
7 separated but they're
8 still NYSCOPBA. So, I
9 don't understand why we're
10 evening having a
11 discussion about how
12 they're acting. What
13 law -- are they just being
14 rogue? I just don't
15 understand it.

16 And the outcome of what
17 they're going through and
18 how they're displaying
19 their authority, it is to
20 the point the discussion
21 is beyond because they're
22 still acting new.

23 SCOTT CARPENTER: Part

1 of it is that we have to
2 remind our members,
3 especially new members
4 that you have rights. And
5 just because a guy walks
6 up to you in the parking
7 lot and says, hey, hang up
8 and phone and step inside,
9 tell him to go make a ham
10 sandwich. You're not on
11 duty until you're on duty.

12 As to your specifics at
13 Taconic, we are going to
14 look into that.

15 KAYE GORDON: Okay.

16 SCOTT CARPENTER: All
17 right. Thank you.
18 Anybody else?

19 MATT KEOUGH: Matt
20 Keough, Great Meadow.
21 There's no discipline --
22 we're disciplined on a
23 daily basis for stuff

04/11/2018

1 that -- it's asinine some
2 of the stuff we get
3 disciplined for. Who
4 disciplines these guys?

5 If I step out of line
6 and I incorrectly pat
7 frisk an inmate, he
8 grieves me, I get a
9 harassment from the
10 captain, I have to write a
11 to/from, all that
12 bullshit. These guys can
13 do whatever they want to
14 us and there's no
15 repercussions.

16 I know the guys at my
17 facility. The morale at
18 my facility is in the
19 shitter right now. We've
20 got a lot of stuff going
21 on in there. And these
22 guys just keep piling it
23 on. And there's

04/11/2018

1 absolutely nothing, you
2 sat down with them and
3 what, scolded them?

4 There's no discipline.
5 Why don't they face
6 discipline for the stuff
7 they do to us?

8 SCOTT CARPENTER: Well,
9 you would have to file
10 your diversity of
11 management claims. You're
12 right.

13 MATT KEOUGH: Who runs
14 Diversity and management?

15 SCOTT CARPENTER: I'm
16 in agreement with you.
17 These are the
18 conversations we need to
19 have. And hopefully going
20 forward we're going to
21 have continued
22 conversation with OSI to
23 get them better, so

04/11/2018

1 they're not just wrecking
2 on you guys.

3 PRESIDENT POWERS:
4 That's why it's important
5 for you to get us that
6 information. I mean, we
7 can't -- we can surely --
8 and don't think for a
9 minute that we don't ask
10 for it. We've on numerous
11 occasions through
12 information, good viable
13 information with
14 documentation have been
15 able to have
16 administrators
17 disciplined, put on admin
18 leave or suspended and
19 pushed to retirement.

20 You know, but we got to
21 have the information. And
22 you're right, Matt, we
23 don't see what that

1 discipline might be.
2 Could be a slap on the
3 wrist, might be nothing.
4 But you can be rest
5 assured we're always
6 calling for it.

7 I probably speak for
8 everybody up here every
9 time you turn around, if
10 that was one of us, we'd
11 be looking at the door.
12 So that's constantly being
13 said, but they're
14 management and they manage
15 their own. And
16 unfortunately we don't see
17 what their discipline
18 comes down, if there is
19 actually any.

20 But it doesn't go
21 without a suggestion, be
22 rest assured of that.

23 SCOTT CARPENTER:

04/11/2018

1 Anybody else?

2 ANDY LASHUA: Lashua,
3 Green. In defense of the
4 meeting itself in the case
5 with Taconic, that was
6 brought up -- the Taconic
7 issue was brought up
8 during the meeting. So,
9 addressing that, you know,
10 they can't address that
11 issue because it already
12 happened, so now they're
13 aware of it.

14 As far as dealing with
15 other issues, making them
16 provide documentation when
17 you're getting searched,
18 now they're held to a
19 little bit more of a
20 standard because now we
21 know who is he. He's not
22 a mystery investigator
23 just going through the

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line.

This part of the process, as opposed to doing absolutely nothing, I prefer this method of opening the door. It's not like the OSI investigators are telling their bosses that they're violating us. They're telling them, hey, we're doing a great job. Of course they are.

So, it's kind of -- a few times when we brought a few subjects up, their eyes got big because that's not what they're being told by their people. They were surprised, genuinely surprised.

So those two

04/11/2018

1 individuals Darren Miller
2 and Steve Maher, not being
3 associated with DOCCS per
4 se. They kind of came
5 from the outside. I'm a
6 little bit more optimistic
7 dealing with them because
8 they're not under the
9 thumb per se of the
10 department.

11 They don't owe anybody,
12 they didn't rise
13 through the ranks with
14 everybody or work a block
15 with somebody, have any
16 skeletons in the closet
17 with anybody.

18 So, I would prefer that
19 this method play itself
20 out and see where it goes.
21 Hopefully we can produce
22 some change where they
23 treat us with respect that

04/11/2018

1 we deserve. Because prior
2 to that, there was no
3 checks and balance.

4 And by the way, if you
5 do have an experience with
6 these people and their
7 violations rise to the
8 level of judicial ethics,
9 then document it
10 thoroughly and deal with
11 it that way. And if
12 they're a NYSCOPBA member,
13 go through that process
14 and hopefully we'll remove
15 them from the union.

16 Not that I want to see
17 members lose members, but
18 if he is going to utilize
19 his position to violate
20 other members, I don't
21 know want him, I don't
22 want to deal with that.
23 Thank you.

04/11/2018

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PRESIDENT POWERS:

Pete Stetz, Constitution
Bylaws.

