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2 NEW YORK STATE	2 PAGE
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	5 To table 2019 Budget until
5 EXECUTIVE ASSEMBLY 6	March 2019 Executive Assembly 97
7 DECEMBER 12-13, 2018	To go off record 99
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12 Wednesday Session	12
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17 STENOGRAPHIC MINUTES of the	17
18 above-entitled matter as reported	18
19 by DARLENE L. JERGE, Notary Public	19
20 and Shorthand Reporter in and for	20
21 the State of New York.	21
22 22	22
23	23
1	3
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2	2
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5 Moment of silence 6	To table 2019 Budget until 5 March 2019 Executive Assembly -carries 97
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l APPEZ	ARANTES:	1	populana fifty-two years
	ERS PRESENT:		pensions, fifty-two years of service. And to have
	AEL POWERS, President		Bill Sheehan serve us for
	Z SAWCHUK, Executive Vice Pres.	3	many years and recognize
	C GILBO, Treasurer	5	the value that they bring
	STOPHER SUMMERS, Recording Secretary	6	in defending us and our
7	John Son Eller, Resoluting Secretary	7	members. Again, greatly
	Presidents	8	appreciated.
	MAZZELLA, Mid-Hudson	9	appreciacea.
	CARPENTER, Central	10	(All applause.)
	ROBERTS, North	11	(AII applause.)
	NCE FISHER, South	12	PRESIDENT POWERS: Can
	HARMON, Law Enforcement	13	we get the rules read in,
	MIANO, Western	14	please?
15		15	JESSE KEENAN: Good
	Present:	16	afternoon, everybody. I'm
	Sheehan, Esq.	17	Jesse Keenan, currently
Keith	n Jacques, Esq.	18	out of the Albany Training
Steve 19	n Anderson, Parliamentarian	19	Academy. I've got the
20		20	Executive Assembly Rules
21		21	of Order.
22		22	Anyone upon entering
23		23	the Executive Assembly
	5		7
1	DESCRIPTION TO DESCRIPTION OF LOS	1	must wear the NYSCOPBA
1	PRESIDENT POWERS: Let's		
2	get started. Good afternoon. Call the	2	identification tag. Chief Sector Stewards will sit
3	meeting to order. Can we	3	in designated areas when
5	all please rise?	5	the Executive Assembly is
6	all piease lise:	6	in session.
7	(Whereupon a moment of	7	Cellular phones are to
8	silence followed by Pledge	8	be turned off and beepers
9	of Allegiance was then	9	are to be put in vibrating
10	recognized.)	10	mode. The recording
11	recognized.	11	devices are prohibited
12	(Presentation of	12	unless provided by
13	Retirement Plaque for	13	membership services and
14	William Sheehan, Esq., and	14	those directed by the
15	Retirement Plaque to Ken	15	recording secretary.
16	Woods, Attica	16	NYSCOPBA members in
17	Correctional.)	17	good standing will be
18	·	18	allowed to address the
19	PRESIDENT POWERS:	19	Executive Assembly,
20	Obviously pretty good	20	provided they state their
21	example of some of the	21	name and their sector.
22	work that NYSCOPBA has	22	Speakers at the microphone
23	done. He's carrying two	23	will follow the direction
	6		8
		JERGE – Cour	

1	of the Sergeant at Arms.	1	VICE PRESIDENT CARPENTER:
2	Thank you.	2	Here.
3	PRESIDENT POWERS:	3	RECORDING SECRETARY
4	Thank you. Chris, roll.	4	SUMMERS:
5	RECORDING SECRETARY	5	Carpenter, present.
6	SUMMERS:	6	VP South, Fisher.
7	Good morning.	7	VICE PRESIDENT FISHER:
8	President Powers?	8	Present.
9	PRESIDENT POWERS:	9	RECORDING SECRETARY
10	Here.	10	SUMMERS:
11	RECORDING SECRETARY	11	Fisher, present.
12	SUMMERS: Powers, present.	12	VP West, Miano?
13	Executive VP Sawchuk?	13	VICE PRESIDENT MIANO:
14	EXECUTIVE VP SAWCHUK:	14	Here.
15	Here.	15	RECORDING SECRETARY
16	RECORDING SECRETARY	16	SUMERS:
	SUMMERS: Sawchuk,		Miano, present. Sergeant
17	·	17	
18	present.		liaison, Sellers?
19	Treasurer, Gilbo?	19	MR. SELLERS: Here.
20	TREASURER GILBO: Here.	20	RECORDING SECRETARY SUMMERS
21	RECORDING SECRETARY	21	Sellers, present.
22	SUMMERS: Gilbo, Present.	22	Adirondack, Sturgeon?
23	Recording Secretary .	23	MR. STURGEON: Here.
	9		11
1	Summers, here.	1	RECORDING SECRETARY
2	VP North, Roberts?	2	SUMMERS:
3	VICE PRESIDENT ROBERTS:	3	Sturgeon, present.
4	Here.	4	Albany Training Academy,
5	RECORDING SECRETARY	5	Keenan?
6	SUMMERS:	6	MR. KEENAN: Here.
7	Roberts, here.	7	RECORDING SECRETARY
8	VP Mid-Hudson,	8	SUMMERS:
9	Mazzella?	9	Keenan, present.
10	VICE PRESIDENT	10	Albion, Thomas?
11	MAZZEILLA:	11	MR. THOMAS: Present.
12	Here.	12	RECORDING SECRETARY
13	RECORDING SECRETARY	13	SUMMERS:
14 SUM		14	Thomas, present.
15	Mazzella, present.	15	Altona, Ayotte?
16	VP Law Enforcement,	16	MR. AYOTTE: Here.
17 Har		17	RECORDING SECRETARY
	VICE PRESIDENT HARMON:		RECORDING SECRETARY SUMMERS:
18		18	
19	Present.	19	Anoid, present.
20	RECORDING SECRETARY	20	Attica, Puma?
21	SUMMERS:	21	MR. PUMA: Here.
22	Harmon, present.	22	RECORDING SECRETARY
	VP Central, Carpenter?	23	SUMMERS:
23	10		12

1	Puma, present.	1	MS. JOHNSON: Present.
2	Auburn, Thomas?	2	RECORDING SECRETARY SUMMERS
3	MR. THOMAS: Here.	3	Johnson, present.
4	RECORDING SECRETARY SUMMERS	4	Coxsackie, Carknard?
5	Thomas, present.	5	MR. CARKNARD: Present.
6	Bare Hill, Perry?	6	RECORDING SECRETARY
7	MR. PERRY: Here.	7	SUMMERS:
8	RECORDING SECRETARY	8	Carknard, present.
9	SUMMERS:	9	Downstate, Cooper?
10	Perry, present.	10	MS. COOPER: Here.
11	Bedford Hills, Hale?	11	RECORDING SECRETARY
12	MR. HALE: Here.	12	SUMMERS:
13	RECORDING SECRETARY	13	Cooper, present.
14	SUMMERS:	14	Eastern, McAndrews?
15	Hale, present.	15	MR. MCANDREWS: Here.
16	Cape Vincent, Call?	16	RECORDING SECRETARY
17	MR. CALL: Present.	17	SUMMERS:
18	RECORDING SECRETARY	18	McAndrews, present.
19	SUMMERS:	19	Edgecombe, Watkins?
20	Call, present.	20	Ms. WATKINS: Present.
21	Cayuga, Langtry?	21	RECORDING SECRETARY
22	MR. LANGIRY: Here.	22	SUMMERS:
23	RECORDING SECRETARY	23	Watkins, present.
23	13	23	15
			13
1	SUMMERS:	1	Elmira, Cranmer?
2	Langtry, present.	2	MR. CRANMER: Here.
3	Central New York Psych	3	RECORDING SECRETARY
4 Cent	ter, Barry?	4	SUMMERS:
5	MR. BARRY: Here.	5	Cranmer, present.
6	RECORDING SECRETARY	6	Fishkill, Sonko?
7	SUMMERS:	7	MR. SONKO: Here.
8	Barry, present.	8	RECORDING SECRETARY
9	Clinton, Basto?	9	SUMMERS:
10	MR. BASTO: Here.	10	Sonko, present.
11	RECORDING SECRETARY	11	Five Points, Hatch?
12	SUMMERS:	12	MR. HATCH: Here.
13	Basto, present.	13	RECORDING SECRETARY
14	Collins, Morosey?	14	SUMMERS:
15	MR. MOROSEY: Here.	15	Hatch, present.
16	RECORDING SECRETARY SUMMERS	16	Forest Rangers, Carlson?
17	Morosey, present.	17	MR. CARLSON: Here.
18	Community Supervision,	18	RECORDING SECRETARY
19	Ruland?	19	SUMERS:
20	MR. RULAND: Here.	20	Carlson, present.
21	RECORDING SECRETARY SUMMERS	20 21	Franklin, Allen?
22	Ruland, present. CCA,	22	MR. ALLEN: Here.
23	Johnson?	23	RECORDING SECRETARY
43		45	
	14		16

1	SUMMERS:	1	Forensic, Bowers?
2	Allen, present.	2	MR. BOWERS: Here.
3	Gouverneur, Gleason?	3	RECORDING SECRETARY
4	MR. GLEASON: Present.	4	SUMMERS: Bowers, present.
5	RECORDING SECRETARY	5	Lakeview, Gruber?
6	SUMMERS:	6	MR. GRUBER: Here.
7	Gleason, present.	7	RECORDING SECRETARY
8	Gowanda, Guest?	8	SUMMERS:
9	MR. GUEST: Here.	9	Gruber, present.
10	RECORDING SECRETARY	10	Lincoln, Moore?
11	SUMMERS:	11	MR. MOORE: Here.
12	Guest, present.	12	RECORDING SECRETARY SUMMERS
13	Great Meadow, Keough?	13	Moore, present.
14	MR. KEOUGH: Here.	14	Livingston, Henderson?
15	RECORDING SECRETARY	15	MR. HENDERSON: Here.
16	SUMERS:	16	RECORDING SECRETARY
17	Keough, present.	17	SUMMERS:
18	Green Haven, Moreau?	18	Henderson, present.
19	MR. MOREAU: Here.	19	Marcy, Roberts?
20	RECORDING SECRETARY	20	MR. ROBERTS: Here.
21	SUMERS:	21	RECORDING SECRETARY
22	Moreau, present.	22	SUMERS:
23	Greene, Lashua?	23	Roberts, present.
23	17	23	19
1	MR. LASHUA: Here.	1	Mid Hudson, Ogorzaly?
2	RECORDING SECRETARY	2	MR. OGORZALY: Here.
3	SUMMERS:	3	RECORDING SECRETARY
4	Lashua, present.	4	SUMMERS:
5	Groveland, Hunsinger?	5	Ogorzaly, present.
6	MR. HUNSINGER: Here.	6	Mid State, McGowan?
7	RECORDING SECRETARY	7	MR. MCGOWAN: Here.
8	SUMMERS:	8	RECORDING SECRETARY
9	Hunsinger, present.	9	SUMMERS:
10	Hale Creek, Rowe?	10	Mcgowan, present.
11	MR. ROWE: Here.	11	Mohawk, Mullin?
12	RECORDING SECRETARY	12	MR. MULLIN: Here.
13	SUMMERS:	13	RECORDING SECRETARY
14	Rowe, present.	14	SUMMERS:
15	Hudson, Relyea?	15	Mullin, present.
16	MR. RELYEA: Here.	16	Moriah, Trombley?
17	RECORDING SECRETARY	17	MR. TROMBLEY: Here.
18	SUMMERS:	18	RECORDING SECRETARY
19	RELYEA, present.	19	SUMMERS:
20	ISO's, Ohms?	20	Trombley, present.
21	MR. OHMS: Present.	21	Ogdensburg, Cox?
22	RECORDING SECRETARY SUMMERS	22	MR. COX: Here.
23	Ohms, present. Kirby	122	יייים אווייים איייים איייים איייים איייים איייים איייים אייייים איייים אייייים אייייים אייייים אייייים אייייים
43	wills, presence. Italy	23	RECORDING SECRETARY

