

THE Independent

Winter 2016-2017

President's Message

Michael B. Powers



Brothers and Sisters:

Season's Greetings! It is hard to believe we are preparing to turn the calendar to a new year; 2016 has had its set of challenges and victories and 2017 will as well. In the paragraphs that follow, I will summarize some of the more important issues the Executive Board has been working on.

Contract Negotiations – NYSCOPBA has been in contract negotiations with the State for many months now. I would like to commend the Co-Chairs of the contract Negotiations Committee, the Committee members and our law firm for their steadfastness and continued efforts to deliver the best contract possible.

No overtime pay? NYSCOPBA was informed that the Department will conduct CERT Training but will not pay for any overtime earned during training. This was immediately disputed as a contract violation of not paying overtime, and the Department retracted the restriction and extended the training sessions to avoid overtime.

OMH violence reporting - I have had several meetings with Office of Mental Health Commissioner Sullivan and the Second Floor to address issues related to titles in that agency, assault/workplace violence reporting procedures and consistency, Peace Officer status, and how federal funding affects state agency decisions and policies. NYSCOPBA advocated for consistent and clear workplace violence reporting, which recently passed. The passing of this legislation will assist us tremendously with important violence statistics which will be used to shape future discussions with the Agency.

Phasing out a title - The Warrant Transfer Officer (WTO) and Senior WTO title structure change is complete and a Memorandum of Understanding between the State and NYSCOPBA has been signed. If this title change affects you and you have questions regarding how it will affect you, please speak with your Regional Vice President.

Putting money where their mouths are – Through NYSCOPBA's intervention and repeated efforts with the Second Floor and the Division of Budget, funding has been released for staffing needs, along with larger Academy classes to accommodate training for additional employees. DOCCS staffing assessments are winding down. All facilities will be assessed according to the Three-Year Staffing Agreement which expires the end of this fiscal year (March 31, 2017).

Directive Changes – NYSCOPBA has recently received many directive changes from DOCCS. In most cases, the Department has requested input from NYSCOPBA, which was provided in detail. NYSCOPBA's concerns are reviewed, though not always included, before a final directive is issued. The directive revisions of greatest concern are 4910, 4930, 4936, 4945, 4946 and 2218, as well as the new Frisk Form 2077. Our initial reaction to the changes to Form 2077 prompted communication with the Department and the Governor's Office to remedy a disclaimer that we believe would put our members in jeopardy. The language was removed from the form as a result of those efforts. We continue to meet with the Department on a regular basis regarding revisions and the subsequent effect on security and the membership.

NYSCOPBA issues outside of the Agencies/Department – I continue to meet with District Attorneys, most recently with the Cayuga County DA and the Washington County

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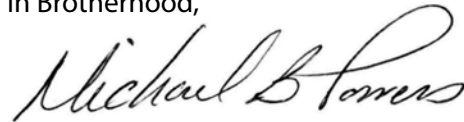
DA, to educate and underscore the issue of violence in facilities and prosecution of inmates who are violent toward our members. Additionally, I have been meeting with Editorial Boards, particularly those that appear to be one-sided in their articles, to educate them from our perspective. Most recently, I met with The Citizen, the Poughkeepsie Journal, Utica Dispatch Observer, Watertown Daily Times, and the Democrat Chronicle.

Security Audits – Directive 4955 was issued and spurred the Department to conduct security audits for the purpose of finding any security risks and make any corrections necessary to strengthen the integrity of security in that area. As soon as NYSCOPBA received this Directive, discussions between NYSCOPBA and the Department began, echoing the concerns of the front line staff. Be aware that these audits are being conducted and, if necessary, seek guidance from your union representatives.

As 2016 comes to a close, I would like to take the opportunity to express my gratitude to each member for your support of one another, of this union and of your elected officials. We strive together to make this union even stronger. We have come a long way as a union and can continue to accomplish our goals together.

Wishing all a Safe and Happy Holiday!

In Brotherhood,



Michael Powers

NYSCOPBA Executive Board

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Michael B. Powers

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Vice President - Corrections West
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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, Security Hospital Treatment Assistants, Institutional Safety Officers and State Police Communications Specialists.



Executive Vice President

Tammy Sawchuk



The Holidays are quickly upon us! I hope this newsletter finds you well and that you have much to be thankful for this Holiday Season!

The Union works tirelessly with the Department and Agencies on multiple issues, from directives to disciplines, safety to staffing, grievances to grants, equipment to egress, contraband to control, weapons to weather - just to name a few.

In regards to SHU 200 admissions, we have had numerous Labor/Management meetings and communications with the Department. In a letter dated October 21, 2016, we continued to express our concerns. You will find my most recent letter to the Department and the response received on our website at <https://www.nyscopba.org/wp-content/uploads/2016/11/SHU-200-Letter-to-Dept-10.21.2016-and-response.pdf>.

Many Departmental SHU Policies are based on the settlement reached from the NYCLU vs NYSDOCCS suit. You may find it useful to read a summary of the settlement to understand what the court decided and what the Department must implement as a result. You will find the summary document on our website at <https://www.nyscopba.org/wp-content/uploads/2016/11/NYCLU-Summary.pdf>

For our Community Supervision members, I continue to work with the Department on issues relating to your titles. A letter was recently sent to Deputy Commissioner of Community Supervision Herzog (now DC Claudio) requesting a statewide Labor/Management meeting. The letter can be found on my webpage at <https://www.nyscopba.org/wp-content/uploads/2016/11/ISO-meeting-Request-160920.pdf>. The meeting dates offered from the Department are in January; we will address the issues outlined in the meeting request.

I am pleased to inform you that our efforts to obtain more updated equipment from the Department have been answered regarding weapon issue. The Department of Corrections and Community Supervision has announced that Glock Training will begin in April 2017. Additionally, Pepper Spray Pilot Programs developed by the Department have begun to be implemented.

NYSCOBPA's website is intended to inform the membership and is continually updated. Please check it often and you will find important information, such as letters to the Department, meeting minutes, upcoming events, etc.

For some, the Holidays are a difficult time. Please remember that EAP is available in all our facilities, plus NYSCOPBA has implemented a wonderful Member Assistance Program through Cindy Goss/Catch a Falling Star. Both programs offer 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. These programs are offered to all NYSCOPBA members. Please do not hesitate to use the programs for yourself or for a Brother or Sister in need. Information may be found on our website or through your Local Stewards.

I wish all of you peace and joy this Holiday Season spending time with loved ones.

Be safe.



NYSCOPBA Donates to Ogtoberfest

The Greater Ogdensburg Chamber of Commerce was pleased to accept a donation of \$1500 to our annual Ogtoberfest from the New York State Correction Officers Police Benevolent Association (NYSCOPBA). Pictured, from left to right are: Don Dietschweiler, Jr. NYSCOPBA Union Steward; Sean McNamara, Chamber Vice President and Ogtoberfest chair; Laura Pearson, Executive Director of the Greater Ogdensburg Chamber of Commerce and Jimmy Bell, NYSCOPBA Union Steward.