PETE STETZ: All right.
Good afternoon. In
regards to the information
in the packet, on the
second reading we're
having today, I want to
clarify the language, it
is rough written. And
with the two amendments
we had on the proposed
amendments, Article 8,
Article 7 dues reads as
follows.

The dues for active
members shall be fifteen
and fifty cents per pay
period, payable through
payroll deductions
commencing January 1st,
1999. Dues for active

04/11/2018

1 members for the
2 association shall
3 automatically be increased
4 by the same percentage as
5 the increase in salary of
6 members of the collective
7 bargaining unit.

8 No such increases in
9 dues of the association
10 shall be effective until
11 the effective date of each
12 such increase in salary of
13 members of the collective
14 bargaining unit. The
15 Executive Board, separate
16 to and announce the amount
17 of the revised dues
18 whenever there is to be an
19 increase in the dues based
20 upon an increase in
21 salary.

22 Striking the following
23 sentence, dues for

04/11/2018

1 associate members shall be
2 twenty-five dollars per
3 year. There shall be no
4 dues for honorary members.
5 Adding the following
6 language. Dues for
7 associate members and
8 honorary members shall
9 being fifty dollars per
10 year and striking from the
11 original proposal, any
12 future dues increase to
13 the retiree dues will be
14 made through a motion
15 slash committee
16 recommendation with final
17 approval of the Executive
18 Assembly.

19 The dues obligation
20 shall be waived for any
21 member who has not been
22 taken off their respective
23 agency's payroll due to

04/11/2018

1 any of the following:
2 suspension, notice of
3 discipline, military
4 leave, sick leave, FMLA,
5 Workmen's Compensation
6 leave until such time as
7 the member is returned to
8 the payroll of their
9 employment or their
10 employment is terminated.

11 The wisdom of the
12 proposal, the associate
13 member dues have not be
14 increased since the
15 inception NYSCOPBA '99.
16 The cost to maintain
17 retiree benefits is costly
18 and increasing, brings the
19 chapter closer to being
20 financially solvent in the
21 event of the upcoming
22 federal litigation that
23 has a negative affect on

04/11/2018

1 the organization.

2 Is to have the retiree
3 chapter -- so with that,
4 any further discussion on
5 this proposed motion on
6 the dues, dues increase
7 for retirees?

8 Seeing none, looking
9 for acceptance of this
10 proposal to send out to
11 membership for
12 ratification. All those
13 in favor signify by saying
14 aye.

15
16 (Response of aye from
17 the floor.)

18
19 PETE STETZ: Anybody
20 opposed?

21
22 (Response of nay from
23 the floor.)

04/11/2018

1

2

PETE STETZ: Nays,
please stand.

3

4

TOM GUEST: Tom Guest,
Gowanda.

5

6

MR. MOROSEY: Morosey,
Collins.

7

8

PETE STETZ: Proposal
moves forward for

9

10

ratification. That's all

11

I got. Thank you.

12

PRESIDENT POWERS: Ten
minutes. Real ten

13

14

minutes.

15

16

(Recess taken.)

17

18

PRESIDENT POWERS:

19

We're going to get

20

started. We have some a

21

gentleman from Clinton,

22

CST.

23

STACIE MANN: Good

04/11/2018

1 evening, everybody.
2 Stacie Mann from Clinton
3 Correctional Facility. I
4 have been an officer for
5 eleven years. I'm here
6 today on behalf of the
7 Correctional Security
8 Trust, CST, some of you
9 may have known it as
10 lock-out pay.

11 What this trust does is
12 when one of our employees,
13 NYSCOPBA members or it can
14 be civilian people within
15 a correctional facility,
16 NYSCOPBA people that are
17 working in psychiatric
18 wards, things of that
19 nature, as long as they're
20 a NYSCOPBA member, and
21 civilians that work in a
22 correctional facility,
23 it's two dollars a payday.

04/11/2018

1 For that two dollars a
2 payday, when that employee
3 reaches leave without pay
4 status, you are direct
5 billed from our insurance
6 company one thousand, nine
7 hundred forty-three
8 dollars and twenty-six
9 cents monthly to maintain
10 your family health plan.

11 Regardless, maybe
12 you're married, you don't
13 have the insurance, the
14 husband or wife carries
15 that plan for both of you,
16 whether you're a single
17 plan or the family plan,
18 we pay the maximum premium
19 which is that family of
20 nineteen forty-three
21 twenty-six per month to
22 that employee. It's
23 intended for your health

04/11/2018

1 insurance, it goes
2 directly to you.

3 How you choose to use
4 that money is completely
5 up to you. We continue to
6 pay you monthly until two
7 things happen. One, you
8 get terminated from the
9 state; or two, you're
10 returned to work. Couple
11 other provisions in this
12 trust or things about
13 this, it originated in
14 1991.

15 Currently in 1991
16 we were paying like three
17 hundred thirty dollars
18 family plan premium. It's
19 a sixteen hundred dollar
20 difference. If you have
21 any questions or anything
22 you want to see, I left a
23 stack of claims form out

04/11/2018

1 there. I have answered a
2 lot of questions today for
3 people.

4 The only thing with the
5 civilian staff, they have
6 to remit by personal check
7 to pay their dues. And
8 you also are able to
9 continue in this as a
10 retiree. While you're
11 still in service, part of
12 your benefit is three
13 thousand dollar death with
14 a six thousand dollar if
15 it's accidental. And once
16 you're a retiree chapter
17 to this trust fund, that's
18 an automatic five thousand
19 dollar death benefit to
20 you.

21 And the way you do that
22 is you simply submit your
23 fifty-two dollars, you

04/11/2018

1 will get a bill in
2 January, you've got till
3 March to pay it, it keeps
4 you paid up to the 2019
5 year.

