

EXECUTIVE BOARD MINUTES

April 1, 2008

PRESENT:

Larry Flanagan, Jr., President
Brian Shanagher, Executive Vice President
Diane Davis, Recording Secretary
John Telisky, Treasurer
Tom Haas, VP Central
Randy Page VP Northern
Al Mothershed, VP Western
Willie Perez, VP South (phone)
Kevin Walker, VP Mid-Hudson (absent)
Keith Zulko, VP LE (absent)

ATTORNEY: William Sheehan, SGCG J, LLP

MINUTES: 3/4/08 Accepted

Letter to members regarding impasse distributed

Directive changes - 0021, 0064, 0070, 0079, 0081, 0083, 0092, 0095, 0402, 2020, 2101, 2104, 2113, 2271, 2607, 2701, 2799, 2901, 3056, 3081, 3096, 3173, 4202, 4206, 4330, 4401, 4422, 4752, 4807.

Sector minutes – none

Gender specific issues - none

PRESIDENT'S REPORT

Thank you letter from Livingston Correction Officer (ret.) praising Al Mothershed and Gary Dommermuth read into the record.

Thank you letter being sent to all those who helped make rally successful.

Discussion on impasse, which was declared on March 26, 2008. State not in a position to make monetary offer due to current state of government. No negatives – allows us to move forward. When questioned on time frames of arbitration process we can only refer to the history of the state troopers (18 to 24 months to complete) our position is we started with the signing of the ground rules in July 07. Message to field should be consistent. Can't provide exact dates. Bill Sheehan referenced the Declaration Of Impasse and stated that it would be public knowledge once it is filed including the exchanged proposals.

Mothershed also asked about the state contesting the Declaration Of Impasse and Bill stated that the state could file an I.P. or bring up their objection during the mediation process, but not likely.

Boots – no specific dates or timeframes – flyer will be sent to every member to be filled out and returned to company - delivery could take several months (due to 23,000 not kept in stock) encourage members to order even if they don't want to wear to work – indicates utilization of funds requested from legislature to be used in requests for future funds.

Three season jackets – hash marks, stars and chevrons – machines to apply will be at facilities last spring. Knit hats will be out this fall. (Al Mothershed delivered baton rings/clip (740 academy count) actual count was 725 to Willard.) Telisky sent email to Bruce Johnson about getting from Albany Academy and he didn't respond.

TREASURER' S REPORT

12.1 in Treasury before rally and March union leave bill

Mileage / EZ Pass for discount by 8/1/08 – prepay cheaper

2007 Closed out

Switching insurance companies 1.3 million more coverage and saved \$1600 – Executive Board coverage.

Start hotel search for 2009 EA's. Stay at Crown? Holiday Inn? Double Tree brochure reviewed. Turning Stone cannot guarantee rates.

Email all vouchers for review by auditors.

\$52,000 for insurance coverage of each Regional VP office.

Looking at hiring Comptroller/Office Manager in future.

IMG Update (replaces IMUS)

Submitting Legislations Bills (covered by EVP)

IRS letter passed out

2010 Spitzer - \$10,000 Recovery – EVP will inquire

Retiree children scholarships - received 2 – (Executive Assembly policy would need to be revised - no provision at this time). Survey will be done of retirees to see what their top priorities are, all retiree benefit provision recommendations are coming from active members. Limited membership dues of \$25 don't even cover mailings to retirees.

Four quotes for furnace less than \$100,000 approved by EA – will review at next meeting.

EXECUTIVE VICE PRESIDENT REPORT

J & E met – middle of full hearing - several packets sent out to all regions. Meeting again on April 24 and 25.

Legislative/Pac Comm. was out to tweak policy for political/campaign/election/rally events – focus was to give us the most bang for our buck, scale of events will be according to purpose, will provide more flexibility, with caps, will go to assembly for approval. (Discussion regarding member who arrived at parking lot late – Board will review circumstances on individual basis – should be sent to Executive VP.

Legislative agenda – once the legislature finishes their budget – our legislative issues will be introduced at the opportune time, including Article 15. There is no fast track.

Closure rally participation by legislators appeared lopsided, but some assembly members were tied up with their committees.

REGIONAL VICE PRESIDENT REPORTS

Central –Tom Haas

HR218 update – names of members gathered – will be contacting to prepare information. They will make request of Department and DCJS to be certified – once refused they will have standing to submit lawsuit.

NYSCOPBA members and non members at Camp Pharsalia wish to thank the Board for all they did to help.

Heart Run went very well – Larry attended to present check – photos on website.

Most members appear to understand the impasse process.

Upgrade – on last committee – retention rate and job change critical criteria – after arbitration will make motion to take off shelf and move. (Sheehan - these issues will be raised during the arbitration process)

Western – Al Mothershed

Retired member's son lost both legs in Iraq – no catastrophic policy for retirees – will ask for contributions at EA.

Assault on female officer at Elmira – Level 1 inmate – transported without additional coverage – officer back to work.

