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20	and Shorthand Reporter in and for	20
21	the State of New York.	21
22		22
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3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Call to Order7Moment of silence7Pledge of Allegiance7Executive Assembly Rules of Order8Roll Call9Adoption of Minutes26Valor Award - Brian Walser Recipient29President's Report33Executive Vice President's Report91Treasurer's Report98AudNet Presentation - W. Barrett100Department Reports135Sharon Smith135Legislative-Dan Valente158Public Relations-Jim Miller163	3 4 To approve the Minutes 26 5 To go off record 81 6 To send Article 3 ratification 183 7 To go off record 195 8 To move to tomorrow's agenda 196 9 To enter into agreement with 10 Lippes Mathias 197 11 To accept July 2020 Executive 200 13 To adjourn 207 14 15 16 17 18 19 20
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Call to Order7Moment of silence7Pledge of Allegiance7Executive Assembly Rules of Order8Roll Call9Adoption of Minutes26Valor Award - Brian Walser Recipient29President's Report33Executive Vice President's Report91Treasurer's Report98AudNet Presentation - W. Barrett100Department Reports135Sharon Smith135Legislative-Dan Valente158Public Relations-Jim Miller163	3 4 To approve the Minutes 26 5 To go off record 81 6 To send Article 3 ratification to membership 183 7 To go off record 195 8 To move to tomorrow's agenda 196 9 To enter into agreement with 197 10 Lippes Mathias 197 11 To accept July 2020 Executive 200 13 To adjourn 207 14 15 16 17 18 19 20 21 21
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Call to Order7Moment of silence7Pledge of Allegiance7Executive Assembly Rules of Order8Roll Call9Adoption of Minutes26Valor Award - Brian Walser Recipient29President's Report33Executive Vice President's Report91Treasurer's Report98AudNet Presentation - W. Barrett100Department Reports135Sharon Smith135Legislative-Dan Valente158Public Relations-Jim Miller163	3 4 To approve the Minutes 26 5 To go off record 81 6 To send Article 3 ratification to membership 183 7 To go off record 195 8 To move to tomorrow's agenda 196 9 To enter into agreement with 10 197 11 To accept July 2020 Executive 12 200 13 To adjourn 207 14 15 16 17 18 19 20 21 22

1	DISPOSITION OF MOTIONS	1	
2		2	PRESIDENT POWERS: Good
	To approve the minutes carried 26	3	afternoon. Call the
4	To approve the Minutes carried 81	4	meeting to order. Will
	To send Article 3 ratification to membership carried 183	5	everyone please stand.
6	To go off record carried 195	6	
7	To move to tomorrow's	7	(Whereupon, the Pledge
8	agenda carried 196	8	of Allegiance and moment
	To enter into agreement with Lippes Mathias carried 197	9	of silence recognized.)
10	To accept July 2020 Executive	10	
11	Assembly dates carried 200	11	PRESIDENT POWERS:
	To move to adjourn carried 207	12	Sergeant-At-Arms, read the
13		13	minutes in or, I'm
14		14	sorry, the rules.
15		15	RENEE KING:
16		16	Executive Assembly Rules
17		17	of Order. One, anyone
18		18	upon entering the
19		19	Executive Assembly must
20		20	wear the NYSCOPBA
21		21	identification tag. Two,
22		22	Chief Sector Stewards will
23		23	sit in designated areas
	5		7
1	APPEARANCES:	1	when the Executive
2	OFFICERS PRESENT:	2	Assembly is in session.
3	MICHAEL POWERS, President	3	Three, cellular phones
4	TAMMY SAWCHUK, Executive Vice President	4	are to be turned off and
5	TOBY HOGAN, Treasurer	5	beepers are to be put on
6	CHRISTOPHER SUMMERS, Recording Secretary	6	vibrating mode. Four,
7		7	recording devices are
8	Vice Presidents	8	prohibited unless provided
9		9	by membership services and
10	MIKE MAZZELLA, Mid-Hudson	10	those directed by the
11	SCOTT CARPENIER, Central JOHN ROBERTS, North	11	recording secretary,
12	CLARENCE FISHER, South	12	622.05 EA Policy.
13	JOHN HARMON, Law Enforcement	13	Five, NYSCOPBA members in
14		14	good standing will be
15	JOE MIANO, Western	15	allowed to address the
16	Also Present:	16	Executive Assembly.
17	Bill Sheehan, Esq.	17	Please state your name
18	Erin Parker, Esq.	18	and your sector. Six,
19	Keith Jacques, Esq.	19	speakers at the microphone
20	Steven Anderson, Parliamentarian	20	will follow the direction
21	UCCCAL FRACTORI, FOLTOMATICALICI	21	of the Sergeant at Arms.
22		22	Thank you.
23		23	PRESIDENT POWERS:
	б		8

1	Thank you. Chris, roll?	1 SUMMERS:
2	RECORDING SECRETARY	2 Carpenter, present.
3	SUMMERS:	3 VP South, Fisher.
4	Good afternoon.	4 VICE PRESIDENT FISHER:
5	President Powers?	5 Present.
6	PRESIDENT POWERS:	6 RECORDING SECRETARY
7	Here.	7 SUMERS:
8	RECORDING SECRETARY	8 Fisher, present.
9	SUMMERS: Powers, present.	9 VP West, Miano?
	Executive VP Sawchuk?	
10 11	EXECUTIVE VICE	10 VICE PRESIDENT MIANO: 11 Here.
11	PRESIDENT SAWCHUK: Here.	11 INCLE. 12 RECORDING SECRETARY
	RECORDING SECRETARY	
13		
14	SUMERS:	14 Miano, present. Sergeant
15	Sawchuk, present.	15 liaison, Sellers?
16	Treasurer, Hogan?	16 MR. SELLERS: Here.
17	TREASURER HOGAN: Here.	17 RECORDING SECRETARY SUMMERS:
18	RECORDING SECRETARY	18 Sellers, present.
19	SUMMERS: Hogan, Present.	19 Adirondack, Sturgeon?
20	Recording Secretary.	20 MR. STURGEON: Here.
21	Summers, present.	21 RECORDING SECRETARY
22	VP North, Roberts?	22 SUMMERS:
23	VICE PRESIDENT ROBERTS:	23 Sturgeon, present.
	9	11
1	Here.	1 Albany Training Academy,
1 2	Here. RECORDING SECRETARY	
	RECORDING SECRETARY	2 Christiano?
2	RECORDING SECRETARY SUMMERS:	2 Christiano? 3 MR. CHRISTIANO: Here.
2	RECORDING SECRETARY SUMMERS: Roberts, present.	 Christiano? MR. CHRISTIANO: Here. RECORDING SECRETARY
2	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson,	 Christiano? MR. CHRISTIANO: Here. RECORDING SECRETARY SUMMERS:
2 3 4 5 6	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella?	 Christiano? MR. CHRISTIANO: Here. RECORDING SECRETARY SUMMERS: Christiano, present.
2 3 4 5 6 7	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT	 2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas?
2 3 4 5 6 7 8	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA:	2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas? 8 MR. THOMAS: Present.
2 3 4 5 6 7 8 9	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here.	2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas? 8 MR. THOMAS: Present. 9 RECORDING SECRETARY
2 3 4 5 6 7 8 9 10	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY	2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas? 8 MR. THOMAS: Present. 9 RECORDING SECRETARY 10 SUMMERS:
2 3 4 5 6 7 8 9 10 11	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMMERS:	2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas? 8 MR. THOMAS: Present. 9 RECORDING SECRETARY 10 SUMMERS: 11 Thomas, present.
2 3 4 5 6 7 8 9 10 11 12	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMMERS: Mazzella, present.	2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas? 8 MR. THOMAS: Present. 9 RECORDING SECRETARY 10 SUMMERS: 11 Thomas, present. 12 Altona, Guerin?
2 3 4 5 6 7 8 9 10 11 12 13	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMMERS: Mazzella, present. VP Law Enforcement,	2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas? 8 MR. THOMAS: Present. 9 RECORDING SECRETARY 10 SUMMERS: 11 Thomas, present. 12 Altona, Guerin? 13 MR. GUERIN: Here.
2 3 4 5 6 7 8 9 10 11 12 13 14	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMMERS: Nazzella, present. VP Law Enforcement, Harmon?	2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas? 8 MR. THOMAS: Present. 9 RECORDING SECRETARY 10 SUMMERS: 11 Thomas, present. 12 Altona, Guerin? 13 MR. GUERIN: Here. 14 RECORDING SECRETARY
2 3 4 5 6 7 8 9 10 11 12 13 14 15	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: NAZZELLA: Here. RECORDING SECRETARY SUMMERS: VI Law Enforcement, Harmon? VICE PRESIDENT HARMON:	2 Christiano? 3 MR. CHRISTIANO: Here. 4 RECORDING SECRETARY 5 SUMMERS: 6 Christiano, present. 7 Albion, Thomas? 8 MR. THOMAS: Present. 9 RECORDING SECRETARY 10 SUMMERS: 11 Thomas, present. 12 Altona, Guerin? 13 MR. GUERIN: Here. 14 RECORDING SECRETARY 15 SUMMERS:
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMMERS: VI Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present.	2Christiano?3MR. CHRISTIANO: Here.4RECORDING SECRETARY5SUMMERS:6Christiano, present.7Albion, Thomas?8MR. THOMAS: Present.9RECORDING SECRETARY10SUMMERS:11Thomas, present.12Altona, Guerin?13MR. GUERIN: Here.14RECORDING SECRETARY15SUMMERS:16Guerin, present.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: RECORDING SECRETARY SUMMERS: VI Law Enforcement, VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. RECORDING SECRETARY	2Christiano?3MR. CHRISTIANO: Here.4RECORDING SECRETARY5SUMMERS:6Christiano, present.7Albion, Thomas?8MR. THOMAS: Present.9RECORDING SECRETARY10SUMMERS:11Thomas, present.12Altona, Guerin?13MR. GUERIN: Here.14RECORDING SECRETARY15SUMMERS:16Guerin, present.17Attica, Wagner?
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMMERS: VI Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. RECORDING SECRETARY SUMMERS:	2Christiano?3MR. CHRISTIANO: Here.4RECORDING SECRETARY5SUMMERS:6Christiano, present.7Albion, Thomas?8MR. THOMAS: Present.9RECORDING SECRETARY10SUMMERS:11Thomas, present.12Altona, Guerin?13MR. GUERIN: Here.14RECORDING SECRETARY15SUMMERS:16Guerin, present.17Attica, Wagner?18MR. Wagner: Here.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMMERS: VI Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. RECORDING SECRETARY SUMMERS: Harmon, present.	2Christiano?3MR. CHRISTIANO: Here.4RECORDING SECRETARY5SUMMERS:6Christiano, present.7Albion, Thomas?8MR. THOMAS: Present.9RECORDING SECRETARY10SUMMERS:11Thomas, present.12Altona, Guerin?13MR. GUERIN: Here.14RECORDING SECRETARY15SUMMERS:16Guerin, present.17Attica, Wagner?18MR. Wagner: Here.19RECORDING SECRETARY
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: NAZZELLA: Here. RECORDING SECRETARY SUMMERS: VI Law Enforcement, VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. RECORDING SECRETARY SUMMERS: Harmon, present. VP Central, Carpenter?	2Christiano?3MR. CHRISTIANO: Here.4RECORDING SECRETARY5SUMERS:6Christiano, present.7Albion, Thomas?8MR. THOMAS: Present.9RECORDING SECRETARY10SUMERS:11Thomas, present.12Altona, Guerin?13MR. GUERIN: Here.14RECORDING SECRETARY15SUMERS:16Guerin, present.17Attica, Wagner?18MR. Wagner: Here.19RECORDING SECRETARY20SUMERS:
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	RECORDING SECRETARY SUMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMERS: Mazzella, present. VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. RECORDING SECRETARY SUMERS: Harmon, present. VICE PRESIDENT Carpenter:	2Christiano?3MR. CHRISTIANO: Here.4RECORDING SECRETARY5SUMMERS:6Christiano, present.7Albion, Thomas?8MR. THOMAS: Present.9RECORDING SECRETARY10SUMMERS:11Thomas, present.12Altona, Guerin?13MR. GUERIN: Here.14RECORDING SECRETARY15SUMMERS:16Guerin, present.17Attica, Wagner?18MR. Wagner: Here.19RECORDING SECRETARY20SUMMERS:21Wagner, present.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	RECORDING SECRETARY SUMMERS: Roberts, present. VP Mid-Hudson, Nazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMMERS: Nazzella, present. VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. RECORDING SECRETARY SUMMERS: Harmon, present. VP Central, Carpenter? VICE PRESIDENT Carpenter: Here.	2Christiano?3MR. CHRISTIANO: Here.4RECORDING SECRETARY5SUMMERS:6Christiano, present.7Albion, Thomas?8MR. THOMAS: Present.9RECORDING SECRETARY10SUMMERS:11Thomas, present.12Altona, Guerin?13MR. GUERIN: Here.14RECORDING SECRETARY15SUMMERS:16Guerin, present.17Attica, Wagner?18MR. Wagner: Here.19RECORDING SECRETARY20SUMMERS:21Wagner, present.22Auburn, Thomas?
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	RECORDING SECRETARY SUMERS: Roberts, present. VP Mid-Hudson, Mazzella? VICE PRESIDENT MAZZELLA: Here. RECORDING SECRETARY SUMERS: Mazzella, present. VP Law Enforcement, Harmon? VICE PRESIDENT HARMON: Present. RECORDING SECRETARY SUMERS: Harmon, present. VICE PRESIDENT Carpenter:	2Christiano?3MR. CHRISTIANO: Here.4RECORDING SECRETARY5SUMMERS:6Christiano, present.7Albion, Thomas?8MR. THOMAS: Present.9RECORDING SECRETARY10SUMMERS:11Thomas, present.12Altona, Guerin?13MR. GUERIN: Here.14RECORDING SECRETARY15SUMMERS:16Guerin, present.17Attica, Wagner?18MR. Wagner: Here.19RECORDING SECRETARY20SUMMERS:21Wagner, present.

1	RECORDING SECRETARY SUMMERS:	1	SUMMERS:	
2	Thomas, present.	2	Hofstetter, present.	
3	Bare Hill, Perry?	3	Downstate, Cooper?	
4	MR. PERRY: Here.	4	MS. COOPER: Here.	
5	RECORDING SECRETARY	5	RECORDING SECRETARY	
6	SUMMERS:	6	SUMMERS:	
7	Perry, present.	7	Cooper, present.	
8	Bedford Hills, Hale?	8	Eastern, Osterhoudt?	
9	MR. HALE: Here.	9	MR. OSTERHOUDT: Here.	
10	RECORDING SECRETARY	10	RECORDING SECRETARY	
11	SUMMERS:	11	SUMMERS:	
12	Hale, present.	12	Osterhoudt, present.	
13	Cape Vincent, Lytle?	13	Edgecombe, Patterson?	
14	MR. LYTLE: Present.	14	MR. PATTERSON: Present.	
15	RECORDING SECRETARY	15	RECORDING SECRETARY	
16	SUMMERS:	16	SUMMERS:	
17	Lytle, present.	17	Patterson, present.	
18	Cayuga, Langtry?	18	Elmira, Cramer?	
19	MR. LANGIRY: Here.	19	MR. CRAMER: Here.	
20	RECORDING SECRETARY	20	RECORDING SECRETARY	
21	SUMMERS:	21	SUMMERS:	
22	Langtry, present.	22	Cramer, present.	
23	Central New York Psych	23	Fishkill, Sonko?	
	- 13		15	
	er, O'Donnell?	1	MR. SONKO: Here.	
2	MR. O'DONNELL: Here.	2	RECORDING SECRETARY	
3	RECORDING SECRETARY	3	SUMMERS:	
4	SUMERS:	4	Sonko, present.	
5	O'Donnell, present.	5	Five Points, Nelson?	
6	Clinton, Basto?	6	MR. NELSON: Here.	
7	MR. BASTO: Here.	7	RECORDING SECRETARY	
8	RECORDING SECRETARY	8	SUMMERS:	
9	SUMERS:	9	Nelson, present.	
10	Basto, present.	10	Forest Rangers, Carlson?	
11	Collins, Sticht?	11	MR. CARLSON: Here.	
12	MR. STICHT: Here.	12	RECORDING SECRETARY	
13	RECORDING SECRETARY SUMMERS:	13	SUMMERS:	
14	Sticht, present.	14	Carlson, present.	
15	Community Supervision,	15	Franklin, Allen?	
16	Ruland, excused.	16	MR. ALLEN: Here.	
17	CCA, Johnson?	17	RECORDING SECRETARY	
18	MS. JOHNSON: Present.	18	SUMMERS:	
19	RECORDING SECRETARY SUMMERS:	19	Allen, present.	
20	Johnson, present.	20	Gouverneur, Gleason?	
21	Coxsackie, Hofstetter?	21	MR. GLEASON: Present.	
22	MR. HOFSTETTER: Present.	22	RECORDING SECRETARY	
23	RECORDING SECRETARY	23	SUMMERS:	
	14		16	

	18		20
23	Lakeview, Gruber?	23	Gold, present.
22	present.	22	SUMMERS:
21	SUMMERS: Elvis O,	21	RECORDING SECRETARY
20	RECORDING SECRETARY	20	MR. GOLD: Here.
19	MR. OYAKHILOME: Here.	19	Orleans, Gold?
18	Forensic, Elvis O?	18	Cox, present.
17	Ohms, present. Kirby	17	SUMMERS:
16	RECORDING SECRETARY SUMMERS:	16	RECORDING SECRETARY
15	MR. OHMS: Present.	15	MR. COX: Here.
14	ISO's, Ohms?	14	Ogdensburg, Cox?
13	Raleah, present.	13	Gilbo, present.
12	SUMMERS:	12	SUMERS:
11	RECORDING SECRETARY	11	RECORDING SECRETARY
10	MR. RALEAH: Here.	10	MR. GILBO: Here.
9	Hudson, Raleah?	9	Moriah, Gilbo?
8	Rowe, present.	8	Hluska, present.
7	SUMMERS:	7	SUMMERS:
6	RECORDING SECRETARY	6	RECORDING SECRETARY
5	MR. ROWE: Here.	5	MR. HLUSKA: Here.
4	Hale Creek, Rowe?	4	Mohawk, Hluska?
3	Hunsinger, present.	3	Mcgowan, present.
2	SUMMERS:	2	SUMMERS:
1	RECORDING SECRETARY	1	RECORDING SECRETARY
1		1	DEMODITINE CERTERIADV
	17		19
23	MR. HUNSINGER: Here.	23	MR. MCGOWAN: Here.
22	Groveland, Hunsinger?	22	Mid State, McGowan?
21	Horacek, present.	21	Bradshaw, present.
20	SUMMERS:	20	SUMMERS:
19	RECORDING SECRETARY	19	RECORDING SECRETARY
18	MR. HORACEK: Here.	18	MR. BRADSHAW: Here.
17	Greene, Horacek?	17 B	Bradshaw?
16	Moreau, present.	16	Mid Hudson Forensic Psych,
15	SUMMERS:	15	Roberts, present.
14	RECORDING SECRETARY	14	SUMMERS:
13	MR. MOREAU: Here.	13	RECORDING SECRETARY
12	Green Haven, Moreau?	12	MR. ROBERTS: Here.
11	Ashline, present.	11	Marcy, Roberts?
10	SUMMERS:	10	Henderson, present.
9	RECORDING SECRETARY	9	SUMMERS:
8	MR. ASHLINE: Here.	8	RECORDING SECRETARY
7	Great Meadow, Ashline?	7	MR. HENDERSON: Here.
6	Guest, present.	6	Livingston, Henderson?
5	SUMMERS:	5	Lincoln, Moore, excused.
4	RECORDING SECRETARY	4	Gruber, present.
3	MR. GUEST: Here.	3	SUMMERS:
2	Gowanda, Guest?	2	RECORDING SECRETARY
1	Gleason, present.	1	MR. GRUBER: Here.
	d]		