1	SUMMERS:		1	MR. VIACCHARELLI: Yes.
2	Cox, present.		2	RECORDING SECRETARY
3	Orleans, Gold?		3	SUMMERS: Tonny V,
4	MR. GOLD: Here.		4	present.
5	RECORDING SECRETARY		5	SSA's, Schiavone?
6	SUMMERS:		6	MR. SCHIAVONE: Here.
7	Gold, present.		7	RECORDING SECRETARY
8	Otisville, Hawkes?		8	SUMMERS:
9	MR. HAWKES: Here.		9	Schiavone, present.
10	RECORDING SECRETARY		10	Shawangunk, Marasco?
11	SUMMERS:		11	MR. MARASCO: Here.
12	Hawkes, present.		12	RECORDING SECRETARY
13	Queensboro, Smith?		13	SUMMERS:
14	MR. SMITH: Here.		14	Marasco, present.
15	RECORDING SECRETARY		15	Sing Sing, Paroline?
16	SUMMERS:		16	MR. PAROLINE: Present.
17	Smith, present.		17	RECORDING SECRETARY
18	Riverview, Aldous?		18	SUMMERS:
19	MR. ALDOUS: Here.		19	Paroline, present.
20	RECORDING SECRETARY .		20	Southport, Deburgomaster?
21	SUMMERS:		21	MR. DEBURGOMASTER: Here.
22	Aldous, present.		22	RECORDING SECRETARY
23	Rochester Psych, Raven?		23	SUMMERS:
43	noalester rsyen, naven:	01	23	
		21		23
1	MS. RAVEN: Here.		1	Deburgomaster, present.
2	RECORDING SECRETARY		2	Sullivan, Bell?
3	SUMMERS:		3	MS. BELL: Here.
4	Raven, present.		4	RECORDING SECRETARY
5	SSO Central, Barrett?		5	SUMMERS:
6	MR. BARRETT: Here.		6	Bell, present.
7	RECORDING SECRETARY		7	Taconic, Frazier.
8	SUMMERS: Barrett,		8	MR. FRAZIER: Here.
9	present.		9	RECORDING SECRETARY SUMMERS
10	SSO Mid-Hudson, Smith?		10	Frazier, present.
11	MR. SMITH: Present.		11	Ulster, Scampoli?
12	RECORDING SECRETARY		12	MR. SCAMPOLI: Here.
13	SUMMERS:		13	RECORDING SECRETARY
14	Smith, present.		14	SUMMERS:
15	SSO Northern region, no		15	Scampoli, present.
16 rep			16	Upstate, Gary?
_			17	MR. GARY: Here.
17 rep	MS. COMPTON: Here.		18	RECORDING SECRETARY
	RECORDING SECRETARY			SUMMERS:
19			19	
20	SUMMERS:		20	Gary, present.
21	Compton, Present.		21	Wallkill, Sheridan?
22	Security Officers,		22	MR. SHERIDAN: Here.
23	Tonny V?		23	RECORDING SECRETARY SUMMERS
		22		24

1	Sheridan, present.	1	The results are in.
2	Washington, VanDerwarker?	2	Everything we feared came
3	MR. VANDERWARKER:	3	to light.
4	Here.	4	The New York State
5	RECORDING SECRETARY SUMMERS	5	Senate is now controlled
6	VanDerwarker, present.	6	by the Democratic Party.
7	Watertown, Nevills?	7	New York Assembly is
8	MR. NEVILLS: Here.	8	controlled by the
9	RECORDING SECRETARY	9	Democratic Party. The
10	SUMMERS:	10	Democratice Senate,
11	Nevills, present.	11	they've obtained 39 seats.
12	Wende, Keenan?	12	The Governor's office, the
13	MR. KEENAN: Good	13	Executive Branch of
14 afte		14	government holds
	RECORDING SECRETARY		Democratic.
15		15	
16	SUMERS:	16	Some of the biggest
17	Keenan, present.	17	concerns that we brought
18	Willard, Moore?	18	forward to this body, some
19	MS. MOORE: Here.	19	of the criminal justice
20	RECORDING SECRETARY	20	reform systems that are
21	SUMERS:	21	coming down the pipe. We
22	Moore, present.	22	spoke of HALT, the main
23	Woodbourne, Gutierrez?	23	alternatives to the long
	25		27
1	MR. GUTIERREZ: Here.	1	term solitary confinement,
2	RECORDING SECRETARY	2	which makes NYCLU look
3	SUMMERS:	3	attractive.
4	Gutierrez, present.	4	Civil Service Law 50-A,
5	Wyoming, Hickey?	5	federal judge or state
6	MR. HICKEY: Here.	6	judge yesterday upheld the
7	RECORDING SECRETARY	7	fact that FOIL requests
8	SUMMERS:	8	for your personal history
9	Hickey, present.	9	folder cannot be obtained.
10	The October assembly	10	That's until NYCLU and
11	minutes have been	11	their associate director
12	published. Any	12	responded, by suggesting
13	corrections? Seeing none,	13	legislation needs to
14	minutes approved.	14	happen to have that
	PRESIDENT POWERS:		
15	We'll move into the	15	happen.
16		16	These are agenda items on the New York State
17	president's report. I'll	17	
18	keep it somewhat brief to	18	Senate. These are high
19	avoid any redundancy that	19	priorities for the New
20	you've been hearing from	20	York State Senate. HALT,
21	me for the last eight,	21	50-A. Suffered another
22	nine, ten months. The	22	round of facility dorm
23	elections are past us.	23	closures, consolidations,
	26		28

1	lost another six. Another	1	Riker's, Westchester
2	one at Wyoming, Bare Hill,	2	County, Nassau County,
3	Franklin, Governeur, two	3	Suffolk County. I reached
4	at Groveland which amount	4	out to various larger
5	to be a sixty man unit,	5	municipalities. Onondaga,
6	and Riverview.	6	Erie, Monroe, Albany,
7	The inmate population	7	Duchess, Clinton.
8	dipped below 47 thousand,	8	Get everybody together,
9	five hundred. Not too	9	start talking about the
10	long ago we were pushing	10	initiatives and the
11	sixty in the last five	11	criminal justice reforms
12	years. Donn might be able	12	that are going to be
13	to correct me on that, I	13	coming down the pipe and
14	know in his term it was a	14	they're going to come
15	little bit higher. A lot	15	fast.
16	of empty beds around the	16	As I mentioned HALT and
17	state.	17	50-A are priorities in the
18	We got a lot going on.	18	State Senate. New York
19	We attend a PEC conference	19	State Assembly has been
20	down in Florida. PEC	20	passing this legislation
21	conference is Public	21	for years. Our
22	Employee Conference;	22	relationship with the
23	myself, Tammy, Keith	23	Senate Republicans have
23	29	23	31
1	Jacques, Dan Valente and	1	been able to beat that
2	Frank Gilbo went down.	2	legislation back.
3	We had good meetings down	3	That's no longer the
4	there. This is a	4	case. In the last
5	conference that's	5	election, twelve new
6	comprised of public and	6	senators were elected into
7	private unions.	7	the Democratic Conference.
8	We're all in the same	8	Twelve. All incoming, all
9	boat. Janice versus	9	new with heavy progressive
10	AFSCME is not complete	10	slates. We're going to
11	yet. We don't feel that	11	look to get in front of
12	some of the actions that	12	them as quick as possible.
13	are coming down the pipe	13	They get sworn in on
14	with the Janus versus	14	January 9th. We've
15	AFSCME are going to affect	15	already reached out to
16	us, because of the	16	many members, new members,
17	protections we've been	17	to make enroads, get them
18	able to put in place.	18	on the corrections
16 19	I started coalition	19	committee, share our
	with many law enforcement		concerns. Brother Fisher
20	_	20	
21	entities. Eliza	21	out of the southern region
22	Husamudeen, the president	22	has met with many of his
23	for COPA and out of	23	senators, the lower part
	30		32

1	of the state senators to	1	initiative that's coming	
2	address many of our	2	forward for potential	
3	concerns.	3	legislation.	
4	This legislation we	4	Keep in mind when I say	
5	all know how we felt about	5	priorities of these	
6	NYCLU and this HALT is	6	houses, this doesn't mean	
7	signficantly different.	7	it's going to come and	
8	And it's a lot less	8	they pass the legislation	
9	punitive. I don't mean	9	and the Governor calls it	
10	punitive in a bad way	10	up in a year in December.	
11	either. Our segregations,	11	They can pass this	
12	our special housing units	12	legislation by February	
13	are not segregation and	13	and enact it by April.	
14	that's what we have to	14	That's how quickly this	
15	explain to them and that's	15	could come. This is our	
16	what well do.	16	biggest concern.	
17	Again, as I mentioned	17	You have heard me stand	
18	we attended the PEC	18	up here many a time and	
19	conference. I was able to	19	suggest to you that you're	
20	network with a lot of	20	this body, you're the	
21	other bodies down there, a	21	union. The membership is	
22	lot of other union	22	the union. And now more	
23	leaders. I'll be meeting	23	than ever, you probably	
	33		35	
1	next week in the city with	1	heard me say that up here	
2	a lot of the other leaders	2	before, but now more than	
3	in corrections alone to	3	ever you may not only need	
4	push back.	4	assistance from other	
5	In this conference, the	5	entities but we need your	
6	public employee	6	interactions. We're going	
7	conference, much set up	7	to need your interactions	
8	like NYSCOPBA. It's got a	8	back at the local levels,	
9	board, they sit up there,	9	back with your legislators	
10	they have an agenda.	10	and the State Assembly and	
11	Their agenda mirrors ours,	11	State Senate, maybe even	
12	whether it be retirement	12	in your counties.	
13	coalition, Workers' Comp.	13	We need that. We're	
13	Everything that we deal	13	going to need that. And I	
15	with, they deal with but	15	believe and I know that	
16	on a broader spectrum.	16	the way we operate and the	
17	84 unions were present	17	way we do things with	
18	in Florida last week and a		integrity and with	
18	lot of our concerns mirror	18	credibility, we can push	
	their concerns. We need	19	this back. We can educate	
20		20		
21	to come together with	21	and we can do it together	
22	these bodies in order to	22	with the same message.	
23	push back on some of this	23	And we need that. This	
	34		36	