Treasurer

David Viddivo



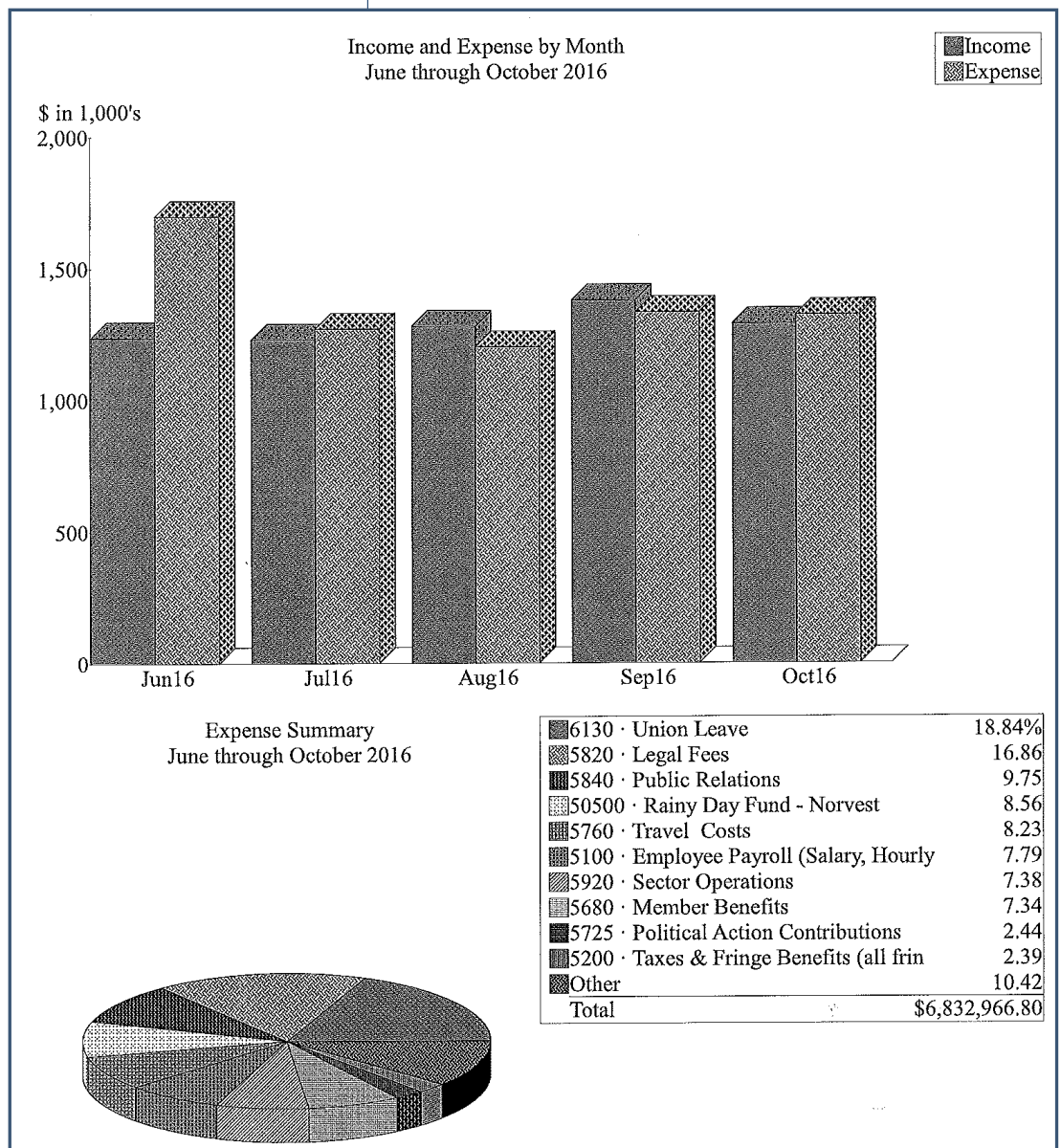
I would like to take this opportunity to wish all of you a Happy Holiday Season. I hope the new year brings you happiness, prosperity and good health.

It has been a busy several months as I have transitioned into the position of Treasurer. My main objective is to make certain that your money is being spent wisely and efficiently, focusing on the needs and policies that deliver the best results for Sectors and their respective budgets. My priority is to reach as many members when the need is the greatest. A sound fiscal approach in all other areas of spending will give me the ability to focus on that priority. The Finance Committee and I have met several times over the last few months to discuss ways we can be fiscally sound and deliver a financial product we can be proud of.

We have successfully navigated through an IRS audit this summer in which we were ultimately given the thumbs up on all of our accounting practices. We are closing in on a lease agreement for the two floors of space on Hackett Blvd. which would give us additional cash flow for this upcoming fiscal year. We continue to provide funding for both the RDF and the LDF to give our members some financial stability while going through some rough waters. We are in the process of developing a NYSCOPBA Charitable

Foundation which will give us additional financial flexibility to lend additional assets in both charitable donations and member-driven programs. We have created a Budget for Fiscal Year 2017 which focuses on the spending needs of the Sectors, and which will give them the financial ability to reach out to our members and keep them informed of the issues. These, along with many other financial decisions that I make, will continue to keep NYSCOPBA in a positive financial position for next year and years to come.

As always, if you have any questions regarding your Treasury and the fiscal state of our union, please feel free to reach out to me. Also, continue to utilize the NYSCOPBA website to get up-to-date information.



Recording Secretary

Mike Dildine



As you are aware, we have been without a contract since April 1, 2016. How NYSCOPBA negotiates the contract is dictated by our Constitution and the policies enacted by the Executive Assembly. The Collective Bargaining Committee is made up of a Steward from each region and a Law Enforcement representative, along with the two Chairs (myself and Law Enforcement VP John Harmon).

The collective bargaining process began long before the contract expired. The Committee began with a process of soliciting members' contract ideas through questionnaires sent to members' homes, as well as thirteen Collective Bargaining Seminars held throughout the state in the fall of 2015. From your ideas, the foundation of NYSCOPBA's proposals to the state were formed. Meetings with state negotiators began months prior to the end of our last contract. Research was done and documents produced to show our issues and highlight the facts that back up our proposals. NYSCOPBA, through the Collective Bargaining Committee, has met with the state numerous times on a regular and continuing basis to negotiate a successor contractual agreement. As we move through this process, we have not made our proposals or the state's proposals public for reasons outlined in a memo given to the Executive Assembly and sent to all Stewards to share with all members.

I receive many questions concerning our retirement and negotiations. As explained during those Collective Bargaining Seminars, retirement benefits are a prohibited subject of negotiation under the Taylor Law. Our retirement benefits are a legislative issue and can only be changed through legislative action.

The negotiations' process can be very lengthy. I ask for your continued patience while we work to bring back a fair contract that addresses our members' needs.

I want to wish everyone a great Holiday Season and a safe and prosperous New Year. Merry Christmas!



2nd Annual Oktoberfest 5K

NYSCOPBA was one of the main sponsors to the 2nd Annual Oktoberfest 5K that benefits three great charities – The Ronald McDonald House, Center for Disability Services and Northeastern New York Epilepsy Foundation. 722 runners registered for the 5K that was held on October 1, 2016. Thank you to all that participated and volunteered to make the run a great success.



