

THE Independent

Summer 2016

President's Message

Michael B. Powers



Brothers and Sisters:

As many of you are aware, one of our own was severely injured recently. This attack was not in the facility and should remind each of us to be cautious and aware of potential threats of violence at all times. I say this with the greatest care and concern for

our Brother and for each and every member's safety. As of the publishing of this article, the investigation of this attack has revealed it was not related to his work as a Corrections Officer, rather it was a crime fueled by greed and deceit. God Bless our Brother and his family and best wishes for a full recovery.

The one year anniversary of the Clinton escape has arrived. The IG report has just been released. The media may want to report on the anniversary and request to interview members. As in the past, I advise you to direct any questions to your Regional Vice President.

The Executive Board continues to meet with the Department on issues such as Prison Violence, Post Closings, Directive changes, and staffing. Additionally, we meet with the Deputy Secretary for Public Safety and the Executive Chamber to ensure that communication of concerns reach the highest level of policy and decision makers. The issues faced within our facilities evolve, sometimes daily, and communication is paramount to change.

Through our communications with the Department, several positive changes have been made. Cellsense Contraband Detection Systems have been installed, identification of additional contraband (such as "smart glasses", drug classifications and a drug identification DVD) have been released, the Sirchie NARKII Drug Testing Pilot Program was approved for implementation statewide, and a Suspicious Package Directive was dispatched to facilities. These changes come on the coattails of the changes made to disallow hooded sweatshirts and package room procedure changes. While we appreciate these positive changes, we know more needs to be made; and we will continue to work toward that end.

Gary Carlsen recently retired and NYSCOPBA has hired a new Retirement Specialist. I would like to welcome Bill Naylor from Cocksackie CF as our new Retirement and Disability Specialist. He has jumped right in and is doing a great job advising the membership.

Since our last edition, annual Memorial Services were held at Sing Sing, Green Haven and Elmira. Along with all the officers recently passed, we mourn the loss of our Brothers and Sisters. May they all rest in peace.

The livelihood and safety of those in any aspect of Law Enforcement have changed dramatically over recent years. Watch out for one another. Be safe. Stay aware of your surroundings. Take care of yourselves and enjoy the summer.

In unity,

Michael Powers



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Executive Vice President

Tammy Sawchuk



As we welcome summer, it is shaping up to be a busy one! Although we are mindful of what is happening in the facilities and what we face every day, let's also be reminded to enjoy summer and spend time with our loved ones to strengthen and renew your spirit.

With that said, please remember that NYSCOPBA has implemented a wonderful Member Assistance Program through Cindy Goss, Catch a Falling Star. This program offers an independent and confidential assessment and referral program for issues such as vocational stress, substance abuse, family and marital conflicts, stress management, critical incident response and suicide prevention/intervention. This program is offered to all NYSCOPBA members. Please do not hesitate to use the program for yourself or for a Brother or Sister in need. Information may be found on our website or through your Local Stewards.

Those facilities that have previously-awarded grant money to spend MUST submit all paperwork to the Joint Labor/Management Committee as soon as possible and not later than June 12 in order to have time for processing. Once the State Business Office closes for quarter end, there will be no way to process payments.

The Collective Bargaining Committee continues to meet and the negotiations process continues to move forward. As a reminder, the Executive Board does not negotiate a new contract. The Collective Bargaining Committee, as well as experts, lobbyists and others, with input from the Membership, work together toward the best agreement we can achieve.

We continue to monitor the issues of violence and drugs in the prisons. Any information you can provide to your Regional Business Agents or Vice President can assist us in working with the Department toward a proactive approach to these problems.

DOCCS has been working with us for quite some time to update equipment for Officers and Sergeants in the facilities. I am pleased to say that some of the requested items and updates are currently being implemented in facilities, such as thermal imaging, Cellsense Contraband Detection System, deployment of K-9 units to our visitor processing centers and a pilot program currently under way for use at the Albany Training Academy. Additionally, in the first quarter of 2017, Glock training will begin for weapons qualification.

In light of a recent incident that occurred to our Brother from Marcy Correctional Facility, I ask that you all stay ever vigilant. Protect your identity. Be aware of any suspicious activity and contact authorities. We cannot be too careful when it comes to protecting ourselves and our families!

I want to thank you for supportive phone calls and emails, as well as numerous one-on-one conversations when you have reached out to me. We are in this fight together!

Recording Secretary

Mike Dildine



With summer nearly here, we need to remain ever vigilant and have our Brothers' and Sisters' backs in our facilities. Violence, as you all know, has risen in recent years. With the warmth of summer often

comes increasing tensions within the state's facilities. It is imperative we understand our contract and our rights. If you do not know if you are entitled to a union rep, ask for one anyway. Far too often our members are questioned or ordered to write memos about situations that occur in their facilities and they do not request advice from their union reps. The responsibility falls on the member to ask for their rep; the agency does not have to volunteer to give you one. Please know your rights and choose to exercise them.

NYSCOPBA has been increasingly vocal over the lack of support from the agencies we work for, whether it is DOCCS, OMH or one of the other agencies. We have met with agency heads and representatives in the Governor's Office and voiced our displeasure with how our members are being treated. We have shown how the erosion of the disciplinary system is making our jobs ever more dangerous. We have educated legislators in the difficult jobs you do and the highly dangerous atmosphere you do it in. NYSCOPBA will continue to advocate for our members in all ways possible. We need to unite as one to keep each other safe.