1	Otisville, DeJager?	1	Yes.
2	MR. DEJAGER: Here.	2	RECORDING SECRETARY
3	RECORDING SECRETARY	3	SUMMERS: Tonney V,
4	SUMMERS:	4	present.
5	DeJager, present.	5	SSA's, Schiavone?
6	Queensboro, Smith?	6	MR. SCHIAVONE: Here.
7	MR. SMITH: Here.	7	RECORDING SECRETARY
8	RECORDING SECRETARY	8	SUMERS:
9	SUMMERS:	9	Schiavone, present.
, 10	Smith, present.	10	Shawangunk, Scott?
10	Riverview, Aldous?		MR. SCOTT: Here.
11	MR. ALDOUS: Here.	11	RECORDING SECRETARY
12	RECORDING SECRETARY.	12	SUMERS:
14	SUMMERS:	14	Scott, present.
15	Aldous, present. Rochester Psych Center,	15	Sing Sing, Luther? MR. LUTHER: Present.
16	-	16	
	Raven?	17	RECORDING SECRETARY
18	MS. RAVEN: Here.	18	SUMERS:
19	RECORDING SECRETARY	19	Luther, present.
20	SUMMERS:	20	Southport, Deburgomaster?
21	Raven, present.	21	MR. DEBURGOMASTER: Here.
22	SSO Central, Toles?	22	RECORDING SECRETARY
23	MS. TOLES: Here.	23	SUMMERS:
	21		23
1	RECORDING SECRETARY	1	Deburgomaster, present.
1 2	RECORDING SECRETARY SUMMERS: Toles, present.	1 2	Deburgomaster, present. Sullivan, Bell?
2	SUMMERS: Toles, present.	2	Sullivan, Bell?
2	SUMMERS: Toles, present. SSO Mid-Hudson, Smith?	2 3	Sullivan, Bell? MS. BELL: Here.
2 3 4	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present.	2 3 4	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY
2 3 4 5	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY	2 3 4 5	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS:
2 3 4 5 6	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS:	2 3 4 5 6	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present.
2 3 4 5 6 7 8	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present.	2 3 4 5 6 7	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon.
2 3 4 5 6 7 8 9	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no	2 3 4 5 6 7 8	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here.
2 3 4 5 6 7 8 9	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region,	2 3 4 5 6 7 8 9	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS:
2 3 4 5 7 8 9 1 10 1	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales?	2 3 4 5 6 7 8 9 10	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present.
2 3 4 5 6 7 8 9 10 10	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here.	2 3 4 5 6 7 8 9 10 11	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli?
2 3 4 5 6 7 8 9 1 10 1 11 12	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY	2 3 4 5 6 7 8 9 10 11 12	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here.
2 3 4 5 6 7 8 9 10 11 11 12 13	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS:	2 3 4 5 6 7 8 9 10 11 12 13	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY
2 3 4 5 6 7 8 9 10 11 12 13 14 15	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Snith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present.	2 3 4 5 6 7 8 9 10 11 12 13 14	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS:
2 3 4 5 6 7 8 9 10 11 12 13 14 15	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present. SSO Western Region, Compton?	2 3 4 5 6 7 8 9 10 11 12 13 14 15	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS: Scampoli, present.
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present. SSO Western Region,	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS: Scampoli, present. Upstate, Gary?
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 0 17	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present. SSO Western Region, Compton? MR. COMPTON: Here.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	<pre>Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS: Scampoli, present. Upstate, Gary? MR. GARY: Here.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 0 17 18	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Snith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present. SSO Western Region, Compton? MR. COMPTON: Here. RECORDING SECRETARY SUMMERS:	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	<pre>Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS: Scampoli, present. Upstate, Gary? MR. GARY: Here. RECORDING SECRETARY SUMMERS:</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 0 17 18 19	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present. SSO Western Region, Compton? MR. COMPTON: Here. RECORDING SECRETARY SUMMERS: Compton, Present.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	<pre>Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS: Scampoli, present. Upstate, Gary? MR. GARY: Here. RECORDING SECRETARY SUMMERS: SUMMERS: Gary, present.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 (17 18 19 20	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Snith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present. SSO Western Region, Compton? MR. COMPTON: Here. RECORDING SECRETARY SUMMERS: Compton, Present. SUMMERS: Compton, Present. Security Officers,	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<pre>Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS: Scampoli, present. Upstate, Gary? MR. GARY: Here. RECORDING SECRETARY SUMMERS: Gary, present. Wallkill, Holbert?</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 0 17 18 19 20 21 22	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present. SSO Western Region, Compton? MR. COMPTON: Here. RECORDING SECRETARY SUMMERS: Compton, Present.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS: Scampoli, present. Upstate, Gary? MR. GARY: Here. RECORDING SECRETARY SUMMERS: SUMMERS: Gary, present.</pre>
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 0 17 18 19 20 21	SUMMERS: Toles, present. SSO Mid-Hudson, Smith? MR. SMITH: Present. RECORDING SECRETARY SUMMERS: Smith, present. SSO Northern region, no rep. SSO Southern Region, Pomales? MR. POMALES: Here. RECORDING SECRETARY SUMMERS: Pomales, present. SSO Western Region, Compton? MR. COMPTON: Here. RECORDING SECRETARY SUMMERS: Compton, Present. SCOMPTON, Present. Security Officers, Tonney V?	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>Sullivan, Bell? MS. BELL: Here. RECORDING SECRETARY SUMMERS: Bell, present. Taconic, Gordon. MS. GORDON: Here. RECORDING SECRETARY SUMMERS: Gordon, present. Ulster, Scampoli? MR. SCAMPOLI: Here. RECORDING SECRETARY SUMMERS: Scampoli, present. Upstate, Gary? MR. GARY: Here. RECORDING SECRETARY SUMMERS: Gary, present. Wallkill, Holbert? MS. HOLBERT: Here.</pre>

1	Wallkill, present.	1	sentences from the	
2	Washington, Howell?	2	minutes? Hearing no	
3	MR. HOWELL: Here.	3	further objection, minutes	
<u>л</u>	RECORDING SECRETARY SUMMERS:	4	approved as amended.	
5	Howell, present.	5	I just have one other	
5	Watertown, Nevills?	6	thing. We're doing some	
0	MR. NEVILLS: Here.		house cleaning up on the	
/	RECORDING SECRETARY	7	5 1	
8		8	computer and the M-drive.	
9	SUMMERS:	9	And just to bring to	
10	Nevills, present.	10	people's attention in case	
11	Wende, Keenan?	11	you didn't know or	
12	MR. KEENAN: Good	12	friendly reminder, the	
13 afterno		13	second reporting policy	
14	RECORDING SECRETARY	14	and procedure, copies in	
15	SUMMERS:	15	the handout in the	
16	Keenan, present.	16	folders, I'll read the	
17	Willard, Moore?	17	motion, so everybody has	
18	MS. MOORE: Here.	18	an idea this is what's	
19	RECORDING SECRETARY	19	supposed to be happening.	
20	SUMMERS:	20	It was submitted by	
21	Moore, present.	21	Diane Davis, Recording	
22	Woodbourne, Gutierrez?	22	Secretary, August 6th,	
23	MR. GUTIERREZ: Here.	23	2002. The purpose is to	
	25			27
1	RECORDING SECRETARY	1	establish a standard for	
2	SUMMERS:	2	the reporting of the	
2	Gutierrez, present.	3	sector activity	
4	Wyoming, Hickey?	4	association recording	
5	MR. HICKEY: Here.	5	secretary, to compile a	
6	RECORDING SECRETARY	6	tangible, current working	
7	SUMMERS:	7	resource and history to	
8	Hickey, present. That's	8	pass on.	
9	it.	9	Procedure, each CSS or	
10	The minutes have been	10	designee shall submit	
10	published from the June	11	their Regional VP and	
12	EA. Are there any	12	association recording	
12	corrections? I did find a	12	secretary on the last day	
	couple corrections it was		of each month and report	
14	±	14	containing sector	
15	brought to my attention earlier. There is this	15	-	
16		16	business. This report	
17	is in the minutes,	17	shall include, but not	
18	referring to the Governor	18	limited to, membership	
19	that were supposed to be	19	meetings, including	
20	off the record.	20	attendance and motions	
21	Does the Assembly	21	submitted. Labor	
22	have a problem with the	22	management minutes, labor	
23	secretary striking those	23	management agreements,	
	26			28

1	changes to stewards, and	1	your own safety by
2	any other pertinent	2	following the trooper and
3	information.	3	the suspect into a wooded
4	Should there be no	4	area, where you helped and
5	sector activity for the	5	restrained the suspect
б	month, a report shall be	б	while the trooper
7	submitted indicating such.	7	handcuffed him.
8	The recording secretary	8	Without your assistance
9	shall forward information	9	it is unlikely he would
10	to the appropriate	10	have been caught that
11	departments then archive	11	night. Further
12	all reports at the	12	investigation revealed
13	association headquarters.	13	that he had several prior
14	Thank you.	14	arrests for the same
15	PRESIDENT POWERS: We	15	offense and he was a
16	have a valor award. Joe?	16	threat to the public.
17	VP WEST MIANO: If I	17	Your actions should be
18	could have the Wyoming	18	commended and the
19	Chief Sector Steward Chris	19	assistance you provided
20	Hickey and Correction	20	was greatly appreciated.
21	Officer from Wyoming,	21	On behalf of the New York
22	Brian Walser, please come	22	State Police, please
23	to the front table.	23	accept this, my gratitude
	29		31
1	I received this letter	1	for your actions. It's
2	from Chris Hickey. It was	2	signed by Lieutenant
3	addressed to Correction	3	Michael Divaris, Acting
4	Officer Brian Walser. It	4	Zone Troop Commander,
5	states, Dear Mr. Walser,	5	Troop A, Batavia.
б	on March 28th, 2018 a	б	We've got a plaque
7	trooper was conducting a	7	there that states:
8	traffic stop at the	8	Presented to Correction
9	intersection of Main	9	Officer Brian Walser in
10	Street and Buell Street in	10	recognition of your noble
11	the Town of Newstead.	11	actions, and willingness
12	The intoxicated driver	12	to go above and beyond.
13	fled on foot when the	13	You have demonstrated the
14	trooper attempted to place	14	true meaning of heroism.
15	him under arrest.	15	Your dedication and
16	Although there were	16	devotion show you are a
17	several other civilians in	17	true asset to your
18	the area, you were the	18	profession and honor's
19	only one to stop and	19	today's date.
20	assist the trooper.	20	I also want to mention
		1	
21	First, you blocked the	21	that Brian is retiring in
21 22	First, you blocked the suspect's path with your	21 22	that Brian is retiring in September, with thirty-one
22	suspect's path with your	22	September, with thirty-one
	_		_

1	most of those years he was	1	Contombor Oth Maaning	
1	a active union official in		September 9th. Meaning that this sit-in is	
2		2		
3	one capacity or another.	3	supposed to be nationwide.	
4	I want to congratulate him.	4	We didn't see any activity	
5	111111.	5	from it two years ago, but	
6		6	obviously we take it	
1	(All applause and	7	serious.	
8	standing ovation.)	8	It was discovered in	
9		9	Orleans, we advanced it to	
10	PRESIDENT POWERS:	10	the agency, who	
11	Thanks, Joe. With that,	11	immediately started their	
12	we'll move into the	12	protocols. Meaning that	
13	President's report.	13	CIU is watching, they're	
14	Couple things to discuss	14	listening, all the phones	
15	here. One more	15	are being monitored all	
16	importantly, keep the	16	the phones are being	
17	information coming in.	17	monitored.	
18	Regarding the jailhouse	18	So with that being	
19	activities and in our	19	said, keep this in mind	
20	forensic units, and some	20	and any information that	
21	of our other law	21	you see or if you get any	
22	enforcement agencies.	22	of that information, keep	
23	A lot of that	23	it coming. Even the	
	33		35	
1	information obviously is	1	minute details inside your	
2	good for us to have and,	2	facilities, it's summer	
3	you know, by all means	3	time, our jails are	
5				
4			stressed.	
4 5	keep it coming. Don't	4	stressed. There's a lot of	
5	keep it coming. Don't think that even some of	4	There's a lot of	
	keep it coming. Don't think that even some of the minute details don't	4 5 6	There's a lot of activity. And we have a	
5 6 7	keep it coming. Don't think that even some of the minute details don't matter.	4 5 6 7	There's a lot of activity. And we have a lot of people that are out	
5 6 7 8	keep it coming. Don't think that even some of the minute details don't matter. There was a letter	4 5 6 7 8	There's a lot of activity. And we have a lot of people that are out sick. We have Workers'	
5 6 7 8 9	keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the	4 5 6 7 8 9	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our	
5 6 7 8 9 10	keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an	4 5 6 7 8 9 10	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a	
5 6 7 8 9 10 11	keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen	4 5 6 7 8 9 10 11	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a	
5 6 7 8 9 10 11 12	keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen these before. They're	4 5 6 7 8 9 10 11 12	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of people are carrying	
5 6 7 8 9 10 11 12 13	keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen these before. They're very same in nature. It	4 5 6 7 8 9 10 11 12 13	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of people are carrying the burden inside these	
5 6 7 8 9 10 11 12 13 14	keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen these before. They're very same in nature. It was picked out of a cube	4 5 6 7 8 9 10 11 12 13 14	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of people are carrying the burden inside these walls and inside our	
5 6 7 8 9 10 11 12 13 14 15	keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an immate sit-in. We've seen these before. They're very same in nature. It was picked out of a cube by I believe in Orleans,	4 5 6 7 8 9 10 11 12 13 14 15	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of people are carrying the burden inside these walls and inside our forensic units and some of	
5 6 7 8 9 10 11 12 13 14 15 16	keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen these before. They're very same in nature. It was picked out of a cube by I believe in Orleans, and then we started	4 5 6 7 8 9 10 11 12 13 14 15 16	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of shit going on and a lot of people are carrying the burden inside these walls and inside our forensic units and some of our other agencies in law	
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5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	<pre>keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen these before. They're very same in nature. It was picked out of a cube by I believe in Orleans, and then we started finding it in some other facilities. We saw it about two years ago, the language is</pre>	4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of people are carrying the burden inside these walls and inside our forensic units and some of our other agencies in law enforcement. It's difficult to keep moral up when that happens. But we need	
5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen these before. They're very same in nature. It was picked out of a cube by I believe in Orleans, and then we started finding it in some other facilities. We saw it about two years ago, the language is same or similar. It</pre>	4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of people are carrying the burden inside these walls and inside our forensic units and some of our other agencies in law enforcement. It's difficult to keep moral up when that happens. But we need to know about that so we	
5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen these before. They're very same in nature. It was picked out of a cube by I believe in Orleans, and then we started finding it in some other facilities. We saw it about two years ago, the language is same or similar. It starts at the end of</pre>	4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of people are carrying the burden inside these walls and inside our forensic units and some of our other agencies in law enforcement. It's difficult to keep moral up when that happens. But we need to know about that so we can address that and send	
5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>keep it coming. Don't think that even some of the minute details don't matter. There was a letter circulating around the country calling for an inmate sit-in. We've seen these before. They're very same in nature. It was picked out of a cube by I believe in Orleans, and then we started finding it in some other facilities. We saw it about two years ago, the language is same or similar. It</pre>	4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	There's a lot of activity. And we have a lot of people that are out sick. We have Workers' Comp. We have our suspensions. We've got a lot of shit going on and a lot of people are carrying the burden inside these walls and inside our forensic units and some of our other agencies in law enforcement. It's difficult to keep moral up when that happens. But we need to know about that so we	

DARLENE L. JERGE - Court Stenographer

1	Pardon the phrase, but we	1	Governor's Office up.	
2	can't shit out staff, but	2	Stop using us as his	
3	at least if we know about	3	political pawns in his	
4	it, we can express the	4	primary with Cynthia Nixon	
5	concerns as things happen	5	and some of the other	
6	and continue to drive home	6	things. Some of the	
7	the fact that we're	7	things I want to share	
8	stressed.	8	with you are some of the	
9	We got a lot going on.	9	bullets we've discussed	
10	There's a lot of activity	10	over the last couple weeks	
11	in the jails and our guys	11	while this campaign went	
12	are doing it, they're	12	on.	
13	doing it with	13	This campaign was very	
14	professionalism. Our guys	14	effective. It was very	
15	and gals are doing it with	15	well done in my opinion.	
16	professionalism and	16	I have seen I have been	
17	they're continuing the	17	part of campaigns before.	
18	trend to make us the best	18	Not I'll be honest with	
19	in the nation.	19	you, this was a very	
20	So keep that small	20	orchestrated one, very	
21	amount of information	21	calculated one and it was	
22	coming forward by all	22	very political.	
23	means.	23	And we didn't launch	
	37			39
1	The last Executive	1	necessary ridiculous	
2	Assembly we had the	2	comments or accusations	
3	blessing from this body to	3	towards the Governor, we	
4	go forward with a campaign	4	hit him with the actual	
5	against the Governor. I	5	policies that he's enacted	
6	want to talk about some of	6	in the last year. And,	
7	those highlights to that.	7	you know, those policies	
8	That ended on last Sunday.	8	are the paroling of	
9	But here was our target	9	convicted cop killers,	
10	area and we were fortunate	10	some of his conditions for	
11	to have a guy at the helm	11	issuing pardons to	
12	who was unfortunately	12	convicted felons. And the	
13	couldn't make it here	13	tablet issue that is fast	
14	today, he's on vacation up	14	and coming forward into	
15	in Canada with his	15	our facilities.	
16	girlfriend. He wanted to	16	And the highlights were	
17	be here today, but he sent	17	kind of in three	
18	across some notes and some	18	categories and I want to	
19	highlights that I'm going	19	share them with you.	
20	to share with you today.	20	Criminal justice reform in	
21	And the target area for	21	our opinion is part of a	
22	this obviously as we	22	fair contract. Justice	
23	discussed is to wake the	23	means treating societies	
	38			40
	היימית ד הואה זמעת	Court	Stonographan	
	DARLENE L. JERGE -	COULL	PRETORTABILET	

21 22 23	picks and chooses who to treat fairly. And that	22 23	out by our lobbyist Chris Duryea, legislative	
	picks and chooses who to	22	out by our lobbyist Chris	
21				
01	capital of the world if it	21	it was very well thought	
20	York cannot be the labor	20	calculated campaign. And	
19	a strong New York. New	19	campaign and this was a	
18	strong work force to build	18	said, it was a strong	
17	The third bullet is a	17	So, with that being	
16	unjust criminal activity.	16	political.	
15	not become concerned with	15	and/or anything else	
14	and thrive and be safe;	14	potential primary run	
13	our communities to grow	13	be political pawns in his	
12	on policies that allows	12	contract without having to	
11	New York is free to focus	11	and negotiate a fair	
10	on the streets. A safe	10	can get back to the table	
9	be unjustly turned loose	9	bring it back so that we	
8	convicted criminals will	8	attention. And it was to	
7	be forces to worry that	7	say we got their	
б	The public should not	б	attention. I'm happy to	
5	impunity.	5	And we got their	
4	they like without	4	clear and concise manner.	
3	committing crimes wherever	3	able to deliver those in a	
2	preventing criminals from	2	campaign. And we were	
1	communities equally by	1	highlights of this	
1			highlights of this	
	41			43
23	system serves all	23	Those were the	
22	right. A strong prison	22	everyone.	
21	safety is everyone's	21	better place to live for	
20	second bullet, public	20	and makes New York a	
19	Public safety, the	19	strengthens public safety	
18	sisters in OMH.	18	enforcement. Which	
17	include our brother and	17	our agencies in law	
16	service. That was to	16	and our forensic units and	
15	the highest level of	15	strengthens our prisons	
14	prisons continue to run at	14	perform their jobs only	
13	NYSCOPBA, ensures that our	13	employees to properly	
12	our members of the	12	Allowing correctional	
11	corrections employees and	11	well-being.	
10	fair contract for	10	economic societal	
9	obligation. Achieving a	9	important to New York's	
8	it's not a choice, it's an	8	employees, are hugely	
7	York's most dangerous job,	7	thousand correction	
6	people who perform New	6	York's more than thirty	
5	Providing for the	5	smallest village, New	
4	murderers and rapists.	4	largest city to the	
3	mean rewarding convicted	3	From the State's	
2	and respect. It does not	2	the Governor.	
1	protectors with dignity	1	was our direct message to	