NYSCOPBA makes donation to Forestville Legion

A donation was made May 16, 2016, from the New York State Correctional Officers & Police Benevolent Association Inc. to Forestville American Legion Post 953. Pictured in the front row from left are: John Way, Dick Mosher, Jeff Marsowicz, Neal Gruber, Tom Halicki and Joe Aguglia. Back row: Dick Bradigan, Ed Hamlet, Jim Hilliker, Wayne Ashley, Mike Burger and Dick Yeager.

Central Region

Paul Lashway



As the year comes to an end and the Holidays are upon us, I want to wish all of you and your families a very safe, happy and joyful Holiday Season.

During the year, we have toured numerous facilities speaking with as many of you as possible and listening to the most pressing issues you have inside our jails.

We also attended numerous informational pickets around the state, informing the public on what goes on or what to expect inside the walls and fences of our facilities on a daily basis. Our hard work, dedication and professional manner are recognized and understood by many in the public; they know what a demanding job we do as Correction Officers and Sergeants.

Now, more than ever, we need to stay focused on the issues at hand and not rumors. DOCCS is ever-changing and facilities are more dangerous than ever before. Directive and Policies changes are making our jobs more demanding and harder to perform. NYSCOPBA is working very hard to counter some of these Directive changes.

It is critical to get involved with NYSCOPBA so we can become a stronger and better Union. My gratitude goes out to all the Stewards for going above and beyond to help in this ever-changing battle to make our prisons safer. Also, I would like to thank our members for the unforgiving jobs they do behind locked doors. Our PAC Seminars this year were a success due to your participation. The numbers keep growing every year showing the support and involvement we need. A special thanks to all who donate time to local charities like Troopers for Troops; Breast Cancer; WATERTOWN Food Drive; Golf outings supporting members; motorcycle rides; Toys-for-Tots, The Ride for Missing Children, the Heart Run Walk, and the list goes on.

Thank you for your support. If you need anything, do not hesitate to contact the Central Region Office or stop by!

Stay Strong
Stay United

Executive Assembly Motions

[June 2016]

Motion: To accept Annual Audit – *passed*

Motion: To accept the Tax Return 990 Statement – *passed*

Motion: To accept Dave Viddivo as new Treasurer and Bill Sellers as new Sergeant's Liaison – *passed*

Motion: To file Litigation against NY Times – *passed*

[August 2016]

Motion: To create a Charitable Foundation – *passed*

Motion: To create a Special committee to look at regional re-organization – *Passed 56y – 16n*

Motion: NYSCOPBA file litigation against the DOCCS, and any other party found responsible with regards to the NY Times article – *passed*

Motion: All NYSCOPBA Stewards provide an active phone number, and/or personal e-mail address and mailing address – *passed w/opposition*

[October 2016]

Motion: To accept Political Endorsement Policy – *passed*

Motion: To accept Retiree Chapter Policy – *passed*

Motion: Fast Track Legislation regarding DOCCS subpoena power – *passed*

Motion: To procure the 2-day (16 hour) Advanced Armory Course for all WTOs in the Department – *passed*



Tour De Force – Atlantic City, NJ – Summer 2016

NYSCOPBA Sponsors, Retirees, Clinton CF and Green Haven CF

Law Enforcement Vice President

John Harmon



As another year passes, I want to take this time to thank each and every one of you for your dedication to the most dangerous jobs in New York State. Your commitment and selfless attitudes to keep your communities safe and secure are often not recognized by those very communities. It cannot go unsaid that your families also receive no thanks and appreciation

for their support and understanding for the many hours you spend away from them keeping our workplaces, communities and neighborhoods safe.

Safety and security for all of you are, and will always be, my main priority (not just personally, but securing all of you as members of NYSCOPBA). Keeping and securing your places of employment while working to make your jobs safe is, at times, monumental. With the way New York State and the media have displayed and disrespected the jobs we keep sacred, the only people we can trust to protect us are the fellow Brothers and Sisters we work with.

We now have to fight together and fight with passion and intestinal fortitude to make sure all issues we fight for are followed and respected. We must respect both the jobs we have and our fellow Brothers and Sisters to show those who disrespect and dishonor us that we stand together against those who disrespect and fight us.

The fact that OPWDD and OMH have finalized plans to issue all Safety and Security Officers (SSOs) protective vests was a step in the right direction. It took almost seven years of conversation and debate with New York State, as well as many cowardly acts of violence towards uniformed officers in this country, to make OMH and OPWDD understand the need for this protection. However, as I write this, some vests sit in boxes or have not been ordered yet due to the inability of OMH to finalize policy with NYSCOPBA. NYSCOPBA has been pressing OMH to finish the policy to ensure that all SSOs are protected immediately.

The Commissioner of OMH and her Executive Team continue to ignore the enactment of the SHTA Peace Officer Law (which the Governor signed with the understanding that all Secure Hospital Treatment Assistants would be properly trained and recognized for working with the worst criminal and mental health populations in the country) showing disrespect and unsafe attitudes. Their argument that the result would be funding issues caused by the Peace Officer Status is absolutely false. The fact is that they are already violating federal funding policy and they do not want more attention to the fact that SHTA

safety, security and training are being compromised because of administrative failure and agency politics.

The fact that SUNY and state campuses overlook and refuse to recognize how valuable and important the jobs of Campus Public Safety Officers and Security Services Assistants are is disrespectful and undermines the great work they do. The fact that the State Education Department continually disrespects and mistreats the Safety Officers that protect the State Museum and other SED properties is disrespectful to the only first responders that agency employs. The fact that the Division for State Police does not recognize the important work that Security Screening Technicians conduct every day by ensuring the safety and security of all who visit and work at the State Capitol is disrespectful and irresponsible, considering our elected representatives and leaders walk through those hallowed halls every day.

Respect is earned and not given. We have all earned our respect to be treated like the law enforcement professionals and first responders we are. New York State and the media cannot continue to disrespect and dishonor our professions and livelihoods. We must be united and resolute in our mission to be respected and honored, not misrepresented and lied to.

As we move forward in 2017, I ask all of you to respect yourselves and your workplace. Show unity and selfless attitudes to show all of those who dishonor and disrespect us that we have earned and deserve respect and admiration for our jobs. If we all work together, albeit sometimes in different ways but with one common goal, in 2017 we will be unified and respected. We can then accomplish goals and help shape our jobs and working environments for the future.

I will continue to fight for all of you and your families to not only improve your working conditions and safety, but hopefully bring a good collective bargaining agreement to you which ensures we are all law enforcement and should be treated the same as the other members of our union. This year, the SSO 24-hr. Peace Officer and the SHTA Retirement Fix Legislation are our two legislative priorities; other legislation will be added as necessary. I would also like to gather information needed to consider upgrades for all titles in Law Enforcement. Last year, we were able to get one bill signed by the Governor - OMH Forensic Assault Reporting - and currently have two bills on his desk. I will continue to push for laws that give all Law Enforcement members in NYSCOPBA the safety, security and respect they deserve.

As always, my door is always open. I am available to talk and meet when any of you need me. I work for you and all members of NYSCOPBA.

Have a Merry Christmas and Happy New Year!