As Co-Chair of the Collective Bargaining Committee, I can report that negotiations are continuing at regular intervals. We are dealing with all issues related to securing a new collective bargaining agreement. I have said in the past, but it bears repeating - the negotiation process is a time-consuming endeavor. Your Collective Bargaining Committee has put in the time and preparation to arm ourselves to fight for the best agreement possible.

Have a great and safe summer!



Treasurer

John Telisky

Quick Reference for Sector Funding & Reimbursement

As I prepare to retire, I would like to thank all NYSCOPBA members for the privilege of serving as your Treasurer for the past 11 years.

Other than the 12 routine union expenditures, prior approval is required before checks can be written.

Routine union expenditures are:

- 1) Telephone
- 2) Postage
- 3) Office Supplies (\$125 maximum/month)
- 4) Sector Meetings
- 5) Mileage (.54 cents/mile effective January 2016)
- 6) Parking / Tolls
- 7) Lodging
- 8) Per Diem (\$62 /overnight effective January 2016)
- 9) Bereavement
 - \$125 Floral –or–
 - \$100 Fruit Basket –or–
 - \$75 Charitable Donation
- 10) Hospitalization
 - \$75 Floral –or–
 - \$75 Fruit Basket for non-elective procedure
- 11) Member Memorial
 - \$150 Floral –or– Fruit Basket –&–
 - \$150 Plaque –or– Shadow Box
- 12) New Baby Award
 - \$25 for birth/adoption of a member's baby

When writing the check:

- Two signatures are required
- Do not sign a check written to yourself - have two other authorized signatories sign it
- Never make checks payable to Cash
- For each check written, be sure to have itemized receipt(s), phone bill if reimbursing phone charges, and/or expense vouchers signed by the member if (s) he was reimbursed for mileage
- Fill in memo line with a short description of what the check was written for
- Make a copy of the signed check and attach to corresponding receipt(s) / documentation

Get a receipt that shows:

- Sales tax was charged
- Details of purchase
- Business name, address and phone number. In the case of a hand-written receipt, have vendor write their business name, address & phone number or attach a business card.

Do not make deposits into the sector checking account.

- All deposits should be forwarded to the Albany Office for processing.

Submit a Monthly Sector Reimbursement Form each month with receipts and all other required documentation.

- All expenses must be submitted monthly and year-end expenditures must be submitted by January 3rd of the following year.
- We recommend using the NYSCOPBA website to submit your sector's paperwork electronically at www.nyscopba.org/stewards or you may submit the documentation via:
 - email to Accounting@nyscopba.org
 - fax to (518) 426-1635
 - regular US mail to: NYSCOPBA
102 Hackett Blvd
Albany, NY 12209

We will review the reimbursement packet for all fully documented expenses and credit your sector's account electronically.

- A sector statement will be sent once a month for your review and so we can address any questions or concerns.

If you have any questions about sector funding or reimbursement procedures, please feel free to call NYSCOPBA's Accounting Dept at: (518) 427-1551 or (888) 484-7279; Sonya Babineau Ext 241; Nicole Pascuzzi Ext 249

Central Region

Paul Lashway



I hope you are enjoying the spring and early summer weather. As the weather gets warmer, more problems will arise in our facilities. Always be vigilant of your surroundings.

Assaults on staff and inmates are up, along with an increase of contraband and Synthetic Drugs; we need to watch each other's backs and be careful. With that being said, make sure to report on all weapons, drugs and assaults to Stewards. NYSCOPBA is accurately addressing this issue.

Our job is one of the hardest and most dangerous and we perform very important duties every day to protect and serve. I salute all of you for your efforts and for dealing with both changing and difficult population and Directives on a daily basis. NYSCOPBA is a strong union made up of Correction Officers and Sergeants; we make a difference. It takes a special group of people to become Correction Officers and Correction Sergeants. Together, our voices and concerns will be heard.

For the past two years, I have had the honor and privilege of working alongside a man with a wealth of knowledge and experience. At the end of June, Ray Rivera is retiring from the Department and the Union. He dedicated years of service to the members of NYSCOPBA and he will be missed. I wish Ray and his family well. I thank him for his help and concern for the members. Take care and Happy Retirement!! You deserve it.

Be safe this summer. If at any time you have questions, do not hesitate to contact me or the Central Region Office by phone or email. Again, thanks for what you do.

STAY SAFE AND STAY UNITED!