6 Any questions I can
7 answer for somebody? I
8 know I'm covering this
9 quick, but I don't want to
10 buy up a lot of your time.
11 As i said, the
12 applications are going to
13 be out there on the table.
14 There is a website,
15 CSTBF.COM, all of our
16 names, April Rodier,
17 myself, our names are
18 listed on there. There's
19 contact information. And
20 I'd be happy to take time
21 during the day to answer
22 any questions anybody has
23 about the policy.

04/11/2018

1 Thank you very much.

2 PRESIDENT POWERS

3 Thank you. Well, done.

4 It's a good benefit. I've
5 been a member since I got
6 in. Cindy Goss, Catch A
7 Falling Star. Welcome
8 back Cindy.

9 CINDY GOSS: Good
10 afternoon. It's not
11 evening for me yet. I
12 worked last night, so this
13 is not even lunch time for
14 me but I appreciate the
15 invite to come back and
16 speak with you and share
17 some information about
18 what we have been doing
19 since we're on our third
20 year.

21 As you remember the
22 first year we put together
23 to assist and have a

04/11/2018

1 crisis response. The
2 confidential assistance
3 program that was separate
4 from any organization
5 attached to anyone that
6 allow the anonymity and
7 confidentiality to the
8 members that we were
9 serving.

10 And so we began doing
11 that with cards that were
12 put through, there was
13 letters sent out I believe
14 when you did a mailing to
15 everybody about the
16 services that were
17 available. And the phone
18 calls that we started to
19 receive. Although, I am
20 located in Western New
21 York and I think that was
22 clarified. We handle
23 calls from any NYSCOPBA

04/11/2018

1 member, that includes
2 their family members as
3 well.

4 So it's not just the
5 officer. We handle the
6 significant others,
7 preferably not the
8 husband, wife and
9 significant others at the
10 same time. But we do
11 handle children, anybody
12 who calls us, whether it's
13 my uncle's friend's
14 friends, we will help. We
15 will assist, we will give
16 information to link that
17 person or persons up to
18 the resources they are
19 looking for, which is the
20 main goal of what the
21 priority is for these
22 individuals.

23 And it initially

04/11/2018

1 started because
2 unfortunately the
3 incidences of suicide
4 amongst our members, which
5 is why we were doing what
6 we were doing. Shortly
7 after we started, the
8 Executive Board had
9 identified and located
10 grant monies that were
11 available through the
12 state to do training.

13 And as a result of the
14 monies that we had applied
15 for, we were able to
16 provide it was ten but it
17 turned out to be nine
18 total; nine, one day
19 conference. Not just
20 training, conferences.
21 And we put together a team
22 and I call them our dream
23 team.

04/11/2018

1 Not because they're
2 great, which we are, but
3 the reason is they gave us
4 three weeks because the
5 expiration of the grant,
6 to do nine, one day
7 conferences across the
8 state. From Western, New
9 York, Malone, down to Sing
10 Sing. And we did it. We
11 would leave at Tuesday
12 night to get to a facility
13 that we're driving to.
14 And we would check into a
15 hotel, check out, do a
16 training, leave that
17 facility. Go to another
18 hotel, check in, check
19 out. And we did rain, we
20 did storm, we did snow in
21 that end of March that we
22 did nine in less than
23 three weeks.

04/11/2018

1 And it was the
2 dedication that the folks
3 that I used as a our
4 speakers, understanding
5 the stress and that
6 you were losing members
7 said we need to help these
8 folks. And that's what we
9 did. We had a great time.
10 We met fantastic people.

11 We were at all the
12 quality of life buildings
13 from each facility we were
14 at that were -- sometimes
15 we didn't have everything
16 we needed and we used the
17 wall instead of having
18 what we needed and we
19 improvised and everybody
20 was awesome.

21 So it was great to see
22 and meet so many different
23 people throughout the

04/11/2018

1 whole state that we went.
2 You know, some of our
3 favorites were up in
4 Malone, there's only one
5 car that is rental
6 material from some country
7 guy that we had for one of
8 our speakers who flew in
9 from Massachusetts. And
10 then the plane didn't work
11 in the one place, which
12 was a propeller plane, so
13 the airline drove our
14 speaker to Malone. And it
15 was one of those things
16 where the driver looked in
17 the rearview mirror and
18 goes, you sure are purdy.
19 So those are some of
20 the experiences we had,
21 right down going to
22 Hudson, which was my
23 favorite. We were tired.

04/11/2018

1 We were exhausted. And
2 we're going to Hudson the
3 next morning. And we got
4 close to Hudson and the
5 people through the state
6 made a recommendation to
7 go to a hotel.

8 We showed up at the
9 hotel about 8:30 at night,
10 and it's like a huge,
11 beautiful hotel up in the
12 mountains. And it had
13 like three, four hundred
14 rooms in it and we were
15 the only ones there. The
16 only ones there. And the
17 next day when we met the
18 officers, they all said,
19 where did you do stay? Do
20 you know that place is
21 haunted?

22 It was. None of us
23 slept that night but we

04/11/2018

1 did it and sacrificed.
2 And the training we felt
3 was very well received.
4 Information that we gave
5 to the members who
6 attended and showed up,
7 that we were able to give
8 them that information in
9 that short period of time.
10 So, it also allowed us
11 to meet more of your
12 members as they showed up
13 for this quality of life
14 type training. In
15 addition to that training,
16 we're offering ongoing
17 stuff. We just recently
18 had a training, the
19 Sheriff's in Niagara
20 County wanted to do, they
21 wanted to put on more
22 peers.
23 I said, would you open

04/11/2018

1 it up to anybody? He
2 said, absolutely. And
3 we had a good number of
4 NYSCOPBA members that came
5 and attended that training
6 that did what was a peer
7 training. It trained them
8 how to be a peer responder
9 to help their members
10 where they take back to
11 their facility.