Legislative Update

Dan Valente, Legislative Director

In 2016, NYSCOPBA was once again successful in getting priority legislation signed into law. NYSCOPBA's legislative successes would not be possible without the support from the thousands of members who have attended Lobby Days, PAC Seminars and political functions, as well as those who have taken the time to contact their local legislators on behalf of NYSCOPBA. Thank you to all who have taken the time to get involved in your union. Your participation is appreciated and vital to our continued success. Here is a brief summary of the bills that we successfully lobbied on in 2016:

Military Buy-Back (Chapter 41 of the Laws of 2016)

Following two vetoes in 2014 and 2015, Governor Cuomo signed this legislation into law on May 31, 2016. This new law allows all military veterans who were honorably discharged to purchase up to 3 years of service credit toward retirement, regardless of when such service occurred and regardless of whether an expeditionary medal was received by the veteran for such service. This bill was heavily lobbied on by NYSCOPBA and we are proud to have been instrumental in obtaining this piece of legislation on behalf of all military veterans. If you are a veteran and plan to buy back up to three years of service credit for your military service, it is recommended that you do so as soon as possible. If you have questions regarding this new law, please contact the Retirement Department or the Veterans Committee.

OMH Assault Reporting (Chapter 375 of the Laws of 2016)

On September 29, 2016, Governor Cuomo signed this NYSCOPBA-sponsored legislation into law. Similar to legislation that NYSCOPBA was successful in enacting for members employed by DOCCS, this new law requires 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. This new law will shed a true light on the number and severity of assaults that are taking place at alarming rates on our Brothers and Sisters employed at the four state forensic psychiatric facilities.

2016 Election Day in New York State

While the presidential election took center-stage during this year's election cycle, New York State voters also headed to the polls on Election Day to determine

which political party will be in control of the New York State Senate for the next two years. At the time this article was written, the final breakdown of the Senate remains undetermined. To hold a majority in the Senate, a conference will need to secure 32 of the 63 seats in that house.

There are currently two races on Long Island still undecided and absentee ballots are being counted to determine the final results. Senator Carl Marcellino, the likely winner, has a sizable lead over Democrat James Gaughran in Northern Long Island. Senator Michael Venditto was trailing Democratic opponent John Brooks by 33 votes following Election Day; however, initial returns on absentee ballots now have Senator Venditto ahead by less than 100 votes.

In the unlikely event that the Democratic candidates win both undecided seats, the "Mainline Dems" will still need to work out an agreement with the soon-to-be 7 member Independent Democratic Conference (IDC) and Senator Simcha Felder, a Brooklyn Democrat who as conferenced with Republicans since 2012, in order to assume control of the State Senate. To scuttle *that* opportunity, Senator Felder has recently indicated that he will continue conferencing with the Republicans. Adding to the Dems unlikely scenario is the fact that the IDC has partnered with the Republican Conference in a coalition-styled government. However, at this time, it has not been publicized which conference the IDC will partner with. So what does that all mean? It means we are looking at the status quo in the State Legislature - Republican majority in the Senate and a Democratically-controlled Assembly.

In the State Assembly, as expected, there was nothing groundbreaking which took place as a result of Election Day. Out of 150 seats, only one incumbent was defeated in the Assembly. Assemblyman John Ceretto, who was elected to three terms as a Republican but joined the Democrats last year, was defeated by nine points by former Republican Niagara Falls judge Angelo Morinello. A total of 107 Democrats won seats in the 150-member body; 43 members will be in the Republican Conference.

One notable result in the Assembly is the fact that active NYSCOPBA member D. Billy Jones (D) out of Bare Hill Correctional Facility was successful in his Assembly race for the seat being vacated by longtime Republican Assemblywoman Janet Duprey. For the first time ever, NYSCOPBA will have a member elected to serve in the State Legislature. We are confident that Billy Jones will be a strong advocate for North Country and for the members of NYSCOPBA. ***Congratulations Assemblyman-elect Jones!*** We look forward to working with you in Albany.

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2017 PAC/Retirement Seminars

Over the past two months, NYSCOPBA's Legislative Team has conducted a series of open seminars in all regions of the state designed to train and educate NYSCOPBA members on the the union's legislative and political agenda. New this year, we incorporated a segment on retirement where members can receive information related to planning for and applying for retirement. NYSCOPBA's Retirement Specialist Bill Naylor was on hand to provide information and answer many questions related to retirement and disability. We continue to see an increase in participation at these events from year to year. Thank you to the members who took the time to come out and learn about the process and got involved. Keep a lookout for future legislative events on the NYSCOPBA online calendar.

2017 Legislative Session/ Executive Budget/Agenda

The 2017 Legislative Session is scheduled to kick off next month with the Governor's State-of-the-State address and Executive Budget presentations. Last year, Governor Cuomo combined the two initiatives into one event and it appears as though the combined presentation will continue in 2017. NYSCOPBA will provide updates on any major policy proposals affecting NYSCOPBA members that could be contained in the budget as soon as it becomes available.

The NYSCOPBA 2017 Legislative Agenda is being developed thanks to recommendations received from members who attended our annual PAC Seminars. Input from the membership, Executive Board, Legislative/PAC Committee and the Executive Assembly is essential to our success as we gear up to move legislation in the upcoming Legislative Session. Members are always encouraged to submit new ideas for legislation so that we can continue to fight to improve working conditions and safety for all NYSCOPBA members.

Finally, NYSCOPBA's Legislative Team would like to wish all NYSCOPBA members and their families a safe and happy Holiday Season.

As always, please refer to the NYSCOPBA Legislative webpage 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 that NYSCOPBA is tracking.

Please visit the NYSCOPBA Legislative webpage 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.

Health Insurance Updates

IMPORTANT REMINDERS concerning your health care coverage:

1. The Option Transfer Period ends December 16, 2016. The following changes must be made through your Health Benefits Administrator in Personnel by that date:
 - a. Change your health insurance option to either the Empire Plan or one of the HMO plans offered through NYSHIP;
 - b. Enroll in the Opt-Out Program;
 - c. Re-enroll in the Opt-Out Program (enrollment does not roll over year-to-year). Members must re-elect participation for 2017 by filling out the proper paperwork;
 - d. Change from family to individual coverage (regardless of whether a qualifying event has affected your dependents' eligibility);
 - e. Change from individual to family coverage (late enrollment provisions will apply);
 - f. Voluntarily cancel your coverage (regardless of whether a qualifying event has affected your eligibility); or
 - g. Enroll for NYSHIP coverage (late enrollment provisions will apply).
2. For those thinking about changing health insurance plans, pick up a copy of the Health Insurance Choices for 2017 pamphlet available in your Personnel Office. This document gives a good summary and comparison of benefits and copays for all plans offered.
3. For administration lag-payroll employees, your new health insurance options will begin on December 29, 2016, and the earliest paycheck in which a deduction change will be made is the check of December 28th.
4. For institution lag-payroll employees, new health insurance options will begin on January 5, 2017, and the earliest paycheck in which a deduction change will be made is the check of January 5, 2017.





DIABETES IS A GROWING EPIDEMIC

It includes serious risks for your eyes including glaucoma, cataracts and the most common diabetic eye disease, retinopathy. Untreated diabetes can lead to complete vision loss, often without any warning. The American Optometric Association predicts that by 2050 the number of Americans over 40 with diabetic retinopathy will triple to 16 million.