Central Region gives a \$500 donation to The Children's Dyslexia Center CNY

Executive Assembly Motions

[February 2016]

Motion: To have a weighted vote in regards to the Constitutional Amendment – hiring of Business Agents. *Motion passed by 20%.*

Motion: Business Agent amendment - 2nd Reading - vote to send to membership. *Motion defeated; 42 Yes, 199 No.*

Motion: To change the June 2016 and October 2016 EA to The Desmond if NYSCOPBA cannot work out the contract and labor dispute with The Albany Downtown Hilton. *Motion passed unanimously.*

[April 2016]

Motion: To accept 2018 Executive Assembly Dates. *Motion passed unanimously.*

Motion: To amend the Rainy Day Fund. *Motion passed unanimously.*

Motion: To hire William Naylor as the Retirement Specialist. *Motion passed unanimously.*



Members of the Sing Sing Run Club participated in the Newport News 10 Miler in Rhode Island



The Ride For Missing and Exploited Children was on June 3rd 2016

Law Enforcement Vice President

John Harmon



As summer approaches, I want to take this time and thank all of you for working the toughest and most dangerous jobs in New York State with little support and respect from your agency, facility or employer.

Law Enforcement members protect the community, state parks, college campuses, state buildings, forensic and civil psychiatric hospitals, hospitals, veterans' homes, state capitol, state legislative office building, state museum, state education building and many more. Our jobs are unique to public safety, important to state operations and responsible for the security of all staff, patients, clients, community members and communities.

Changes have come to NYSCOPBA with a new Treasurer, Retirement Specialist and website. Soon you will also see a newsletter dedicated to only Law Enforcement members delivered via email only. It will contain updates for each title and agency the NYSCOPBA Law Enforcement office represents.

As you already know, our facilities and work sites are becoming increasingly dangerous and violent. NYSCOPBA has been attempting to make sure that agencies accurately reflect and report incidents and issues at your workplace. Members should make sure that Assault Alert Forms,

Accident Reports and Workplace Violence Forms are properly filled out. Assault Alerts are sent to NYSCOPBA to ensure the state is properly recording assaults at your workplace. Please fill them out and get them to NYSCOPBA.

Legislatively, veterans will be happy to know that the Military Buyback Bill was signed into law by the Governor. It allows all military service up to a maximum of 3 years to be purchased towards retirement. NYSCOPBA has lobbied, advocated and supported this legislation for many years. It is a huge accomplishment for NYSCOPBA and especially our veterans.

NYSCOPBA has also introduced many other pieces of legislation, most notably for mandatory assault reporting of OMH Forensic Facilities and 24-Hour Peace Officer Status for Safety and Security Officers. At the time of press, both of these were in committees and being lobbied for a vote on the floor this year.

A reminder that if you have received notification from the Justice Center of a substantiated finding, you can forward your notifications to NYSCOPBA for appeal of the exclusion list finding. I have asked and received permission several years ago from NYSCOPBA to represent all of you for Justice Center issues.

Have a safe summer. Enjoy your friends and family. Stay vigilant and alert to your surroundings.

God Bless.



NYS OMH Safety Officer Academy Graduation, March 25, 2016

Legislative Update

Dan Valente, Legislative Director

2016 LOBBY DAYS

NYSCOPBA conducted a series of Lobby Days in May in which members from across the state traveled to Albany to lobby on behalf of NYSCOPBA's legislation agenda. Approximately 400 members participated in this year's Lobby Days and conducted over 80 meetings with legislators in the Senate and Assembly on both sides of the aisle. This was a significant increase in membership participation compared to years past. Thank you to all the members who took time to attend their Lobby Day and share their personal experience in regard to the difficult jobs that NYSCOPBA members carry out on a daily basis. Our agenda for NYSCOPBA Corrections members included the Aggravated Harassment legislation (A1105/S1900) and the Death Gamble legislation (A7801-C/S59836-B). The agenda for NYSCOPBA Law Enforcement members included SSO Peace Officer Status legislation (A7674/S3628) and OMH Assault Reporting Requirements (A9620/S6916-B). These pieces of NYSCOPBA's priority legislation will continue to move through the legislative process; and we will update the membership on any new developments. In addition to the legislation, all members discussed the ongoing safety and security concerns that NYSCOPBA has been vigorously advocating for many years.

Please keep a look out for all legislative and political activities on the NYSCOPBA Legislative web page.

LEGISLATION UPDATE

There has been some significant movement on legislation important to the members of NYSCOPBA. Here are some of the bills taken up by the Legislature and/or acted on by Governor Cuomo. Please note that all of these updates are listed as of the writing of this article. The 2016 Legislative Session is scheduled to conclude on June 16th. NYSCOPBA will provide an update of the status of all legislation relevant to the members of NYSCOPBA.

S7160 (Larkin) / A9531 (Paulin) – This bill extends the Military Service Credit Law of 2000 to all veterans who have served in the military. The bill amends the retirement and social security law, in relation to providing credit to members of public retirement systems of the state for military service; and making an appropriation therefore. This bill was signed into law by Governor Cuomo as **Chapter 41 of the Laws of 2016**.

S6916-B (Ortt) / A9620 (Gunther) – This bill would require the Commissioner of the Office of Mental Health to report to the Legislature on a quarterly basis the number of assaults or overt acts by persons resulting in injury to any staff member or patient and to list the degrees of injuries within one of four defined categories. Passed Senate and to be considered by the Assembly Mental Health Committee.

S3628 (Ortt) / A7674 (Lentol) – This bill would provide that certain mental hygiene and department of health safety officers possess all peace officer powers. Placed on Senate floor calendar and referred to Assembly Codes Committee.