1	counsel Keith Jacques, the	1	the second floor and it
2	Executive Board; and more	2	was continual. And
3	importantly, this team	3	we were fortunate to have
3	from Gramercy. Who really	4	some people kind of jump
4 5	took it and ran, and they	5	on the bus with us. You
5	turned shit around on a	6	may have seen the Senate
0	dime and they did a good	7	Republicans are going to
8	job in my opinion.		do public hearings
-		8	regarding the parole
9	They set a pretty bar	9	
10	high bar early in my	10	board, the assignment of
11	opinion. It was a	11	parole boards and the
12	blessing to work with	12	requirements listed and
13	them. We were fortunate	13	the Governor granting
14	to be able to work with	14	conditional pardons.
15	them and they did it	15	So we've got them on
16	right. And we were able	16	board. We have
17	to do it without any true	17	Assemblyman Santabarbara
18	backlash.	18	who we gave the facts to,
19	Yeah, we had a comment	19	to go on Capital Tonight
20	from Dani Lever, and that	20	with Liz Benjamin and talk
21	comment was grossly unjust	21	about the ills and
22	without question. And we	22	potential problems moving
23	responded. We had a few	23	forward regarding the
	45		47
1	letters to the editor go	1	tablets coming into our
2	back to the New York Post.	2	facilities.
3	And this was upon the		
		3	As of yesterday, the
4	recommendation of our	3	
4 5	-		As of yesterday, the NYPD has recently just as of yesterday, has just
-	recommendation of our media firm.	4	NYPD has recently just as
5	recommendation of our	4	NYPD has recently just as of yesterday, has just
5	recommendation of our media firm. Not to engage in back and forth, but to keep the	4 5 6	NYPD has recently just as of yesterday, has just come back out and they're
5 6 7	recommendation of our media firm. Not to engage in back	4 5 6 7	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of
5 6 7 8	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise	4 5 6 7 8	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns
5 6 7 8 9	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target	4 5 7 8 9	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted
5 6 7 8 9 10	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it.	4 5 7 8 9 10	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the
5 6 7 8 9 10 11	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target areas, which is our	4 5 7 8 9 10 11	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the manner in which the
5 6 7 8 9 10 11 12	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target areas, which is our suburbs. These suburbs in	4 5 6 7 8 9 10 11 12	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the manner in which the Governor issues his
5 6 7 8 9 10 11 12 13	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target areas, which is our suburbs. These suburbs in Western New York and Northern New York and	4 5 6 7 8 9 10 11 12 13 14	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the manner in which the Governor issues his additional pardons. So we've had a nice
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5 6 7 8 9 10 11 12 13 14	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target areas, which is our suburbs. These suburbs in Western New York and Northern New York and parts of Mid-Hudson filtered into it and the	4 5 6 7 8 9 10 11 12 13 14	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the manner in which the Governor issues his additional pardons. So we've had a nice little pile on that are coming along. And the
5 6 7 8 9 10 11 12 13 14 15 16 17	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target areas, which is our suburbs. These suburbs in Western New York and Northern New York and parts of Mid-Hudson filtered into it and the pole numbers came back	4 5 6 7 8 9 10 11 12 13 14 15 16 17	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the manner in which the Governor issues his additional pardons. So we've had a nice little pile on that are coming along. And the objective and our
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5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target areas, which is our suburbs. These suburbs in Western New York and Northern New York and parts of Mid-Hudson filtered into it and the pole numbers came back strong, as to many of the policies that the Governor	4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the manner in which the Governor issues his additional pardons. So we've had a nice little pile on that are coming along. And the objective and our communications have been with many of these people.
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5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target areas, which is our suburbs. These suburbs in Western New York and Northern New York and Northern New York and parts of Mid-Hudson filtered into it and the pole numbers came back strong, as to many of the policies that the Governor has recently implemented. A lot of it came back in our favor. And that	4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the manner in which the Governor issues his additional pardons. So we've had a nice little pile on that are coming along. And the objective and our communications have been with many of these people. I haven't spoke to the president of the NYPD, he's pretty elusive until
5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	recommendation of our media firm. Not to engage in back and forth, but to keep the message clear and concise and to deliver it. Deliver it to our target areas, which is our suburbs. These suburbs in Western New York and Northern New York and parts of Mid-Hudson filtered into it and the pole numbers came back strong, as to many of the policies that the Governor has recently implemented. A lot of it came back	4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	NYPD has recently just as of yesterday, has just come back out and they're enforcing their concerns regarding the paroling of cop killers and convicted violent felons, and/or the manner in which the Governor issues his additional pardons. So we've had a nice little pile on that are coming along. And the objective and our communications have been with many of these people. I haven't spoke to the president of the NYPD,

1	will all that being said,	1	with you.	
2	I have made many contacts	2	He makes a comment	
3	inside his forum.	3	about the NRA, and the NRA	
4	And with that, we have	4	is complaining that they	
5	an open line of	5	may go bankrupt because of	
б	communication. And the	6	the lawsuit the Governor	
7	message is clear, we	7	of New York has filed	
8	continue to pound the	8	against the NRA. Cuomo	
9	message. That message was	9	turns around and says,	
10	effective. And John can	10	we're New Yorkers, you	
11	talk about that in a	11	push us, we put a finger	
12	little bit later in his	12	in your chest and we push	
13	conversations with the	13	back.	
14	State. I know Chris can	14	We're New Yorkers, too,	
15	come forward with a little	15	and we work for you. You	
16	bit on that regarding some	16	push us, we're going to	
17	of the conversations he's	17	put a finger in your chest	
18	had on the second floor.	18	and push you back. And	
10	In the beginning, they	19	that's what we did. And I	
20	were hopping pissed,	20	think there may be some	
20	without question. And we	20	common ground now.	
21	enjoyed it. We enjoyed it	21	We're hoping there's a	
22	a great deal because it	22	common ground. John will	
23		23		-1
	49			51
1	was clear and it was	1	elaborate on that later,	
2	concise. It was accurate.	2	along with Chris. But I	
3	There were no fallacies in	3	wanted to share that	
4	it. And we showed the	4	information with you and	
5	poll numbers in the	5	share the fact that this	
5	targeted areas where his	6	campaign was effective.	
0 7	favors don't come to	7	It was done right and it	
			was done with everybody's	
8	light.	8	best interest in mind.	
9	He took that position	9		
10	and that's the	10	Not to take a negative	
11	consequences for taking	11	tone here, but I want to	
12	that position. We pushed	12	share with you a little	
13	back. He made a comment	13	bit of forecast going	
14	the other day, New York	14	forward in the	
15	I believe it was over his	15	State of New York. Any of	
16	tift with the NRA, if	16	you pay attention to state	
17	you're paying attention to	17	politics, I'm sure many of	
18	any of that. We have to	18	you see what's going on in	
19	pay attention on that	19	national politics.	
20	because that gives us the	20	But in state politics	
21	ammunition or the	21	we're going to see some	
22	knowledge to come back and	22	changes. We have a great	
23	share this information	23	relationship with Senate	
	50			52

1	Republicans, who right now	1	legislation in there that	
2	are in the majority.	2	compromise Public Officer	
3	Hence, their public	3	Law 50-A. 50-A would	
4	hearings coming out soon.	4	allows us to open up your	
5	The Senate Dems are	5	personal history folder if	
6	gearing up and it's	6	it was FOILed and to have	
7	looking, and I can't	7	a looksy in your personal	
8	predict the future, but we	8	history folder.	
9	can kind of see it, it's	9	This all comes from a	
10	in our rearview mirror,	10	lot of the ground swell	
11	and we have a former	11	from the left, regarding a	
12	president, vice president	12	lot of police agencies in	
13	in the audience that had	13	the country; more	
14	to deal with it eight	14	importantly, in New York.	
15	years ago, nine years ago	15	So, they're looking to	
16	that saw it.	16	modify this to open up	
17	And we're seeing a	17	these folders.	
18	switch in the Senate, as	18	With the Senate and the	
19	far as the majority. It	19	Democratic control, there	
20	appears strongly that it's	20	are members that already	
21	going to end up in the	21	hold and are pushing this	
22	Democrats hands.	22	legislation. With them	
23	I want to share with	23	being in the majority,	
	53		55	
1	you a little bit about	1	it's just a matter of time	
2	what the Democrats in the	1 2	before it comes to light.	
3	House of Assembly are	3	So you're looking at	
4	looking to do. We're all	4	50-A, Public Officer Law.	
т 5	familiar with Danny	5	You're looking at the	
_	O'Donnell, right? We're	6	Office of Ombudsmen, which	
6 7	all familiar with what he	7	pretty much get rid of the	
8	wants to do. He wants to	8	Commissioner of	
o 9	create an office of the	9	Corrections. And that	
9 10	ombudsmen. An ombudsmen	-	capacity which anyway,	
10	is a single entity who	10	and other entities that	
11	over looks or an entity,	11	look into our business.	
	this case would be the	12	We see a lot of what's	
13				
14	Department of Corrections. He's got legislation in	14	going on. We have entities outside of the	
15	place that he has moved, I	15		
16 17		16	Department looking at our actions and our	
17	don't believe it ever got	17		
18	out of committee, Dan, but	18	facilities. We're seeing	
19	he's got legislation in	19	this. This is what we're	
20	place to eliminate	20	afraid of is going to come	
21	segregation or Special	21	down the pipe and it's	
22	Housing Units.	22	real. And you think NYCLU	
23	There's other forms of	23	is bad, wait till you see	
	54		56	

1	Halt. Halt legislation	1	thought it was leaning	
2	basically handcuffs NYCLU.	2	left bad before, it just	
3	It nearly eradicates	3	keeps getting worse. Not	
4	Special Housing. No more	4	a good time for law	
5	than fifteen days	5	enforcement.	
б	regardless of the	6	That's reality and	
7	commission of crime inside	7	that's what you need to	
8	the correctional facility	8	understand. And that's	
9	and segregation. We've	9	what you need to go back	
10	got a lot going on. State	10	and tell your members.	
11	comptroller, the	11	Because in three years	
12	executives, the Senate and	12	down the road when	
13	the Assembly, are all	13	everybody is fucking	
14	projecting a ten to	14	mother fucking Mike	
15	fifteen billion dollar	15	Powers, I will remember	
16	deficit next year.	16	this date because it's	
17	I can't remember the	17	there and it's real.	
18	number back in 2010, but I	18	We have good relations	
19	would say it was probably	19	with both sides of the	
20	close to that. I think it	20	aisle. We always have.	
21	was ten billion when the	21	This organization always	
22	Governor took office in	22	has. And we'll continue	
23	2010 or '11. I'm not sure	23	those. But it's not going	
	57			59
1	what year he came in.	1	to be as easy as it was to	
2	That's the writing on	2	push back on certain	
3	the wall. Law enforcement	3	pieces of legislation that	
4	in all aspects is what	4	we were able to kill that	
5	they're looking at.	5	none of you really pay	
6	That's where a lot of the	6	attention to.	
7	changes are going to come.	7	And it's been since	
8	If you look	8	NYSCOPBA's inception.	
9	politically, and I'm sure	9	We've been very	
10	you probably don't, but	10	politically astute. Solid	
11	the projected next speaker	11	all the time. We push	
12	of the house in the	12	back in the right places	
13	Federal Government in New	13	and we stop things from	
14	York City was beat in a	14	happening. We don't pat	
15	primary by an upstart.	15	ourselves enough on the	
16	Alexander Ocasio Cortez.	16	back when we do that for	
17	She was a nobody and she	17	the simple fact that the	
18	took out the next speaker	18	next issue happens.	
19	and she runs on a	19	Great Meadow happens,	
20	progressive socialist.	20	Auburn is locked down.	
21	That's not good for us.	21	Shooting rounds off at	
22	And they're all jumping on	22	Clinton. Elmira is locked	
23	her bandwagon. You	23	down for the fifth time	
	58			60
	DARLENE L. JERGE -	Court	Stenographer	

	and the second second			
1	this year. Whatever the	1	public to vote in your	
2	case may be, we're	2	general elections, you	
3	constantly moving. We're	3	can't get them to vote in	
4	not perfect. We're on top	4	your union elections, and	
5	of it. We try to stay on	5	they're going to get	
6	top of it and it keeps	6	convicts to fucking vote	
7	coming fast and furious.	7	to put people in positions	
8	Our concern moving	8	of power.	
9	forward is we need to be a	9	This is what's coming	
10	player in the game. And	10	and this is what needs to	
11	for to us be leaders, you	11	be listened to. This is	
12	put us here. And these	12	what needs to be talked	
13	are the things we have to	13	about. This is our push	
14	pay attention to and we	14	back. We're getting other	
15	do. And I have learned	15	entities to come on board.	
16	from previous people	16	We've got their ear	
17	standing up here, from our	17	now. They want to talk, I	
18	inception that you have to	18	believe. And it's	
19	pay attention to this	19	important to be a part of	
20	stuff.	20	the conversation, because	
21	And we do pay attention	21	what's coming, not looking	
22	to it. And we'd be remiss	22	too pretty. So, to end on	
23	if we didn't tell you what	23	a positive, our campaign	
	61			63
1	we're afraid of. And	1	was effective. We got our	
2	we'll work on it and we'll	2	message out. We let him	
3	continue to work. We	3	know that we are	
4	always do. And we have	4	professionals. We're your	
5	good teams. We have great	5	fucking employees, treat	
6	committees. And we'll	6	us as such. And I believe	
7	continue to do that.	7	we're there.	
8	We're going to need more	8	We did it with your	
9	help, a lot more, as it	9	help and now we need to	
10	starts coming down.	10	carry that torch and push	
10	Politically, in your	11	on. Because as I said,	
11	facilities, in your	12	the future is not looking	
12	communities, in your	13	to fucking pretty. And	
13	neighborhoods, because	14	that's reality. I hope	
15	it's coming.	15	I'm wrong. I can't	
15	New York City, I read	16	predict what's going to	
10	yesterday, the Mayor's	17	happen.	
18	Office is starting an	18	I hope I'm wrong. I	
18	initiative at Rikers,	19	hope the Senate stays just	
20	they're sending in voter	20	the way it is right now,	
20	registration cards to	20	because in that case,	
21	holding pen convicts. You	21	we're in a good position.	
	can't get the general	22	But if it doesn't, we got	
23			DUL II IL UUESII L, WE UUL	
	62	23		64

1	a lot of work to do and	1	and a half years from now	
2	we're going to have a lot	2	when they're mother	
3	of defending to do.	3	fucking you, well, they're	
4	Anybody got anything for	4	already doing it so.	
5	me?	5		
6	DAVE LUTHER: Yes.	6	(Laughter from the floor.)	
7	Dave Luther out of Sing	7		
8	Sing. Couple questions,	8	PRESIDENT POWERS: I'd	
9	Mike. You said that	9	be a liar if I said I	
10	during this campaign that	10	didn't already know that.	
11	we were able to get the	11	KEVIN DONNELLY: Kevin	
12	Governor's attention and	12	Donnelly, Coxsackie. You	
13	that they may want to try	13	said you we all saw the	
14	to work on something	14	letter that you sent out	
15	involving us.	15	to the Governor's Office	
16	Are we prepared to move	16	about his spokeswoman,	
17	to the second phase if it	17	pretty much calling us	
18	turns out to be a dead end	18	rapists and thugs. Did	
19	or he's just kind of	19	you ever get a response	
20	dragging us along?	20	back?	
21	PRESIDENT POWERS: We	21	PRESIDENT POWERS: No.	
22	have talked to this PR	22	KEVIN DONNELLY: So	
23	team, and granted this was	23	they haven't walked off	
	65		67	
1	a personalized campaign,	1	their comments?	
2	the last campaign. We	2	PRESIDENT POWERS: That	
3	don't have a PR firm, keep	3	will be one of the first	
4	that in mind as well.	4	points of discussion if	
5	But, with that being said,	5	this guy chooses to ever	
6	we've talked to them,	6	meet with me.	
7	they're pretty efficient.	7	MARK DEBURGOMASTER:	
8	And if we wanted to and if	8	Deburgomaster, Southport.	
9	it was this body's wish,	9	Real quick, Mike, I want	
10	we could probably roll	10	to get so I understand it	
10	something out.	10	clear, because we ramped	
11	DAVE LUTHER: Okay. So	11	this up that we were gonna	
12	we don't have three	12	press this press release	
13	phases, it was just the	13	longer; not just a short	
15	one campaign that we just	15	term. Gramercy was	
15 16	did.	15	supposed to set us up into	
10	PRESIDENT POWERS: The	17	the distance. It sounds	
18	three phases of the one	18	like we're cutting off,	
18	campaign.	18	we're ending this right	
	DAVE LUTHER: Okay.	20	now and we're going where?	
20 21	The second one is a		PRESIDENT POWERS:	
21 22		21		
22	statement, not a question. You stated that in three	22	Well, the objective, if you remember the last time	
23		23	-	
	66		68	

1	we were all in here, was	1	talked about a lot of	
2	to get back to open their	2	things.	
3	eyes and let them know	3	MARK DEBURGOMASTER:	
4	that, listen, we've got an	4	That they were going to	
5	issue with your position	5	orchestrate. And I'm not	
6	here. And, you know, we	6	unhappy with what they	
7	ended up walking away and	7	did, I think it's	
8	they didn't try and bring	8	fantastic. But I think	
9	us back and modify it in	9	we're giving up a little	
10	any way, shape or form.	10	too early. I think we	
11	So, the whole concept	11	need to keep pressing.	
12	was to get their	12	We've got their attention.	
13	attention.	13	I'm not saying ruin it	
14	MARK DEBURGOMASTER: I	14	for us, because again,	
15	got no problem with that.	15	it's a fine line you got	
16	We kicked them. They woke	16	to walk. But I'm sorry,	
17	up. They saw we're	17	I'm not going to be called	
18	sitting there. We have	18	a member of a rapist group	
19	the advantage right now,	19	or an abusing group and	
20	we have their attention	20	leave it at that. I don't	
21	and we're going to back	21	think anybody in this room	
22	off and what?	22	wants to leave it there.	
23	Because I don't see	23	And at that point I think	
	69			71
1	where we have it set up	1	our response should be a	
2	where we're moving	2	lot harder.	
3	forward. I thought when	3	PRESIDENT POWERS: Our	
4	we brought Gramercy in,	4	response was in the form	
5	they were going to set us	5	of the letter back to the	
6	up long term with this in	6	Governor. I understand	
7	stages, but now we're	7	what you're saying, I do.	
8	saying we're done.	8	And the objective we	
9	PRESIDENT POWERS: No,	9	met as of now, I'm not	
10	we don't have a PR firm to	10	saying I guess to	
11	set up anything long term	11	answer both yours and	
12	at this point. What we	12	Dave's concern here, if we	
13	brought them in for was	13	need to turn something	
14	this initiative, this	14	around real quick, I'm	
15	campaign, to be able to	15	pretty competent and	
16	open their eyes with clear	16	confident confident	
17	and poignant facts.	17	that Gramercy can put	
18	MARK DEBURGOMASTER:	18	something back together	
19	Because we were talking	19	quickly.	
20	about showing up at events	20	That's going to have to	
21	that they were going to be	21	be discussed in new	
22	at. We talked about	22	business, I suppose I can	
23	PRESIDENT POWERS: We	23	bring it up now with the	
	70 DARLENE L. JERGE -			72