HOW DIABETES AFFECTS THE EYES

Diabetes is a metabolic disorder in which the body does not produce or properly use insulin, a hormone that allows the body to use blood sugar for energy. It's characterized by high levels of blood sugar, which cause changes in the blood vessels of the retina, the light-sensitive tissue at the back of the eye necessary for good vision.

In the early stages of diabetic retinopathy, small blood vessels in the eye swell. As the disease progresses, some vessels that nourish the retina become blocked. Abnormal new blood vessels begin to grow on the surface of the retina to replace blocked vessels. These new vessels have thin, fragile walls. If they leak blood, the result can be severe vision loss and even blindness.

EYE EXAMS ARE ESSENTIAL

The only way that diabetic retinopathy can be diagnosed is through a comprehensive eye exam. People with both types of diabetes (type 1 and 2) are at risk of developing diabetic retinopathy. The longer you have diabetes, the more likely you are to develop it.

PROTECT YOURSELF

Early diagnosis and aggressive treatment are essential. The risk of blindness can be reduced by 90% with timely treatment and follow-up care.

TAKE CONTROL

If you have diabetes, you can reduce eye problems by controlling your blood sugar and blood pressure levels and by obtaining regular comprehensive eye exams. When you are proactive about your health, you can protect yourself from easily preventable diseases and save money by catching long-term and chronic conditions early. Ensure you are making the best investment in your health by having regular, comprehensive eye and physical examinations.



DAVIS VISION
EYECARE REFRAMEDSM

1 (800) 283-9374
DAVISVISION.COM

Sources: American Optometric Association, American Academy of Ophthalmology, American Diabetes Association, U.S. Centers for Disease Control & Prevention, Prevent Blindness America, National Eye Institute

V

valor [val-er] *noun*
 boldness or determination in facing
 great danger; heroic courage; bravery

VALOR AWARD RECIPIENTS



**CO Jeff Badendyck
Shawangunk CF**

(Above: CO Steven Marasco accepts the Valor Award for CO Jeff Badendyck)

On the afternoon of March 18, 2016, Correction Officer Jeff Badendyck from Shawangunk Correctional Facility had just started working at his brother's home when he heard tires screeching and a loud thud. Although he didn't see what happened, he knew it was a bad car accident. Officer Badendyck was the first person on the scene and wasn't prepared for what he was about to see. A car had skidded off the road, hit an embankment and flew at least 50' in the air, striking a tree 7' off the ground.

Officer Badendyck climbed into the car to assess the driver. She was unresponsive but alive. After climbing back out of the car he noticed a child seat about 12' from the car laying face down. He then realized there was a toddler underneath it lying on his back, unresponsive, but alive. He lifted the child's seat up and noticed the toddler wasn't secured in the seat anymore, but the harness was still buckled together. Jeff then covered the child with a coat and kept his head from moving until EMS and Police arrived on the scene. NYSCOPBA commends Officer Badendyck for his quick thinking in a stressful situation.



CO Tommy Brice, Orleans CF

On Monday, May 16, 2016 at approx. 3:15pm, CO Tommy Brice from Orleans CF, was pumping gas at Crosby's Gas Station in Albion. At this time, he observed a female, age 16, walking past a Rite Aid towards a motel as an older man approached her and appeared to start asking her questions. The girl attempted to walk faster, almost appeared to be running away from the man, whom eventually managed to get in front of her. It was later discovered this man had asked her to come home with him. Sensing something wasn't right, CO Brice drove over to the situation and asked the girl if anything was wrong. She turned to CO Brice and started to cry. He immediately knew something was wrong and called the police and followed the suspicious man back to his room at the motel until police arrived. Subsequently, the police entered this man's room and found 4 knives on the bed. The suspect stated to the police that his intent was to abduct the girl.

Amy Freeman, the mother of the 16 year old girl, is extremely grateful for Tommy's actions. His quick thinking and bravery most likely saved the life of this young girl. These actions display honor and the true meaning of being a peace officer, that his tour doesn't end when he punches out at 3pm.



**CO Melinda Keohan
Shawangunk CF**

On or about April 30, 2016, a letter was received by NYSCOPBA from Anna Millenson and Mark Wilens. The letter read:

"To Whom it may concern,

We are writing this letter in deep appreciation of the recent Good Samaritan action from Melinda M. Keohan, a Corrections Officer at NYS DOCCS at the Shawangunk Correctional Facility.

During the early morning hours of April 18th, as Ms. Keohan was driving to work, she observed a fire on our lawn. There is no cell service in our area, so Ms. Keohan immediately drove up to our house and began pounding on our door. It took 10 minutes for us to wake up and come downstairs, at which point she informed us there was a fire outside of our house. The fire nearly reached our propane tanks before it was put out by the Woodstock Fire Department.

It was extremely lucky for us that Ms. Keohan stopped and woke us up that night and prevented any harm to us, our two young children and our home.

We would like to commend her for her actions and are incredibly grateful for her quick thinking."

I commend Officer Keohan for the bravery displayed during this incident.

Western Region

Joe Miano



First, I would like to thank the nearly 1,000 Western Region members who attended the informational pickets held over the summer. A special thank you goes to Andy Rice and the Elmira Sector for starting the pickets that spread throughout the Western Region. I also want to thank the members who attended this year's PAC/Retirement Seminars; each year, the number of people attending

has greatly increased. It is great to see more and more people attending these events.

As everyone is aware of the never-ending changes to directives and policies DOCCS has implemented to the job duties of our members, and with total disregard to the input NYSCOPBA has provided to DOCCS, it is going to be difficult for our members to change the way they perform their duties as some of the directive and policy changes have been completed the same way for decades. The Local Stewards need to address these changes with the administrations at each facility as they vary from jail to jail. If there are any questions on these (or any other) union issues, please call the Western Region Office - 585.382.3120.

We, as your Western Region Reps, are working very hard to protect all NYSCOPBA members, but as your jobs in the facility change, so is the way DOCCS deals with the Regional VPs and Business Agents in disciplinary matters.

On behalf of the Western Region Office, we wish everyone Happy Holidays and a Happy New Year. As always, stay united and informed.



Western Region donates to Crossroads House-Batavia

Mid-Hudson Vice President

Mike Mazzella



For many of us, the Holiday Season is a joyous time spent with friends, family and loved ones while we celebrate days that are significant to our country and religious beliefs. For some of us, this time of year can be depressing and leave our Brothers or Sisters with the feeling of loneliness and despair. No matter how many times we, as a Union, or DOCCS puts out

a memo regarding this subject, another Brother or Sister travels down that dark corridor and believes that there is no other option than to take their own life. Sometimes we feel like we should have done something more to prevent these horrible tragedies; but in reality, there isn't much more that could have been done. All I ask is that if you are reading this and you feel like there is no way out of a situation you're in, please reach out to EAP or Catch a Falling Star. We do care about you, even if you believe that no one does. Your life does matter.