S5936 (Ritchie) / A7801-C (Russell) – This bill would modify the in-service death benefit for tiers 2 through 6 state correction officers. The in-service death benefit will be the value of the pension reserve as if the member had retired on their date of death. The provision is scheduled to expire five years after the date of enactment. Referred to Assembly Ways and Means Committee and referred to Senate Civil Service and Pensions Committee.

S1900 (Bonacic) / A1105 (Gunter) – This bill would make it a felony for intentionally expectorating on a corrections officer. This bill passed the Senate by a vote of 54-7. The companion bill in the Assembly, A1105 (Gunter), is currently assigned to the Codes Committee.

S5268 (Crocic) / A7739 (Paulin) – This bill would provide additional paid leave to certain employees of the State of New York with military combat experience for health related services. Placed on Senate Floor Calendar and referred to Assembly Governmental Operations Committee.

S3818 (Hassell-Thompson) / A2424 (O'Donnell) – Requires notice be provided to any officer or employee of the department of correctional services whose personal information is the subject of a subpoena. Passed the Senate and referred to the Assembly Corrections Committee

As always, please refer to the NYSCOPBA Legislative web page for a complete list of bills of interest. Click on the "Bill Tracker" link and you will be able to view all of the significant legislation NYSCOPBA is tracking.

Please visit the NYSCOPBA Legislative web page at <http://www.nyscopba.org/legislative> for updates on the legislative agenda, lobby days, legislative activities, legislative scorecards and all other legislative and political updates. If you have any questions regarding legislation or political action activities, please contact Dan Valente, Legislative Director, at 518-427-1551 X306, or by email at dvalente@nyscopba.org.



VALOR AWARD RECIPIENTS

Sgt. Mark Farrell, Officers Harold Rivenburgh, Brian Pryor, Brian Lifford, Wayne Holt and RN Aiden O'Conner

On 2/3/16, at approximately 8:50am, Lt. Robert Trudell observed ORC W. Johnson on the floor unconscious in the Administration Building Sally Port. Lt. Trudell immediately called for a Medical Emergency Response.

Sgt. Mark Farrell, Officers Harold Rivenburgh, Brian Pryor, Brian Lifford and Wayne Holt along with RN Aiden O'Conner, responded and checked ORC Johnson's vital signs. No pulse or breathing were observed. Officer Lifford applied the AED at approximately 8:54am and the AED advised a shock. Officer Holt administered the shock at approximately 8:55am. Officer Rivenburgh immediately initiated CPR for approximately 4-5 minutes until the AED advised to stop and reassess.

Also at approximately 8:55am, Sgt. Farrell advised the Watch Commander to call for an ambulance. An ambulance was immediately dispatched to the facility.

At approximately 9:00am, the AED advised to administer a second shock. Officer Holt administered the shock and Officer Rivenburgh immediately began chest compressions while Officer Pryor operated the manual breathing apparatus. CPR continued for 3-4 minutes until the AED advised to stop and reassess.

At approximately 9:04am, the AED advised to administer a third shock. Officer Holt administered the shock and Officer Rivenburgh again continued chest compressions, while Officer Pryor operated the BVM. CPR continued for approximately 4 minutes until the AED advised to stop and reassess.

At approximately 9:05am, Coxsackie Ambulance and Paramedics arrived at the facility.

At approximately 9:07am, the AED advised no shock. ORC Johnson became conscious and began breathing on his own. ORC Johnson was transported to the Albany Medical Center ER by ambulance. The AED was secured per policy and replaced.

In conclusion, ORC Johnson had suffered a heart attack and his heart stopped beating. It was the immediate response and determined efforts of the truly professional security staff at Greene CF that saved ORC Johnson's life.

According to EMS staff, had it not been for the actions of the responding security staff, ORC Johnson would not have survived.

In our dangerous and unpredictable profession, heroic efforts like those displayed on 2/3/16 often occur far away from public view. In these troubling times of intense public and governmental scrutiny of our Department and its employees, it is the dedication to professionalism and the selflessness of these employees that truly reflect the quality of the Department's Security Services Unit.

Sgt. Farrell and Officers Rivenburgh, Pryor, Lifford and Holt are deserving of recognition for their bravery and willingness to go to any length to save the life of a fellow employee.

Health Insurance Updates

Below are some updates in regard to your health insurance coverage through NYSHIP:

1. NYSHIP's Dependent Eligibility Verification Audit – members received a letter from hms Employer Solutions in November of 2015 regarding the State's dependent eligibility audit for those carrying family coverage and those participating in the Opt-Out Program. That notification was Phase 1 of the process (the Amnesty Phase). Members were permitted to remove any dependent(s) not eligible for coverage under the member's plan (amnesty ran from December 1, 2015, through January 29, 2016).

Phase 2 for active employees (the Verification Phase) will begin in July. Verification letters will be sent to members beginning July 5, 2016. This is when members will be required to verify their dependent(s) coverage by submitting documentation to substantiate they meet the eligibility requirements. The verification process will end August 19, 2016, with a grace period ending September 7th. If members do not follow through and provide the required documentation, the dependent(s) will be removed from coverage permanently. **Watch for this letter and follow its direction.** Respond promptly to avoid any dependent coverage issues.

