



**New York State Correctional Officers
& Police Benevolent Association, Inc.**

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NYSCOPBA

STEWARD TRAINING

FALL 2011

Introduction

Thank you

On behalf of the NYSCOPBA Executive Board, we would like to thank all of the men and women in the field who are working the front lines everyday and make up the entire membership of NYSCOPBA.

Recognition

We would also like to recognize the hard work that our worksite stewards do on a daily basis. If not for these hard working individuals we would not be the Union we are today! These men and women often sacrifice their time to help out at the locals and your hard work and dedication does not go unnoticed.

Guide and Reference

This training manual is meant to be a guide and a resource for your training today and for you to use for future reference. It is not meant to cover every single situation or issue. Please remember that we do not expect you to know every piece of information contained in your training guides. This manual is for you to refer to regarding the subjects covered today and more. If you have any questions, the most important thing to do is ask for help!

Contact list

In this manual you will find a full contact list so that you may direct members to the appropriate contact to help with any issues that you may encounter. As always, please keep your Regional Vice President informed of any issues that you may have at your local worksites and facilities.

This training will be broken down into different segments and will be instructed by the NYSCOPBA Regional Vice-President, Grievance Department staff and the Attorneys of Sheehan, Greene, Carraway, Golderman, & Jacques LLP.

NYSCOPBA: Your Independent Union

NYSCOPBA is the New York Correctional Officers & Police Benevolent Association, Inc.

NYSCOPBA is the largest independent law enforcement and public safety union in New York State. We are 23,000 members strong in virtually every sector of law enforcement keeping New York safe. We are Capital Police Communications Specialists, Community Correctional Center Assistants, Campus Public Safety Officers, Safety & Security Officers, Correctional Officers, Correction Sergeants, Forest Rangers, Security Officers, Security Screening Technicians, Motor Vehicle Investigators, Security Service Assistants, Warrant & Transfer Officers, Security Hospital Treatment Assistants, and State Police Communication Specialists.

NYSCOPBA represents over 23,000 New York State employees in the Security Services Unit. We have 42 titles in 17 agencies. Our Union was formed in 1998 and, since that time, have provided superior representation to the membership under the independent and democratic model. Our objectives are:

- to improve the terms and conditions of employment
- protect our members contractual rights
- provide high quality representation in the collective bargaining process
- communicate effectively with the membership
- achieve legislative gains
- promote the overall welfare of our members

In order to keep moving forward we must never forget our past.

NYSCOPBA was founded by Officers for Officers in 1998. Prior to this, the union was represented by Council 82, which members voted out due to the belief that representation at that time was more concerned about AFSCME and the \$1.8 million in dues it sent them, than the issues of the membership. After three decertification votes, on April 29, 1999 Council 82 was no longer the union representing our membership and NYSCOPBA was born.

On May 24, 1999 NYSCOPBA was certified as the bargaining unit for our members. Since then, NYSCOPBA continues to advocate every day on behalf of its members. All dues paying members have a share of the organization.

NYSCOPBA remains independent and never becomes a member of any organization that can or will dictate policy for NYSCOPBA.

In 2002 NYSCOPBA purchased the building at 102 Hackett Blvd in Albany where the central operations are currently located. This centralized office is available to the members. It is not only the union headquarters, it also serves as a meeting place for NYSCOPBA committee meetings.

The NYSCOPBA membership votes directly for their representatives at the local and statewide levels. All representatives are accountable to the members that they serve, providing superior representation at all levels.

NYSCOPBA also has a vast amount of programs that are available to its membership including:

Catastrophic Program

Charitable Donations

Scholarships

Sponsorships

Valor Awards

Most of these programs will be discussed in detail later in this training and all these are available on the NYSCOPBA.org website.