	Decad woods that		to any wantour that been	
1	Board needs that.		to our members that have	
2	We have got a lot on	2	twenty-five years of	
3	our plate and it's coming	3	service. I look around	
4	fast. Look at the changes	4	this room and I see many,	
5	we've had to deal with in	5	be able to change the	
6	your facilities in all	6	benefits for your	
7	aspects of our membership	7	beneficiaries down the	
8	in the last five to six	8	road.	
9	years. Let's face it, we	9	We're going to need	
10	don't deal with change	10	your support when that	
11	well. That's a fact. But	11	have gets called up, we'll	
12	change is coming and it's	12	have time to work on it.	
13	coming fast and it's not	13	I'm going to have Keith	
14	stopping.	14	come up real quick and	
15	I'm not here to be doom	15	explain some of the	
16	and gloom because I know	16	dynamics that may be	
17	the work we can do	17	coming forward. We don't	
18	together, as one body, as	18	know when they're going to	
19	one union in conjunction	19	call it up. They'll need	
20	with our brothers and	20	some sponsors to do that.	
21	sisters that share the	21	And when they do that,	
22	same thing in separate	22	we're going to need your	
23	entities and other unions,	23	support.	
	37		39	
1	that we can beat this	1	We continue to meet	
2	back, and we can educate	2	with the Department,	
3	the policy makers going	3	you're starting to see	
4	forward.	4	your kiosks pop up in your	
5	We already have an	5	facilities regarding the	
6	opposition memo drafted	6	tablets. The Department	
7	for HALT, for as quickly	7	sent us a copy of the	
8	as it may come. And	8	draft directive. We've	
9	that's trying to get out	9	responded to it with our	
10	in front of it. We've got	10	concerns regarding the	
11	the support from this	11	tablets. Our biggest	
12	conference, Public	12	concern is resources and	
13	Employee Conference. I	13	how we're going to	
14	sought it out last week	14	supervise along with all	
15	and I obtained it.	15	of the other	
16	We have a vital piece	16	responsibilities that we	
17	of legislation that's	17	have in our facilities, to	
18	going to be called up by	18	monitor these kiosks and	
19	the Governor any time now.	19	the properly implemenation	
20	That's our Death Gamble	20	of downloads, e-mail and	
21	legislation. We're all	21	all the other happy horse	
22	familiar with the Death	22	shit that comes along with	
23	Gamble legislation. Vital	23	it.	
	38		40	
	50		10	

1	We continue to bring	1	heard me say it before,
2	about the issues of	2	but this is real. We've
3	violence in our	3	all tracked hurricanes
4	facilities. We're on	4	before, right? You watch
5	record to surpass the high	5	the weather center, see
6	water mark of 2016, I	6	these hurricanes coming,
7	believe, of assalts on	7	where it's gonna hit.
8	staff; signficantly I	8	It's gonna hit law
9	might add. Some of the	9	enforcement in all
10	other inmate on inmate	10	aspects. And how we
11	dropped off a little bit,	11	withstand that storm
12	but they're still	12	system is going to be
13	significantly higher.	13	where we sit at the end of
14	We see the violence in	14	the day. I'm confident
15	our facilities. I believe	15	with our leadership, your
16	OC spray may have played a	16	leadership back at the
17	roll in weaning back some	17	facilities to push back
18	of this. That is	18	and start educating the
19	obviously a tribute to the	19	true realities of the
20	fine staff we have in the	20	facilities and bring those
21	field, but these talks	21	issues forward.
22	will continue. Your	22	I know that we can do
23	incidents in the	23	that. We've already hit
	41		43
1	facilities, continue to	1	the ground running
1	bring them to us so we can	1	reaching out to many of
2	address them in a format	2	the newly elected. As I
3	with the Department.	3 4	mentioned, we're looking
	I believe we'll be		to get them on the
5	meeting with them on the	5	committees, chair a
6 7	_		
•	8th, January 8th. Not a	7	committee, didn't go so well for us. A lot are
8	labor management format, it's more of a bitch	8	
9		9	steering clear of it due to the fact that the
10	session, going in there	10	
11	and leveling the playing	11	agenda in both the Senate
12	field. Let them know	12	and Democratic party is
13	what's happening in the	13	criminal justice reform.
14	facilities, let them know	14	It's difficult to get
15	what our concerns are	15	players in.
16	regarding training. And	16	But a united voice
17	many of the other	17	throughout the whole
18	multitude of issues that	18	state, I'm confident that
19	we constantly deal with	19	we can push back. You
20	and issues that you deal	20	will be getting a lot of
21	with.	21	information from us in the
22	I can't impress upon	22	coming weeks as this new
23	you enough, I know you	23	legislative session rolls
	42		44

1	out. We ask you to	1	I'm not going to get	
2	activate and to push	2	into the details of it	
3	forward. And by all	3	right now because we've	
4	means, if you have any	4	got a lot to talk about.	
5	ideas, don't hesitate to	5	But I just want to share	
6	forward them to us.	6	with you to make sure that	
7	Different perspectives	7	we're all on the same page	
8	bring different things at	8	and together as one, we	
9	different times. We deal	9	can beat this back. We've	
10	with a flurry of activity	10	been successful in the	
11	all the time just as you	11	past and I'm confident in	
12	do; sometimes you get lost	12	the fact that we can do it	
13	in that. When you have	13	again.	
14	the outside interpretation	14	But it's going to need	
15	or a third-party	15	to be a full-court press	
16	interpretation, it goes	16	without question. That	
17	well.	17	hurricane is coming and	
18	I received an e-mail a	18	the eye of the storm is	
19	couple weeks back from a	19	50-A, Civil Rights Law	
20	brother at Green,	20	50-A and HALT. The winds	
21	regarding HALT, very well	21	out in front of it, the	
22	articulated. Put together	22	dorm consolidations, the	
23	some fine stats, pulled	23	tablet program, the lack	
23	45	23	47	
	15			
1	them all right off the	1	of staffing, the lack of	
2	DOCCS fact sheet, all	2	training and everything	
3	clear and concise. There	3	else that comes with it.	
4	were two things in that	4	So with that, I want to	
5	letter, and I'm not saying	5	thank everybody for your	
6	what he didn't do wasn't	6	service. Not just the	
7	good because it's due	7	chiefs in the room, but	
8	diligence on his behalf.	8	the members that took the	
9	He's gonna have those	9	time to come today,	
10	stats to share with his	10	because we're going to	
11	members and they're going	11	need all hands on deck.	
12	to be able to read it back	12	And we're going to need	
13	in their facility and	13	that full-court press. I	
14	share it with others.	14	know together we can all	
15	But I gained some	15	do it.	
16	perspective from that and	16	It's the holiday	
17	I already knew 90 percent	17	season, everybody is	
18	of what was in that draft,	18	preparing for the	
19	but I picked up two major	19	holidays, we're looking	
20	components that we can	20	out for our brothers and	
21	expand on out of his	21	sisters and we do what we	
22	letter to us, to the	22	do. But I want to	
23	Board.	23	thank you and share the	
	46		48	
	TO		10	

1	appreciation of the work	1	he has ten days in which	
2	that you do in the field.	2	to act on the bill. If he	
3	Not just our employees	3	doesn't do anything, the	
4	here at NYSCOPBA, our	4	bill becomes law. So the	
5	office staff is some of	5	only small nuance is if	
6	the best union staff,	6	the bill gets delivered	
7	unmatched against any	7	very close to the end of	
8	union in the state, and so	8	the calendar year and the	
9	is everybody in this room.	9	ten day period has not	
10	And as one, we'll do	10	expired by January 1, in	
11	this. Don't lose sight of	11	that case a new thirty day	
12	the message. Don't lose	12	period will kick in.	
13	site of the job at hand.	13	And in that situation,	
14	Don't get lost in the	14	the Governor will have	
15	Facebook crap. Don't get	15	thirty days to act on the	
16	lost in everything else.	16	bill. And if he doesn't	
17	Stay focused, stay on	17	do anything, the bill is	
18	point. Share your	18	vetoed, it's called a	
19	information with us and	19	pocket veto. Occasionally	
20	together let's push back	20	the Governor will veto	
21	and beat this thing. I'm	21	bills in that manner when	
22	goig to have Keith and	22	they're bills he doesn't	
23	Chris come up here and	23	want to put a reason for	
	49		51	
1	talk a little bit about	1	his chiestion to I don't	
1			his objection to. I don't	
2	HALT and how the process	2	think that's going to	
3	is going to come up, most	3	happen with respect to	
4	of you already know this. As far as the Death Gamble	4	this bill, but keep in mind, that is a	
5	legislation and anything	5	possibility.	
6 7	else you might want to	6	As Mike pointed out, we	
•	ask.		are in a completely	
8	KEITH JACQUES: Good	8 9	different arena now with a	
9	afternoon. I'm going to		very different New York	
10 11	try and keep it quick,	10	State legislature. In	
12	Chris and I, because I	11 12	fact the prime sponsor of	
13	know you have a pretty	13	our Death Gamble bill,	
13	lengthy agenda. As Mike	13	Addy Jenny, Democrat whose	
	indicated, the Death		been in the house for a	
15 16	Gamble bill passed both	15 16	while was voted out.	
17	house and it's still	17	Forty Senate Democrats	
18	sitting in its house of	18	are in. We have a new	
	origin to get called up by	18	chair of Corrections.	
19	the Governor.	'	Senator Savada. Senator	
20		20		
21	The way the process	21	Bailey is the new chair of codes. David Carlucci who	
22	works, when the bill is sent down to the Governor	22	codes. David Cariucci who we've dealt with for many	
23		23	-	
	50		52	