2. The Empire Plan's Center of Excellence for Infertility Program – beginning June 1st, this program had a change in its network. CNY Fertility (located in Albany and Syracuse) and Reproductive Specialists of New York (located in Mineola) no longer participate in the Centers of Excellence network. Members who utilized these locations were sent letters explaining the change prior to June, which included a new listing of participating providers now in the network. They are as follows:

- Boston IVF, the Albany Center (Albany)
- Columbia University for Women's Reproductive Care (New York)
- Cornell Center for Reproductive Medicine and Fertility (New York)
- Genesis Fertility and Reproductive Medicine (Brooklyn)
- Infertility and IVF Medical Associates of Western NY (Snyder)
- Long Island IVF (Lake Success, Melville, Port Jefferson)
- New York University Fertility Center (New York)
- Reproductive Medicine Associates of Connecticut (Norwalk, CT)
- Reproductive Medicine Associates of New York (New York)
- Strong Fertility Center (Rochester)

Under certain services, COE-level benefits were continued until completion of services (after completion of those services, members will be responsible for co-payments and the travel-lodging benefit will no longer apply).

3. Health Alliance of the Hudson Valley no longer participates in the Empire Plan or Empire BlueCross BlueShield HMOs – Health Alliance has been in negotiations with Empire BlueCross BlueShield to reach a contract settlement. Unfortunately, those negotiations were unsuccessful and Health Alliance was dropped from the Provider Network effective June 1st. Therefore, the following three facilities no longer participate in the Empire Plan: (1) Health Alliance Broadway Campus in Kingston; (2) Health Alliance Marys Avenue Campus in Kingston; and (3) Margaretville Memorial Hospital in Margaretville. The following services are the **only** services now covered on an in-network basis:

Cases of emergency;

If no in-network hospital exists that can provide the services required;

If a network hospital is not available within a 30 mile radius from the member's home;

For continuation of care for a pregnancy or health risk; or

For any services that were preauthorized prior to June 1st.

All other services are now covered on an out-of-network basis and the member is responsible for paying ten percent (10%) of the billed charges for covered services up to the annual coinsurance maximum amount. Some charges may be covered under other parts of their plan coverage.

Health Alliance will no longer be paid directly (any payments are going directly to members within 45 days of receipt of all information necessary to process the claim) and the member is responsible for paying the hospital.

The following may also occur:

1. Members may be refused treatment for non-emergency services or elective treatment at these facilities;
2. Although a hospital cannot refuse emergency treatment to a patient, if a member goes to one of these hospitals for treatment and is stabilized, the hospital might choose to transfer the member to another hospital;
3. Members may be required to make payment up front before services are rendered;

continued on next page...

4. Members may be required to sign a guarantee of payment before receiving services, which may include an outline of a payment schedule, as well as interest that can be charged on any outstanding balance; and
5. Health Alliance facilities will no longer be required to bill Empire BlueCross BlueShield directly so members will be responsible for filing claims to obtain reimbursement.

Due to the above, members should seek health care at the following hospitals which do participate in the Empire Plan network to avoid difficulties and unnecessary medical expenses:

- Albany Medical Center in Albany, New York
- Columbia Memorial Hospital in Hudson, New York
- Northern Dutchess Hospital in Rhinebeck, NY
- O'Connor Hospital in Delhi, New York
- Vassar Brothers Medical Center in Poughkeepsie, New York

There are no changes to the medical portion of the Empire Plan administered by United HealthCare but remember, all paid-in-full services for anesthesia, radiology or pathology are only available at a network hospital.

Members currently receiving services or scheduled for treatment at any of these hospitals are encouraged to call the Empire Plan (1-877-769-7447) and press or say 2 for the Hospital Program. Reps can provide assistance in locating an alternative Empire Plan network hospital in the area.



Ogdensburg Chamber of Commerce awards 'Badge Battle' traveling trophy to NYSCOPBA

The Greater Ogdensburg Chamber of Commerce awarded the "Badge Battle" traveling trophy to NYSCOPBA for their donation of \$150 for the Polar Bear Plunge. From left, Chamber Board Member John Rische, CO Justin Mitchell and NYSCOPBA Treasurer and Steward Andrew Cox. The "Badge Battle" was a new feature of this year's Plunge, inviting local law enforcement and public service organizations to compete to raise the most pledges.

Western Region

Joe Miano



First, I would like to thank all the members who attended the Western Region Lobby Day on May 3rd. Over 90 members from the Region used their own time to attend. This overwhelming support confirms members are getting more involved. As of the writing of this article, several jails in the Region have, or will have, scheduled an informational picket to get the message out to the public. Also, at this time, our

Billboard Campaign is taking place throughout the state, showing the dangers our men and women deal with on a daily basis in our facilities.

With the changes in the new Use of Force Directive, members need to be even more vigilant in the way they write their reports. It is imperative to document not only the use of force itself, but what led up to it. DOCCS is telling NYSCOPBA the reports need to have more information on what may have led up to an incident (not all use of force incidents will apply to this situation). If members have concerns or questions on the changes, please contact the Local Stewards or the Western Region (585.382.3120).

With summer approaching, I would like to wish everyone a safe and happy summer.

As always, be safe.