Orleans CF Raises Money for the Cancer Society

Orleans Correctional Facility held their 4th Annual Golf Tournament on July 18, 2016 at Chestnut Hill County Club in Darien, NY. They were able to raise \$10,375 for the American Cancer Society, and another \$492 for the Cancer Services of Orleans and Genesee counties!! The monies will go to colon cancer research in honor of our Brother, Al Miller. Al had just completed his last chemo-we all wish him the very best!



Informational Picket

Northern Region

Chris Hansen



As we move into fall, I hope everyone enjoyed their summer!

We continue to see a multitude of directive and policy changes. Always take into consideration that rumor is not policy and, until put in writing, we do not have to follow it.

The following is a list of changes we must be aware of which can result in harm to our members:

- Counts cannot be pre-filled under any circumstances.
- Cell phones are ABSOLUTELY not allowed in facilities.
- Use of Force Policies have changed - you must be aware of this change and how it is applied.
- Probationary employees, whether new employees or recently promoted, must be aware that they can be terminated or demoted. This is happening at an alarming rate.
- When Assistant Commissioners and/or HUB Superintendents are touring facilities, they may ask inmates if their cells and cubes are being frisked. As a result, Officers may be disciplined.
- Be aware if security audit teams are in your facility! Teams have been known to remove property from areas (ie: keys from the arsenal) or leave notes under tables to gauge the response.

Because there are many new people in our ranks, help them to be aware and correct them when necessary.

Remember that you have the right to remain silent - you do not have to speak with a police officer. If you are approached and questioned, call your Local Union Representative.

If you are assaulted by an inmate, you do not have to wait for the facility to file charges. You may go to the local police agency and file charges independently. Also, NYSCOPBA has Assault Reporting Forms and it is everyone's responsibility, not just Stewards, to report incidents to NYSCOPBA's main office. This is very important in order for the Union to keep its statistics updated.

If you are involved with ongoing internal charges, the charges should not be discussed with other members, the public or Union Reps that are not involved in the case. One Union person should be coordinating with the regional Reps on these confidential matters. Lately, too

many people are trying to be involved, and it can easily result in a gap in Union/ Member confidentiality.

Approximately 5,600 people are using NYSCOPBA's website. We know this because of the number of passwords which have been requested. The website is where you will find all Union information. See what it has to offer! The website is intended to keep you informed and is frequently updated. If you have trouble logging on to the website, call the Main Office for assistance.

We are in transition in regards to Union Stewards who are retiring; and we need new members to step up into the Steward rank to keep our Union strong. Stewards are the "front line" of representation and are the biggest component of the strength of our Union.

NYSCOPBA will be sponsoring the Comraderies Cup Statewide Hockey Tournament again this year. If you are interested, contact your Local Union Steward.

The Northern Region will sponsor our 10th Annual Charity Golf Tournament this coming spring on May 31-June 1. For the first time, the event has grown into a 2-day tournament! Contact Chris Hansen or Rick Brunelle to hold your space for this great event!

The ECHL Hockey All-star Classic will be held in Glens Falls on January 18, 2017. NYSCOPBA is the main sponsor of this event. Fan Fest and a Block Party will be held at the Fort William Henry in Lake George on January 17th.

Lastly, Rick Brunelle and I would like to express to all Union Stewards in the Northern Region our gratitude for all that you do! As the saying goes, it is a thankless job. Just remember, when you are frustrated with the craziness of it all, you and your Union Brothers and Sisters are the reason why we are safe, secure and able to provide for our families like we do! Thank you all!



Polar Plunge

Altona CF employees participate in the Plattsburgh City Beach Polar Plunge on November 13, 2016, to benefit the Special Olympics-New York.



Tips for NYSCOPBA Members to Remember

As NYSCOPBA counsel, we have seen a number of issues and questions which arise on a frequent basis. In this article we address three top tips for NYSCOPBA members to remember in order to best protect their rights and receive benefits they are entitled to.

FILE CONTRACT GRIEVANCES IN A TIMELY MANNER

If you have a dispute with your employer which can be addressed through a contract grievance, you must be sure your grievance is filed in a timely manner. Article 7.2(a) of the NYSCOPBA/State Collective Bargaining agreement states that a contract grievance must be filed within twenty days of the act or omission giving rise to the grievance or within twenty days of the date on which the employee first knew of such act or omission. Article 7.4 (a) specifies that twenty days means twenty calendar days. The only way to extend this timeline is by mutual agreement in writing. In the grievance process timeliness is a threshold issue, meaning that an untimely grievance will be dismissed by an arbitrator without even reviewing the merits of the grievance. As such, it is vitally important that you file your grievance within twenty calendar days. Even if you are trying to resolve the issue locally, your timeframe is not extended unless it is done in writing. So, always file a grievance in a timely manner. If the matter happens to get resolved through your discussions with management, the grievance can always be closed. But, an untimely filed grievance cannot be revived.

WHEN YOU ARE BEING QUESTIONED BY YOUR EMPLOYER, REQUEST A UNION REPRESENTATIVE

Both the Bill of Rights of the NYSCOPBA/State collective bargaining agreement and the language of the *Taylor Law* provide for union representation of employees during certain types of questioning by the employer. The exact

language and circumstances of union representative rights is slightly different in the Bill of Rights vs. *Taylor Law*, but the language has one common theme - you must actually request a union representative. If you do not request a union representative, there is no ability to challenge the lack of union representation under either the *Taylor Law* or the contract language. Thus, when in doubt, ask for a union representative.

FOLLOW THE PROCEDURES FOR USE OF SICK LEAVE OR WORKERS' COMPENSATION LEAVE IN ORDER TO ENSURE YOU RECEIVE PAID LEAVE

We are consistently addressing issues related to leave without pay (LWOP) and absent without leave (AWOL) designations and corresponding payroll deductions for failure to submit proper medical documentation, when required, to substantiate your absence. Each agency (or facility) has specific policies regarding the information that is required to be included in medical notes (which is different for sick leave and workers' compensation leave). In fact, at most, if not all facilities, there is a form that you can use for medical documentation. (In DOCCS, for example, forms for sick leave documentation can be found in Directive 2202 and for Workers' Compensation documentation can be found in Directive 2208A). Although use of the medical documentation form provided by the facility or agency is not required, by using the form and having all blanks filled in by your doctor, you will ensure all of the required information is included. It is also important that you submit the medical notes in the timeframe required by the facility policy. Properly filled out, timely medical documentation is the key to ensuring that you receive the appropriate paid benefit.

Sergeants Representative

William Sellers



As we approach the end of 2016, we continue to address the Department on multiple issues. Some of those issues directly affect statewide duties Sergeants are responsible for. The numerous changes the Department has implemented have made the position of Sergeant more stressful. The volume and complexity of paperwork have increased enormously. This leaves Sergeants little or no time to dedicate toward assessing the pulse of the facility, which is vital to safety and security.

New Sergeants are being disciplined and/or demoted for mistakes that were once considered part of the learning process. This creates a tension that makes the probationary period very daunting.

I will advocate on your behalf regarding these, and other, issues. I am available to answer questions and offer guidance when needed.

On a positive note, we have reached settlements on some long-standing grievances pertaining to incidental time off. I worked on these grievances with Dave Viddivo to attain these settlements. Dave has made the last several months a smooth transition period for me. I continue to benefit from his many years of experience as the Sergeants Liaison. His knowledge and patience have been tremendously helpful.