1	years, he retained mental	1	effect in 2016.
2	health committee, which is	2	So, one of the
3	good. We have a good	3	arguements we're making is
4	working relationship with	4	the NYCLU settlement has
5	Carlucci. There's	5	made the HALT bill
6	somebody else we worked	6	completely moot. There is
7	very closely with, Diane	7	no need for the HALT bill
8	Savino, she now has a	8	anymore. The proponents
9	subcommittee of	9	of HALIT wanted a change to
10	technology.	10	our SHU system and we're
11	So we have a different	11	saying, you got the
12	legislature that we're	12	necessary change through
13	going to be working with	13	the NYCLU settlement.
14	for sure. As Mike	14	Matter of fact, in the
15	indicated, there is an	15	opposition memo itself, we
16	opposition memo that we	16	take a quote from NYCLU as
17	drafted. It's very	17	part of the press release
18	lengthy, I'll briefly	18	when the settlement was
19	cover it, just to give you	19	entered into and they
20	the high points. It still	20	championed this thing,
21	needs to be tweaked a	20	saying it's the greatest
	little bit, it's going to		thing in the world. It's
22		22	_
23	be very important because	23	going to fix all the
	53		55
1	this document is going to		problems with SHU, well,
2	be the document we're	2	if that's true, we don't
3	going to use to explain	3	need to focus on HALT any
4	why HALT is not necessary.	4	more.
5	In reality it's more of	5	But as Mike pointed
6	an explanation of NYCLU	6	out, we have very
7	and the effects on the	7	aggressive conference in
8	prison system since NYCLU	8	the senate, many members
9	went into effect. The	9	are making this their top
10	HALT bill was first	10	priority so we're going to
11	introduce in 2014, in	11	have out work cut out for
12	January.	12	us. The memo also talks
13	Now there were	13	about solitary
14	discussions about it well	14	confinement. It goes to
15	before that, but in bill	15	great lengths to explain
16	form it actually made its	16	that there is no solitary
17	way to the floor in	17	confinement in New York.
	January 2014, prior to the	18	We've got to find a way
18			
19	NYCLU settlement being	19	to change that messaging
20	implemented. The interim	20	that's out there. One way
21	NYCLU settlement was in	21	to do that is to get
22	April of 2014, the full	22	legislators to come to
23	settlement went into	23	tour our jails, so they
	54		56

1	can see it. But as	1	don't want to hear it
2	everyone knows, when the	2	because they're
3	media portrays SHUs in New	3	idealologists.
4	York, they think SHUs are	4	But we will do
5	something out of Shawshank	5	everything we can, but
6	Redemption.	6	again, we're going to need
7	We need to make sure	7	all your help in making
8	they understand that that	8	that happen. The memo
9	is not a reality. The way	9	talks about violence and
10	to make that happen is to	10	has violence has gone up
11	get them inside the jails.	11	significantly since the
12	Reach out to your local	12	implementation of NYCLU.
13	legislators, invite them	13	The violence on, you
14	in. We do that all the	14	know, inmate on officer
15	time. Dan Valente is very	15	assalts have spiked. But
16	active in that regard.	16	believe it or not, the
17	But it helps when a	17	inmate on inmate assaults
18	constituent reaches out to	18	have spiked to an even
19	a member and says, hey,	19	greater extent. And we're
20	I'm not only a NYSCOPBA	20	going to have to focus on
21	member, I'm your	21	that a lot when we're
22	constituent, I vote for	22	dealing with the downstate
23	you, I'd really like to	23	Democrats.
	57		59
1	have you come tour my	1	All right. The reality
2	jail. Oh, by the way, you	2	is some of them are more
3	can tour with me, I'm a	3	concerned about the people
4	NYSCOPBA member.	4	you're watching than the
5	So please get active in	5	people in this room. That
6	that regard. The memo	6	is not our opinion and
7	goes to great lengths of	7	we'll never take that
8	explaining what inmates	8	opinion. But in order to
9	get from all the	9	try to convince some of
10	amenities, to frankly the	10	these people we have to
11	due process rights.	11	sort of focus on that
12	They're given a hearing to	12	angle as well.
13	determine whether or not	13	So in your
14	it's appropriate to be put	14	conversations with
15	in SHU.	15	downstate legislators to
16	These are things that	16	the extent their are
17	the new legislators do not	17	members in here that are
18	understand and we are	18	in downstate districts,
19	going to have our work cut	19	talk about that. It's not
20	out to explain that to	20	just the assalts on
21	them. Frankly, we've been	21	officers, but it's
22	doing this with members	22	officers it's arising
23	for years, but they still	23	violence throughout the
25	58 58	"	60
	J0		

1	system as a whole, because	1	fifteen days in a row;
2	that's going to be	2	twenty out of sixty
3	important to discuss.	3	calendar days. Now, the
4	We also talk about the	4	advocates that are
5	various tools that have	5	pointing to this bill,
6	been in place, the past	6	they're saying this is
7	few years, that were	7	successful, it can work
8	supposed to bring down	8	because it worked in
9	violence. The OC spray,	9	Colorado.
10	additional cameras, all	10	They talk about
11	these things that were	11	Colorado having a fifteen
12	supposed to bring down	12	day cap on SHU. That's
13	violence and in fact the	13	only half the story.
14	opposite effect is	14	That's true. Colorado
15	happening.	15	does have a statute that
16	So at the end of the	16	limits the number of days
17	day the argument, how can	17	consecutively in SHU of
18	we possibly make another	18	15.
19	change to SHU without	19	However, Colorado also
20	fully understanding why	20	has a sort of what we'll
21	things change after the	20 21	call two step down units
22	NYCLU settlment. We're	22	that the advocates don't
23	going to be asking for	23	want to talk about. The
23		23	
	61		63
1	some sort of a study, some	1	first step down unit
2	sort of significant	2	allows an inmate to go
3	analysis on the impacts of	3	into the second unit for
4	NYCLU for legislature to	4	up to a year. In that
5	be moved into this new	5	unit, the inmate is given
6	arena of HALT.	6	time out of cell, but when
7	Finally, the bill talks	7	he is out of cell he can
8	about HALT, what it is.	8	be restrained and he is
9	Part of HALT creates a new	9	restrained. Okay. So
10	group of special	10	it's restrained when
11	population inmates. And	11	you're out of your cell.
12	if you're in special	12	After that unit, they
13	population, you never get	13	move to another unit. In
14	SHU time. Inmates	14	that third unit, they can
15	twenty-one years of age or	15	be in there indefinitely
16	younger, inmates	16	for the remainder of their
17	fifty-five years of age or	17	term. While they're in
18	older would be deemed	18	that unit, they do get
19	special population.	19	more time out of cell, but
	special population. In addition, the most		again there is the
20		20	
21	amount of consecutive days	21	opportunity and
22	you can get in SHU per	22	possibility to restrain
23	HALT is fifteen days,	23	the inmates to make sure
	62		64

1	they're in a safe, secure	1	legislation? Is there any	
2	environment in this third	2	option of that?	
3	unit.	3	KEITH JACQUES: No,	
4	So, you can see the	4	it's a state law, we won't	
5	advocates want to talk	5	be able to file any	
6	about the half story, tell	6	federal injunction to stop	
7	half truths and that's	7	that. Frankly, there are	
8	what we're up against.	8	other states that have	
9	But keep in mind about how	9	implemented similar laws	
10	powerful these advocates	10	to what's in the HALT	
11	are with their voices.	11	proposal. So, it's a	
.2	Everyone remembers the	12	state issue and we're	
.3	rally NYSCOPBA had a few	13	going to have to deal with	
.4	years ago, when the Senate	14	the state on this.	
.5	Republicans were in	15	Anybody else?	
.6	control and we were able	16	ROBERT STEVENS: Robert	
.7	to stop everything and	17	Stevens, Mohawk. Is it	
18	anything that we needed to	18	true also in HALT	
.9	stop.	19	legislation, that lawyers,	
20	Two days before our	20	paralegals and law	
21	rally, the advocates were	21	students are going to be	
22	rallying on HALT. That	22	allowed to come in and	
23	bill was never going	23	represent the inmates at	
	65		67	
1	to see the light of day in	1	tier hearings pro bono.	
2	the Senate. They had	2	KEITH JACQUES: There	
3	almost four thousand	3	are representsation rights	
4	people show up to rally	4	in the HALT bill. I'm not	
5	for a bill that had	5	sure if it's law students,	
6	absolutely no chance.	6	but I believe that is	
7	Now that they have a	7	correct it's on a pro bono	
8	Democratic Assembly, you	8	basis. And there will be	
9	can rest assured they're	9	ACLU, NYCLU, sending	
	going to turn up the		attorneys in per this	
LO L1	velocity on this thing.	10	legislation.	
.2	So it's going to be	12	Now, the bill is what	
	critical that we get every		the bill is. We need to	
3	one in this organization,	13	find a way to stop the	
	_	14	bill in its current form.	
.5 .c	so we can fight equally	15		
.6	against them.	16	I know everyone hates	
.7	Questions about HALT?	17	NYCLU. We've been arguing	
.8	State of the legislature	18	about the change, the	
.9	moving forward?	19	change in the violence,	
0	CHRIS FEAR: Chris	20	it's on the prison system	
!1	Fear, Mid-State. Can you	21	as a whole. But we got to	
22	file a federal injunction	22	pound home the message	
23	to cease that HALT	23	that things have changed	
	66		68	

	1 101 11 1 11 1		and the formation of
1	significantly since that	1	everything in there is one
2	NYCLU settlement.	2	hundred percent, crystal
3	All right. What HALT	3	clear, unequivocal. Once
4	was seeking to achieve was	4	that happens, you're going
5	achieved in the interim	5	to have a copy of it. I
6	settlement in 2014 and	6	shared it today with the
7	then in the final	7	legislative PAC committee,
8	settlment in 2016. So	8	the Board has it. Once
9	there's no need to even	9	its in its final form,
.0	think about another	10	hopefully in the next few
11	separate piece of	11	days, it will be sent out
12	legislation at this point.	12	and the chiefs will have
.3	That's got to be the	13	it.
.4	argument.	14	But, yes, use it in
.5	I know that doesn't	15	meetings with individual
16	address the problem since	16	legislators, use it in
17	NYCLU, you got to stop	17	conversations with people
18	this piece of legislation	18	that live in your
19	in its tracks right now	19	neighborhoods. People
20	and then find a way to	20	need to understand what's
21	address the other things.	21	really happening right now
12	CHRIS MOREAU: Chris	22	as a result of NYCLU and
23	Moreau, Green Haven. The	23	they don't. And we got to
	69		71
1	memo you're drafting in	1	educate them on that
2	opposition of the	2	before they even start
3	legislation, is this what	3	looking at another piece
4	you recommend passing on	4	of legislation.
5	to our local politicians	5	MR. MCGOWAN: McGowan,
6	that we might get on board	6	Mid State. As far as
7	or is this just for us?	7	doing the ground work,
8	KEITH JACQUES: Without	8	like Mike was talking
9	question, yes. We got to	9	about, shouldn't that be
.0	tweak it a little bit.	10	something the Regional VPs
.1	Pretty significant hot	11	get together and in each
2	topic, once that memo is	12	region have local meetings
3	done and it's out in the	13	with our local politicians
4	public, you know, the	14	so we can explain our
.5	Executive Board is going	15	concerns about that
6			
	to start getting questions	16	legislation. And maybe go
.7	from media, political talk	17	forward doing it that way,
.8	shows. And talk about	18	rather than having us at
.9	solitary confinement in	19	the local level try to do
20	New York and why the union	20	that. Is that something
21	is opposed to ending	21	better suited for them to
22	solitary confinement.	22	do rather than your local
23	So we need to make sure	23	stewards and chiefs.
	70	1	72