Is there a camera policy from DOCS – (not at this time). Still utilizing to “watch” staff rather than viewing when there is some type of incident. Problems at Upstate no longer exist. (President will speak to Commissioner)

Stewards training for new stewards since training was completed? (Training conducted to coincide with Steward elections – will explore putting training material on website and CD – can't stress enough the importance of utilizing website – looking into more ideas).

Directive 2202 – (Ed Greene handling)

Send out booklet for members to put all their financial info etc. for family to have in case of death. (Currently being prepared for mailing to all members.)

STP Units – not being staffed as GTP or other units of various acronyms. (President will inquire)

Suggest automated phone hotline like hospitals – break down into general question sections for each department. (Had hotline in past – sometimes causes more problems than it helps - pocket calendar has all pertinent numbers)

Two grievance cases – Wende officer requests Article 78 after termination on DEP. Attica officer 23 years terminated in 04 – Art. 7 grievance for wrongful termination – offered settlement to retire - Does not wish to take settlement Grievance likely will be denied and he will lose everything. If we withdraw, he will lose everything. Settlement is in best interest. Will send letter again outlining all variables and consequences if he chooses not to settle.

Collaran event update - changed time and place.

Meet the Candidate night April 16 Groveland QWL.

Cops Care – hand out from Mike Murray with disposal of \$20,000. Looking for sponsorship level donations. Growing at rapid rate. Resigning off board of Cops Care due to ethical issues – don't believe some out on leave have a full schedule. Awaiting audit. Accountably should be at a more detailed level. Need direction. Much discussion. They will have to make presentation to EA for level of sponsorship they want.

Upgrade application – still pending –(Sheehan gave in-depth overview and Class and Comp opinion.)

Retiree Dental – Retired Public Employees Association – annual dues \$25.00 per year – offers discount eye and dental plans. Suggest that we pay our retiree chapter member's dues to belong to this organization so they could opt into and pay for their own programs.

May 21 – EAP sponsored conference SUNY Genesee all invited. 8am to 4pm

Northern – Randy Page

Toured 10 facilities since we last met. Moriah asks that President tour.

Two Meet the Candidates - one in Clinton and one in Great meadow – 6PM for both.

Committee looking into dental plan for retirees. Exploring different basic plans – once a plan and provider are selected costs can be determined and how to fund (individual or organization). Distributed charts outlining some potential costs. Some discussion on increases in dues of active members for utilization in retirement for some of these benefits. Some members think because we are now in a better financial position that the union can pay for benefit – going forward the cost would be enormous. Want to meet with Finance Committee. Still in early stages. Letter to retirees to see what is important to them.

Thanked Board on behalf of CSEA employees at prisons targeted for closure – they felt they did not receive any support from their own representatives.

Southern - Willie Perez

IP regarding probationary officers and their right to representation during investigation of probable disciplinary charges.

Division of Human Rights has made a determination that they have jurisdiction and that probable cause exists to believe that NYSCOPBA has engaged and is engaging in unlawful discriminatory practices - public hearing will be set up and we will be notified.

Telisky inquired about tee shirts for Sing Sing

Flanagan inquired about Sing Sing memorial information

UNFINISHED BUSINESS

Grievance Closures:

1. Article 3 and 27 – 1 in 3 By Pass – for promotion – more info required – revisit May 6 EB mtg.
2. Article 7 – Wrongful termination - closed

NEW BUSINESS

Motion

To have NYSCOPBA put the entire Declaration of Impasse on the NYSCOPBA website.

Motion made by: T. Haas
Motion second by: A. Mothershed

Motion **Passed:** Unanimously

Motion

To have NYSCOPBA direct our law firm to file an Article 78 on behalf of Officer Odessa Hunter from Wende Correctional Facility.

Motion made by: Al Mothershed
Motion second: None

Motion

To have our Legislative Comm. along with our lobbying firm explore a DROP program. This legislation should include but not limited to including a guaranteed yearly salary and not depending on percentage increases.

Motion made by: A. Mothershed
Motion second by: T. Haas

(Discussion regarding State Police plan (loan) and impact on Article 15 Legislative and necessity of motion- agreed that Legislative Comm. will explore)

Motion

The 2007-2009 – Negotiation Team recommends unanimously to the Executive Board and Executive Assembly the retention of Michael Axelrod, Esq. as the NYSCOPBA panel member for the interest arbitration Process.

Requires Executive Assembly approval

Motion made by: Diane Davis
Motion second by: Tom Haas

Motion **Passed:** Unanimously

(Discussion regarding Axelrod's candid address at last EA – and his resume and the credentials of others) Mothershed wanted stated for record, " I was not impressed with Mr. Axelrod's presentation at the Feb. EA and have serious reservations, I do not wish to interfere with the process so I will vote in favor but do so reluctantly."

Discussion regarding addendum to EA Agenda.

Minutes Accepted: **5/6/08**

Diane Davis, Recording Secretary _____