1	body's consent. If I can	1	call them up and they can	
2	get unanimous consent to	2	get rolling quickly.	
3	talk about this real	3	This is calculated, you	
4	quick. We're so impressed	4	buy ads, this is time	
5	with the work that they've	5	sensitive, too. You have	
6	done, I'd like to have the	б	to buy the ads, you have	
7	body's contention to enter	7	got to set the parameters	
8	into talks to bring these	8	up for it, we've only got	
9	guys aboard as our PR	9	a certain amount of money	
10	firm.	10	to be able to spend and	
11	We did submit a packet	11	then that's when it	
12	I believe at the last EA,	12	exhausts. And when that	
13	that everybody had a	13	ends, then we decide; we	
14	chance to look at of the	14	have met our objective,	
15	services they offer. They	15	then we're looking to	
16	are effective, they turn	16	move. Ted? Did I answer	
17	shit around in a hurry.	17	your question, Mark?	
18	They're professionals,	18	MARK DEBURGOMASTER:	
19	they're connected. Matt	19	Yes.	
20	Hamilton, the guy who	20	TED NEVILLS: What I	
21	addressed us last time who	21	wanted to talk about,	
22	I mention is on vacation,	22	Mike, is the drug bust	
23	has contacts with all	23	we had where a couple of	
	73			75
1	sorts of reporters	1	officers were overcome by	
2	throughout the state and	2	the fumes. It was a major	
3	is quite effective.	3	amount of drugs. The	
4	So, if I can get the	4	facility was going to deem	
5	body's consent here	5	it a not to be a UI	
6	let's face it, if we do go	6	because it was found in an	
7	back and talk and things	7	common area and it was an	
8	go shitty, we're going to	8	unknown substance.	
9	need a PR firm and we're	9	I called Mike, got him	
10	going to need to move.	10	on the phone, I said	
11	We've done the proposal	11	they're not even going to	
12	process, we've been	12	call this a UI. We had a	
10				
13	through that.	13	HAZMAT team there, we had	
14	And I think Gramercy is	14	a dozen troopers; it was a	
14 15	And I think Gramercy is pretty solid in my	14 15	a dozen troopers; it was a major incident. And he	
14 15 16	And I think Gramercy is pretty solid in my opinion. If I can get the	14 15 16	a dozen troopers; it was a major incident. And he got on the phone with	
14 15	And I think Gramercy is pretty solid in my opinion. If I can get the consent here from this	14 15	a dozen troopers; it was a major incident. And he got on the phone with Marcello and made this	
14 15 16 17 18	And I think Gramercy is pretty solid in my opinion. If I can get the consent here from this body to move forward with	14 15 16 17 18	a dozen troopers; it was a major incident. And he got on the phone with Marcello and made this happen to where people	
14 15 16 17 18 19	And I think Gramercy is pretty solid in my opinion. If I can get the consent here from this body to move forward with talks with them, then we	14 15 16 17 18 19	a dozen troopers; it was a major incident. And he got on the phone with Marcello and made this happen to where people understood the	
14 15 16 17 18 19 20	And I think Gramercy is pretty solid in my opinion. If I can get the consent here from this body to move forward with talks with them, then we can have them. I'm	14 15 16 17 18 19 20	a dozen troopers; it was a major incident. And he got on the phone with Marcello and made this happen to where people understood the significance of it. So,	
14 15 16 17 18 19 20 21	And I think Gramercy is pretty solid in my opinion. If I can get the consent here from this body to move forward with talks with them, then we can have them. I'm confident in the fact that	14 15 16 17 18 19 20 21	a dozen troopers; it was a major incident. And he got on the phone with Marcello and made this happen to where people understood the significance of it. So, real time information from	
14 15 16 17 18 19 20 21 22	And I think Gramercy is pretty solid in my opinion. If I can get the consent here from this body to move forward with talks with them, then we can have them. I'm confident in the fact that if we needed to start	14 15 16 17 18 19 20 21 22	a dozen troopers; it was a major incident. And he got on the phone with Marcello and made this happen to where people understood the significance of it. So, real time information from the field is critically	
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1	PRESIDENT POWERS:	1	to the committees that I	
2	Thanks, Ted.	2	sit on, we started this	
3	MR. MCGOWAN: McGowan,	3	campaign and I believe the	
4	Mid State. I wanted to	4	window was short, the	
5	comment further on what	5	window of opportunity is	
6	was already said as far as	6	short. Because we know	
7	the press release. A lot	7	this Cynthia Nixon is	
8	of individuals at Mid	8	kicking the snot out of	
9	State in particular and a	9	him, as far as his	
10	few of the local jails	10	programs and she's just as	
11	were a little disappointed	11	left as he is.	
12	with that response and the	12	PRESIDENT POWERS:	
13	amount of time it took to	13	She's worse.	
14	actually get that out, it	14	DAVE LUTHER: However,	
15	was about a week, I	15	in my opinion, until our	
16	believe. I think people	16	president that represents	
10	feel it should have been a	17	twenty thousand plus	
18	little heavier handed	18	members, can sit in his	
10	without turning into an	19	office across from him,	
20	asshole about it. To me,	20	and discuss business, not	
20	and to everyone that	20	him chiding us for taking	
22	brought it up to me, it	21	an aggressive action	
22	seemed a little weak. To	22	against him, but honestly	
20		23	against mill, but nonestry	70
	77			79
1	further what they were	1	talking about our	
2	saying, I think it's a	2	department and our union	
3	very bad time to end the	3	and our contract, then I	
4	campaign.	4	personally think we should	
5	DAVE LUIHER: Dave	5	stay on him like hair on a	
б	Luther, Sing Sing. You're	6	bear. That's my feeling.	
7	going to bring this up	7		
8	again under new business	8	(All applause.)	
9	for the PR firm? Is there	9		
10	a motion on the table	10	PRESIDENT POWERS: I	
11	to	11	don't necessarily disagree	
12	PRESIDENT POWERS: I	12	completely on that. But	
13	just asked for consent, I	13	there's that bear, and	
14	didn't see any objection.	14	you know, shoot the	
15	DAVE LUIHER: What	15	messenger here if you	
16	you're what you were	16	want, at the end of the	
17	asking for was just to	17	day my interest is for the	
18	enter into talks with	18	twenty thousand.	
19	them?	19	And in February 2014,	
20	PRESIDENT POWERS: Yes.	20	this body directed the	
23	DAVE LUTHER: Here is	21	collective bargaining	
22	my thought, Mike. On the	22	committee to basically	
23	PR, I made it very clear	23	take the reigns in the	
	. 1			
	78			80
	78 DARLENE L. JERGE -		01	80

11 12 13 14 15 16 17 18 19 20 21 22 23	Mike, where are we at with this light duty memo that has been issued. It's becoming a real pain in the ass at the jail I'm assuming all the jails. PRESIDENT POWERS: Yeah, it came out a couple weeks ago. I immediately got on it with O'Gorman. We actually through the Western Region Office and the law firm, we were able to pull up an arbitration case from 2001 that kind of combated everything that they were looking to do in that light duty memo.	5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	information regarding the light duty and their implementation. We forwarded an arbitration award to them and I asked him to pull back that memo until their legal team takes a look at that arbitration case and decides as to how they're going to implement that. KEVIN DONNELLY: And they agreed on that. PRESIDENT POWERS: They did not. VP WEST MIANO: Joe Miano, Western Region VP. We've been telling everybody in our region	84
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12	this light duty memo that has been issued. It's becoming a real pain in the ass at the jail I'm assuming all the jails. PRESIDENT POWERS: Yeah, it came out a couple	6 7 8 9 10 11 12	light duty and their implementation. We forwarded an arbitration award to them and I asked him to pull back that memo until their legal team takes a look at that	
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11	this light duty memo that has been issued. It's becoming a real pain in the ass at the jail I'm assuming all the jails.	6 7 8 9 10	light duty and their implementation. We forwarded an arbitration award to them and I asked him to pull back that memo	
τu	this light duty memo that has been issued. It's becoming a real pain in the ass at the jail I'm	6 7 8 9	light duty and their implementation. We forwarded an arbitration award to them and I asked	
9 10	this light duty memo that has been issued. It's becoming a real pain in	6 7 8	light duty and their implementation. We forwarded an arbitration	
o 9	this light duty memo that has been issued. It's	6 7	light duty and their implementation. We	
8	this light duty memo that	б	light duty and their	
7				
6	Mike, where are we at with		Incontration regarding the	
5		5	-	
4	Donnelly, Coxsackie.	4	sent back conflicting	
3	KEVIN DONNELLY: Kevin	3	When it first came out, we	
- 2	else for me? Kevin?	2	directed by O'Gorman.	
1	on the record. Anything	1	regarding light duty	
	81			83
23	PRESIDENT POWERS: Back	23	memo that came out	00
22		22	PRESIDENT POWERS: The	
21	discussion.)	21	motion?	
20	(Off the record	20	do you mean stopped in	
19	(Off the warder)	19	KEVIN DONNELLY: What	
18	(All respond with aye.)	18	done that.	
17	(All remard with and)	17	appears that they haven't	
16	record?	16	point. And, you know, it	
15	consent to go off the	15	stopped in motion at this	
14		14	it rescinded and it	
13	Can we go off the record? Can I have unanimous	13	But, I did ask to have	
12	intents and purposes	12	other things.	
11	That bear, with all	11	along with about forty	
	_			
9 10	He's not here any more.	10	things to follow up on,	
o 9	to fruition.	9	but it's on my list of	
8	Governor and it never came	8	haven't heard back yet,	
- 7	a meeting with the	7	direction is. And I	
6	lobbyists that I would get	6	2001 and to see what that	
5	promised by our previous	5	case that we won back in	
4	Governor. I have been	4	look at that arbitration	
3	wanting to meet with the	3	their legal team takes a	
2	I, for one, for four years	2	have it rescinded until	
1	next contract negotiation.	1	I asked to O'Gorman to	

1	when those incidences	1	inmates, but they're given	
2	happen when someone is on	2	clear direction not to act	
3	light duty and they're	3	if there is a situation.	
4	violating their limited	4	PRESIDENT POWERS: It's	
5	duty capabilities that	5	right in the memo, it's	
6	were approved by the	6	ridiculous.	
7	superintendent, you need	7	KEVIN DONNELLY: I	
8	to file a grievance	8	don't see how they can	
9	individually on every	9	expect that to happen.	
10	incident.	10	PRESIDENT POWERS: It's	
11	Every time it happens,	11	ridiculous. On another	
12	you need to file a	12	note	
13	grievance. And tract	13	KEVIN DONNELLY: I'll	
14	where they're actually on	14	be damned if I'm gonna	
15	the charts, where they're	15	stand by and watch one of	
16	tracking that employee.	16	my officers get beat up.	
17	If he's in a full-time	17	PRESIDENT POWERS:	
18	post, you need to get that	18	There was an e-mail that	
19	and make that part of the	19	came back also, because he	
20	grievance as well. Erin	20	sent that to all the	
21	talked about this, we	21	unions. There was an	
22	talked about this at the	22	e-mail that came back	
23	board with Erin Parker	23	from oh, that's for	
	85			87
1	yesterday and she said we	1	drug testing, I was	
2	should be writing a	2	thinking the CSEA, but	
3	grievance every single	3	forget it. That's a whole	
4	time it happens.	4	different issue I'm	
5	So, when you have an	5	thinking of.	
б	incident where they're	б	But, again, keep in	
7	putting somebody on light	7	mind, when anybody gets	
8	duty, putting them in a	8	assigned to a light duty,	
9	full time post, whether	9	if it's a plot plan job,	
10	they're on special watch,	10	it's a bid job, somebody's	
11	as an escort,	11	bid job, you got to drop	
12	construction, you need to	12	that grievance. If it's	
13	file a grievance.	13	construction, drop that	
14	KEVIN DONNELLY: Kevin	14	grievance. If it has any	
15	Donnelly, Coxsackie. Mike,	15	ability to have any	
16	my concern is in the memo	16	contact with inmate	
17	that was read to us, that	17	population or offender	
18	they're directing these	18	population and the	
19	officers to sit on	19	capacity for intervention	
20	one-on-ones and situations	20	is there, drop the	
21	where they'll be around	21	grievance. Just drop the	
22	inmates or officers that	22	grievance. Fill them out,	
23	will be working around	23	get them in and get them	
	86			88
	DARLENE L. JERGE -	Court	Stonographer	
		COULL	SCEILOGLADITEL	

1	going. Shawn?	1	out to our grievance	
2	SHAWN KEENAN: Keenan,	2	coordinator with that. Is	
3	out of Wende. The memo	3	that it? Keep up the good	
4	clearly we get letters	4	work. Tammy?	
5	from Shipley constantly,	5	EXECUTIVE VP SAWCHUK:	
6	especially in my facility,	6	Good afternoon everyone.	
7	for NODs and everything	7	I just wanted to do a	
8	else, quoting the	8	little bit of a campaign	
9	employee's manual and the	9	summary because just a	
10	employee's manual clearly	10	recap of the campaign	
11	states that you will come	11	sunmary.	
12	to the aid of another	12	The campaign was	
13	employee. So you're	13	citizens for protections	
14	telling us to avoid that?	14	of New York. It was a	
15	PRESIDENT POWERS:	15	NYSCOPBA campaign that	
16	They're not directing	16	engaged in a multifaceted	
17	that, but it kind of	17	advertising campaign	
18	implies that to the extent	18	focused on criminal	
19	in the language of the	19	justice reforms.	
20	memo. That's why the	20	And the goal of the	
21	grievance needs to get	21	campaign was to attack the	
22	dropped. The minute we	22	Governor's position and	
23	have an instance of that,	23	his administration's hard	
	89		91	
1	they	1	line to listen to our	
2	SHAWN KEENAN: Can't we	2	contract negotiations.	
3	use that as an IP?	3	This campaign and this	
4	PRESIDENT POWERS:	4	message was based on	
5	Let's get our protections	5	scientific poling data	
6	in place and get the	6	that focused on issues	
7	grievances on file so we	7	that resonate amongst the	
8	can look at it further and	8	general public. Overall,	
9	see if we can't walk this	9	the campaign was a huge	
10	thing back anyway.		success.	
10	ANDY LASHUA: Lashua,	10	Why? It created	
			tremendous buzz in the	
12	Greene. Can we get some assistance from the	12	digital word.	
13		13	-	
14	grievance department so	14	Advertisements created	
15 16	that all the grievances	15	their own public relations	
16	would be uniform, as far	16	activity, high value	
17	as articles violated, the	17	placements in publications	
18	general wording of the	18	like the New York Post and	
19	grievance so that they all	19	the Daily News. It put	
20	can be compiled together.	20	the administration on the	
21	PRESIDENT POWERS: By	21	defensive and it displayed	
22	all means, if you get	22	the pallor of NYSCOPBA	
23	instance like that, reach	23	when they choose to wield	
	90		92	

1	it.	1	that's a little bit about
2	Just the statistics,	2	the campaign.
3	some of them. Campaign	3	Last EA I guess I
4	dates, July 16th through	4	didn't give the
5	August 5th, the budget was	5	suspensions to date. I
6	a hundred and thirty-five	6	guess you want that
7	thousand dollars. Total	7	information as well. I
8	estimated impressions,	8	will do it today and going
9	4.25 million. Facebook,	9	forward. To date, non
10	eight hundred and	10	outside charges, there are
11	sixty-four thousand.	11	thirty suspensions for
12	Twitter, two hundred and	12	internal charges. We have
13	eighty-two thousand, for a	13	twenty-nine people on the
14	total of 1.15 million.	14	RDF, that's the Rain Day
15	Stations, News 12, New	15	Fund. There are one
16	York 1 and Spectrum, Long	16	hundred and ninety-eight
17	Island, Westchester,	17	people that were agency
18	Hudson Valley, New York	18	fee payers that are no
19	City, Albany, Rochester,	19	longer members. So they
20	Buffalo. We had three	20	dropped off because of the
21	hundred and sixty-nine	21	way it's code with the
22	spots, estimated household	22	comptroller's office,
23	impressions, 1.22 million.	23	because they don't have a
	93		- 95
1	Campaign summary for	1	card on file.
2	radio. We had WHAM AM,	2	Someone came to me
3	Talk 1300, WEM AM, WKRP	3	today with a rumor, so I'm
4	AM, WNBF AM, and WSR AM,	4	the myth buster, and said
5	Rochester, Albany,	5	that we've had over a
6	Buffalo, Poughkeepsie	6	thousand members to date
7	Binghamton, Syracuse.	7	opt out. That is not
8	1.88 million viewers.	8	true. We had two, and one
9	It was a success. Do	9	of the two is begging to
10	not doubt that. Don't let	10	get back in.
11	some comments from a	11	VP MID-HUDSON MAZZELLA:
12	fledgling of Governor	12	They both are.
13	Cuomo, like Dani Lever,	13	EXECUTIVE VP SAWCHUK:
14	take anything for what we	14	Oh, they both are.
15	do and how we put our	15	PRESIDENT POWERS: And
16	lives on the line every	16	they're both in trouble.
17	day for the public or for	17	EXECUTIVE VP SAWCHUK:
18	our communities, for our	18	So, having said that, I'm
19	families, for our friends.	19	telling you I stand here
20	Don't let her take that	20	proud to say that we are
21	away from. We're better	21	not PEF, we are not NYSUT,
22	than that. We always will	22	we're not CSEA. We're not
23	be better than that. So	23	any of those other unions.
	94		96

1	Our members have faith.	1	one. I got seven	
2	They believe. We do have	2	applications so far and	
3	unity. We are a sister	3	one looks promising. So,	
4	and brotherhood. And we	4	she's still working with	
5	will continue to be and	5	us until we find somebody.	
6	our members do not opt	6	She's helping us along.	
7	out. They're not jumping	7	I also wanted to remind	
8	ship. And they're not	8	everybody, too, with your	
9	abandoning NYSCOPBA and	9	Quill account, try not to	
10	they never will.	10	place orders the last week	
11		11	of the month because it	
12	(All Applause.)	12	takes me a few days to go	
13		13	through everything and	
14	EXECUTIVE VP SAWCHUK:	14	process them. And I don't	
15	I think I'll leave on that	15	want somebody going into	
16	positive note.	16	the next month and being	
17	PRESIDENT POWERS:	17	billed twice. So, if you	
18	Toby?	18	could do it in the middle	
19	TREASURER HOGAN: We're	19	of the month, that would	
20	going to take a ten minute	20	be great. But keep up the	
21	break.	21	good work. That's all I	
22		22	got. Anybody got	
23	(Recess taken.)	23	anything? Tom, do you	
	97		99	
1		1	have a issue with Quill?	
2	TREASURER HOGAN:	2	I will work with you on it	
3	Good afternoon. My	3	and get it going. Anybody	
4	treasurer's report, total	4	else? Thank you.	
5	cash, 9.96 million. The	5	PRESIDENT POWERS: We	
6	Rainy Day Fund, eighty-two	6	have a quick presentation	
7	thousand. Legal Defense	7	from the vendor out in	
8	Fund, 2.445 million.	8	front. Lisa, could you go	
9	Unrestricted bonds, 6.1	9	out and grab Walt Barrett	
10	million. Restricted bond,	10	and his team.	
11	1.49 million. General Op,	11	TREASURER HOGAN: I got	
12	1.325 million.	12	one more thing also, our	
13	As of this morning,	13	power is out at Hackett	
14	we've given out a hundred	14	Boulevard so the server is	
15	eight thousand, six	15	out. So, Sonya had to	
16	hundred dollars worth of	16	hand write all the checks,	
17	scholarships.	17	so I wanted to let you	
18	Catastrophic, forty-two	18	know.	
19	thousand, seven hundred	19	WALT BARRETT: Hello.	
20	fifty. And our Workers'	20	Good afternoon. Brothers	
21	Comp specialist has	21	and sisters of NYSCOPBA.	
22	magional and walks in the	1 0 0	My name is Walt Barrett.	
	resigned and we're in the	22	-	
23	process of getting another	22	I retired in '09 as a	