1	PRESIDENT POWERS: I'm	1	MR. MCGOWAN: I think	
2	sorry, you want the	2	something that is	
3	reginal guy to take care	3	essentially more organized	
4	of the leg work?	4	will do us a lot better.	
5	MR. MCGOWAN: I would	5	PRESIDENT POWERS:	
6	like to see the regional	6	Well, with this opposition	
7	guy maybe set these	7	memo, which you'll be in	
8	meetings up for that	8	possession of, you'll have	
9	region, get the	9	all it. Let's face it, we	
.0	politicians in that	10	all know the landscape	
.1	region.	11	anyway. But, if that's	
.2	PRESIDENT POWERS:	12	how you want to handle it,	
.3	Without question, however	13	that's fine.	
.4	you want to handle it.	14	MR. MCGOWAN: That's	
.5	MR. MCGOWAN: I don't	15	just my opinion. I don't	
.6	want to leave this	16	know if anyone agrees with	
.7	open-ended, I would rather	17	me or not.	
L8	see something definitive	18	PRESIDENT POWERS: If	
19	like this is what we're	19	that's the body's wishes	
20	going to do. Like our	20	to have the regionals hold	
21	regional is Carpenter, so	21	a meeting, take that up	
22	have Scott Carpenter set	22	with your regions.	
23	up a meeting for the five	23	MR. MCGOWAN: To have	
3		23		
	73		75	
1	or six jails in our	1	our politicians from our	
2	region, have one big	2	area in one meeting, with	
3	meeting with our	3	four, five, seven or eight	
4	politicians. Maybe you	4	jails, whatever we have	
5	can invite them, have them	5	PRESIDENT POWERS: If	
6	show up and then we can	6	you want to do that,	
7	express our concerns about	7	schedule your own meetings	
8	this HALT legislation.	8	on your own as well, take	
9	PRESIDENT POWERS: By	9	your time. I know we're	
.0	all means, if you want to	10	asking of your time,	
.1	hold a town hall forum	11	especially during the	
.2	type setting, that's up to	12	holiday season. But that	
.3	you and your regions.	13	grass roots activity,	
.4	We'll be meeting with them	14	that's what rules the day.	
5	here in Albany.	15	MR. MCGOWAN: I agree	
.6	MR. MCGOWAN:	16	with you one hundred	
7	Absolutely.	17	percent.	
.8	PRESIDENT POWERS: The	18	PRESIDENT POWERS: The	
9	more the merrier. The	19	more the merrier. Joe?	
0	more that we drive this	20	VP WEST MIANO: Joe	
:0 !1	home, the more grass roots		Miano, Western Region VP.	
		21		
12	kind of action here is	22	Just so you're aware we	
13	going to rule the day.	23	meet with our senators	
	74		76	

		1	
1	constantly. We actually	1	recognized by the New York
2	had two at Collins and	2	Northeast Kidney
3	Gowanda last week, and we	3	Foundation and I can tell
4	have another senator going	4	you there were some high
5	through some our	5	profile people at that
6	facilities on Friday.	6	event who recognized the
7	So, it's nothing new,	7	hard work that the members
8	not in the western region	8	of NYSCOPBA do.
9	as far as meeting with	9	One of them was Neil
10	them on hot topics or	10	Gallop who owns the Price
11	continually meeting with	11	Chopper Corporation.
12	them. We do that	12	There was a CEO for the
13	constantly, not just when	13	Center of Disabilities,
14	there's some hot topic.	14	and also a gentleman by
15	PRESIDENT POWERS: Just	15	the name of Mr. Lucas who
16	had Capiani at Gowanda and	16	handles all the
17	Collins.	17	development in the
18	VP WEST MIANO: Yep.	18	Schenectady, Troy area.
19	And Gallavan is going	19	They said they would
20	there Friday.	20	never do the job that the
21	KEVIN DONNEILY: Mike,	21	men and women do at
22	Kevin Donnelly, Coxsackie.	22	NYSCOPBA. They would
23	I'm aware we don't have a	23	never think about walking
	77		79
1	PR firm in place right	1	into a prison. And they
2	now, but are we going to	2	understood the
3	look at going after this	3	frustrations that you feel
4	in a PR forum.	4	and the way you put your
5	PRESIDENT POWERS:	5	family in harms way by you
6	Well, we'll talk about	6	never returning at home at
7	that a little bit later.	7	night.
8	We are going to need to	8	They understood those
9	talk about the PR firm. I	9	things. And they said so
10	know what transpired at	10	many kind words. This is
11	the last EA, but we'll	11	something that I said.
12	have that discussion in	12	NYSCOPBA's long standing
13	new business.	13	philosophy on community
14	KEVIN DONNELLY:	14	service and support
15	Thank you.	15	continues to be an
16	PRESIDENT POWERS:	16	important mission. It
17	Anybody got anything for	17	represents thirty-one
18	me, Keith or Chris?	18	thousand currently retired
19	Thank you. Tammy?	19	members. Throughout the
	EXECUTIVE VICE		year hundreds of you
20	PRESIDENT SAWCHUK: Good	20	volunteer or raise money
21			for nonprofits across the
22	afternoon, everyone. On	22	-
23	11/15, NYSCOPBA was	23	state.
	78		80

1	And NYSCOPBA and this	1	to implement new programs
2	board appreciates	2	that their voices were
3	everything that you do for	3	excluded regarding how the
4	this organization, most of	4	programs will effect the
5	the time on your own time.	5	security of our
6	And I would like to give	6	facilities.
7	you a round of applause	7	It is important for the
8	for that because you	8	membership to understand
9	deserve that.	9	that these initiatives
10		10	that NYSCOPBA views as
11	(All applause.)	11	compromises to the safety,
12		12	security of our members in
13	EXECUTIVE VP SAWCHUK:	13	prisons are being
14	Mike talked a little about	14	introduced in legislation
15	this HALT legislation, so	15	which will change the laws
16	I'll give you my spin on	16	in New York State.
17	it because it's	17	They're not policies
18	concerning. We're going	18	introduced by the
19	to face challenges. And	19	Department that could be
20	you will hear people speak	20	discussed and debated at
21	of ideals and other	21	labor management meetings.
22	initiatives for prison	22	This means that if
23	reform. Embedded in	23	legislation is signed into
	81		83
	progressive framework for	1	law, NYSCOPBA members may
1 2	this country is that the		have no choice but to
3	victims are the inmates in		follow the law. As you
4		3	are aware, with the recent
-	the system. This irony becomes	4	election results in the
5	immediately evident within	5	State of New York, the
6	the proposal of HALT	6	executive and legislative
0			_
8	legislation. Convicted	8	branches are controlled by
9	felons are being cast as	9	the same party.
10	the innocent and those of	10	As such, any opposition
11	us running the facilities	11	to legislative initiatives
12	day to day operations are	12	that are passed could be
13	being demonized.	13	moot. We must all come
14	The reality is that	14	together as one unified
15	corrections officer and	15	organization and try to
16	our members that work in	16	stop the legislation from
17	law enforcement titles,	17	being passed. Unionism is
18	are on the front lines of	18	overcoming obstacles.
19	a crisis. As Mike had	19	That is not mine. You
20	mentioned, we are past a	20	can't focus on the minnows
21	high level mark of 896	21	in the small pond; we got
22	which I believe was 2015.	22	to focus on the sharks in
23	Our members will be forced	23	the water because they are
	82		84

1	out there.	1	it takes to find out, if
2	I understand the	2	necessary, what action may
3	sacrifice that you make	3	be appropriate to
4	each and every day.	4	challenge that.
5	Staffing shortages	5	I will continue to tour
6	continue to plague us,	6	your work sites and I'm
7	causing longer work hours	7	always available by phone
8	and creating fatigue and	8	or e-mail. And I would
9	stress. Double bunking is	9	like to wish all of you a
10	unacceptable and I will	10	happy, safe holiday
11	continue to push for safer	11	season. And there is a
12	work place and better	12	party tonight. I would
13	equipment.	13	like all of you to leave
14	If we truly want to	14	your frustrations whatever
15	achieve joint facilities,	15	they may be at the door
16	those that prescribe to	16	and let's celebrate one
17	lower prison reform, are	17	hell of a great
18	not to undermine security	18	organization called
19	or deminish our experience	19	NYSCOPBA. Thank you.
20	and knowledge of safety	20	PRESIDENT POWERS:
21	and security.	21	Frank?
22	On a final note, this	22	TREASURER GILBO:
23	is a wonderful time of	23	Good afternoon.
23	85		87
1	year to celebrate with	1	Treasurer's report. Total
2	family and friends. But	2	cash on hand, 11.12
3	for some, it can be a	3	million. Rainy Day Fund
4	difficult time of year.	4	I'm happy to say is up to
5	If you or a family member	5	a hundred sixty thousand.
6	is in need of assistance,	6	People have been starting
7	please reach out to EAP,	7	to pay. I have called the
8	we have a coordinator here	8	finance committee out, we
9	today. Reach out Catch A	9	called some people and
10	Falling Star, visit our	10	they're starting to pay.
11	website for these programs	11	Legal defense is up to
12	or reach out to your local	12	2.53 million.
13	EAP.	13	Unrestricted bonds, 6.11
14	Stewards are the first	14	million. Restricted
15	point of contact when you	15	bonds, 1.49 million. Gen
16	have a question about	16	ops, 2.11 million. I'm
17	whether a work place right	17	also happy to say we will
18	has been violated or when	18	not have to sell a bond to
19	you have an idea or a	19	pay for the union leave
20	solution that the union	20	bill this year so
21	should be facing. It's	21	because one of our bonds
22	the stewards	22	is up in January. And
23	responsibility to do what	23	selling that early was
20		43	
	86		88