Pee Wees Join The Festivities

The Thunder, based in Glens Falls, invited players from the Saranac Lake Pee Wee Hockey Association to come on the ice and run a 50-50 raffle to benefit their association. The New York State Correctional Officers and Police Benevolent Association also made a donation to the group.

Northern Region

Chris Hansen



With summer in full bloom, we are all ramping up for school getting out and our summer plans.

Several issues in our region are continuing and on-going. The State Inspector General's Office put out a report on Clinton CF a year to the day of the incident.

As of the end of June 2016, longtime NYSCOPBA Treasurer John Telisky is retiring. John came from the Northern Region. He had a great career as a Correction Officer and Sergeant. His expertise really shined when he took over as NYSCOPBA Treasurer and put us in the black for the first time in our short history. Congratulations to John on behalf of all the members in the Northern Region and all of NYSCOPBA. You will be greatly missed.

On May 31, 2016, the Northern Region had its Annual Golf Tournament. This year, it was held at the Tupper Lake Golf Course and our Charity was the Ronald McDonald House. We had 144 golfers and, unfortunately, actually had to turn 19 teams away. Thanks, again, to all who participated. We raised \$7,000 for our charity! In the nine years we have been hosting these charitable events, this tournament put us over the \$50,000 mark in donations! Keep up the good work! For next year's event, I am working on a plan so that no team will have to be turned away – stay tuned!

On May 10, 2016, we held our annual Lobby Day in Albany. We had an outstanding turnout of 126 members come to Albany to support our legislative initiatives. Thank you for the outstanding efforts and involvement! We have just received great news: our Military Buy Back Bill was passed! Great work to Keith Jacques, Dan Valente, and all those who supported and lobbied for its passing.

Please remember our new Member Assistance Program, "Catch a Falling Star". The number for anyone in crisis is 716-435-4895.

Don't forget about our newest program, The Rainy Day Fund, created for NYSCOPBA members. If you get locked out in the performance of your duties, please refer to the NYSCOPBA website or see your local steward.)

Remember your rights dealing with outside police agencies (page 133 of your contract book). Remember to call your Union Rep first. Rick Brunelle and I want you to know we are here for you 24/7. Just because an incident happens to you does not mean we automatically know about it. Please contact us immediately.

Lastly, if you are assaulted by an inmate do not wait for the facility to file charges. You may go to the local police agency and file charges.

Rick Brunelle, Northern Region Business Agent, and I will be around to talk to you and give you updates on contract talks.

Enjoy your summer and your families. Be safe and be sure to call us if you need assistance.



Northern Region Golf Tournament

NYSCOPBA's Northern Region Golf Tournament raised \$7,000 for the Ronald McDonald House.



NYS Corrections Emerald Society

NYSCOPBA's Northern Region sponsored a Correction Officer Recognition Night at the Adirondack Thunder's game at the Glens Falls Civic Center on April 2. There was a special presentation by the NYS Corrections Emerald Society.

LIFE Happens



Lippes Mathias Wexler Friedman LLP

What LMWF can do to protect you and your family

While Lippes Mathias Wexler Friedman LLP (LMWF) is the law firm that handles NYSCOPBA legal matters and government relations, we look forward to also assisting NYSCOPBA members and their families in any way we can. Below are just two practice areas where our firm may be able to assist members and their families whether it is for future planning, or in time of need.

Last Will and Testament, Health Care Proxy and Power of Attorney. These are the three documents that together will be the foundation for an individual's estate plan. Within these documents you can choose individuals to make decisions for personal and financial needs should you be unable, as well as direct disposition of assets and who will handle doing so. Such components of an estate plan can avoid potential costly legal disputes and avoid having your wishes not honored.

A Last Will and Testament is the instrument that will steer the direction of your estate. You have the ability to choose the plan for disposition of your assets and who will be the individual to accomplish that plan. A Health Care Proxy will allow you to choose an individual to make medical decisions and follow your medical directives, if you are unable to do so. And lastly, a Power of Attorney allows you to choose an agent to handle property or financial decisions for you, should you be unable. With the Power of Attorney document, you can choose the level of authority your agent will have with respect to your property.

Together all three documents build the foundation for your estate plan. In some instances, additional legal documents may be required to accomplish your estate planning goals. However, a Last Will and Testament, Health Care Proxy and Power of Attorney are a good starting point to ensure your property is protected, your family is taken care of and overall wishes are honored.

An example of where our firm can offer additional estate planning in conjunction with another area of law: personal injury. LMWF regularly assists clients with personal injury claims across New York State, including injuries resulting from car accidents and falls on property. Given LMWF's representation of law enforcement officers, LMWF is versed to ensure NYSCOPBA members are adequately compensated for their injuries, including compensation for the negative effect a members' time away from work has on his/her pension and benefits. (LMWF offers reduced contingent fee rates for NYSCOPBA members and their immediate families.)

Oftentimes, depending on the nature of the injury, you may need your designated power of attorney or health care agent, in conjunction with your personal injury attorneys, to assist with decisions that need to be made. Then, following resolution of the personal injury action, our trusts and estates attorneys can work with you to ensure the settlement proceeds are placed in the appropriate vehicle to further your estate and future plans/needs. For example, perhaps you want to put the proceeds in a family trust or do some annual gifting to children or grandchildren.