23	walking the toughest beat	23	have a clear understanding	
22	for a living. Truly	22	put together so far so you	
21	sisters of NYSCOPBA did	21	what we've been able to	
20	what the brothers and	20	little background behind	
19	Hansaton, we told them	19	I wanted to give you a	
18	We reached out to	18	AudNet in just a bit, but	
17	today.	17	you a little more about	
16	are actually sitting here	16	Hearing Group. I'll tell	
15	talked to many of you, who	15	organization called AudNet	
14	down to several EAs and	14	communications for an	
13	hand please. And we came	13	president of corporate	
12	John, can you raise your	12	Smriga, I am the vice	
11	with me very closely	11	My name is David	
10	boss, John Suarez worked	10	Barrett to put together.	
9	together for you. My	9	both John Suarez and Walt	
8	people that put this	8	pleasure of working with	
7	want and we found the	7	program that we've had the	
6	we finally have what we	6	little bit about the	
5	fourteen months later and	5	the opportunity to share a	
4	Now here we are roughly	4	like to thank you all for	
3	the green light.	3	afternoon everyone. I'd	
2	they pretty much gave me	2	DAVID SMRIGA: Good	
1	liked what they saw and		Dave Smriga.	
1	liked what they saw and	1	Dave Smriga	
	101			103
23	the proposal over, they	23	turn the lector over to	
22	Chris Hansen. They looked	22	have any questions. So I	
21	committee and send it to	21	amount of Q and As, if you	
20	the health and welfare	20	after we can field a small	
19	of the founding fathers of	19	Power Point here and then	
18	together since I was one	18	David. We have a small	
17	would put a proposal	17	So, I'd like to introduce	
16	So, I thought that I	16	like the spokesperson.	
15	patients.	15	Smriga. And is he kind of	
14	good care of their	14	sitting behind me, David	
13	really, really took very	13	and his name is he is	
12	care, and they just	12	gentleman through AudNet	
11	prices down, great after	11	worked with another	
10	very caring, they kept the	10	technology. And we also	
9	found out that they were	9	really nice piece of	
8	audiologists. And I soon	8	very good program, a	
7	work with a group of	7	Grant put together a	
б	In 2015, I started to	6	charge of Hansaton USA.	
5	here today on many EAs.	5	Grant Smith; he was in	
4	very tables that you sit	4	individual by the name of	
3	Facility. I sat in those	3	got in touch with an	
2	Adirondack Correctional	2	the United States. And we	
1	correction officer from	1	in New York, if not all of	

1	of what the opportunity	1	than just simple hearing	
2	represents.	2	aid technology. What also	
3	Go ahead, next slide.	3	happened at that point was	
4	And you can move one more.	4	that the wholesale cost of	
5	The hearing health care	5	hearing instruments to	
6	industry is not that	6	providers tripled and in	
7	different from most	7	many cases quadrupled, so	
8	industries when it comes	8	the hearing health care	
9	to disruptive innovation.	9	product became a much more	
10	Probably one of the things	10	expensive product for	
11	that most people are most	11	hearing health care	
12	acutely aware of now is	12	providers to provide. And	
13	the recent legislation	13	that cost ended up being	
14	that went into affect in	14	passed on to the consumers	
15	the Fall of 2017, that has	15	of hearing health care	
16	directed the Food and Drug	16	products.	
17	Administration to create a	17	That huge change in	
18	new category of hearing	18	pricing also did another	
19	aids to be sold directly	19	thing. It made the	
20	to consumers over the	20	manufacturers of hearing	
21	counter.	21	instruments significantly	
22	But there are a number	22	more wealthy than they	
23	of other disruptive	23	once were. And what they	
	105			107
1	innovations more historic	1	did with that wealth is	
2	that play an even more	2	they went on a buying	
3	important role in terms of	3	spree. The first thing	
4	what we had to put	4	they did was buy up their	
5	together for you guys here	5	competition.	
б	today. Go ahead, next	6	In the 1970s, there	
7	slide.	7	were approximately	
8	Back in the 1970s,	8	eighty-eight manufacturers	
9	pretty much all of the	9	of hearing instruments	
10	hearing health care	10	worldwide. Today, we talk	
11	providers in the United	11	many times what we call	
12	States were private or	12	the big six. Six	
13	small business people,	13	manufacturers that now	
14				
	with the only exception	14	control ninety-eight	
15	with the only exception being those that worked	14 15	control ninety-eight percent of the hearing	
15 16				
	being those that worked	15	percent of the hearing	
16	being those that worked out of the Veterans	15 16	percent of the hearing aids that are sold	
16 17	being those that worked out of the Veterans Administration Hospitals	15 16 17	percent of the hearing aids that are sold globally.	
16 17 18	being those that worked out of the Veterans Administration Hospitals across the country.	15 16 17 18	percent of the hearing aids that are sold globally. But after they had	
16 17 18 19	being those that worked out of the Veterans Administration Hospitals across the country. Now, the next slide.	15 16 17 18 19	percent of the hearing aids that are sold globally. But after they had consolidated their	
16 17 18 19 20	being those that worked out of the Veterans Administration Hospitals across the country. Now, the next slide. In the 1990s, we went from	15 16 17 18 19 20	percent of the hearing aids that are sold globally. But after they had consolidated their competition, the next step	
16 17 18 19 20 21	<pre>being those that worked out of the Veterans Administration Hospitals across the country. Now, the next slide. In the 1990s, we went from analog to digital in terms</pre>	15 16 17 18 19 20 21	percent of the hearing aids that are sold globally. But after they had consolidated their competition, the next step in that process was for	
16 17 18 19 20 21 22	being those that worked out of the Veterans Administration Hospitals across the country. Now, the next slide. In the 1990s, we went from analog to digital in terms of hearing aid technology.	15 16 17 18 19 20 21 22	percent of the hearing aids that are sold globally. But after they had consolidated their competition, the next step in that process was for them to buy up	108
16 17 18 19 20 21 22	<pre>being those that worked out of the Veterans Administration Hospitals across the country. Now, the next slide. In the 1990s, we went from analog to digital in terms of hearing aid technology. This changed a lot more</pre>	15 16 17 18 19 20 21 22 23	percent of the hearing aids that are sold globally. But after they had consolidated their competition, the next step in that process was for them to buy up distribution. If you	108

1	could move to the next	1	where we're taking these
2	slight. I have been	2	independent practices
3	tracking this personally	3	across the United States,
4	and writing articles about	4	organizing it into a
5	this in trade journals in	5	union, and negotiating
б	our industry for the past	6	with manufacturers for
7	fifteen years.	7	better prices on a
8	In 2003, approximately	8	collective basis.
9	thirty-one percent of all	9	Next slide. So if you
10	of the providers of	10	click through here, we're
11	hearing health care	11	one of the industries
12	services in the United	12	largest purchasing
13	States were now owned by	13	organization right now.
14	corporations and many	14	The main reason we got
15	cases by manufacturers.	15	there is by a merger
16	And another twenty-three	16	between two companies.
17	percent were affiliated	17	One that I started in 2001
18	with those suppliers in	18	called AudNet Inc. And
19	order to try to get better	19	one that was the first
20	cost, which left only	20	buying group in our
21	forty-six percent of the	21	industry called Marcon
22	providers in the United	22	Group, which was
23	States remaining	23	established in the late
	109		111
1	independent, autonomous	1	1970s. Combined, we
2	small business men.	2	formed AudNet Hearing
3	Fast forward to the	3	Group and that makes us
4	next slide, in 2013 the	4	one of the largest hearing
5	number is now around	5	groups in the United
б	fifteen percent. So, the	6	States.
7	small businessman is	7	Next slide. So, our
8	taking a huge hit when it	8	mission is to support
9	comes to hearing health	9	professional hearing care
10	care distribution in the	10	and independent practice
11	United States. Next	11	in the United States by,
12	slide. Somebody has got	12	number one, go ahead.
13	to fight this.	13	Lowering the cost of
13	So what we did, and go	14	products and supplies that
15	ahead to the next slide.	15	they need to run their
15	We established an	16	business through
10	organization called AudNet	17	collective bargaining.
18	hearing group. AudNet	18	And the next one. Which
18	Hearing Group by most	18	brings better value to the
	people's definition is a		clients they serve and
20		20	-
21	group purchasing	21	helps them better compete
22	organization; a co-op if	22	with these corporate
23	you will. An organization	23	retailers that they're now
	110		112

1	having to compete with.	1	take them, they'll	
2	We also collaborate	2	refurbish them and use	
3	with our members both on	3	that to get those to the	
4	an educational and on a	4	people that couldn't get	
5	business support basis to	5	them in any other way.	
б	help them in their success	6	Next slide. We also	
7	and their ability to	7	have established a	
8	compete in this new	8	business resource	
9	market.	9	organization. If you just	
10	Next slide. In June of	10	click through these	
11	this year we had our first	11	operational, professional,	
12	annual meeting with our	12	development and practice	
13	members, where we not only	13	growth business support	
14	provided educational	14	services that we offer our	
15	opportunities but we had	15	members as well at	
16	some fun activities as	16	discounts.	
17	well. The gentleman you	17	That's the AudNet	
18	see in the middle in the	18	Hearing Group side of it.	
19	bottom picture, his name	19	If you click again, what's	
20	is Justin Osmond, he is	20	more interesting is the	
21	the nephew of Donny and	21	opportunity that we're	
22	Marie Osmond.	22	going to be talking about	
23	Justin was born	23	today. As Walt mentioned,	
	113			115
1	severely hearing impaired	1	both he and John Suarez	
1 2	severely hearing impaired and had to wear hearing	1 2	both he and John Suarez back about two years ago	
2	and had to wear hearing	2	back about two years ago	
2 3	and had to wear hearing aids for most, if not all	2 3	back about two years ago came up with an idea. Go	
2 3 4	and had to wear hearing aids for most, if not all of his life. He has now	2 3 4	back about two years ago came up with an idea. Go ahead and click through.	
2 3 4	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to	2 3 4	back about two years ago came up with an idea. Go ahead and click through. They looked at the	
2 3 4 5 6	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less	2 3 4 5 6	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package	
2 3 4 5 6 7	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who	2 3 4 5 6 7	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care	
2 3 4 5 6 7 8	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And	2 3 4 5 6 7 8	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and	
2 3 4 5 6 7 8 9	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation	2 3 4 5 6 7 8 9	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a	
2 3 4 5 6 7 8 9 10	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond	2 3 4 5 6 7 8 9 10	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar	
2 3 4 5 6 7 8 9 10 11	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his	2 3 4 5 6 7 8 9 10 11	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your	
2 3 4 5 6 7 8 9 10 11 12	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they	2 3 4 5 6 7 8 9 10 11 12	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's	
2 3 4 5 6 7 8 9 10 11 12 13	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world	2 3 4 5 6 7 8 9 10 11 12 13	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four	
2 3 4 5 6 7 8 9 10 11 12 13 14	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world providing hearing	2 3 4 5 6 7 8 9 10 11 12 13 14	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four years. And that that	
2 3 4 5 6 7 8 9 10 11 12 13 14 15	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world providing hearing instruments and hearing	2 3 4 5 6 7 8 9 10 11 12 13 14 15	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four years. And that that benefit is paid directly	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world providing hearing instruments and hearing health care to people who	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four years. And that that benefit is paid directly to union members as	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world providing hearing instruments and hearing health care to people who can't afford or get them	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four years. And that that benefit is paid directly to union members as opposed to providers or	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world providing hearing instruments and hearing health care to people who can't afford or get them on their own.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four years. And that that benefit is paid directly to union members as opposed to providers or manufacturers of hearing	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world providing hearing instruments and hearing health care to people who can't afford or get them on their own. In fact, one of the	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four years. And that that benefit is paid directly to union members as opposed to providers or manufacturers of hearing instrument products. Next slide. So, the	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world providing hearing instruments and hearing health care to people who can't afford or get them on their own. In fact, one of the things that this	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four years. And that that benefit is paid directly to union members as opposed to providers or manufacturers of hearing instrument products.	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	and had to wear hearing aids for most, if not all of his life. He has now dedicated his life to helping others less fortunate than he, who have hearing losses. And he's created a foundation called the Olive Osmond foundation named after his grandmother. And they travel around the world providing hearing instruments and hearing health care to people who can't afford or get them on their own. In fact, one of the things that this organization does is if	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	back about two years ago came up with an idea. Go ahead and click through. They looked at the current benefit package for hearing health care for NYSCOPBA members and recognized that you have a three thousand dollar benefit through your empire plan that's renewable every four years. And that that benefit is paid directly to union members as opposed to providers or manufacturers of hearing instrument products. Next slide. So, the current process that any	116

1	through is they would go	1	bit different.	
2	to any hearing aid	2	Next slide. According	
3	provider in their area to	3	to the most recent	
4	purchase hearing aids.	4	statistics on average in	
5	The provider would bill	5	the United States since	
6	the member at whatever	6	2004, the retail price for	
7	prices that they deem was	7	binaural set of hearing	
8	appropriate for that	8	aids ran between three	
9	transaction. The member	9	thousand four hundred and	
10	would secure their	10	forty-two hundred dollars.	
11	monetary benefit from	11	Now, if you go directly to	
12	Empire. And then finally,	12	the top end products,	
13	they would be able to	13	you'll probably be paying	
14	offset the cost with that	14	close to forty-eight	
15	benefit.	15	hundred dollars a set for	
16	Now, if you go to the	16	those hearing aids. And	
17	internet and Google the	17	this can vary, it can vary	
18	term, six thousand dollars	18	from provider to provider	
19	hearing aids you will get	19	and even from state to	
20	approximately ninety	20	state. But if we use that	
21	thousand hits, six	21	forty-eight hundred dollar	
22	thousand dollar hearing	22	benchmark as a reference	
23	aids. Which tells you	23	here, then the current	
	117			119
1	there's a lot of noise out	1	process for a NYSCOPBA	
2	there on the internet	2	member who is interested	
3	trying to convince the	3	in getting instruments	
4	consuming public that	4	would like something like	
5	if you purchase a set of	5	this.	
6	hearing aids through a	6	The provider would	
7	local retailer, you're	7	charge the member for	
8	probably going to be	8	those hearing instruments.	
9	paying about six thousand	9	The member would file for	
10	dollars for those hearing	10	and get the reimbursement	
10	instruments.	11	from Empire of three	
12	That's not necessarily	11	thousand, but the member	
13	the case, because this	12	would have to pay that	
13	number is actually being	14	provider the forty-eight	
15	promoted by people who are	15	hundred, which means the	
15	promoted by peopre who are	1 1 2	numer, wind means the	
10	on the internet to cell	16	out of more to that	
17	on the internet to sell bearing aids directly to	16	out of pocket cost to that	
17 18	hearing aids directly to	17	member could be as much as	
18	hearing aids directly to you and bypass	17 18	member could be as much as eighteen hundred dollars	
18 19	hearing aids directly to you and bypass professional health care.	17 18 19	member could be as much as eighteen hundred dollars or more.	
18 19 20	hearing aids directly to you and bypass professional health care. So, they try to make	17 18 19 20	member could be as much as eighteen hundred dollars or more. This was the current	
18 19 20 21	hearing aids directly to you and bypass professional health care. So, they try to make professional health care	17 18 19 20 21	member could be as much as eighteen hundred dollars or more. This was the current circumstance that John and	
18 19 20 21 22	hearing aids directly to you and bypass professional health care. So, they try to make professional health care look like it's gouging.	17 18 19 20 21 22	member could be as much as eighteen hundred dollars or more. This was the current circumstance that John and Walter wanted to address.	
18 19 20 21	hearing aids directly to you and bypass professional health care. So, they try to make professional health care	17 18 19 20 21	member could be as much as eighteen hundred dollars or more. This was the current circumstance that John and	120

John and Walter were
establishing.
So, we would then
establish a network of
participating providers
across the
State of New York who will
offer this no out of
pocket benefit to
interested NYSCOPBA
members in exchange for
the fact that BHBA will be
referring interested
NYSCOPBA members to these
participating providers.
Next slide. So here is
how it would work under
this arrangement. The
union member would contact
BHBA to let them know
they're interested. We
would then refer that
union member to a

б

happened through two years

Hearing Group is going to

supply hearing aids to an

Hearing Benefit Alliance.

BHBA will work with

lifetime no out of pocket

NYSCOPBA members. Here is

how this will work. Next

slide. The purpose of

BHBA is to get not low

end, but high quality

digital hearing instrument

products to all NYSCOPBA

members who may need them

at no out of pocket cost.

hearing aid benefit for

organization, a company

called the Benevolent

NYSCOPBA to create a

BHBA.

of conversation and

effort, is that our

organization AudNet

1	Next slide. This is	1	participating BHBA	
2	accomplished by levering	2	provider in the area.	
3	the cost reduction	3	That provider would test	
4	opportunities that group	4	that patient's hearing and	
5	purchasing can afford.	5	place, if necessary, an	
б	That's why these folks	б	order for the appropriate	
7	went to Grant Smith first	7	products through BHBA.	
8	at Hansaton. And when he	8	The union member, again,	
9	heard what they were	9	can get these hearing aids	
10	trying to accomplish, the	10	at no out of pocket cost.	
11	first thought in his mind	11	So if we go to the next	
12	was, well, let's go to the	12	slide, we'll see how this	
13	AudNet Hearing Group	13	works. The union member	
14	because we know they've	14	visits a BHBA provider,	
15	already got some of the	15	the provider charges	
16	lowest prices, but only	16	limited to three thousand	
17	for Hansaton products but	17	dollars for these no out	
18	for a number of other	18	of pocket instruments.	
19	hearing instrument	19	The union member would be	
20	manufacturer products as	20	reimbursed through their	
21	well. So this might be	21	Empire benefit, three	
22	the quickest path to try	22	thousand dollars, which	
23	to get to the goal that	23	they would then pay to	
	122			124
		TEDAE A.		