12 We're doing ongoing
13 training, which our next
14 training is Wednesday the
15 30th of May, in our area,
16 Niagara County, dealing
17 with suicide prevention,
18 education and awareness,
19 based on request.

20 Unfortunately, it appears
21 it still seems to be a
22 problem.

23 So it's one of those

04/11/2018

1 things that, how do you
2 educate everyone who is a
3 member and get to
4 everybody you possibly can
5 to get them information,
6 to get them some training,
7 to share with them the
8 resources that they're
9 human beings. That yes,
10 this job sucks; yes, it's
11 hard; yes, it takes away
12 from your family. But it
13 doesn't have to take your
14 life.

15 What resources, what
16 can we put together, what
17 can we do to get to
18 everybody to try to
19 prevent that. And that's
20 kind of the role that
21 we're playing. So the
22 people that we're seeing
23 coming in, we do provide a

04/11/2018

1 statistical report to the
2 board that they get at the
3 end of the each year
4 to know the utilization of
5 the people who we are
6 dealing with.

7 In fact, I think I
8 report monthly so they get
9 statistics to say there
10 are people utilizing the
11 program that we're using.
12 And the statistics that
13 we're kind of finding
14 which is no different from
15 county corrections, any
16 other police, fire, EMS,
17 obviously family is the
18 biggest issue. Family
19 dysfunction, marital
20 discord, problems with
21 kids.

22 Secondary, we have high
23 rates of substance abuse

04/11/2018

1 that we're working with,
2 making those referrals.
3 Financial, medical issues
4 would be kind of the order
5 that we're seeing of the
6 people coming in. So,
7 we're trying to address
8 the training based on what
9 the needs keep coming,
10 what they keep asking for,
11 what they're looking for.

12 And even for financial
13 help, they'll say, Cindy,
14 we got financial, like I'm
15 going to write them a
16 check. How much do you
17 need, sir; yeah, we got a
18 couple grand in there for
19 you. But we would refer
20 them based on consumer
21 credit counseling, that
22 they can call, call your
23 bank if there is a

04/11/2018

1 foreclosure, potential
2 foreclosure.

3 But we don't give them
4 money, when it says
5 financial assistance we
6 don't provide that. So we
7 clarified that to some
8 folks as well.

9 So, I've met a lot of
10 great people. I have
11 heard a lot of things.
12 We've tried to help the
13 best that we can for all
14 of the members to get the
15 assistance. And
16 especially dealing with
17 the break down of our
18 kids, our families, our
19 children. Because we're
20 human beings, we have
21 families and our families
22 have problems. Our kids
23 have problems, right? Our

04/11/2018

1 kids get into trouble,
2 right?

3 So you hear all the
4 time, well, my kid is here
5 and this opiate epidemic
6 that we're having has been
7 an increasingly more and
8 more losing people. We're
9 not talking about rehab,
10 we're talking about
11 planning funerals for our
12 children.

13 And it's difficult. We
14 love our kids, we have
15 great kids, they make bad
16 decisions and then they
17 get into situations where
18 now they're doing things
19 that even can jeopardize
20 you based on what they're
21 doing, but they're our
22 kids.

23 I mean, I survived two

04/11/2018

1 teenagers. So, I have
2 covered this, I call it
3 sprinkles, other people
4 call it gray, I call it
5 sprinkles. And when you
6 got kids living in your
7 house, things change,
8 they're teenagers. Now
9 they're cocky, they're
10 arrogant doing things not
11 supposed to do.

12 And then heaven forbid
13 as a parent confronting
14 them, right? I remember
15 my son when he was
16 seventeen after outlining
17 a litany of everything why
18 I was upset with him; and
19 he finally said to me,
20 well then, why did you
21 have me? And I said,
22 well, we didn't know it
23 was going to be you. We

04/11/2018

1 thought it would be
2 somebody with a job,
3 right?

4 They're our kids, we
5 love our kids, but our
6 kids need help too. So
7 the assistance program is
8 available to you and your
9 children and your
10 immediate family members
11 to provide that type of
12 assistance. The goal is
13 linking with you the
14 resources in your
15 geographic area that would
16 provide what you're
17 looking for. Whether it's
18 one-on-one, do you need a
19 psychiatrist, do you need
20 a medical doctor. Do you
21 have stress, do you have
22 trauma?

23 One of my specialties

04/11/2018

1 is trauma, responding to
2 those who have been
3 involved in traumatic
4 incidences. Which is why
5 I'm a big proponent of
6 peer training. I shared a
7 few moments ago with
8 Tammy, that we did the two
9 day peer training. And
10 it's trained through one
11 of the number one programs
12 in the country, peer
13 assistance.

14 It gives a basic
15 guidelines for anyone to
16 function as a peer and
17 take it back to your own
18 facility. I know you have
19 civilian training, I know
20 you have civilian people
21 who are in your jail or
22 your prison or your
23 facilities. But I can

04/11/2018

1 tell you at this last
2 training we did, we had
3 some of your civilian
4 people, we had some of
5 your EAP people, we had
6 some of the counselors who
7 showed up at this training
8 because they wanted to
9 learn, they wanted
10 something different.

11 And there's some people
12 here who actually were in
13 the training as well. And
14 the goal was to, what can
15 we do different, what can
16 we add, what can we add to
17 you. So, I think
18 everybody here has a
19 voice. If there is
20 something in specific
21 that's not being
22 fulfilled, if there's
23 something specific we

04/11/2018

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23

could look to do.