1	probably bad, so we can	1	read the minutes because I
2	wait and get paid for	2	think you said it should
3	that. Any questions?	3	be in your e-mail.
1	Okay. The budget, you	4	TREASURER GILBO: Okay.
5	all got it, read it	5	DONN ROWE: On the
6	last you got it in your	6	budget, can you expand on
7	packets. Any questions?	7	the consulting, what's
8	DONN ROWE: Rowe, Hale	8	that for?
9	Creek. Frank, first of	9	TREASURER GILBO: What
.0	all, we requested I	10	line number was that?
.1	requested profit loss	11	DONN ROWE: 5810.
.2	documentation.	12	TREASURER GILBO:
.3	TREASURER GILBO: And I	13	Consulting temporary staff
.4	told you to come to the	14	was for some of the
.5	office.	15	contracts went up.
6	DONN ROWE: No, you	16	DONN ROWE: How did
.7	told me at the mic it	17	they go up if they didn't
.8	should be in your e-mail.	18	come here?
.9	And I asked for worksheets	19	TREASURER GILBO:
10	and you said yes at the	20	What's the question.
21	mic. Then I e-mailed you	21	DONN ROWE: What were
22	after I didn't get them	22	the contracts?
23	and we went round and	23	TREASURER GILBO:
.5	89	25	91
1	round. For some reason,	1	Garnet River, the JIC
2	and Dave you went to the	2	contracts.
3	mic and said, in the	3	DONN ROWE: When did
4	thought of transparency	4	they go up?
5	they're mailed out,	5	TREASURER GILBO: From
6	they're given out every	6	this year to last year.
7	EA.	7	DONN ROWE: When did
8	Is there a reason why	8	they go up?
9	we're not getting them any	9	TREASURER GILBO: When
LO	more as of October?	10	did they expire?
.1	TREASURER GILBO: As as	11	DONN ROWE: Yeah, were
.2	I know, you come to the	12	they brought to the EA?
.3	office for that. That's	13	TREASURER GILBO: I'll
.4	what I was told.	14	find that out.
.5	DONN ROWE: Well, I got	15	DONN ROWE: If I could
.6	everyone except for the	16	see I'd like to see a
.7	October's EA. So, why the	17	breakdown of the
.8	change?	18	consulting. You gave me
9	TREASURER GILBO: I'm	19	the worksheets but it
10	not sure on that. I will	20	didn't have the breakdown.
:0	find that out.	21	For some reason it wasn't
	DONN ROWE: You're not	21 22	broken down.
12			
23	sure? I think you need to	23	And also in the PR, I
	90		92

1	hate to beat a dead horse	1	would guess that all these
2	but without the profit	2	are gonna be even higher.
3	loss, your over budget	3	It's one thing we
4	right now for November and	4	spent eight hundred and
5	that's without December's.	5	forty-six thousand on
6	You're over budget about	6	advertising; I'm good with
7	between regional and	7	that. But you got a nine
8	regular PR, you're pushing	8	hundred thousand dollar
9	four hundred thousand	9	budget that you're dealing
10	dollars over budget and	10	with. These other things,
11	you've added fifty	11	these promos and SAPs,
12	thousand.	12	somebody has got to put a
13	And even if you	13	handle on it and somebody
14	subcontract the campaign	14	has got to put a handle on
15	of two seventeen which	15	the region.
16	was that's the number	16	TREASURER GILBO: I'll
17		17	be doing that. I can't
	you gave us was spent on that, you're still over a		speak for first before
18	· -	18	I got the job, but I will
19	hundred eighty-three	19	
20	thousand. Your regional	20	put a handle on that
21	PR is over almost fifty thousand and that's	21	spending.
22		22	PRESIDENT POWERS:
23	without December.	23	Donn, could you forward to
	93		95
1	TREASURER GILBO: Yeah.	1	me all your questions here
2	DONN ROWE: Did you	2	and we'll get a handle on
3	talk about that in the	3	all this?
4	finance committee?	4	DONN ROWE: I'd rather
5	TREASURER GILBO:	5	have them here, Mike. But
6	That's something that we	6	again, I'd like to make a
7	addressed, but the budget	7	motion to table the budget
8	ebbs and flows. We get	8	consideration until the
9	some money out of one	9	next EA. And be provided
10	line, move in to the next	10	the profit loss as we have
11	line. We think that some	11	been provided. And
12	things should be fought	12	provided whatever anybody
13	harder, the public	13	else has questions.
14	relations stuff, we got to	14	We really got to look
15	get out there and	15	at this. We're getting
16	DONN ROWE: These are	16	into a situation three
17	basic these are taking	17	years you know, I made
	the expense taking the		the motion about using
18		18	_
19	campaign out of it. This	19	25.9 money out of your
20	is your SAPs way over,	20	reserves because
21	your promo is almost a	21	historically we've always
22	hundred sixty-four	22	got it. But when you go
23	thousand for November. I	23	in one, two and now three
	94		96

1	years, we can't do it	1	(All respond with aye.)
2	again because we're going	2	
3	to drop under that six	3	(Motion to go off the
4	million.	4	record.)
5	And if you look at	5	
6	these numbers we're coming	6	PRESIDENT POWERS: Back
7	in over budget in a hole.	7	on the record. We have a
8	PRESIDENT POWERS:	8	motion from Donn Rowe, to
9	Please forward me your	9	table 2019 proposed budget
10	questions.	10	for consideration until
11	DONN ROWE: Well,	11	the next EA. All chiefs
12	they're stated on the mic	12	provided with the most
13	just like last time.	13	reent profit loss report
14	PRESIDENT POWERS:	14	and the detailed budget
15	Donn, you got a motion?	15	worksheets. The motion is
16	DONN ROWE: Yes.	16	made by Donn Rowe,
17	PRESIDENT POWERS:	17	seconded by Kenny Gold.
18	Second?	18	Any discussion on the
19	KENNY GOLD: I'll	19	motion? All in favor
20	second it.	20	signify by saying aye?
21	PRESIDENT POWERS:	21	2-5
22	Kenny Gold second. Write	22	(Response of "Aye".)
23	that up for us, Donn.	23	(Response of Tyc.)
23	97		99
	**		DDIGIDZIN DOWNG.
1	Your motion is to table		PRESIDENT POWERS:
2	the 2019 executive or	2	Anybody opposed?
3	NYSCOPBA budget until the	3	(No Domonio
4	following EA?	4	(No Response.)
5	DONN ROWE: Yes.	5	DDEGEDERAL DOUBLG.
6	PRESIDENT POWERS:	6	PRESIDENT POWERS:
7	Anybody else have any	7	Thank you.
8	questions about the	8	TREASURER GILBO: Any
9	treasurer's report?	9	other questions?
10	DOUG WESTERVELT: Can	10	Thank you.
11	we go off the record?	11	PRESIDENT POWERS:
12	PRESIDENT POWERS:	12	We'll move into
13	About the treasurer's	13	departmental reports.
14	report?	14	Sharon?
15	DOUG WESTERVELT: Well,	15	SHARON SMITH: Good
16	it concerns the	16	afternoon. I have a few
17	treasurer's report and I	17	things to go over, I'll go
18	don't think I should put	18	quickly. The rates are
19	this on public record.	19	out. We sent them out to
20	PRESIDENT POWERS	20	everybody yesterday.
21	Unanimous consent to go	21	Membership services
22	off record?	22	blasted them out. I put
23		23	them in your packet, so
	98		100

1	you have the hard copy. I	1	had changes in their
2	think the second page is	2	insurance coverage and
3	Grade 9 and below. I	3	some copay changes and so
4	think you get to the six	4	forth. And this year
5	page it's Grade 10 and	5	actually they did
6	above. So make sure you	6	something they've never
7	looking at the one you	7	done before with the
8	need to look at.	8	retirees. The retirees we
9	They were rather good.	9	know in January if anybody
10	The Grade 9 and below, the	10	is talking to you will
11	individual went up	11	start with the new copays.
12	seventy-one cents for the	12	They're going to start
13	Empire Plan and four	13	having new copays all the
14	dollars and twenty-seven	14	retirees they will go to
15	cents a pay period for	15	that plan.
16	family. Grade 10 and	16	But for the first time
17	above, the individual was	17	the state is not
18	ninety-six cents and	18	increasing the copays for
19	family was five dollars	19	the prescription drugs for
20	and four cents.	20	the retirees, which was
21	The option transfer	21	never done before. So
22	period has started; it	22	because of that
23	started yesterday. And it	23	difference, there's a
	101		103
			مانيا مند الأسانيا
1	will run until January		third rate. They're kind
2	18th, the end of the day	2	of in-between those that
3	on the 18th. So now is	3	have a contract and those
4	the time for people to go	4	that don't.
5	down if they want to drop their insurance, if they	5	So I thought I would
6		6	mention that if anybody
7	want to change their	7	comes to you about why
8	insurance. And, again,	8	everybody has a different amount. So I also sent
9	the opt out program,	9	
10	that's when people have to	10	you there was some
11	either sign up for the opt	11	changes going into effect
12	out or recertify that	12	January 1st. And I sent
13	they're staying in it. The rates are a	13	you out a memo on the 10th
14		14	and there are some changes
15	little they actually have three sets of rates	15	beginning January 1st.
16	this year. There's rates	16	If you're not aware,
17	for those unions that	17	some people are not aware with the new ACA health
18		18	
19	don't have a contract,	19	insurance plan that went
20	there's a different rate	20	into effect under the
21	for those that do have a	21	Empire Plan, you now have
22	contract because	22	maximum out of pocket cost
23	they're you know, they	23	for impatient or in
	102		104

-			
1	network services. You	1	there are drugs that are
2	know, when you go out of	2	excluded. This year there
3	network you have a max	3	were only two drugs that
4	that you pay and after you	4	are excluded for 2019.
5	pay that amount, the	5	They are both for
6	insurance pays all of the	6	infertility drugs. Then
7	bill, you know.	7	there was a drug that
8	Okay. Let me explain	8	presently was excluded
9	this better. If you go	9	that will be put back on
10	out of network you have a	10	on tier two.
11	maximum amount and then	11	So those were the only
12	you pay eighty percent	12	changes. Just so you
13	the insurance pays eighty	13	know, they are
14	percent and you pay twenty	14	grandfathering anybody
15	percent. Then after you	15	that is currently on those
16	reach that maximum amount	16	two drugs that will be
17	of money, the insurance	17	excluded, they will
18	company actually pays a	18	grandfather them, let them
19	hundred percent if you	19	finish their treatment
20	reach that max.	20	with that drug that is now
21	Well, in that work	21	excluded. And then once
22	there's also that now.	22	their they're through with
23	It's also for in network	23	that session, then they
	105		107
1	and that changes every	1	would have to change to,
2	year. So I put in there	2	you know, a drug that's
3	the in network out of	3	covered or pay out of
4	pocket maximum for January	4	pocket themselves for it.
5	2019, is going to be a	5	The New To You
6	total of seventy-nine	6	prescription drug plan, if
7	hundred for individual	7	you're aware of that.
8	coverage and fifteen	8	That is the program if you
9	thousand, eight hundred	9	go to a doctor and he
10	for family coverage. So	10	gives you a new scrip and
11	once someone has really	11	he gives you a ninety day,
12	high charges or some	12	as you know if you go to
13	people that are really ill	13	the pharmacy they'll only
14	in their family, when they	14	fill a thirty day, they
15	reach that maximum they	15	fill two, thirty day first
16	won't pay copays any more.	16	to make sure you're not
17	The insurance company will	17	allergic to the drug or
18	pay that whole amount.	18	there's a problem with the
19	I also sent you out	19	drug. Then after those
20	something a bit back on	20	two fills you can get a
21	the formulary, as you know	21	ninety day supply.
22	the flexible formulary	22	That's going away
23	changes every year. And	23	January 1st. If you have
	106		108