DARLENE L. JERGE - Court Stenographer

1	their provider, which	1	interested, this would be	
2	means there's zero out of	2	strictly an opportunity	
3	pocket cost associated	3	for you to direct us, BHBA	
4	with that particular	4	through AudNet Hearing	
5	transaction.	5	Group would be more than	
б	Go on to the next	6	happy if you want to	
7	slide. Here is another	7	donate those hearing	
8	key benefit. This is what	8	instruments to the Olive	
9	we were able to negotiate	9	Osmond Foundation, to make	
10	with the folks at Hansaton	10	sure that that happens,	
11	and make happen. Your	11	we'll make sure that that	
12	benefit renews every four	12	happens as well.	
13	years. There isn't a	13	Next slide. So just to	
14	hearing instrument product	14	give you a quick summary.	
15	in the industry that is	15	BHBA offers NYSCOPBA	
16	warranted for four years.	16	members two high-tech	
17	Through our negotiations	17	digital hearing	
18	we were able to get a four	18	instruments at no out of	
19	year warranty for the	19	pocket costs every four	
20	products that we'll be	20	years, as long as that	
21	selling under this	21	NYSCOPBA member is a	
22	benefits program.	22	member of the Empire plan.	
23	So that means that any	23	These hearing aids also	
	125			127
1	union member who gets	1	warranteed for four years	
1	union member who gets	1	warranteed for four years	
2	hearing instruments	2	so there is no out of	
-	hearing instruments through this program,	2	so there is no out of pocket costs for any	
2 3 4	hearing instruments through this program, would not only have the	2 3 4	so there is no out of pocket costs for any repair charges ever. And	
2 3 4 5	hearing instruments through this program, would not only have the opportunity to get them at	2 3 4 5	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed	
2 3 4 5 6	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but	2 3 4 5 6	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these	
2 3 4 5 6 7	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to	2 3 4 5 6 7	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime.	
2 3 4 5 6 7 8	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that	2 3 4 5 6 7 8	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in	
2 3 4 5 6 7 8 9	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing	2 3 4 5 6 7 8 9	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your	
2 3 4 5 6 7 8 9 10	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of	2 3 4 5 6 7 8 9 10	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of	
2 3 4 5 6 7 8 9 10 11	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the	2 3 4 5 6 7 8 9 10 11	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life.	
2 3 4 5 6 7 8 9 10 11 12	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get	2 3 4 5 6 7 8 9 10 11 12	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under	
2 3 4 5 6 7 8 9 10 11 12 13	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments	2 3 4 5 6 7 8 9 10 11 12 13	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase	
2 3 4 5 6 7 8 9 10 11 12 13 14	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program,	2 3 4 5 6 7 8 9 10 11 12 13 14	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is	
2 3 4 5 6 7 8 9 10 11 12 13 14 15	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be	2 3 4 5 6 7 8 9 10 11 12 13 14 15	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be warranteed for four years.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is available to union	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be warranteed for four years. So you would never be out	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is available to union members, if this is where	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be warranteed for four years. So you would never be out of pocket for the hearing	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is available to union members, if this is where you choose. If you would	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be warranteed for four years. So you would never be out of pocket for the hearing instruments or for any	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is available to union members, if this is where you choose. If you would rather not go to a	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be warranteed for four years. So you would never be out of pocket for the hearing instruments or for any repair charges that would	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is available to union members, if this is where you choose. If you would rather not go to a participating provider,	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be warranteed for four years. So you would never be out of pocket for the hearing instruments or for any repair charges that would be occurring during that	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is available to union members, if this is where you choose. If you would rather not go to a participating provider, that's your option.	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be warranteed for four years. So you would never be out of pocket for the hearing instruments or for any repair charges that would be occurring during that four year period of time.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is available to union members, if this is where you choose. If you would rather not go to a participating provider, that's your option. Participating providers	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	hearing instruments through this program, would not only have the opportunity to get them at no out of pocket cost, but would never be expected to pay for repair during that lifetime of the hearing instrument. At the end of the four years of the benefit, you simply get new hearing instruments through the same program, which would also be warranteed for four years. So you would never be out of pocket for the hearing instruments or for any repair charges that would be occurring during that	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	so there is no out of pocket costs for any repair charges ever. And the benefit can be renewed every four years, so these benefits are lifetime. Once you get involved in this, this will be your benefit for the rest of your life. Union members are under no obligation to purchase in this fashion. This is simply an option that is available to union members, if this is where you choose. If you would rather not go to a participating provider, that's your option.	128

1	out of pocket feature.	1	be needed. And once that	
2	Next slide. This is	2	has been finalized, all of	
3	just to simply to give you	3	you will get the detailed	
4	an idea. The first two	4	information about this	
5	columns are no out of	5	program so you can share	
6	pocket options that	6	that with your colleagues	
7	we were looking at as of	7	back at your places of	
8	Monday of this week. All	8	work.	
9	of the asterisked items	9	Walter Barrett will be	
10	that you see here are	10	working with union	
11	considered high technology	11	members, as kind of the	
12	features, so all of the	12	liaison. His job will be	
13	products have high	13	to familiarize all the	
14	technology features.	14	union members what this	
15	And we just got a new	15	benefit is about and also	
16	offer in just last night,	16	to advocate on union	
17	that may allow us to move	17	members behalf. If	
18	one of the dots that you	18	there's anything that you	
19	see up on top for the	19	didn't experience that you	
20	rechargeable battery	20	thought you should have	
21	feature, into the no out	21	experienced, Walter is the	
22	of pocket category.	22	guy to let know. And	
23	So, this is still a	23	he'll let us know and	
	129			131
1	work in progress at this	1	we'll correct whatever we	
2	point. We're very excited	2	need to correct to make	
3	that we've been able to	3	sure that that experience	
4	get as much high tech	4	remains everything we	
5	features into the no out	5	promised it would be and	
б	of pocket categories and	6	what we shared with you	
7	we're able to do by	7	today.	
8	leveraging our	8	With that said, I'd	
9	relationship with the	9	like to thank you again	
10	suppliers and getting them	10	for the opportunity to be	
11	to cooperate and trying to	11	able to share this	
12	get the best possible	12	information with you. If	
13	package of technology and	13	you have any questions,	
14	service to you folks.	14	we'll be happy to answer	
15	Next slide. Our plan	15	those as well. Thank you.	
16	right now is targeted to	16		
17	launch this statewide in	17	(All applause.)	
18	October 1st. Prior to	18		
19	that date, we're still	19	ANDY LASHUA: Lashua,	
20	putting the final pieces	20	Greene. Is this going to	
21	together in terms of	21	be open to the retiree	
22	establishing the statewide	22	chapter members too.	
23	provider network that will	23	WALTER BARRETT: Yes,	
	130			132

22 22 23	right. You should. WALTER BARRETT:		22	DAVE LUTHER: Luther, out of Sing Sing. I do	
20	SHAUN KEENAN: All		20	questions on anything?	
19 20	me, we can go over that with you.		19 20	if anybody has any	
18	break, come over and see		18	don't really have any new information. I don't know	
17	to step out at the next		17	And other than that, I	
16	though. If you would like		16	waiting for word on that.	
15	right at my desk out there		15	don't know, we're just	
14	of my head. I have it		14	more. At this point, I	
13	have it right off the top		13	talk about it a little bit	
12	are some that do. I don't		12	information and we can	
11	WALTER BARRETT: There		11	I will have more	
10	this.		10	Probably next meeting	
9	you don't get covered by		9	will go to.	
8	you're not an Empire plan,		8	to choose, who the award	
7	answer that question, if		7	decision who they're going	
б	SHAUN KEENAN: So to		6	just waiting for a	
5	SO.		5	interviews. And we're	
4	Empire just happens to do		4	proposals, having	
3	money towards that.		3	process of reading the	
2	policies that does provide		2	We've gone through the	
1	towards one of those		1	around, it was thrown out.	
	13	3			135
23	that you would graduate		23	approved first time	
22	it would seem only natural		22	threw Optic Health got	
21	problems, then in November		21	is back out to bid. They	
20	household that has hearing		20	prescription drug program	
19	to know somebody in your		19	this before. The	
18	question is, if you happen		18	more time, I mentioned	
17	usually answer that		17	I guess I will mention one	
16	them don't. The way I		16	on the last couple months.	
15	of them do and some of		15	much that has been going	
14	WALTER BARRETT: Some		14	have much. There's not	
13	participate?		13	Afternoon. I don't really	
12	doesn't get to		12	SHARON SMITH:	
11	Health, Blue Cross,		11	report?	
10	is part of say Independent		10	Sharon, do you have a	
9	only. So any member that		9	departmental reports.	
8	mentioned that it's Empire		8	We'll move into	
7	out of Wende. You		7	Thank you, Gentlemen.	
6	- SHAUN KEENAN: Keenan		6	PRESIDENT POWERS:	
5	you.		5	hearing aid. Thank you.	
4	ANDY LASHUA: Thank		4	aid that part of the	
3	cost to the chapter.		3	separate from the hearing	
2	retirement chapter at no		2	dollar copay, that's	
1	this will push to the		1	Diagnostics is a twenty	

1	have one question it was	1	send it out.
2	brought to my attention.	2	SHARON SMITH: Okay.
3	Some of my members who are	3	DAVE LUTHER: Now,
4	not Empire, received	4	something that you and I
5	letters that their	5	have talked about several
6	premiums were going up ten	6	times over the last week,
7	percent. Do you know	7	medical marijuana.
8	anything about that?	8	SHARON SMITH: Right.
9	SHARON SMITH: No.	9	DAVE LUTHER: Medical
10	Because the HMOs submit to	10	marijuana is of course
10	the Insurance Department	10	used to get people off of
	what they want to raise		opiates and chronic pain
12	_	12	
13	the rates to every year.	13	and glaucoma and all those
14	And they have to be	14	good things, in lieu of
15	approved, and whatever	15	popping the pills.
16	they are, they are.	16	Now I understand well
17	That's not the state plan,	17	that the federal firearms
18	they're not negotiated	18	law says that if you're a
19	with the state.	19	law enforcement officer
20	So whatever, you know,	20	with permission and/or the
21	monies that they spent or,	21	ability to carry firearms,
22	you know, did well or	22	you can not be associated
23	didn't do well and what	23	with medical marijuana or
	137		139
1	they need for the next	1	any byproduct thereof.
1 2	they need for the next year is all in their	1 2	any byproduct thereof. That I'm very clear on.
	-		
2	year is all in their	2	That I'm very clear on.
2 3	year is all in their rates. But they all come	2 3	That I'm very clear on. However, there's like
2 3 4	year is all in their rates. But they all come out at the same time, so	2 3 4	That I'm very clear on. However, there's like eighteen hundred of our
2 3 4 5	year is all in their rates. But they all come out at the same time, so we have no idea what the	2 3 4 5	That I'm very clear on. However, there's like eighteen hundred of our members who are not
2 3 4 5 6	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either.	2 3 4 5 6	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms
2 3 4 5 6 7	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUTHER: Thank	2 3 4 5 6 7	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there
2 3 4 5 6 7 8	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUITHER: Thank you. It was brought to my	2 3 4 5 6 7 8	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand
2 3 4 5 6 7 8 9	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUTHER: Thank you. It was brought to my attention by several of my members who are not	2 3 4 5 6 7 8 9	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand members of NYSCOPBA that all have spouses or
2 3 4 5 6 7 8 9 10	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUTHER: Thank you. It was brought to my attention by several of my members who are not Empire, they received	2 3 4 5 6 7 8 9 10	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand members of NYSCOPBA that
2 3 4 5 6 7 8 9 10 11	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUITHER: Thank you. It was brought to my attention by several of my members who are not Empire, they received letters looking at a ten	2 3 4 5 6 7 8 9 10 11	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand members of NYSCOPBA that all have spouses or significant others or those on their health
2 3 4 5 6 7 8 9 10 11 12	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUITHER: Thank you. It was brought to my attention by several of my members who are not Empire, they received letters looking at a ten percent increase.	2 3 4 5 6 7 8 9 10 11 12 13	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand members of NYSCOPBA that all have spouses or significant others or those on their health plans that medical
2 3 4 5 6 7 8 9 10 11 12 13 14	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUTHER: Thank you. It was brought to my attention by several of my members who are not Empire, they received letters looking at a ten percent increase. SHARON SMITH: Yeah,	2 3 4 5 6 7 8 9 10 11 12 13 14	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand members of NYSCOPBA that all have spouses or significant others or those on their health plans that medical marijuana may be just the
2 3 4 5 6 7 8 9 10 11 12 13	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUTHER: Thank you. It was brought to my attention by several of my members who are not Empire, they received letters looking at a ten percent increase. SHARON SMITH: Yeah, those letters wouldn't be	2 3 4 5 6 7 8 9 10 11 12 13	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand members of NYSCOPBA that all have spouses or significant others or those on their health plans that medical marijuana may be just the thing for them. Maybe a
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUTHER: Thank you. It was brought to my attention by several of my members who are not Empire, they received letters looking at a ten percent increase. SHARON SMITH: Yeah, those letters wouldn't be out yet. So, I'm not	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand members of NYSCOPBA that all have spouses or significant others or those on their health plans that medical marijuana may be just the thing for them. Maybe a good alternative. I know
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	<pre>year is all in their rates. But they all come out at the same time, so we have no idea what the HMO rates are either. DAVE LUTHER: Thank you. It was brought to my attention by several of my members who are not Empire, they received letters looking at a ten percent increase. SHARON SMITH: Yeah, those letters wouldn't be out yet. So, I'm not sure I'd like to see one. If you talk to those members, have them send it to me, I'd like to see them.</pre>	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	That I'm very clear on. However, there's like eighteen hundred of our members who are not allowed to carry firearms under the law. And there are twenty thousand members of NYSCOPBA that all have spouses or significant others or those on their health plans that medical marijuana may be just the thing for them. Maybe a good alternative. I know several people that use them. Of course, along with that comes cost. In Westchester County I do have

1	and carry the card, but	1	it under an insurance	
2	they will not use it until	2	under their insurance	
3	after they retire because	3	policy, as if it was like	
4	the Department's stand,	4	a level three	
5	and I checked it out with	5	prescription.	
б	the Department, the	6	What, if anything I	
7	Department's stand is	7	know you told me FDA and	
8	this, although they may	8	all this other stuff, but	
9	agree with what I'm	9	we're self-funded. And we	
10	asking, but they are	10	being self-funded, New	
11	they have to follow the	11	York being self-funded, I	
12	Federal firearms	12	would think it only right	
13	guidelines. And until the	13	that we should make up the	
14	Fed's roll that back, they	14	rules. Especially since	
15	will not allow it.	15	my insurance in 2009 for a	
16	So, that being said, if	16	family plan was about	
17	a family member of mine	17	ninety-three dollars and	
18	goes to a dispensary in	18	today in 2018, it's two	
19	the northern region or in	19	hundred eight dollars	
20	the Buffalo region, it's	20	every payday for my	
21	four hundred dollars for	21	insurance, which is well	
22	the months supply; you get	22	over a hundred percent	
23	a month at a time.	23	increase.	
	141			143
1	If you are in	1	Is there anything that	
2	Westchester area or	2	we can do is there	
3	Rockland or the southern	3	anything that the health	
4	part and this goes into	4	and welfare committee can	
5	cost of living by the	5	work on as far as maybe	
6	way it will cost you	6	spurring our legislators	
7	anywhere from six to eight	7	and/or we know it's	
8	hundred dollars to fill	8	pharmaceutical that's	
9	the same prescription that	9	pushing back against it.	
10	would be filled up in	10	What can we do to try to,	
11	Buffalo.	11	number one, alleviate the	
12	Now, my issue is this.	12	problem of opiates on our	
13	I still don't understand	13	members and their family,	
14	why medical marijuana is	14	with trying to get in	
15	not covered under the	15	medical marijuana as a	
16	Empire plan. The Empire	16	covered drug that has	
17	plan is self-funded by the	17	already been approved by	
18	state itself. They have	18	the state?	
19	instituted the right to	19	SHARON SMITH: Well,	
20	use medical marijuana,	20	I'm not sure the answer to	
20	yet, they will not allow	20	that. I mean, I did look	
21	an officer or a member or	21	into it. It is not	
22	their families to purchase	22	approved by the FDA,	
4.5	-	43	approved by the PDA,	1 4 4
	142			144
	DARLENE L. JERGE	- Court	Stenographer	

1	medical marijuana. And	1	DAVE LUTHER: Okay.
2	since it's not approved by	2	You and I spoke briefly
3	them, it's not covered	3	before, and for some
4	under the plan. I mean,	4	reason I seem to think,
5	that was what came back to	5	maybe somebody in the room
б	me. No drug that's not	6	can remember didn't we
7	approved by the FDA is	7	have an insurance issue
8	covered under the health	8	once before that we
9	insurance program. They	9	challenged and got it
10	have no drugs that are.	10	overturned through Empire?
11	So, I don't know the	11	Empire backed up?
12	answer to that, where you	12	SHARON SMITH: You said
13	need to go. I would think	13	a lawsuit, I don't know
14	maybe it would be your	14	DAVE LUTHER: We were
15	legislators. You know,	15	threatening a lawsuit and
16	if I mean, I don't	16	they came back and changed
17	know. I'm not that	17	the policy.
18	educated to know where you	18	SHARON SMITH: The only
19	need to go to get that	19	thing I can think of is
20	approved.	20	when you went to the
21	I just know that that's	21	flexible formulary, where
22	not covered because of	22	there were certain drugs
23	that. And, you know, none	23	that were now excluded.
	145		147
	of the plana the IM/Da	1	And when that first came
1	of the plans, the HMOs, none of them cover medical	1	
2	marijuana at this point.	2	out if you were on that excluded drug and you
3		3	
4	DAVE LUTHER: Right, the HMOs I understand	4	needed it, you paid out of pocket. It was not
5		5	- ,
6 7	because we don't fund them.	6	covered. And since then there is
	SHARON SMITH: It's not		a process now. So, if
8 9	something that's been	8	somebody really needs that
	proven. That's where it	9	drug, they need to try the
10 11	stands at this point. You	10	drugs that are offered but
11	know, any drug, there's	11	if they are allergic to it
12	all kinds you know, it	12	or for whatever reason
	takes time and cases and	13	they cannot take those,
14 15	all of that, you know,	14	then they would be
15 16	lobbyists and all that		approved to get that
	-	16	
17 18	stuff to get something covered.	17	excluded drug; then it would be covered.
	DAVE LUTHER: Where are		That's the only one I
19		19	can think of as far as
20	you Chris Duryea? SHARON SMITH: So I	20	
21 22		21	prescription drugs. I can't think of anything
	can't give you an answer on exactly what to do.	22	off the top of my head
23		22	
	146		148

	150			152
23	based on the individual's	23	it? Because essentially	
22	There's also levels there	22	come over here and push	
21	We understand that.	21	do we go to push? Do we	
20	CHUCK THOMAS: Okay.	20	getting. What direction	
19	SHARON SMITH: Right.	19	That's what I'm not	
18	in 2015.	18	issue?	
17	signed by Governor Cuomo	17	proven that. Where is the	
16	Compassionate Care Act	16	not addictive, it's been	
15	covered under the	15	cannabis, at which time is	
14	medicinal cannabis is	14	they provide medicinal	
13	Thomas, Auburn. Basically	13	to make money, whereby	
12	CHUCK THOMAS: Chuck	12	the pharmaceuticals want	
11	welcome.	11	things out there because	
10	SHARON SMITH: You're	10	one of the most addictive	
9	Sharon.	9	me with opiates, which are	
8	Thanks, Joe. Thanks,	8	provider and he provides	
7	State of New York. Okay?	7	But if I go to my medical	
6	they said is legal in the	6	employment; I get that.	
5	least cover stuff that	5	there's terms of our	
4	Therefore, they should at	4	Now, I understand	
3	State of New York.	3	in to play.	
2	It's self-funded by the	2	where our coverage falls	
1	of the State of New York.	1	fall under that, that's	
	127			T)T
د ۷	149	22	WE IE SCALE CULTUYEES, WE	151
22	is Empire is a subsidiary	22	we're state employees, we	
21	But my biggest concern	22	be held out. But because	
20	insurance to cover it.	20	wouldn't be covered, we'd	
20	have allowed their	20	federal employees we	
10	don't know if any others	19	Under Federal, if we were	
18	State of New York. And I	18	different from Federal.	
10	of states besides the	17	Because now, state is	
16	It's recognized in a lot	16	CHUCK THOMAS: Yes.	
15	possible to move forward?	15	SHARON SMITH: Okay.	
13	what we could do, if it's	14	it's a medicine, correct?	
12	around and see exactly	13	by a doctor. Essentially	
11	on your table and look	12	going and being prescribed	
10	could we kind of kick this	11	this person is actually	
10	DAVE LUTHER: Joe,	10	Department of Health, and	
9	SHARON SMITH: Joe.	9	the New York State	
8	welfare?	8	individual registers with	
7	charge of our health and	7	State of New York and this	
6	DAVE LUTHER: Who is in	6	is certified under the	
5	have just forgotten it.	5	a medicinal provider who	
4	I'm getting old. I might	4	issue, if they're going to	
3	if anybody else remembers.	3	wondering is what's the	
2	something. I don't know	2	approved for. What I'm	
1	where we sued and got	1	problems that they're	