If you want to do a two day training, let us know, we can try to work that out to better prepare you coming into your community, coming into your area to give you better knowledge to help your other people. But the bottom line is, we can be as trained as much, but how do we get to our people? How do we let them know what's available? How do we know they're going to access it?

Because unfortunately you have a stigma, a stigma attached to asking for help in the mental health of the people. And

04/11/2018

1 it's -- do I think it's
2 ever going to change? No.
3 But I think if we can
4 reduce that stigma that
5 it's okay, we're human;
6 and if a peer or someone
7 can tap somebody on the
8 shoulder and say hey.

9 And we have many, many
10 referrals from the
11 delegates sitting in this
12 room that are referring
13 people saying, okay, you
14 didn't work out here,
15 let's try this, let's get
16 this number here to see if
17 we can be helpful to you.

18 So, that's a part of
19 what Catch A Falling Star
20 is. Addressing anything
21 that's brought to us and
22 we can increase anything
23 we can do to help your

04/11/2018

1 members. We are available
2 to try and assist to
3 accommodate, anything we
4 can do to continue to move
5 forward.

6 So based on that, I
7 just wanted to thank you
8 for the opportunity to
9 share with you. You all
10 have that look on your
11 face because everybody
12 kept saying good evening,
13 that you're looking at
14 dinner and cocktail time.
15 So, I'm certainly not
16 going to get in-between
17 that for you.

18 I understand everybody
19 has cards. People can
20 call me at any time.
21 Officers can call me and
22 not even identify who they
23 are; we will give them

04/11/2018

1 information. So based on
2 that, it was just a basic
3 overview. And if anybody
4 has questions you can call
5 me or see me, I'll be in
6 the back for a few minutes
7 before heading out. In
8 the meantime, thank you.
9 And please know I pray for
10 your safety every day.
11 Thank you.

12

13 (All applause.)

14

15 PRESIDENT POWERS:

16 Thank you, Cindy. Can I
17 have unanimous consent to
18 move into tomorrow's
19 agenda.

20

21 (All respond with "aye.")

22

23 PRESIDENT POWERS

04/11/2018

1 Anybody opposed?

2

3 (No response.)

4

5 PRESIDENT POWERS: New

6 business? We've got some

7 new business. We handed

8 out -- the RFP that went

9 out with Baker Public

10 Relations did not contain

11 the contract, thanks for

12 the heads up, Donn, on

13 that. We had the contract

14 printed out. It's up to

15 this body whether we

16 choose to move with that

17 today, recognizing that

18 the contract came out to

19 you for review. We can

20 still with this body's

21 approval, move this motion

22 today.

23 Is there any opposition

04/11/2018

1 to that? Seeing none --
2 have you all had a chance
3 to look at the contract?
4 So the motion to hire
5 Baker Public Relations out
6 of Albany at four thousand
7 dollars a month,
8 forty-eight thousand
9 dollars annual. Donn?

10 DONN ROWE: Rowe, Hale
11 Creek. On the contract
12 itself, I'm opposed to
13 entering into an agreement
14 with anybody for two years
15 with no opt out during
16 that two year period.

17 The agreement reads,
18 this agreement shall
19 remain in affect for a
20 minimum term of two years,
21 after which the agreement
22 may be cancelled by either
23 party. Are they opposed

04/11/2018

1 to having a ninety day
2 written notice for opt
3 out?

4 PRESIDENT POWERS: That
5 would have to be a
6 question for them and it's
7 a good question. I
8 believe we did discuss it,
9 I don't remember the
10 content of it. I don't
11 want to speak out of turn.

12 So with that being
13 said, obviously -- and
14 that's a great catch.
15 That's something that
16 needs to be in this
17 contract. All in favor
18 of tabling this until the
19 next EA?

20
21 (All respond with
22 "aye.")

23

04/11/2018

1 PRESIDENT POWERS: The
2 next motion reads, the
3 following motion is a
4 mandate from the members
5 of Sing Sing sector. That
6 NYSCOPBA move into impasse
7 process. That the union
8 advise PERB that the
9 requirement for impasse
10 has been met by the union.
11 Wisdom of the motion, the
12 Governor has proven that
13 he is not willing or
14 capable of bargaining in
15 good faith. He attempted
16 to bastardize our
17 collective bargaining
18 process within the thirty
19 day budget amendment.
20 This amendment would
21 have eviscerated our
22 disciplinary process. It
23 is apparent that the only

04/11/2018

1 financial gain our members
2 will receive will come
3 through arbitration,
4 articles such as changes
5 to the hundred day rule,
6 years to job rate, equal
7 longevity and location
8 pay, already afforded to
9 law enforcement agencies.

10 The motion is made by
11 Dave Luther. It does not
12 have a second. Is there a
13 second?

14 UNIDENTIFIED SPEAKER:
15 Can you read it again?

16 PRESIDENT POWERS: Yes,
17 I can. That NYSCOPBA move
18 into the impasse process.
19 That the union advise PERB
20 that the requirement for
21 impasse has been met by
22 the union.

23 Wisdom of the motion,

04/11/2018

1 the Governor has proven
2 that he is not willing or
3 capable of bargaining in
4 good faith. He attempted
5 to bastardize our
6 collective bargaining
7 process with the thirty
8 day budget amendment.
9 This amendment would have
10 eviscerated our
11 disciplinary process.

12 It is apparent that the
13 only financial gain our
14 members will receive come
15 through arbitration.
16 Articles such as changes
17 in the hundred day rule,
18 years to job rate, equal
19 longevity and location pay
20 already afforded to other
21 law enforcement agencies.
22 The motion is made by Dave
23 Luther, it does not have a

04/11/2018

1 second. He's not here.

