

**New York State/New York State Correctional Officers & Police Benevolent Association  
Joint Labor- Management Committee**

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Corporate Plaza East, Suite 502 • 240 Washington Avenue • Albany, New York 12203  
(518) 457-9420 • Fax: (518) 457-9445

New York State Governor's  
Office of Employee Relations

New York State Correctional Officers  
& Police Benevolent Association

The invite process to the Labor-Management Skills Training is as follows:

- The letter from Gary Johnson, GOER Director; Brian Fischer, DOCS Commissioner; and Larry Flanagan, President, NYSCOPBA is addressed to Superintendent and NYSCOPBA Chief Sector Stewards of the Department of Correctional Services.
- The letter and attachment will be faxed to the Executive Office fax machine of each facility.
- As indicated in the letter, program information and logistics for each facility are included on the attachment to the letter which is the NYS/NYSCOPBA L-M Skills Training Information and Registration form.
- Intended registrants to the program are the Superintendent and his/her designees and the NYSCOPBA Chief Sector Steward and his/her designees. The number of designees for both labor and management of each facility are included on the form.
- The Superintendent, Chief Sector Steward, and designees review the Information and Registration Form, fill-in their names, circle smoking or non-smoking room preference. Once complete with all attendees, the Information and Reservation form is faxed to the JLMC as indicated.
- The JLMC will send program confirmation and training site directions to each labor and management group.



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**MEMORANDUM**

To: Superintendents and NYSCOPBA Chief Sector Stewards of the  
Department of Correctional Services

From: NYS/NYSCOPBA Joint Executive Committee

Subject: Labor-Management Skills Training

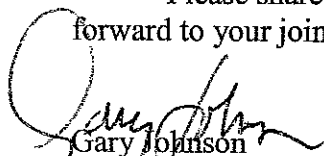
Date: December 18, 2007

We are pleased to announce that the Governor's Office of Employee Relations (GOER), the Department of Correctional Services (DOCS) and New York State Correctional Officer and Police Benevolent Association (NYSCOPBA) are providing a jointly sponsored Labor-Management Skills Training program. This program is coordinated by the NYS/NYSCOPBA Joint Labor-Management Committee (JLMC) and will be provided to DOCS labor-management committees around the State.


This one and a half-day program is designed to assist local labor-management representatives with the ability to create and maintain an environment conducive to cooperative labor-management relationships. PACT Training has been contracted to develop and deliver the training curriculum. The PACT trainers specialize in conflict management, crisis intervention, and workplace collaboration. They are uniquely qualified to train in these areas due to years of experience in law enforcement, security, crisis management and dispute resolution. On the first day of the training, PACT will present an interactive program that will encourage LMC members to refine and test a variety of skills in a supportive environment. On the second day, a joint labor-management panel will address concerns about conditions and needs within the realm of the established Agreement between the State and NYSCOPBA.

Food and lodging accommodations throughout the training program will be provided and paid for by the JLMC. Labor and management representatives from your facility have been designated as attendees to the program detailed on the attached Information and Registration form. Questions concerning the training program should be directed to Patty Merola, Program Coordinator at (518) 457-9420.

Please share the training program information and logistics with your designees. We look forward to your joint participation.

  
Gary Johnson  
GOER Director

  
Brian Fischer  
DOCS Commissioner

  
Larry Flanagan  
President, NYSCOPBA

Attachment

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## **Schedule & Location of L-M Skills Training Programs**

Session 1 - Century House Latham

January 16-17, 2008

Facilities: Greene, Coxsackie, Hudson, Green Haven, Downstate, Fishkill

Session 2 - Holiday Inn Batavia

January 22-23, 2008

Facilities: Lakeview, Collins, Gowanda, Wende, Attica, Wyoming

Session 3 - Rochester Marriott Airport

1/24/08-1/25/08

Facilities: Albion, Orleans, Livingston, Groveland, Butler, Auburn

Session 4 - Holiday Inn Downtown Ithaca

1/28/08-1/29/08

Facilities: Five Points, Willard, Cayuga, Monterey, Elmira, Southport

Session 5 - Radisson Hotel Utica Centre

1/30/08-1/31/08

Facilities: Oneida, Mohawk, Mid-State, Marcy, Pharsalia, Georgetown

Session 6 - Holiday Inn Saratoga Springs

2/07/08-2/08/08

Facilities: Hale Creek, Summit, Mt. McGregor, Great Meadow, Washington, Moriah

Session 7 - Hilton Lake Placid Resort

2/11/08-2/12/08

Facilities: Upstate, Chateaugay, Altona, Clinton, Adirondack, Gabriels, Lyon Mountain,  
Bare Hill, Franklin

Session 8 - Best Western Carriage House Inn & Conference Center Watertown

2/21/08-2/22/08

Facilities: Ogdensburg, Riverview, Gouverneur, Cape Vincent, Watertown

Session 9 – TBA (Albany Area)

2/25/08 – 2/26/08

Facilities: Otisville, Mid-Orange, Beacon, Taconic, Bedford, Sing Sing

Session 10 – Thayer Hotel, West Point

2/27/08 – 2/28/08

Facilities: Ulster, Eastern, Woodbourne, Sullivan, Shawangunk, Wallkill

Session 11 – TBA (Westchester County )

3/03/08 – 3/04/08

Facilities: Arthurkill, Queensboro, Bayview, Lincoln, Edgecombe, Fulton