1	we have it, it's there,	1	are prescribing. But the	
2	it's in black and white.	2	law says what it says, as	
3	Now, if you can turn	3	a law enforcement you	
4	around and produce these	4	can't use it.	
5	doctors that can prescribe	5	CHUCK THOMAS: I	
6	it, that are more than	6	understand the law behind	
7	willing to step up to the	7	that, I get that. But	
8	plate and argue the case,	8	when they take that act,	
9	why wouldn't Empire cover	9	does the law need to be	
10	that?	10	brought up to speed to	
11	SHARON SMITH: Well,	11	where we're at now?	
12	I'm just telling you what	12	That's where I'm at. I	
13	they told me. And I do	13	mean, how far behind are	
14	know that there is	14	they? They got to catch	
15	documentation out there	15	up. That's all I have.	
16	that if you go as far	16	Thank you.	
17	as going to a doctor, if	17	DAVE LUTHER: One	
18	he has certification to	18	thing, Joe. It's Federal	
19	provide that, the office	18	Law, I understand where	
20	visit now has to be		the law comes from as far	
	covered, but not the drug.	20	as we are concerned. But	
21	CHUCK THOMAS: Now,		we all have loved ones and	
22	here is the other side of	22		
23		23	partners that are on our	
	153		155	
1	the coin. People have	1	health insurance plans	
2	been provided medicinal	2	that have every right in	
3	cannabis under Workers'	3	the world to have access	
4	Comp. If I can prove, if	4	to it. And therefore,	
5	I can get that paperwork,	5	that's our push. Until	
6	which I'm pretty sure I	6	they change the Federal	
7	can	7	Law, I don't care about	
8	VP WEST MIANO: We have	8	that. I'm concerned	
9	had several.	9	about	
10	CHUCK THOMAS: They	10	VP WEST MIANO: If	
11	actually have been	11	someone's spouse or child	
12	provided with it.	12	needs that medication,	
13	VP WEST MIANO: Yeah.	13	what does that have to do	
14	The problem is that you	14	with you?	
15	still as a peace officer	15	DAVE LUTHER: It has to	
15	or law enforcement	16	do with the right, they're	
10	officer, you can't use it.	17	covered under my	
17	We checked into it. We've	18	insurance, but my	
	had this going on since		insurance refuses to pay	
19		19	for it.	
20	the law was passed. And	20		
21	that's the problem.	21	VP WEST MIANO: You're	
22	Doctors are prescribing	22	not being denied that	
23	it, Workers' Comp doctors	23	prescription.	
	154		156	

20 21 22 23	Thanks, Sharon. Bill Naylor, is he in here? Dan, you go. DAN VALENTE: Good 158	21 22 23	in the primary season. We're getting several requests from legislators,	160
21 22	Naylor, is he in here? Dan, you go.	22	We're getting several	
21	Naylor, is he in here?			
		21	in the primary season.	
20	IIIdIKS, SIIdIOI. BIII	20		
		20	We're going we are	
19	PRESIDENT POWERS:	19	end of the year.	
18	Thank you.	18	will be acted on by the	
17	SHARON SMITH:	10	purgatory as we speak and	
15	perspective.	15	It's just in legislative	
15	look at if from a legal	15	signed, it's not true.	
14	purposes, we can take a	14	true; the bill's been	
13	for all intents and	12	has been vetoed, it's not	
12	of looking that way. But	12	differently that that bill	
11	pretty quick. It's kind	11	So if you hear anything	
10	going to be legal here	10	law.	
9	it, it out there, it's	9	sign that legislation into	
8	the law firm. Let's face	8	office, for a chance to	
7	and we'll share it with	7	to contact the Governor's	
6	me abreast of it as well,	6	information to the members	
5	PRESIDENT POWERS: Keep	5	- e-mailing and blasting out	
4	look into it.	4	place we will be out there	
3	head. We'll certainly	3	Once that action takes	
2	know off the top of my	2	to act.	
1	options are. I just don't	1	desk, he'll have ten days	
	157			159
23	with this and what the	23	it gets delivered to his	
22	know, where you can go	22	to act on this bill. Once	
21	more. And see where, you	21	until the end of the year	
20	look into it a little bit	20	point. The Governor has	
19	Joe, we'll talk and try to	19	any further up to that	
18	SHARON SMITH: I mean,	18	but the bill has not gone	
17	That's where it lies.	17	houses of the legislature,	
16	dependents that are on it.	16	bill has passed both	
15	still got forty thousand	15	Just to be clear, the	
14	thousand officers, you	14	legislature.	
13	take out the twenty	13	or either house of the	
12	outside of us, we cover	12	it out of the committees	
11	carries a weapon. But	11	vetoed, that it never made	
10	enforcement officer that	10	law, that it's been	
9	for me. Not for any law	9	that it's been signed into	
8	policy. For family, not	8	legislation. People heard	
7	insurance; my prescription	7		
°,	-	6	e-mails about the	
5 6	under my medical	-	Received several calls,	
4 5	cannabis should be covered	5	that's out there.	
3 4	whether or not medical	3	Death Gamble Legislation	
2	not what we're arguing. We're arguing the fact	2	meeting, we still have the	
1	DAVE LUIHER: That's		afternoon, I'll keep this brief. Since our last	

1 either for our financial 1 vote in the primary 2 election, You can't tools in any election, You have 4 be coupling these and 4 to only vote in the party 5 well be putting these and 6 to only vote in the party 6 to the regional WB to get 6 So well be putting theo 7 wolunteers to assist in 9 acce information on the 8 the encorage you all to 9 encollnest and ways to get 9 We encorage you all to 9 encollnest and ways to get 11 at least share that 11 an eye on that. Other 12 information with your 12 that hat, that concludes 13 the encorage you all to 9 encoll the largy 14 we can get involved, it 14 to take any quastions if 15 reactionships and help 19 Univer Encoll the set ways and 16 the put age shifts 10 Univer Encoll the antery 17 look out for that. 10 Univer Encoll the antery 18 that we can dot to further <					
3 their carpaigns. I will 3 in any election, you have 4 be compiling those and 4 to only vote in the party 5 we lib le putting those out 5 that you're encolled in. 6 to the regional VPs to get 5 that you're encolled in. 7 volunteers to assist in 7 more information on the 8 these carpaigns. 6 dealines for voter 9 We encourage you all to 9 errollment and ways to get 10 get involved with that or 10 registered, so just keep 11 an eye on that. 12 then that, that concludes 12 information with your 12 that hat, that concludes 13 members. The more people 13 my report. 17 be happy 14 to all any shift 14 to take any qualitos if 15 15 trans cond by further 18 dimm? 18 16 the scong by the 18 dimm? dimm? 17 legislators. And anything 19 dimm? dimm? 18	1	either for our financial	1	vote in the primary	
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s we'll be putting those out s that you're enrolled in. s to the regional We to get s So we'll be putting out s those campaigns. s deadlines for voter s that we can get involved, it s registread, so just keep s relify does go a long way. is you have them. Thank you. s the recognized by the is He are a good day. s use campaigns. s JUMMY MLLER: I s use campaign and pare you an s JUMMY MLLER: I s use campaign and pare you an s campaign and gave you an s the keen do to further is usersal particle of hay s at a case reging think Mike, Tammy and s <t< td=""><th>3</th><td></td><td>3</td><td></td><td></td></t<>	3		3		
6 to the regional VPs to get 6 So we'll be putting out 7 volunteers to assist in 7 more information on the 8 those campaigns. 8 deadlines for voter 9 We encourage you all to 3 errollment and ways to get 10 get involved with that or 10 registered, so just keep 11 an eye on that. Other 11 an eye on that. Other 12 information with your 12 than that, that concludes 13 mombers. The more people 13 my report. I'd be happy 14 we an get involved, it 14 to take any questions if 15 really does go a long way. 15 you have them. Thank you. 16 It is recognized by the 16 Have a good day. 17 legislators. And anything 17 HeBENDERD FORES: 18 that we can do to further 18 Jimmy? 19 our relationships and help 19 JIMMY MILLES: I 10 the legislatize, 22 campaign and gave you an 21 to help us get these bills 21 <th>4</th> <td></td> <td>4</td> <td></td> <td></td>	4		4		
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22register about the Board22This year it's being held23of Elections in order to23at the Fairway at Half		-			
23 of Elections in order to 23 at the Fairway at Half					
-		-			
162 164	23		23	at the Fairway at Half	
		162			164

1	Moons.	1	he was taken out of the	
1	I'm the contact person,	1 2	chapter.	
3	so please if you plan on	3	So chapter stat totals.	
4	reserving a team because	4	We've added a 174	
± 5	we're limited to	5	retirees, 2 honorary	
	thirty-six, get in touch	6	retirees, we've had 19	
6	with me as soon as		members pass. We've had	
7		7	eleven failed to renew.	
8	possible. If you can get	8		
9	your money in to secure	9	And our total right now is	
10	that so nobody is left out	10	ten thousand, three	
11	and don't show up on the	11	hundred forty-one members.	
12	day of the tournament.	12	Any questions? Okay.	
13	Other than that, I don't	13	Thank you.	
14	have anything else.	14	PRESIDENT POWERS:	
15	Thank you.	15	Thanks, Bill. Move into	
16	PRESIDENT POWERS:	16	committee reports. What	
17	Thanks, Jim. Bill Naylor,	17	you got, Joe?	
18	retirement.	18	VP WEST MIANO: Yeah,	
19	BILL NAYLOR: Good	19	real quick. The health	
20	afternoon. The retiree	20	and welfare committee has	
21	chapter dues increase went	21	been meeting a couple	
22	into effect at the end of	22	times the last couple EAs,	
23	July, so they're starting	23	there's an online store	
	165			167
1	to see that now, the	1	that wants to it's	
2	increase of \$2.90 a month.	2	called Purchasing Power	
3	Since the increase, we've	3	I'm sorry, I didn't	
4	had several members	4	identify myself. Joe	
5	request revocation cards	5	Miano, Western Region Vice	
6	out of that. Out of the	6	President.	
0 7	ten thousand, three	7	They want to have	
8	hundred members that we	8	access to the membership	
9	have, we've received	9	of NYSCOPBA. We have Bill	
10	three. So we're holding	10	Wasserman from Norvest	
10	our numbers there also.	10	that's been looking at	
11	The retiree committee	12	this company to see if	
	requested to have		they're reputable, if it's	
13	-	13		
14	personalized retiree ID	14	something that, you know,	
15	cards for NYSCOPBA retire	15	that our membership may	
16	chapter members. So we're	16	want or it's legit or it's	
17	in the process of getting	17	not somebody that's going	
18	bids on that and getting	18	to be ripping off our	
19	those out.	19	people.	
20	We had one retiree	20	We're going to invite	
21	removed from the chapter	21	them to do a presentation	
22	due to a felony conviction	22	at the next EA in October.	
23	for child pornography, so	23	And it's very similar to	
	166			168
	DARLENE L. JERGE -	Court	Stenographer	
			~ ±	

1	Fingerhut. Where people	1	grievance be held in	
2	that don't have enough	2	abeyance until the next	
3	money or cash on hand to	3	scheduled GLC meeting.	
4	buy a new refrigerator or	4	Any questions? Thank you.	
5	a stove or a washer or	5	PRESIDENT POWERS:	
б	dryer, something they're	б	Kenny?	
7	in desperate need and they	7	KENNY GOLD: Kenny	
8	do monthly installments on	8	Gold, Orleans. The	
9	it.	9	publicity and meetings	
10	It's brand name	10	committee has met a couple	
11	products but it's also	11	times since the last EA,	
12	something that if someone	12	obviously the most recent	
13	doesn't have the cash on	13	was this afternoon or	
14	hand, they don't have to	14	this morning.	
15	put it on a credit card.	15	But, the main thing is	
16	We'll give more	16	was we were tasked with	
17	information and provide a	17	looking for a different	
18	presentation hopefully at	18	hotel for the Desmond. So	
19	the next EA. And that's	19	the committee went out and	
20	pretty much all we got	20	stayed over night at the	
20	going on right now.	20	Schenectady Double Tree on	
22	Thanks.	21	July 20th. We met with	
	PRESIDENT POWERS:		the general manager or	
23		23	the general manager of	
	169			171
1		1	management team from them	
1	Thanks, Joe. Mike	1	management team from them	
2	Thanks, Joe. Mike Mazzella?	2	but, you know, I'm really	
2 3	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA:	23	but, you know, I'm really not going to report on	
2 3 4	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance	2 3 4	but, you know, I'm really not going to report on much because the general	
2 3 4 5	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting	2 3 4 5	but, you know, I'm really not going to report on much because the general consensus unanimously was	
2 3 4 5 6	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and	2 3 4 5 6	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at	
2 3 4 5 6 7	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened	2 3 4 5 6 7	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel.	
2 3 4 5 6 7 8	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight	2 3 4 5 6 7 8	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in	
2 3 4 5 6 7 8 9	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight grievances were heard and	2 3 4 5 6 7 8 9	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in there, just to touch on a	
2 3 4 5 6 7 8 9 10	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight grievances were heard and reviewed by the committee.	2 3 4 5 6 7 8 9 10	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in there, just to touch on a couple things, before we	
2 3 4 5 6 7 8 9 10 11	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight grievances were heard and reviewed by the committee. The grievances reviewed	2 3 4 5 6 7 8 9 10 11	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in there, just to touch on a couple things, before we go on with the rooms,	
2 3 4 5 6 7 8 9 10 11 12	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight grievances were heard and reviewed by the committee. The grievances reviewed involved issues of	2 3 4 5 6 7 8 9 10 11 12	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in there, just to touch on a couple things, before we go on with the rooms, there was a shooting right	
2 3 4 5 6 7 8 9 10 11 12 13	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight grievances were heard and reviewed by the committee. The grievances reviewed involved issues of reimbursement of property	2 3 4 5 6 7 8 9 10 11 12 13	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in there, just to touch on a couple things, before we go on with the rooms, there was a shooting right in front of the hotel a	
2 3 4 5 6 7 8 9 10 11 12 13 14	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight grievances were heard and reviewed by the committee. The grievances reviewed involved issues of reimbursement of property damage, unjust discipline,	2 3 4 5 6 7 8 9 10 11 12 13 14	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in there, just to touch on a couple things, before we go on with the rooms, there was a shooting right in front of the hotel a week prior. So, everybody	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight grievances were heard and reviewed by the committee. The grievances reviewed involved issues of reimbursement of property damage, unjust discipline, review of personal history folder and harassment slash discrimination. As a result of the meeting, the committee recommended that six grievances be closed, one	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in there, just to touch on a couple things, before we go on with the rooms, there was a shooting right in front of the hotel a week prior. So, everybody was a little nervous, but we went in there, we realized there's not much around the city that would be good for a venue like this. We would have had the	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Thanks, Joe. Mike Mazzella? VP MID-HUDSON MAZZELLA: Mike Mazzella, grievance and legal. I'm getting old. The grievance and legal committee convened on July 25th, 2018. Eight grievances were heard and reviewed by the committee. The grievances reviewed involved issues of reimbursement of property damage, unjust discipline, review of personal history folder and harassment slash discrimination. As a result of the meeting, the committee recommended that six grievances be closed, one	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	but, you know, I'm really not going to report on much because the general consensus unanimously was we will not stay ever at that the hotel. Before we even went in there, just to touch on a couple things, before we go on with the rooms, there was a shooting right in front of the hotel a week prior. So, everybody was a little nervous, but we went in there, we realized there's not much around the city that would be good for a venue like this. We would have had the	

1	it. But between not a lot	1	that we do, maybe	
2	of things to do and not	2	something along the lines	
3	the best of areas, we said	3	of playing a game, a	
4	this isn't for us. So	4	dollar donate, get a	
5	we're going to continue to	5	little trinket or	
6	look for a different venue	6	something, but give all	
7	besides the Desmond.	7	that money to charity.	
8	And the only other	8	But if you guys have any	
9	thing we talked about ad	9	ideas, let us know. Send	
10	nauseam was we really want	10	them in our e-mail, I'm	
11	to get back to the State	11	sure there's a publicity	
12	Fair. Obviously this is	12	e-mail on the website	
13	State Fair at the end of	13	someone. But does anybody	
14	the month here in	14	have any questions for me?	
15	Syracuse. We really want	15	Thanks.	
16	to find something that is,	16	PRESIDENT POWERS:	
17	something we can do year	17	Thanks, Ken. Dave, PAC.	
18	in and year out. Not a	18	DAVE LUTHER: Dave	
19	big raffle.	19	Luther out of Sing Sing.	
20	The idea that was	20	This is NYSCOPBA PAC	
21	tossed around was	21	account for June and July.	
22	something, maybe basically	22	Our starting balance at	
23	family friendly that we	23	the end of the 31st of	
	173			175
1	can do year after year	1	May was a hundred	
2	after year, get our	2	twenty-two thousand, one	
3	memberships involved, have	3	fourteen. In June and	
4	them come out. If you	4	July there was twenty-five	
5	guys have any ideas that	5	thousand deposited each	
6	you would like to see at	6	month. We wrote out some	
7	the fair.	7	checks that equaled	
8	Maybe I'm speaking more	8	sixty-nine thousand, four	
9	personally that when	9	hundred and twenty-five	
10	we were at the fair the	10	dollars. That was our	
11	last year we did it, going	11	total expenses.	
12	forward with the cell,	12	Our ending balance is a	
13	there was a lot of	13	hundred two thousand, six	
14	ex-convicts coming in and	14	hundred eighty-nine. To	
15	it made it hard for our	15	date, 2018, our	
16	members as well as some	16	expenditures have been two	
17	families it was probably	17	hundred six thousand, four	
18	cute to put their kid	18	hundred eighty-five	
19	behind bars, but it was	19	dollars. That is the PAC	
20	really negative.	20	financial report.	
21	So we're going to try	21	EXECUTIVE VP SAWCHUK:	
22	something family oriented.	22	Veterans?	
23	Maybe all the charities	23	ELADIO MARTINEZ:	
	174			176
	DARLENE L. JERGE -	Court	Stenographer	

1	Good afternoon. Don't	1	VP NORTH ROBERTS: John	
2	have much to report.	2	Roberts, Northern Region	
3	We've met a couple times,	3	Vice President. I'd like	
4	the last EA and this	4	to nominate Jimmy Bell,	
5	morning. The only problem	5	Riverview for alternate	
б	we have is with the	6	J&E.	
7	certified veteran	7	HEATH ALLEN: That's	
8	officials. That's from	8	all I got. Any questions?	
9	the guys that are	9	PRESIDENT POWERS:	
10	returning back from Active	10	Thanks, Heath. Okay.	
11	Duty, that were Active	11	Pete.	
12	Duty and they qualify for	12	PETE SIETZ: I've got a	
13	OJT. There's not a person	13	second reading, Article 3,	
14	qualified at the	14	membership. Membership in	
15	facilities to sign their	15	the association shall	
16	paperwork so they can get	16	consist of three types.	
17	paid for OJT training.	17	First, active membership	
18	So, we're working on that.	18	shall be open to all	
19	John Harmon is going to be	19	employees and titles or	
20	contacting the state.	20	positions, adding these	
21	That's all I got. Any	21	words, in titles or	
22	questions? Anybody knows	22	positions represented by	
23	anybody activated, please	23	the association. Second,	
	177		179	
1	e-mail at vetscommittee	1	associate members shall be	
2	@nyscopba.org or let me	2	open to all retired	
3	know. Thanks.	3	employees of any	
4	EXECUTIVE VP SAWCHUK:	4	bargaining unit	
5	Election committee?	5	represented by the	
6	HEATH ALLEN: Heath	6	association. Third,	
7	Allen, Election Committee.	7	honorary membership shall	
8	Today the election	8	be open to those	
9	committee met over a	9	individuals who have been	
	procedure complaint and		determined by the	
10	how a replacement sector	10	association to have made	
11	steward was elected. If	11		
12	any of you guys have any	12	outstanding contributions to the association or its	
13		13		
14	problems in your	14	members.	
15	facilities with replacing	15	Associate or honorary	
16	a steward, give us a call,	16	members cannot hold office	
17	we'd be more than happy to	17	or vote on association	
18	help you.	18	business. Any individuals	
19	And I've got an opening	19	employed by an	
20	for a committee, Northern	20	establishment whose	
21	Region, J&E Committee,	21	employees are represented	
22	alternative members only.	22	by the association, shall	
23	John Roberts?	23	be eligible for membership	
	178		180	