2 Next motion, remove the

3 gag order from --

4 STEVE MARASCO: On that
5 motion I want to amend it.

6 PRESIDENT POWERS: What
7 motion, the one we just
8 killed?

9 STEVE MARASCO: The one
10 I just did.

11 PRESIDENT POWERS:
12 You're motion, let me read
13 it. To remove the gag
14 order from the collective
15 bargaining committee and
16 allow information to be
17 funneled back to the
18 facilities. The reason
19 being, the members are
20 upset with not knowing
21 what's going on with
22 negotiations.

23 The motion is made by

04/11/2018

1 Steve Marasco and seconded
2 my Monica Cooper.

3 STEVE MARASCO: Steve
4 Marasco, Shawangunk. I do
5 what my members say, I'm
6 shop steward. We talk
7 about it and I tell them
8 that they go to the CBC
9 goes, they go, they talk
10 discipline and we talk
11 away.

12 I talked to Mazzella,
13 the website, you know,
14 we're gonna get all this
15 information. I just don't
16 feel like we're getting
17 information. With that
18 said, I want to modify the
19 motion, I discussed it
20 with Monica Cooper.

21 I'd like the motion to
22 read, to release any and
23 all information pertaining

04/11/2018

1 to the contract
2 negotiations to the
3 general membership,
4 information up to and
5 including meeting minutes,
6 correspondence and any
7 other pertinent
8 information whether the
9 CBC meets by itself or
10 with the State.

11 Because I understand
12 it's not a gag order and
13 I'm out of order for that,
14 I think this is the same
15 thing just worded
16 different.

17 PRESIDENT POWERS: Do
18 you want to rescind this
19 motion I just read in and
20 enter that one?

21 STEVE MARASCO:
22 Correct.

23 PRESIDENT POWERS:

04/11/2018

1 We'll need sixty percent
2 approval from the body to
3 accept the new motion?

4
5 (Response of "aye" from
6 the floor.)

7
8 PRESIDENT POWERS:
9 Ayes, please rise. All
10 in favor signify by saying
11 aye, rescinding the first
12 motion?

13
14 (All respond with "aye.").

15
16 PRESIDENT POWERS
17 Anybody opposed?

18
19 (No response.)

20
21 PRESIDENT POWERS: Any
22 other new business?
23 Seeing none -- nope, hang

04/11/2018

1 on. To create a publicity
2 campaign not to expend
3 more than three hundred
4 thousand dollars, with the
5 funding to come out of
6 reserves.

7 This is campaign will
8 include, but not limited
9 to a new commercial,
10 social media, radio,
11 limited billboards as well
12 as other means throughout
13 New York State, including
14 New York City.

15 This campaign will be
16 aired directly at what our
17 members face daily behind
18 the walls and in our work
19 sites. The motion is made
20 by Mike Morosey out of
21 Collins and seconded by
22 Tom Guest at Gowanda.
23 Michael?

1 MIKE MOROSEY: I
2 withdrew that other --

3 PRESIDENT POWERS:
4 Sixty percent, we need
5 approval from the body to
6 entertain this motion.
7 All in favor signify by
8 saying aye.

9
10 (All response with aye.)

11
12 PRESIDENT POWERS
13 Opposed?

14 (No response.)

15
16 PRESIDENT POWERS:
17 Michael?

18 MIKE MOROSEY: I
19 withdrew the earlier
20 motion that we had that
21 was sent to the finance
22 committee, we had an
23 amount of seven hundred

04/11/2018

1 fifty thousand dollars on
2 it. We didn't know how
3 high it was going to get.
4 Now, that the PR
5 committee, they actually
6 met with Baker PR, they
7 got a smaller amount, they
8 actually said it would be
9 around three hundred
10 thousand.

11 So that's what we're
12 looking to do. We need to
13 get our information out
14 there to people. Spectrum
15 News isn't cutting it,
16 period. Our members want
17 to be more visible in the
18 public. And this is what
19 we were directed to do and
20 I support it a hundred
21 percent.

22 The social media aspect
23 is the future and that's

04/11/2018

1 what we got to look at
2 doing that. So, that's
3 it.

4 PRESIDENT POWERS: Any
5 other discussion with the
6 motion? Just for the
7 record here, we are doing
8 other things and I see the
9 wisdom of this. And there
10 are avenues, much of
11 what's talked about in
12 here are already in the
13 works. This is a new
14 commercial and other
15 things.

16 We can surely always
17 enhance our image in other
18 capacities as well.

19 MR. RELYEA: Relyea,
20 Hudson. What's Baker for
21 then, if we're putting
22 another three hundred
23 thousand dollars on the

04/11/2018

1 table to be used for PR,
2 what are we paying Baker
3 for? Aren't they supposed
4 to be doing social media?
5 Isn't that what we just
6 saw in the presentation?

7 PRESIDENT POWERS: They
8 do social media. We're on
9 Twitter, we're on
10 Facebook. We've got our
11 own Facebook page now.

12 MR. RELYEA: So what's
13 the three hundred thousand
14 dollars laid out for then
15 though?

16 PRESIDENT POWERS:
17 Social media, radio,
18 limited billboards, as
19 well as other means
20 throughout New York State
21 including New York City.

22 MR. RELYEA: Okay.

23 PRESIDENT POWERS:

04/11/2018

1 Done?

2 DONN ROWE: Rowe, Hale
3 Creek. The last EA we
4 talked about what's in the
5 PR budget, I think there's
6 almost a million dollars
7 in there. How much is
8 that -- did you guys look
9 at how much of that is
10 contracted out?