I would like to wish each and every NYSCOPBA member a safe and peaceful Holiday Season. I am happy and proud to serve you.



Safety and Security Day at Kingsboro Psychiatric Center

On October 14, 2016, Ms. Parchment, Hospital Director of Kingsboro Psychiatric Center, and her staff honored the Officers from the Safety Department. Fellow hospital coworkers attended the event, in which they witnessed Chief Watson perform a uniform inspection of her officers and then march to the podium behind Officer Hines and Pomales, the Color Guards. The ceremony continued with the recital of the Pledge of Allegiance and the singing of the National Anthem. Ms. Parchment, Ms. Smart (Dept. Director) and Chief Watson made speeches, informing all present of the hard work and all the different assignments we deal with. Officer Pomales (Chief Sector Steward, NYSCOPBA Southern Region) spoke on behalf of NYSCOPBA. The Kingsboro Officer thanked Ms. Parchment and her staff for giving this unsuspected event which, to this date, is the best he has attended. The ceremony ended with the Officers receiving a Certificate of Appreciation and then refreshments were had by all.

Officers in attendance were: Chief Watson, Sgt. Small, Officers Bliss, Brown, D. Clarke, J. Clarke, Hines, Hoyte, Hummel-Endrulat, Lingard, Pomales and Torres.

RETIREMENT

corner

by Bill Naylor, Retirement Specialist

Dental Options

- **COBRA:** Available for up to three years after losing employer sponsored dental coverage; must sign up within 60 days of losing coverage; continuation of the same benefits you enjoyed when employed; you pay the premiums; if coverage lapses, you are no longer eligible for the benefit.
- **Direct Pay Plan with Emblem Health:** You must sign up within 60 days of losing either your active employee coverage or your COBRA coverage (if you took COBRA coverage, you must keep COBRA for the full three years to be eligible for the Direct Pay option once COBRA coverage expires); you pay the premium; contact Emblem Health for more information at 800.947.0101.
- **Retiree Chapter - NYSCOPBA sponsored Preventive Dental Plan:** Low cost option with minimal benefits; cost is deducted from your pension check. Contact Norvest Financial Services at 888-869-8252 (Norvest Discount Vision plan, Not VSP, included with Dental coverage)
- **Retiree Chapter - NYSCOPBA sponsored Enhanced Dental Plan:** Higher cost plan with increased benefits; cost is deducted from your pension check. Contact Norvest Financial Services at 888-869-8252 (Norvest Discount Vision plan, Not VSP, included with Dental coverage)

Vision Options

- **COBRA:** Available for up to three years after losing employer sponsored vision coverage; must sign up within 60 days of losing coverage; continuation of the same benefits you enjoyed when employed; you pay the premiums; if coverage lapses, you are no longer eligible for the benefit. Remember to consider the limitations on vision coverage (once every two years for adults and once a year for 18 and under), you may not need to keep vision COBRA coverage for the full three years (you can cancel at any time).

- **Retiree Chapter - Free NYSCOPBA sponsored Davis Vision Discount Plan:** NOT an insurance plan; provides for pre-purchased discounted services; available to you and your dependents (call Davis Vision for service requests and to add your dependents before visiting a provider); Contact Davis Vision at 800-783-3594.
- **Retiree Chapter - Optional Vision Plan through VSP Vision Services:** Pension deduction vision plan, sign up at the beginning of each year, coverage begins in April and you must keep the coverage until the following April. Contact Norvest Financial Services at 888-869-8252.
- **Free NYSCOPBA sponsored \$100/year Eyeglass/Contacts Reimbursement Plan:** (CHAPTER MEMBER ONLY) Once the bill for eyeglasses or contacts is paid, submit the receipt and reimbursement form to Norvest Financial Services for reimbursement; can be used in conjunction with any plan. Contact Norvest Financial Services at 888-869-8252.

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.

Social Security Disability Insurance

If you have received SSDI benefits for 24 months you are required to enroll in 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.

New NYS Retirement Online

The Retirement system is in the process of rolling out an improved Retirement Online website in early 2017. If

continued on next page...

Retirement continued...

you currently are enrolled in Retirement Online you will need to re-register once the new system is online. It will allow members to view their benefit information, update their address, request loans and manage beneficiaries. Over time, they will introduce features to allow members to estimate retirement benefits, purchase service credit and more. Retirees will be able to print verification letters and manage address changes, as well as view their payment history.

Consultations

Members who have 20 years of service or more and are looking to retire should request a consultation to sit down with Retirement and discuss beneficiary options, as well as their final average salary. If members are having difficulty getting through to schedule their consultations, they can contact me and I will reach out to NYS Retirement and assist in getting the appointment scheduled.

Military Buy Back

Once you are approved to purchase your military time the letter will state that you have been credited with the time. A follow-up letter will come from Calculations informing you as to how much it will cost. If you are close enough to retire, ensure that you have paid for your requested time before establishing your retirement date. If you retire before satisfying payment, your pension process will be held until your military service credit has been satisfied. As an example, you receive your approval in June. You file for and retire in July. You receive a Calculations letter to purchase the requested military time in August. You pay it immediately. You will not receive an advanced pension payment in Sept. due to your retirement application not being completed until August. Your fist check wouldn't be until October.

Vacation Accruals

Tier's 3 and 5 are entitled to turn in up to 240 hours of vacation time upon retiring. If your last year is included in your FAS, your vacation time will be included in your FAS. If your FAS is not based on your last year, your vacation time will not affect your FAS. Tier 6's are not allowed to receive this benefit.



Southern Region

Clarence M. Fisher, Jr.



Holiday Greetings to all. I hope that during the Holiday Season, you and your families enjoy health and prosperity.

We have all seen changes within DOCCS and I know you all have great concerns. Here are some things all of you need to know: complete count slips AFTER confirming your count; do not use your cell phone while on duty at outside posts (even if given permission from a supervisor); if circumstance permits, call a supervisor for ANY disruptive offender; and most importantly, DO NOT GO BY PAST PRACTICE - READ EVERY JOB DESCRIPTION AND DIRECTIVE UPDATE!!!! I know how frustrated you all feel, but we are the BEST AT WHAT WE DO, and we will conquer these new obstacles as we always have. All of us on the Executive Board are fighting every day to protect the rights of all our members and will continue to do so.

For those of you getting close to retirement, make sure you become a member of the NYSCOPBA Retiree Chapter. Newer members, remember you are the future and what happens now will affect you later. GET INVOLVED! Don't wait until you need a Sector Steward to be union informed and educated. What information does a Steward have access to that you don't? NONE! Please vote, ask questions and participate.

Again, enjoy your Holidays and be safe. I hope you have a great 2017!



Several people were riding like a NASCAR driver for a good cause. A simulator of stock car driver Dale Earnhardt Jr.'s Chevy was brought to Cocksackie. It was in town for a fundraising

event put on by the New York State Correctional Officers & Police Benevolent Association. The event raised money for the Children's Hospital at Albany Medical Center. The money will be used to purchase Christmas gifts for those who will be in the hospital during the Holiday Season.