The above is a small example of how our firm can work together with NYSCOPBA members and their families to ensure their legal needs can be met and rights can be protected. Please contact us at 866.853.5104 with any questions. We look forward to working with you and your family!



World Health
Organization

ZIKA VIRUS
MICROCEPHALY
AND GUILLAIN-BARRÉ SYNDROME

SITUATION REPORT
24 MARCH 2016

Mosquito season will soon be upon us. Remember to use bug spray to protect against the virus!

Guillain-Barre (gee-YAH-buh-RAY) syndrome is a rare disorder in which your body's immune system attacks your nerves. Weakness and tingling in your extremities are usually the first symptoms.

These sensations can quickly spread, eventually paralyzing your whole body. In its most severe form, Guillain-Barre syndrome is a medical emergency. Most people with the condition must be hospitalized to receive treatment.

The exact cause of Guillain-Barre syndrome is unknown. But it is often preceded by an infectious illness such as a respiratory infection or the stomach flu.

There's no known cure for Guillain-Barre syndrome, but several treatments can ease symptoms and reduce the duration of the illness. Most people recover from Guillain-Barre syndrome, though some may experience lingering effects from it, such as weakness, numbness or fatigue.

Southern Region

Clarence M. Fisher, Jr.



Greetings my fellow members.

I would like to thank all those who attended our Lobby Day in Albany. I am very proud that you chose to step forward and have your voices heard.

I often speak of the changes in DOCCS and have given you examples of new occurrences. In almost every article I have written since the beginning of my term, I have urged you to protect yourselves and your fellow members. Now I urge you to become more proactive instead of reactive. You can start by making yourselves familiar with all the changes within DOCCS. Learn the new changes, ask questions and know what a lawful order is; you cannot win the game if you don't know the rules! Those we watch have learned the new changes and are taking full advantage of them; don't let them pull you into their schemes! I have always been an advocate of "Pre-Paid Legal Services"; more and more incidents are being referred to outside police agencies. Be prepared and KNOW WHAT YOUR RIGHTS ARE! NYSCOPBA has programs in place to protect you in most cases; you must do the rest.

I wish all of you a happy and safe summer.



Aids Awareness Walk

Sing Sing members participating in the Aids Awareness Walk in Central Park on May 15, 2016. NYSCOPBA donated \$300 for the walk.



2016 Law Enforcement Torch Run for Special Olympics New York

Sing Sing members participated and donated in the Torch Run on May 5, 2016.



Sing Sing Unity Day

Over 600 Officers are wearing the Sing Sing United - Sing Sing Strong t-shirts.

Sergeants Representative

Dave Viddivo



In light of recent events, I would like to remind everyone to always be vigilant and aware of your surroundings, both on and off duty. We, as Law Enforcement Officers, are being scrutinized and face daily danger by a vocal minority who would like nothing more than to limit our ability to perform our

duties and protect our citizens. We will never allow that to happen; and we will continue to serve and protect the people and the communities in which we live and work.

The Department recently rolled out the new directive regarding 4944. We made our concerns known regarding the directive changes prior to its implementation, though much of our input wasn't included in the final version. Like any new directive, there are some questions regarding its implementation and interpretation. I don't want to get into specifics in this forum regarding specific wording, but I want to make it clear that we have challenged some of the changes we feel have a negative impact on how we perform our duties. We will continue to have discussions with the Department on implementation and continue to make sure that any and all interpretations get disseminated properly to the front lines.

As of this newsletter, I am pleased to report that the Governor has signed the Military Buy Back Bill to give a genuine pension credit to all military personnel who have served our nation. We are grateful for the

support it received in both houses and grateful that the Governor realized the importance of honoring those who protect our freedoms.

Lastly, I have been appointed by the Executive Board to take on the position of retiring Treasurer John Telisky. I have served proudly as the Sergeant Liaison over the last eight plus years, and it has been my honor and pleasure to do so. In all of my encounters with hundreds of Sergeants during that time, you have treated me with dignity, respect and most of all, friendship. I want to sincerely thank each and every one of you for the support you have shown me and hope that I have lived up to your expectations as your Sergeant Liaison. I can assure you that I will always be available to you in my new role; and I will continue to do everything in my power to see that our profession is respected and you receive all the benefits associated with that respect.

Stay Safe! In Unity!



Wyoming CF Color Guard



National Law Enforcement Memorial Week

RETIREMENT

Are you ready?

by Bill Naylor, Retirement Specialist

Helpful videos can be found on Youtube.com. Type, "NYSLRS Preparing for Retirement Video series" in the search box. This will take you to the 7 video series for preparing for your retirement. Each video is no more than a few minutes long.

Sit down with Retirement. This is the most important step in planning for your retirement. Make an appointment with an Information Representative at one of their Consultation Sites to go over FAS and beneficiary options. Need to be within five years of retiring to make an appointment. For locations, go to http://www.osc.state.ny.us/retire/consultation_site_offices/.

Commit to Paying Off Your Retirement System Loan and/or Outstanding Balance for the Purchase of Credit for Previous Service. If you retire with an outstanding NYS Retirement Loan, your pension will be permanently reduced and you may be subject to taxes and penalties for the outstanding balance of the loan. To avoid the pension reduction and possible taxes and fees, you must pay off your loan prior to your retirement date.