1	a ninety day scrip and you	1	back in. And Lab Core	
2	go to the pharmacy, you	1 2	remains in also, so you're	
3	will get the ninety day.	3	not losing Lab Core	
4	If anybody is aware that	4	either. They'll both be	
5	the New York Presbyterian	5	in network lab facilities.	
	Hospital was in	-	Quest has over six	
6	negotiations with Empire	6	thousand of them	
7	Rlue Cross Blue Shield to	7	nationwide. So that's	
8	2140 01000 2140 211014 00	8		
9	stay in the network. They	9	good news.	
0	finally reached an	10	And the last thing for those that are in the	
.1	agreement and that	11		
2	hospital does stay in.	12	health care spending	
3	So any of you that live	13	account, anybody that	
4	near that hospital or use	14	signed up for that,	
.5	that hospital, they're	15	they're finally going to	
6	remaining in network.	16	provide with you debit	
.7	Also starting January 1st,	17	cards. People will start	
.8	the Empire Plan is having	18	getting debit cards for	
.9	an addition of	19	next year. So when they	
20	acupuncture. They're	20	go and get their services,	
1	going to have a network of	21	they can just use a card	
12	in network acupuncturists	22	and not have to pay the	
13	to go. It's going to be	23	plan and send the	
	109			111
1	in state only at this	1	information in and get a	
2	point, so just within New	2	refund. So they should	
3	York State. They're going	3	look for that also.	
4	to be working to get	4	And that's all I have	
5	providers in there. And	5	for anything new. If	
6	so if you go to those, you	6	anybody has any questions	
7	will just pay a copay.	7	on any of this?	
8	They said it would take	8	UNIDENTIFIED SPEAKER:	
9	probably one to two years	9	Yeah, what about the debit	
.0	to get a robust network.	10	cards are for what?	
1	If you know anybody or	11	SHARON SMITH: The	
.2	if you have one that you	12	health care spending	
3	want to get in network,	13	account, anybody that has	
4	you can always call me and	14	signed up for that.	
.5	we can get the information	15	That's where you it's	
6	to the plan and see if we	16	pretax money, you know,	
7	can get them in. Another	17	for maintenance, drugs,	
8	is January 1st, Quest	18	something, you get to use	
9	Diagnostics will now be in	19	five hundred dollars a	
0	network for lab services.	20	year you're spending out	
1	They were in years ago	21	of pocket. So the five	
12	and then it went to Lab	22	hundred, what they do is	
13	Core and Quest will be	23	take it out of your	
	110	23	care to one of lone	112
	TIU	1		114

1	paycheck, that five	1	static or increased in
2	hundred for the twenty-six	2	some categories with
3	weeks, but it's pretax, so	3	inmate on staff and inmate
4	you save money tax wise.	4	contraband and chemical
5	So it saves you some money	5	agents, we basically were
6	for people that have high	6	as aggressive in 2018 as
7	out of pocket.	7	we were in 2017. Right
8	And they're going to	8	now up to this point, we
9	have a debit card now, so	9	put out fifty-one press
10	you can just go to your	10	releases compared to
11	pharmacy or go to network	11	fifty-eight last year. In
12	providers and just give	12	comparison to some of your
13	them the card when you get	13	counterparts, the New York
14	services and that will	14	State Police, the PBA,
15	automatically deduct that	15	only put out eleven press
16	payment from that five	16	releases. The New York
17	hundred dollars. You	17	City Corrections union,
18	don't have to submit a	18	twenty-one.
19	claim to do that. Any	19	So you're much, much
20	other questions? Okay.	20	more aggressive in those
21	thank you.	21	categories. Particularly
22	PRESIDENT POWERS:	22	when you're talking about
23	Thank you, Sharon. We	23	violence in the facilities
	113		115
	himad a way bealth and		and continuing that
1	hired a new health and		and continuing that
2	safety specialist, Dana	2	message.
3	can you please stand? Dana Betz was hired on	3	On the charity side, where Vice President
4	November 30th. She'll be	4	Sawchuk mentioned about
5	our new replacement in our	5	the Northeast Kidney
6	_	6	-
7	health and safety, and	7	Foundation. Currently
8	Workers' Comp position.	8	right now, you're running
9	So forward all concerns to	9	a program with Make A Wish it's in sixteen counties.
10	her. Welcome aboard,	10	
11	Dana, and good luck.	11	It's a program that's
12	(All applause)	12	gonna benefit five kids
13	(All applause.)	13	that have some type of chronic illness or
14	DDECIDENT DAMEDO.	14	
15	PRESIDENT POWERS:	15	debilitating disease in
16	Jimmy?	16	which they're going to grant a wish. In one day
17	JIMY MILLER: Just to	17	grant a wish. In one day we raised sixteen thousand
18	give you a little overview	18	
19	from 2017 to 2018, and	19	dollars with them and the
20	what we did over the past	20	program is going to be
21	year.	21	running the entire month.
22	As the statistics	22	Based on that I did
23	basically either stayed	23	numbers for the year.
	114		116

1	Your organization	1	them. And if not, I will
2	contributed four hundred	2	give them out to the VPs
3	thousand dollars to	3	to give them to anybody
4	charities statewide.	4	who wants them.
5	Which maybe on the surface	5	UNIDENTIFIED SPEAKER:
6	if you break it down per	6	Only fifty?
7	member isn't a lot, but	7	JIMMY MILLER: Only
8	it's significantly higher	8	fifty tickets, yes.
9	than any other	9	Please don't resell them.
10	organization that I'm	10	Other than that, that's
11	familiar with.	11	it. If you don't have any
12	And if you take that	12	questions, I wish
13	and couple that with the	13	everybody a Happy
14	sponsorships that you do,	14	Christmas.
15	just in the Capitol region	15	PRESIDENT POWERS: Dan?
16	alone, charities raised	16	DAN VALENTE: Good
17	over a million dollars.	17	afternoon. I won't
18	So I think that sometimes	18	reiterate some of the
19	gets lost throughout the	19	points that were already
20	state. But you guys are	20	made by President Powers,
21	very active, as Vice	21	Keith Jacques and Chris
22	President Sawchuk said,	22	Duryea. Real quick,
23	that should be something	23	obviously the power has
43	-	23	
	117		119
1	that you guys should be	1	shifted in the senate and
2	commended for.	2	it's a significant swing,
3	Lastly, I will be here	3	previous to election day
4	for the rest of the day.	4	there were 23 Dems, now
5	The Buffalo Bills	5	we're looking at 40 Dems.
6	graciously gave us fifty	6	39 in the conference. We
7	additional tickets for	7	know we got Singafelder
8	their final game against	8	who is basically being
9	the dolphins. They're	9	punished for his role in
10	actually good seats,	10	his previous coalitions.
11	they're Section 220,	11	He's still out there,
12	everybody is sitting	12	doesn't have a conference,
13	together.	13	he's an alien on an
14	So if you want them	14	island, but they don't
15	december 30th, it's the	15	need him any more quite
16	last game of the season.	16	frankly.
17	So if anybody is	17	So there's a lot of
18	interested, obviously it's	18	issues that are coming our
19	a long way to go for some	19	way. The HALT
	people that are down in		legislation, 50-a. One
20		20	_
21	the southern region, but	21	thing that wasn't
22	if you're interested, come	22	mentioned, it's gonna be a
23	back and I'll distribute	23	big ticket item and it's
	118		120

1	gonna cost billions of	1	higher aspirations I think
2	dollars and that's single	2	and this would be one of
3	payer health care, which	3	those type ticket items
4	is otherwise known as the	4	that could propel him to a
5	New York Health Act or	5	national level.
6	Medicare for all.	6	So we're going to keep
7	Basically this is going	7	an eye on that. That's a
8	to do away with private	8	big deal and it's
9	health insurance for	9	potentially coming. It's
10	everybody. It's going to	10	been introduced to the
11	levy an enormous payroll	11	Assembly since 1992. It's
12	tax on employers and	12	been passed for many
13	everybody in this room and	13	years, knowing that it was
14	every employee in this	14	never going to go anywhere
15	state. We're talking	15	in a Republican Senate.
16	three hundred plus billion	16	Times have changed
17	dollars for this to be	17	obviously. Things like
18	implemented.	18	that, there's many bills
19	Just to put that in	19	like that where the
20	context, the New York	20	Assembly Democrats have
21	State budget is a hundred	21	passed legislation just to
22	sixty billion dollars. So	22	get points for their
23	this is going to increase	23	constituents and their
	121		123
1	the state budget	1	voters, knowing that the
2	tremendously. And it's	2	bill wasn't going to go
3	going to have an extremely	3	anywhere in the Senate.
4	huge impact not only on	4	So that's part of the
5	the unions, which it	5	battle we're going to have
6	really remains to be seen	6	going forward.
7	the impact of the unions	7	Some of the other
8	because of the contracts	8	issues, obviously we got
9	that are negotiated. But	9	the Death Gamble Bill out
10	once those contracts are	10	there, which will be
11	expired, it remains to be	11	delivered by the end of
12	seen what will happen	12	the year. We'll be
13	under this type of plan.	13	putting out a call to
14	This is in its infancy	14	action for our members to
15	stages. There's been some	15	contact the Governor's
16	push by the new Senate	16	Office urging him to sign
17	Democratic majority, it's	17	that piece of legislation
18	going to be a priority for	18	into law.
19	them. The Governor has	19	Much like we've done in
20	indicated that because of	20	years past. Keep an eye
21	the cost that he's not	21	out for that. Encourage
22	really too receptive of	22	your members to do that.
23	it, but he does have	23	The louder the voice we
	122		124
		1	 -