EMPLOYEE TRANSITION OCTOBER 2016

| NAME | TITLE | FACILITY | NAME | TITLE | FACILITY |
|-----------------------------|--------------------------|---------------|-----------------------------|---------------------|-------------|
| DEATHS | | | | | |
| Nancy Pester | Corr Officer..... | Fishkill | | | |
| UNIFORMED RETIREMENT | | | | | |
| Yvon Fortier | Corr Officer..... | Adirondack | Alec Maltzan..... | Corr Officer..... | Mohawk |
| David Smith..... | Corr Officer..... | Adirondack | Charles Shaver..... | Corr Officer..... | Ogdensburg |
| William Bowman..... | Corr Sergeant | Albion | Kenneth Kelly..... | Corr Officer..... | Otisville |
| Albert Ashline..... | Corr Officer..... | Altona | Patrick Brien..... | Corr Officer..... | Riverview |
| Neil Coulombe..... | Corr Officer..... | Altona | Timothy Lanasa..... | Corr Officer..... | Southport |
| Thomas Bartkowiak..... | Corr Officer..... | Attica | Daniel Ward..... | Corr Officer..... | Southport |
| David Fugle..... | Corr Officer..... | Attica | Nestor Velez..... | Corr Officer..... | Taconic |
| Michael Kalinowski..... | Corr Lieutenant | Attica | Cory Phinney..... | Corr Officer..... | Washington |
| Brian Dixon..... | Corr Officer..... | Auburn | Matthew Rocque..... | Corr Officer..... | Washington |
| Kevin Minnoe..... | Corr Officer..... | Auburn | Richard Vance..... | Corr Officer..... | Washington |
| Henry Bernier..... | Corr Officer..... | Bare Hill | William Rogers..... | Corr Officer..... | Watertown |
| Patrick Hickey..... | Corr Officer..... | Cape Vincent | Ryan Kopp..... | Corr Officer..... | Wende |
| Bradley Laduke..... | Corr Officer..... | Clinton | Michael Atwood..... | Corr Officer..... | Willard DTC |
| Timothy Lincoln..... | Corr Officer..... | Clinton | Daniel Berry..... | Corr Officer..... | Willard DTC |
| Lance Russell..... | Corr Officer..... | Clinton | Kathleen Cunningham .. | Corr Officer..... | Willard DTC |
| Robert Gross..... | Corr Officer..... | Collins | Dale Morgans..... | Corr Officer..... | Woodbourne |
| Robert O'Reilly..... | Corr Officer..... | Coxsackie | Michael Brown..... | Corr Officer..... | Wyoming |
| Andrew Pambianchi..... | Corr Officer..... | Coxsackie | John Peterson..... | Corr Officer..... | Wyoming |
| Paul St.Lucia..... | Corr Officer..... | Coxsackie | UNIFORMED PROMOTIONS | | |
| Richard Smith..... | Corr Officer..... | Eastern NY | Elizabeth Ceballos..... | Corr Sergeant | Attica |
| Carlos Torres..... | Corr Officer Span L..... | Eastern NY | Timothy Hunter..... | Corr Sergeant | Attica |
| Matthew Porter..... | Corr Sergeant | Elmira | Jeffrey Lalonde..... | Corr Sergeant | Auburn |
| Michael Quick..... | Corr Officer..... | Elmira | Chris Delutis..... | Corr Captain..... | Clinton |
| Barry Brand..... | Corr Officer..... | Franklin | David Bednasz..... | Corr Sergeant | Elmira |
| Rodney Holmes..... | Corr Officer..... | Franklin | Kevin Burke..... | Corr Sergeant | Elmira |
| Daniel Baker..... | Corr Officer..... | Gouverneur | Jayne Fraser..... | Corr Sergeant | Elmira |
| Rene Breault..... | Corr Sergeant | Gouverneur | John Hanna..... | Corr Sergeant | Elmira |
| Steven Forsythe..... | Corr Officer..... | Gouverneur | Richard Bodnar..... | Corr Sergeant | Fishkill |
| Kenneth Barcy..... | Corr Officer..... | Gowanda | Alan Hanson..... | Corr Sergeant | Fishkill |
| Robert Bonner..... | Corr Officer..... | Gowanda | Frederick Hanson..... | Corr Sergeant | Fishkill |
| Stephen Dole..... | Corr Officer..... | Gowanda | Michael Smith Jr..... | Corr Sergeant | Fishkill |
| Daniel Drzymala..... | Corr Officer..... | Gowanda | Alan Arnold..... | Corr Sergeant | Five Points |
| Daniel Runyan..... | Corr Officer..... | Gowanda | William Browne..... | Corr Sergeant | Five Points |
| Jeffrey Chappelle..... | Corr Officer..... | Great Meadow | James Fox..... | Corr Sergeant | Green Haven |
| Michael O'Brien..... | Corr Officer..... | Great Meadow | James Grumley..... | Corr Sergeant | Green Haven |
| James Grumley..... | Corr Sergeant | Green Haven | Gregory Rayburn..... | Corr Sergeant | Green Haven |
| Bryon Cook..... | Corr Officer..... | Greene | David Mazzella..... | Corr Sergeant | Greene |
| Thomas Lemay..... | Corr Officer..... | Greene | Sean Puig..... | Corr Sergeant | Greene |
| Kevin O'Keefe..... | Corr Officer..... | Greene | Kathleen St.Victor..... | Corr Sergeant | Greene |
| James Caulfield..... | Corr Officer..... | Hale Creek | Robert Hart..... | Corr Sergeant | Groveland |
| Charles Davi..... | Corr Officer..... | Hudson | James Allen..... | Corr Sergeant | Sing Sing |
| Bryan Doren..... | Corr Lieutenant | Hudson | Lori Connolly..... | Corr Sergeant | Southport |
| Edward Hawks Jr..... | Corr Officer..... | Hudson | Duane Dundas..... | Corr Sergeant | Southport |
| John Mausolf..... | Corr Officer..... | Hudson | Joseph Lunduski..... | Corr Sergeant | Southport |
| Donald Crow..... | Corr Officer..... | Lakeview SICF | Mark Sheremeta..... | Corr Sergeant | Southport |
| Raymond Erb..... | Corr Officer..... | Marcy | Michael Albert..... | Corr Sergeant | Tr Academy |
| Scott Pominville..... | Corr Officer..... | Marcy | Crystal Buchan..... | Corr Sergeant | Tr Academy |
| Thomas Scanlon..... | Corr Lieutenant | Mid-State | Felicia Horton..... | Corr Sergeant | Tr Academy |
| David Stevener..... | Corr Officer..... | Mid-State | Andrew Olivieri..... | Corr Sergeant | Tr Academy |
| Douglas Engle..... | Corr Sergeant | Mohawk | Jeffrey Poblocki Sr..... | Corr Sergeant | Tr Academy |
| Donald Fauvelle..... | Corr Officer..... | Mohawk | Dwayne Rosado..... | Corr Sergeant | Tr Academy |
| Michael Maguire..... | Corr Officer..... | Mohawk | D Sacco..... | Corr Sergeant | Tr Academy |
| | | | Joseph Tozzi..... | Corr Sergeant | Tr Academy |
| | | | Christopher Wicks..... | Corr Sergeant | Tr Academy |