Review your Member Annual Statement sent to you by the NYS Retirement System to be sure it is correct and gave you credit for all your service and salary.

Retiree Chapter Life Insurance. As a Retiree Chapter Member, you are covered by a \$20,000 group life insurance policy. Renewed membership in the Retiree Chapter is contingent upon us setting up automatic dues deductions. To do this we need your retirement number. **Submit your retirement number to us as soon as you get it.**

Dental options in retirement. Upon retirement, you lose dental coverage. If you choose **COBRA**, you must sign up within 60 days of retirement. COBRA coverage is a continuation of the same plan you had while an active employee. COBRA lasts 36 months; once it expires, you can sign up for a **Direct Pay policy with EmblemHealth** or options through **Norvest: Preventive Dental Plan** covers basic preventive services. **Enhanced Dental Plan**

includes all services covered by the Preventative Plan as well as basic and major care. Open Enrollment is from January – February with changes effective in April. You are required to continue coverage until the following April.

Vision options in retirement. Upon retirement, you lose vision coverage. If you choose COBRA, you must sign up within 60 days of retirement. COBRA coverage is a continuation of the same plan you had while an active employee. COBRA lasts 36 months; once it expires, you can choose NYSCOPBA's Retiree Chapter's free **Davis Vision Discount** for you and your dependents. This is a pre-purchase discount services plan offered to Chapter Members. In addition, Members of the Retiree Chapter (MEMBERS ONLY) are allowed a \$100/year eyeglass/contacts reimbursement. The **Norvest Dental plans** also include a discounted vision plan much like the Davis Vision Discount plan. There is no direct pay option following your COBRA coverage. Finally, Norvest also offers the **VSP vision plan**. There is a monthly cost for this plan which operates more like an insurance plan.

Consider purchasing past service and military time, and request Tier reinstatement. In some cases, purchasing past service credit in the Retirement System, purchasing military time or requesting Tier reinstatement can provide a better benefit. Contact Retirement.

Retiree Chapter \$100 eyeglass/contacts reimbursement program. Very few Chapter Members are taking advantage of the \$100 eyeglass/contacts reimbursement program. This is an easy and valuable benefit that can be combined with any other vision benefit.

Medicare coordination with the NYS Health Insurance Program. Under the Empire Plan, when you or your dependent/domestic partner become Medicare eligible, you (or your dependent/domestic partner) must sign up 3 months prior to turning 65 for Medicare Parts A & B (do not sign up for Parts C or D). Effective the day your Medicare becomes primary, your Empire plan will become secondary.

Mid-Hudson Vice President

Mike Mazzella



To say that we are working in a "different" Correctional setting than we worked in less than five years ago is a gross understatement. Use of force cases were generally scrutinized by the facility administrators and if there appeared to be a problem, the case was turned over

to the Department's Inspector General's Office for investigation. Now it appears that alleged excessive force cases are being scrutinized by the United States Attorney's Office and our members are being questioned by the Federal Bureau of Investigations and questioned in front of a Federal Grand Jury. It all comes down to this - how should we, as a Union, protect our members when being questioned by the Feds?

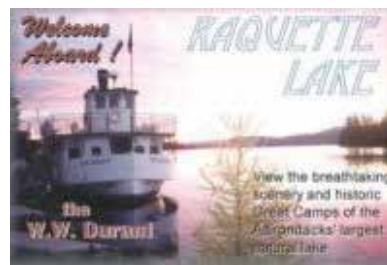
As most of you are already aware, you are not entitled to a Union Representative while being questioned by an outside agency. You are, however, entitled to an attorney. Should NYSCOPBA be responsible for providing an attorney to represent that member or provide funds for the member to retain their own attorney? In a recent case, four members were accused of use of excessive force. Of the four, two returned to work after a long suspension when the arbitrator in their disciplinary case found them guilty of some of the charges listed in their NODs; two were terminated. The US Attorney has decided to review and investigate the case and our members are being subpoenaed to appear before a Grand Jury. Not just the members accused of the force are being subpoenaed, but every member that was near the incident or responded to the "red dot". Each of these members is asking for NYSCOPBA to provide them with funds to retain attorneys at a cost of \$3,000 to \$5,000 per member. NYSCOPBA has honored these requests, but we must decide if this is a policy that we want to continue. If these cases continued to be handled in this manner, NYSCOPBA could be on the hook for hundreds of thousands of dollars, which is something we all need to consider.



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www.nyscopba.org/members/benefits/entertainment/
for NYSCOPBA
MEMBER DISCOUNTS!



SixFlags





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Who We Are

NYSCOPBA was formed in 1998 and since that time has provided superior representation to our 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, and to promote the overall welfare of our members. NYSCOPBA is the largest independent law enforcement and public safety union in New York State. We are 21,000 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, Correction Sergeants, Correctional Officers, Forest Rangers, Security Officers, Security Screening Technicians, Motor Vehicle Investigators, Security Service Assistants, Warrant & Transfer Officers, Security Hospital Treatment Assistants, Institutional Safety Officers and State Police Communications Specialists.