11 TREASURER HOGAN:
12 Eighty percent.

13 DONN ROWE: Eighty
14 percent is contracted out
15 on what? What's Ed Lewi,
16 what do we pay Ed Lewi
17 for? What's he a broker?
18 Is he brokering time for
19 us? Ed Lewi Associates?

20 JIMMY MILLER: He's
21 brokering time.

22 DONN ROWE: Brokering
23 time.

1 JIMMY MILLER: They buy
2 the commercials for us, at
3 a fifteen percent discount
4 that basically pays their
5 fee.

6 DONN ROWE: Okay. So,
7 how much is left over in
8 the PR budget? So, what,
9 two hundred thousand
10 dollars is actually
11 expended?

12 JIMMY MILLER: Last
13 year we went through
14 basically everything, we
15 went over. I think we
16 were over. And I think
17 the question on that other
18 one additionally --

19 PRESIDENT POWERS:
20 Jimmy, come to the mic,
21 please.

22 DONN ROWE: What do we
23 got in the budget, the PR

04/11/2018

1 budget? Was it nine
2 hundred thousand?

3 JIMMY MILLER:
4 Somewhere around eight
5 fifty, I thought.

6 TREASURER HOGAN: Nine
7 hundred.

8 DONN ROWE: It's nine
9 hundred thousand. So
10 eighty percent of that is
11 contracted to what?

12 JIMMY MILLER: It's TV,
13 it's radio --

14 DONN ROWE: So it's
15 already out there.

16 JIMMY MILLER: Yeah.
17 But it also includes
18 charitable sponsorships as
19 well.

20 DONN ROWE: Well, maybe
21 we need to cut back a
22 little bit on that. I
23 mean, I'd rather see a

04/11/2018

1 break down of what we do,
2 what we're doing. If
3 we're going to amend the
4 budget. I mean, I don't
5 see the great need to
6 bring money of reserves
7 for an image enhancement
8 campaign.

9 PRESIDENT POWERS:

10 Nate?

11 NATE VEVONE: Nate
12 Vevone, Auburn. Is this
13 something that should be
14 tabled to the next
15 meeting, seeings we
16 haven't entered into a
17 contract with them until
18 the next EA.

19 PRESIDENT POWERS:

20 Well, they still work for
21 us. We pay them on a
22 monthly basis. Michael?

23 MIKE MOROSEY: I don't

04/11/2018

1 think I'm the only one
2 that's pretty unhappy with
3 the way this PR has gone
4 for years now. We have
5 been getting run over for
6 a long time. A lot of our
7 monies is already spent,
8 which Miller just said,
9 it's already accounted
10 for.

11 This three hundred
12 thousand that we're
13 looking at, it might not
14 be that much. It's to go
15 after the state a hundred
16 percent and we haven't
17 done that. We sat on our
18 hands and we sat back
19 waiting and waiting, to
20 push back.

21 And we didn't, we
22 listened to the PR firm at
23 the time, we listened to

04/11/2018

1 Miller. We never went
2 after the state. We need
3 to. It's time.
4 Especially after Cuomo
5 just did what he did with
6 the Thirty Day Amendments.
7 Now is the time to go
8 after him.

9 It's an election year.
10 We have the money in
11 reserves; let's go. Every
12 single person that I
13 talked to said, the union
14 doesn't do enough to get
15 our message out to go
16 after the state, period.
17 I agree with that.

18 AL ZAPPALA: Al
19 Zappala, Shawangunk.

20
21 (Hand gesture and
22 expression made.)
23

04/11/2018

1 AL ZAPPALA: That's our
2 new battle cry by the way,
3 it's gonna hit the nation.
4 But check this out, I
5 agree with what you're
6 saying, we get to get the
7 message across. But it's
8 not the Exec Board, it's
9 not the PR firm, it's us.
10 On the 13th, this Friday,
11 12:00 to 5:00 Fishkill is
12 having a rally.

13 This isn't for
14 Fishkill, this is for all
15 of us. Everybody around
16 the state, come on down to
17 Fishkill and show how
18 angry you are. What
19 matters is the numbers.
20 The Governor does not care
21 about inmates and their
22 families, he does not care
23 about us.

04/11/2018

1 He cares about numbers
2 and votes. And when he
3 looks out the window and
4 he opens up the newspaper
5 and he sees all kinds of
6 people there, that's what
7 gets him going. We need
8 to start doing that.

9 We can come up here and
10 we can meet and we can
11 talk about publicity and
12 this and that, but unless
13 you're getting to your
14 members, get out, get in
15 the streets, hold up them
16 signs; that's what makes
17 the difference.

18 And whatever sign
19 you're holding, that's
20 what the Governor is
21 looking at. That's really
22 what we need to do.
23 Because that doesn't cost

04/11/2018

1 money. Three hundred
2 thousand dollars to come
3 out of our reserves, out
4 of our funds just at the
5 blink of eye to go away,
6 all that does it just make
7 us feel good on the
8 inside.

9 It's not changing
10 anything. But people in
11 the street, That is.

12 PRESIDENT POWERS
13 Clarence?

14 VP SOUTH FISHER:
15 Clarence Fisher, Southern
16 Region VP. I sit on the
17 committee, publicity and
18 meetings and I sat in that
19 meeting with Baker and
20 they gave us the ballpark
21 figure on how much it
22 would cost to get our
23 message out there

04/11/2018

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statewide.

However, there was limitations on that, too. One of the biggest problems when it comes to promoting our brand is one, everybody in the state is not going to see it. And number two, the cost. Everybody from the city, and we say this all the time because we never see anything down there because of the astronomical cost of it.