1	in the association upon	1	share.	
2	their first day of	2	Similarly, nonmembers	
3	employment. To become an	3	who suddenly have a need	
4	active member, an employee	4	for services such as	
5	must execute and provide	5	representation at	
6	to the association a dues	6	disciplinary case should	
7	deduction authorization	7	not be able to receive	
8	membership card in the	8	such services, simply by	
9	form prescribed by the	9	paying dues retroactively.	
10	association.	10	Any discussion on	
11	Individuals granted	11	that? Seeing none, I'd	
12	membership in the	12	ask for vote to send this	
13	association shall maintain	13	forward to the membership	
14	their status as members in	14	for ratification. All	
15	good standing by	15	those in favor signify by	
16	maintaining their dues,	16	saying aye.	
17	obligation and by	17		
18	upholding the constitution	18	(Response of "Aye".)	
19	and bylaws.	19		
20	Adding this language:	20	PETE STETZ: Anybody	
21	NYSCOPBA services, the	21	opposed?	
22	member benefits not	22		
23	mandated by law shall be	23	(No Response.)	
	- 181		183	
	www.dad.colarka.washawa			
1	provided only to members			
2	in good standing. Once an	2	PETE STETZ: Second one	
3	individual opts out of	3	we have, it's in the	
4	membership or decides not	4	packet. We started this back in June. The writer	
5	to become a member, the	5		
6	individual can not	6	did submit something to	
7	thereafter be permitted to	7	the committee, a proposal	
8	rejoin NYSCOPBA.	8	to amendment on Article 7.	
9	The wisdom, the constitution amendment	9	We met the end June, we	
10		10	furthered discussed today.	
11	prohibits free riders,	11	In-between the previous EA	
12	nonmembers paying no union	12	and today we were waiting	
13	dues from receiving all	13	on information to come	
14	the services and benefits	14	from the actuary as well	
15	that NYSCOPBA offers	15	as NYSCOPBA as far as	
16	without maintaining	16	numbers, crunching numbers	
17	continuous membership.	17	as we did when we first	
18	NYSCOPBA dues paying	18	created this fund.	
19	members should not have to	19	The numbers are in the	
20	subsidize individuals who	20	final stages. They're	
21	accept full services and	21	going out to actuary,	
22	benefits from NYSCOPBA	22	they're going to crunch	
23				
	without paying their fair 182	23	them, we're going to have 184	

that information provided	1	that a mediator was	
to us in the next couple	2	selected. It's William	
weeks. So with that, we	3	Connolly is his name who	
spoke with the writer of	4	will be the mediator. If	
this motion this morning.	5	you don't know mediation,	
It was agreed we were	6	it's a maximum of three	
going to table this motion	7	days. It might not be	
to our next EA. And	8	consecutive, so typically	
in-between then we'll come	9	you could have one day,	
out get the numbers so we	10	two day or three days, but	
have more information, and	11	it can be spread out over	
to ensure that this choice	12	time.	
is the best choice for the	13	Some times you have one	
organization. Any	14	day that's just reserved	
questions?	15	for the introduction piece	
	16	to that. There's been	
(No response.)	17	some conversation about	
-	18	the process. Just so	
PRESIDENT POWERS:	19	everybody knows, we're not	
Thank you, Pete. Quick	20	in arbitration. That's	
ten minute break, come	21	not the process. The	
back in and do CBC.	22	process is impasse, you go	
	23	to mediation. Then it's	
185			187
(Recess taken.)	1	the fact finding and then	
	2	the interest arbitration.	
PRESIDENT POWERS:	3	The interest	
We'll conclude with	4	arbitration, because I've	
committee reports with	5	had some questions, it	
collective bargaining,	6	involves your compensatory	
John.	7	items. Typically a two	
VP LAW ENFORCEMENT	8	year award, unless it's	
HARMON: Collective	9	mutually agreed to go	
bargaining committee	10	longer. We've had that.	
report. Following the	11	We've had an award that	
last EA, the letter was	12	was agreed to be a two	
put back in to PERB for	13	year, not a four year and	
impasse. The end of June	14	that was an arbitration	
we got notification that	15	award.	
they received that and	10	The other issue is	
uley recerved that and	16		
they were talking to	16	about how do you deal with	
-		about how do you deal with noncompensatory items. In	
they were talking to	17	-	
they were talking to they had to talk to the	17 18	noncompensatory items. In	
they were talking to they had to talk to the state to make sure it goes	17 18 19	noncompensatory items. In the past, either we just	
they were talking to they had to talk to the state to make sure it goes through.	17 18 19 20	noncompensatory items. In the past, either we just didn't deal with them, we	

impasse was completed and

or -- it hasn't

1	happened or you can ask	1	four to three best panel	
2	to have noncompensatory	2	members we could choose	
3	issues addressed in	3	that are out there	
4	arbitration. It was kind	4	currently. If you read	
5	of a slippery slope, but	5	the media, I'm sure you	
6	it's something that is	6	can figure out who some of	
0	available if you ever	7	them are, but that's I	
8	chose to do it.	8	just don't want to give	
9	There hasn't been an	9	the names out. I don't	
10	arbitration I think in the	10	want to make that known	
10	state in ten years, but	10	right now until, until we	
12	the process is that	12	get something back from	
	exactly. So people say,		them.	
13	oh, we're in arbitration;	13	So right now we	
14	we're not in arbitration.	14	narrowed it down to three.	
15	That's not how the process	15		
16		16	Nothing from inside the	
17	works. We're in impasse.	17	organization, they're all	
18	And during impasse and	18	outside organization	
19	going back for as long as	19	people and they're all	
20	I can remember, you can	20	pretty well known.	
21	still chat with the state	21	As President Powers	
22	to see if there's any room	22	eluded to earlier, couple	
23	to resolve your impasse	23	things we're looking at.	
	189			191
1	issue. Then you go to	1	First, I mean, this body	
2	mediation, there will be	2	ordered us in 2013 and	
2 3	mediation, there will be an independent that will	2 3	ordered us in 2013 and 2014 to be the sole	
3	an independent that will	3	2014 to be the sole	
3 4	an independent that will sit there and try to	3 4	2014 to be the sole recommenders and	
3 4 5	an independent that will sit there and try to mediate what the issues	3 4 5	2014 to be the sole recommenders and negotiators to bring a	
3 4 5 6	an independent that will sit there and try to mediate what the issues are. Quite honestly we	3 4 5 6	2014 to be the sole recommenders and negotiators to bring a recommendation or no	
3 4 5 6 7	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a	3 4 5 6 7	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you	
3 4 5 6 7 8	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue.	3 4 5 6 7 8	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys.	
3 4 5 6 7 8 9	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on	3 4 5 6 7 8 9	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again	
3 4 5 6 7 8 9 10	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to	3 4 5 6 7 8 9 10	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light	
3 4 5 6 7 8 9 10 11	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation	3 4 5 6 7 8 9 10 11	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the	
3 4 5 6 7 8 9 10 11 12	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member	3 4 5 6 7 8 9 10 11 12	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly.	
3 4 5 6 7 8 9 10 11 12 13	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed	3 4 5 6 7 8 9 10 11 12 13	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy	
3 4 5 6 7 8 9 10 11 12 13 14	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed it we now, our first	3 4 5 6 7 8 9 10 11 12 13 14	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy is anywhere from depending	
3 4 5 6 7 8 9 10 11 12 13 14 15	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed it we now, our first volley for a panel member	3 4 5 6 7 8 9 10 11 12 13 14 15	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy is anywhere from depending what you read or what you	
3 4 5 6 7 8 9 10 11 12 13 14 15 16	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed it we now, our first volley for a panel member was three guys we chose	3 4 5 6 7 8 9 10 11 12 13 14 15 16	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy is anywhere from depending what you read or what you look at or what the	
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed it we now, our first volley for a panel member was three guys we chose that we were going to	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy is anywhere from depending what you read or what you look at or what the figures from the	
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed it we now, our first volley for a panel member was three guys we chose that we were going to reach out to. I don't	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy is anywhere from depending what you read or what you look at or what the figures from the comptroller are, it's ten	
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed it we now, our first volley for a panel member was three guys we chose that we were going to reach out to. I don't want to give the names	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy is anywhere from depending what you read or what you look at or what the figures from the comptroller are, it's ten to twenty billion dollars,	
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3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed it we now, our first volley for a panel member was three guys we chose that we were going to reach out to. I don't want to give the names because we don't know if they're going to want to do this or not.	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy is anywhere from depending what you read or what you look at or what the figures from the comptroller are, it's ten to twenty billion dollars, they're say ten to fifteen is more realistic, but it's ten to fifteen	192
3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	an independent that will sit there and try to mediate what the issues are. Quite honestly we don't have any, but it's a big issue. The committee met on July 30th and 31st to discuss the mediation process and panel member discussion. We narrowed it we now, our first volley for a panel member was three guys we chose that we were going to reach out to. I don't want to give the names because we don't know if they're going to want to do this or not. I can tell you we want	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	2014 to be the sole recommenders and negotiators to bring a recommendation or no recommendation back to you guys. Couple of things again that have come to light even further since the last Executive Assembly. The economy, the economy is anywhere from depending what you read or what you look at or what the figures from the comptroller are, it's ten to twenty billion dollars, they're say ten to fifteen is more realistic, but it's ten to fifteen billion dollars in the	192

1	hole starting next year		1	that are that we're				
2	and going 2020 and going		2	looking at down the barrel				
3	further.		3	right now that we need to				
4	The other issue the		4	be cognizant of and be				
5	state legislature and the		5	thinking about. The				
б	politics of the Democrats		6	committee has agreed,				
7	taking over completely and		7	we're just going				
8	what that means for the		8	through the process.				
9	process.		9	We're hoping mediation can				
10	What I mean by that is		10	begin in September.				
11	if, if we get to interest		11	That's only if the				
12	arbitration or when we get		12	mediator is available.				
13	to interest arbitration		13	I think one issue				
14	depending what happens,		14	that we need to talk				
15	the issue is the other		15	about, we need to go off				
16	route for the		16	the record for a minute.				
17	noncompensatory items.		17	Permission to go off				
18	They have made it clear		18	record.				
19	to us that they will take		19					
20	to a legislative hearing		20	(Response of "Aye".)				
21	for the first time ever.		21					
22	The issue we have is if		22					
23	the Democrats control		23	VP LAW ENFORCEMENT				
]	193			195			
1	everything, next year		1	HARMON: Go back on the				
2	you're facing a ten to		2	record. That's all I got.				
3	fifteen to twenty billion		3	PRESIDENT POWERS: All				
4	dollar hole going forward.		4	right that concludes				
5	You're going to deal with		5	committee reports. Is it				
6	possibly again Part KK		6	this body's wish to move				
7	coming back up, because		7	into tomorrow's agenda,				
8	now the process isn't your		8	signify by saying aye.				
9	negotiations, the process		9					
10	is you're at impasse.		10	(All respond with				
11	The other issue is		11	aye.)				
12	dealing with some		12					
13	dealing with the whole		13	PRESIDENT POWERS:				
14	legislation, as Mike said		14	We've got some unfinished				
15	earlier, 50-A, there's a		15	business, I'll have Toby				
16	whole bunch of things that		16	come up real quick. Could				
10	could be dealt with		17	I have the lawyers please				
18	negatively that could		18	leave the room.				
10	effect negotiations. Not		19	We had a motion at the				
20	including the worst thing		20	last EA regarding the				
20	that possibly could happen		20	Lippes firm retainer, to				
22	is closure.		22	renew there retainer. And				
23	So there is many things		23	Toby, there was a motion				
25		L94			196			
	-				± 70			

1	on the floor to hold off	1		
2	until this EA for a little	2	(All respond with aye.)	
3	clarity and I'll hand the	3		
4	mic over to Toby now.	4	PRESIDENT POWERS: You	
5	TREASURER HOGAN: There	5	may remember the dates of	
6	was a little modification	6	July 15th and 16th of	
7	to the second page. That	7	2020, we were looking to	
8	lippes agrees to meet with	8	move the event to another	
9	NYSCOPBA at any time if	9	venue, a family oriented	
10	NYSCOPBA has lost ten	10	venue. And through much	
11	percent of its membership.	11	of the work, through the	
12	That was the question.	12	committees and the board,	
13	So, if there's no	13	we were unable to secure	
14	further objection to the	14	any dates for that time	
15	retainer, can I get a	15	for family oriented so	
16	unanimous consent to enter	16	we'll have to look at that	
17	into an agreement with	17	again for 2021, for	
18	Lippes. All those in	18	something for next year.	
19	favor say aye.	19	And with that, I'm	
20		20	going to need unanimous	
20	(All respond with aye.)	21	consent to accept the	
22		22	dates of the Executive	
23	TREASURER HOGAN:	23	Assembly for 2020 and I'll	
25	197	25		199
	177			1))
1	Anybody opposed?	1	read them into the record	
2		2	again.	
3	(No response.)	3	Thank you. So it's	
4		4	just the July dates, July	
5	TREASURER HOGAN:	5	15th and 16th to be held	
6	Thank you.	6	at the Desmond in the year	
7	PRESIDENT POWERS: The	7	of 2020. All in favor	
8	other piece of business, I	8	signify by saying aye?	
9	believe Kenny brought it	9		
10	up in his publicity and	10	(Response of "Aye".)	
10	meetings report, regarding	11		
12	the Desmond. The dates	12	PRESIDENT POWERS:	
12	for 2020 we were looking	13	Anybody opposed?	
14	for a family oriented	14	Total all and a	
15	event.	15	(No Response.)	
15	This is new business,	16	(
10	I'm going to need sixty	17	PRESIDENT POWERS:	
18	percent approval from this	18	Thank you. Michael?	
10	body to move this item	19	VP MID-HUDSON MAZZELLA:	
20	back on to the agenda.	20	It was brought to my	
20	Can I get a consent from	20	attention at one of the	
21	the body? All signify by	21	breaks regarding Directive	
22	saying aye.	22	4911. Okay. There are	
62		62	1711, Mray, MIELE ALE	200
	198			200

1	certain items on 4911 that	1	month to month with	
1		1	month-to-month with	
2	are not allowed, the	2	Gramercy at this time	
3	inmates are not allowed,	3	until the next EA,	
4	but can still buy from	4	entering into talks for	
5	commissary. So, the	5	retaining them as our PR	
6	member that brought it up	6	firm? Seeing none, I will	
7	to me would like us to	7	move forward with that.	
8	pursue that and look into	8	Thank you.	
9	that and get with the	9	Any other new business?	
10	Department.	10	Anybody have any new	
11	PRESIDENT POWERS: She	11	business? I have a couple	
12	approached me earlier and	12	things I'd like to like	
13	we'll	13	to talk about real quick.	
14	VP MID-HUDSON MAZZEILA:	14	Can you hear me? Couple	
15	Now it's on the record	15	other things. We talk	
16	too, so. The second thing	16	about it quite bit here	
17	is Jack Gutierrez, it's	17	regarding tough times for	
18	his birthday today. So	18	our members in the field.	
19	everybody wish Jack	19	I'm not slighting any	
20	Gutierrez a happy	20	issue or incident that's	
21	birthday.	21	happened in the past where	
22	PRESIDENT POWERS:	22	somebody has taken their	
23	Seeing no other further	23	own life in our work.	
	201			203
1	unfinished business, we'll	1	We had one this time this	
1 2	unfinished business, we'll move into new business.	1		
2	move into new business.	2	week it really close to	
	move into new business. As I mentioned earlier, we	2 3	week it really close to home for some of our board	
2 3 4	move into new business. As I mentioned earlier, we would like to as a	2 3 4	week it really close to home for some of our board members and our employees.	
2 3 4 5	move into new business. As I mentioned earlier, we would like to as a Board, we would like to	2 3 4 5	week it really close to home for some of our board members and our employees. And it was it was a lot	
2 3 4 5 6	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with	2 3 4 5 6	week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on	
2 3 4 5 6 7	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to	2 3 4 5 6 7	week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between.	
2 3 4 5 6 7 8	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to possibly retain them.	2 3 4 5 6 7 8	week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between. And unfortunately; when	
2 3 4 5 6 7 8 9	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to possibly retain them. And I'd like to have	2 3 4 5 6 7 8 9	<pre>week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between. And unfortunately; when somebody's mind is made up</pre>	
2 3 4 5 6 7 8 9 10	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to possibly retain them. And I'd like to have consent from the body,	2 3 4 5 6 7 8 9 10	<pre>week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between. And unfortunately; when somebody's mind is made up that mind is made up and</pre>	
2 3 4 5 6 7 8 9 10 11	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to possibly retain them. And I'd like to have consent from the body, unanimous consent now to	2 3 4 5 6 7 8 9 10 11	<pre>week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between. And unfortunately; when somebody's mind is made up that mind is made up and sometimes it's difficult</pre>	
2 3 4 5 6 7 8 9 10 11 12	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to possibly retain them. And I'd like to have consent from the body, unanimous consent now to enter into talks with	2 3 4 5 6 7 8 9 10 11 12	<pre>week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between. And unfortunately; when somebody's mind is made up that mind is made up and sometimes it's difficult to change that mindset.</pre>	
2 3 4 5 6 7 8 9 10 11 12 13	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to possibly retain them. And I'd like to have consent from the body, unanimous consent now to enter into talks with them. And ultimately	2 3 4 5 6 7 8 9 10 11 12 13	<pre>week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between. And unfortunately; when somebody's mind is made up that mind is made up and sometimes it's difficult to change that mindset. As difficult of a job that</pre>	
2 3 4 5 6 7 8 9 10 11 12 13 14	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to possibly retain them. And I'd like to have consent from the body, unanimous consent now to enter into talks with them. And ultimately obviously report back here	2 3 4 5 6 7 8 9 10 11 12 13 14	<pre>week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between. And unfortunately; when somebody's mind is made up that mind is made up and sometimes it's difficult to change that mindset. As difficult of a job that we have every day, and</pre>	
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2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	move into new business. As I mentioned earlier, we would like to as a Board, we would like to enter into talks with Gramercy, the PR firm to possibly retain them. And I'd like to have consent from the body, unanimous consent now to enter into talks with them. And ultimately obviously report back here in October as to their findings or maybe use them on a monthly interim basis until we get there. If that's okay with this body, I'd like to proceed moving forward with that. Is there any objection	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	<pre>week it really close to home for some of our board members and our employees. And it was it was a lot of intervention going on in-between. And unfortunately; when somebody's mind is made up that mind is made up and sometimes it's difficult to change that mindset. As difficult of a job that we have every day, and recognizing that we have each other backs all the time, and looking over everybody's backs and the attention to detail that we watch every day, it's imperative we continue to keep an eye out for our</pre>	
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1 the field in this law 1 adjourn? Neil Gruber. 2 enforcement field. 2 FRESUME TWORDS: 3 Not to be sequify or 3 Where does. Off the 4 go on a rant, but we kind 4 record. 5 of state looking frowed. 5 Where does. Off the 7 That's real and that's 7 Decotive Accembly then 9 attess added stress to 9 10 attess added stress to 9 11 environment that we work 11 * 12 in and live in. 13 13 13 So please keep that in 13 14 the back of your mind when 14 15 the back of your mind when 14 16 the back of your mind when 14 17 friends and families that 17 18 the back of your mind when 14 19 recessarily to aniche bat 17 20 to any merset. 2 SS: 21 peceple in thin's room that 2 SS:			
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