However, we are working on other venues and there is money that's going to be allocated for that mission. But then we have to ask ourselves exactly who is the message for. Is the message to make the

04/11/2018

1 CO happy, oh, look,
2 they're recognizing us.
3 Or, is the message for the
4 public to try and not
5 demonized as all the time
6 in thinking that we're the
7 bad guys and they're the
8 victims? Or, is the
9 message for the
10 politicians to try to sway
11 some of the liberals to
12 show that jail is another
13 part of law enforcement
14 and it's something that
15 has to be here.

16 And if you don't have a
17 jail, why don't we just
18 open up the dam door and
19 let them all out. So
20 there's different messages
21 and different avenues.
22 And Kenny and I will talk
23 and you and I will

04/11/2018

1 definitely talk after
2 this, because I'm here for
3 you and we can get the
4 door open and some of your
5 ideas can get channeled
6 through me.

7 But as far as the
8 motion, that's up to the
9 membership but I just
10 wanted to give you all a
11 little more insight about
12 what happened at that
13 meeting and some of the
14 things we're already
15 starting to do.

16 TED NEVILLS: Ted
17 Nevills, Watertown. I
18 don't disagree with what
19 you're saying. I'm not
20 sure about the three
21 hundred thousand dollars
22 in addition to the money
23 we're already spending. I

04/11/2018

1 think that needs to be
2 looked into more.

3 But I think timing is
4 everything. We are in
5 active collective
6 bargaining negotiations
7 right now. If we come out
8 and attack the Governor,
9 which I'm not against
10 that, but right now when
11 we're trying to get
12 through the process and
13 find a way to negotiate an
14 agreement, I think timing
15 is everything. I think we
16 need to tread easily until
17 we find out what's going
18 to happen with our
19 negotiations.

20 If we come back in here
21 in June and negotiations
22 are defunct, pull out all
23 the stops, do what you got

04/11/2018

1 to do. But I think right
2 now we're in negotiations,
3 we need to be mindful of
4 that.

5 PRESIDENT POWERS: Move
6 the motion, I'll read it
7 again. To create a
8 publicity campaign not to
9 expend more than three
10 hundred thousand dollars
11 with the funding to come
12 out of reserves. This
13 campaign will include but
14 not limited to, new
15 commercials, social media,
16 radio, limited billboards,
17 as well as other means
18 throughout New York State,
19 including New York City.
20 This campaign will be
21 aired directly at what our
22 members face daily behind
23 the walls and in our work

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sites.

The motion is made by
Mike Morosey of Collins,
Tom Guest out of Gowanda.
All in favor of the motion
signify by saying aye?

(Response of "aye" from
the floor.)

PRESIDENT POWERS: Ayes
please stand. Thank you.
Motion is defeated. I'm
sorry, the opposed please
stand -- who opposes the
motion?

(Response of "Aye" from
the floor.)

PRESIDENT POWERS:
That's it for new
business. Motion to

04/11/2018

1 adjourn. Wait, one other
2 thing.

3 JIM SONKO: Jim Sonko,
4 Fishkill. Just to let
5 everybody know that didn't
6 get the e-mail, social
7 media, whatever. We are
8 having an informational
9 picket at Fishkill, it's
10 12 to 5, it's at the short
11 entrance on Fishkill
12 Avenue there.

13 Everybody is welcome.
14 I'd like to see some
15 numbers, if you can get or
16 get a friend to get there.
17 Everyone's support is
18 appreciated.

19 PRESIDENT POWERS:
20 Thank you, Jimmy. Couple
21 things real quick.
22 Regarding the lobby days,
23 if you got your

04/11/2018

1 applications filled out
2 leave them for Dan Valente
3 before you leave tonight.
4 And secondly, and more
5 importantly, we'll be
6 discussing at the June EA
7 the retainer for our law
8 firm that expires on
9 August 31st, so keep that
10 in your mind.

11 CHRIS HICKEY: Hickey,
12 Wyoming. I just want to
13 make sure we're clear on
14 this collective bargaining
15 are we still under motion
16 not to do anything unless
17 they move off the
18 disciplinary process?

19 VP MID-HUDSON MAZZELLA:
20 There was never a motion,
21 that was just a request.

22 CHRIS HICKEY: That was
23 just a general

04/11/2018

1 understanding, we never
2 did a motion on that. I
3 just want to make sure
4 we're clear on that.

5 VP MID-HUDSON MAZZELLA:
6 The collective bargaining
7 committee was never given
8 any direction not to
9 discuss.

10 CHRIS HICKEY: I just
11 want to make sure I was
12 clear on that. Thank you.
13 Motion to adjourn now.

14 PRESIDENT POWERS:
15 Motion to adjourn? Bill
16 Ruland, second. All in
17 favor.

18
19 (All signify with aye.)
20
21

22 * * * *
23

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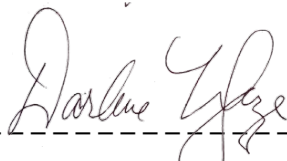
STATE OF NEW YORK)

SS:

COUNTY OF ERIE)

I, DARLENE L. JERGE, a
Notary Public in and for the State
of New York, County of Erie, DO
HEREBY CERTIFY that the MINUTES of
the EXECUTIVE ASSEMBLY, were taken
down by me in a verbatim manner by
means of Machine Shorthand, on
APRIL 11, 2018. That the MINUTES
were then reduced in writing under
my direction.

I further CERTIFY that
the above-described transcript
constitutes a true and accurate and
complete transcript of the minutes
taken.



DARLENE L. JERGE,
Notary Public.

EXECUTIVE ASSEMBLY
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