1	have, hopefully we will	1	from each facility; it
2	have a better impact on	2	went very well. But we
3	the results of that	3	found in years past,
4	legislation.	4	typically our Lobby Days
5	The State of State	5	are in May, we're pushing
6	address well, the	6	towards the end of session
7	calendar was just released	7	and we're pushing our
8	literally in the last	8	legislative agenda,
9	hour. The session starts	9	we were able to alter the
10	January 9th, which is a	10	EA calendar, so the next
11	little bit later than	11	EA is going to be in March
12	normal. Past couple years	12	during the week of March
13	the Governor has combined	13	4th, I believe. I believe
14	his budget address and the	14	the EA is the 6th and 7th
15	State of State address. I	15	of March.
16	expect that to be the case	16	So we're going to have
17	again this year. No date	17	a Lobby Day on March 5th
18	has been set but we will	18	this year. This is going
19	be keeping an eye on that	19	to allow us to get
20	to see what type of	20	involved with budget
21	policies and initiatives	21	discussions. Because
22	that the Governor is going	22	everything right now with
23	to be looking towards in	23	this Governor, anything
23	125	25	127
1	his third term.	1	any new policies that he
2	Hopefully his final	2	wants to implement he
3	term; hopefully shortened	3	crams it in the budget.
4	third and final term. So,	4	He takes away the voice of
5	with that the budget is	5	a lot of people. So we
6	due on February 1st.	6	want to make sure our
7	That's the latest that the	7	voice is there in Albany
8	budget can be introduced.	8	when these conversations
9	Again, we'll be going	9	are taking place.
10	through that with a fine	10	So, again, March 5th,
11	tooth comb and looking at	11	please plan on being in
12	all the details on the	12	Albany for a Lobby Day.
13	issues, anything that	13	It will be for chiefs or a
14	might impact this	14	designee from each
15	organization.	15	facility. We encourage
16	And finally, our Lobby	16	every facility to be
17	Day for 2019, we changed	17	represented in one form or
18	it up this year. We	18	another. Please mark that
19	changed it up last year	19	down on your calendar. We
20	with just allowing the	20	hope to see you there.
21	chiefs, not allowing, but	21	We'll have the agenda for
22	just making it available	22	you to pursue at that
23		23	
23	to the chiefs or designee	23	point, much is going to be

1	pending on what is	1	questions for me?
2	contained in the	2	Thank you.
3	Governor's budget.	3	PRESIDENT POWERS: Ten
4	So if anybody has any	4	minute break.
5	questions about the plan	5	
6	going forward or the	6	(Recess taken.)
7	legislation that's pending	7	
8	or new ideas for	8	PRESIDENT POWERS: All
9	legislation, we're always	9	right. We're going to
10	welcome to hear it and	10	move into committee
11	entertain those ideas.	11	reports. Start with
12	But if there is no	12	collective bargaining.
13	questions, then I have	13	John, Mike.
14	nothing further.	14	VP MID-HUDSON MAZZELLA:
15	Thank you.	15	Good afternoon. Is this
16	PRESIDENT POWERS:	16	loud enough for everybody
17	Thank you, Dan. Bill?	17	to hear? There's no
18	BILL NAYLOR: Good	18	volume control. This
19	afternoon. The IRS	19	sounds pretty crappy. Of
20	increased contribution	20	course, it's just me that
21	limits for deferred comp.	21	sounds crappy.
22	So, for 2018 going forward	22	I'm Mike Mazzella,
23	for those that are	23	Mid-Hudson Region Vice
43	129	23	131
	147		
1	participating from	1	President and also
2	eighteen thousand five	2	co-chair of the collective
3	hundred to nineteen	3	Bargaining Committee. To
4	thousand a year. Catch up	4	my right is John Harmon,
5	contribution limits were	5	Law Enforcement Vice
6	increased by a thousand	6	President and co-chair to
7	from thirty-seven to	7	the committee as well.
8	thirty-eight thousand.	8	As you know we have
9	And the fifty plus	9	been in mediation for
10	deferral limit was	10	quite some time. And in
11	increased from twenty-four	11	mediation as you know both
12	thousand five hundred to	12	parties continue to work
13	twenty-five thousand.	13	towards an agreement. I
14	Chapter stats for	14	can tell you that after
15	October, November, we	15	working yesterday till
16	added a 154 retirees, five	16	approximately 11:30, 11:45
17	honorary retires were	17	p.m. started at 9:30 in
18	added, thirteen members	18	the morning.
19	passed. We had eight	19	We have reached an
20	failed to renew. And our	20	agreement. So at this
21	current total for retirees	21	time, I'd like to do two
22	is ten thousand, five	22	things.
23	hundred seventy-six. Any	23	Number one, I'd like to
لك		2)	
	130		132

1	go into Executive Session.	1	So what we're going to
2	And the purpose is to	2	do is overnight and mail
3	discuss and vote on	3	it probably by Friday to
4	confidential issues. So,	4	your houses. Is that an
5	do I have any objections	5	issue with anybody in the
6	to going into Executive	6	assembly here?
7	Session for that purpose?	7	VP LAW ENFORCEMENT
8		8	HARMON: Mike, with the
9	(No response.)	9	salary schedule and the
10		10	retro.
11	VP MID-HUDSON MAZZELLA:	11	VP MID-HUDSON MAZZELLA:
12	Seeing no objections, we	12	And also the salary
13	will now go into Executive	13	schedule and the proposed
14	Session.	14	retro will be in that
15		15	packet as well. All
16	(Whereupon, the	16	right. So, if everybody
17	EXECUTIVE ASSEMBLY MEETING	17	is good with that, we'll
18	then went into closed	18	overnight and mail that to
19	EXECUTIVE SESSION at 3:05	19	each chief steward. Make
20	p.m.)	20	sure your current address
21	F ····· /	21	is on file please.
22	PRESIDENT POWERS:	22	Thank you.
23	Let's bring everybody back	23	PRESIDENT POWERS:
23	133	23	135
1	in.		Constitution and Bylaws.
2	(Whereupon, a brief	2	Okay. Election committee,
3	recess was then taken.)	3	Heath?
4	(T.1)	4	HEATH ALLEN: We got
5	(Whereupon, the	5	some openings in the
6	EXECUTIVE ASSEMBLY Metting	6	committees in the Southern
7	then continued at 5:05	7	Region. For grievance and
8	p.m.)	8	legal committee?
9	VP MID-HUDSON MAZZELLA:	9	VP SOUTH FISHER:
10	We do have some we do	10	Clarence Fisher, Southern
11	have some important	11	Region VP. Ms. Aldo out
12	information. Besides the	12	of Lincoln.
13	fact that the overtime	13	HEATH ALLEN: And
14	denominator was put on	14	legislative and political
15	Facebook within seven	15	action committee?
16	minutes after we talked	16	VP SOUTH FISHER:
17	about it, besides that	17	Parish Frasier out of
18	fact, there is no way	18	Taconic.
19	we're going to get this	19	HEATH ALLEN: We got
20	MOU to you guys with this	20	some law enforcement
21	signature with Belaforte	21	openings for two
22	on it today; it's not	22	committees. Publicity and
23	going to happen.	23	meetings and Rainy Day
	134		136

1	Recall.	1	MAZZEILA: Make a motion	
2	VP SOUTH FISHER: I	2	to adjourn until tomorrow	
3	have to withdraw Aldo's	3	morning and continue	
4	name there something was	4	business in the morning?	
5	just brought to my	5	Anybody want to second?	
6	attention, it wasn't	6	Not that I care that much	
7	signed up for. I leave it	7	myself, but the Christmas	
8	vacant until the next one.	8	party starts in 20	
9	HEATH ALLEN: John	9	minutes, so if we can get	
10	Harmon?	10	a second to recess.	
11	VP LAW ENFORCEMENT	11	DONN ROWE: Rowe.	
12	HARMON: John Harmon, Law	12	PRESIDENT POWERS: All	
	Enforcement Vice		in favor?	
13 14	President. Publicity and	13	III LAVOL:	
	meetings, I nominate Mario		(Degrenge of are)	
15	Schiavone.	15	(Response of aye.)	
16		16	PRESIDENT POWERS	
17	HEATH ALLEN: Rainy Day Recall?	17		
18		18	Anybody opposed?	
19	LAW ENFORCEMENT VP HARMON: Leave it vacant	19	(One warrance of year)	
20		20	(One response of nay.)	
21	for now, please.	21		
22	HEATH ALLEN: Central,	22	PRESIDENT POWERS:	
23	Scott Carpenter. Retiree	23	Standby a second. I want	
	137		139	
1	committee?	1	to wish everyone a happy	
2	CENTRAL REGION VP	2	holiday, big shout out to	
3	CARPENTER: Scott	3	the staff of NYSCOPBA.	
4	Carpenter, Central Region	4	Mary, Darlene, many of the	
5	VP. Mark Davis out of the	5	staff at NYSCOPBA Land.	
6	Central Region.	6	Take care. We'll see you	
7	HEATH ALLEN: Northern	7	in the New Year.	
8	region, John Roberts,	8	Everybody have a good	
9	Grievance and Legal	9	holiday.	
10	Committee?	10		
11	VP NORTH ROBERTS: Cory	11	(Whereupon, the	
12	Vanderberger, Washington.	12	EXECUTIVE ASSEMBLY then	
13	HEATH ALLEN: And OSI	13	adjourned for the day.)	
14	Committee?	14		
15	VP NORTH ROBERTS: OSI	15	* * * *	
16	Committee, Jason Ashlyn,	16		
17	Great Meadow.	17		
18	HEATH ALLEN: That's	18		
19	all I've got. Any	19		
20	questions? Okay. Thank	20		
21	you.	21		
22	•	22		
23	VP MID-HUDSON	23		
	138		140	
	130			

1 STATE OF NEW YORK)	< Dates > 20 1398 < 8 > addition 6220, 109:19 8th, January 8th 427 2014 54:11, 54:22, 69:6 8 2.7 additional 61:10, 118:7
2 SS:	DECEMBER 12, 2018 41.9 2015. 8222 84 34.17 address 8.18, 332, 423,
	DECEMBER 12-13, 2018 2016 41:6 87 2 12 69:16, 69:21, 125:6, 125:14, _ 1:8 2016. 55:1, 698 896 82:21 125:15, 135:20
3 COUNTY OF ERIE)	February 1st 1266 2017 11419 8th 427 addressed 947 January 1 51:10 2017. 115:7 Addy 5214
4	January 18th 102.1 2018 114 19, 1156, 12922 Adirondack 11-22 January 1st 104:12, 104:15 2019 36, 47, 982, 999, 126:17 < 9 > adjourn 3 13, 1392
5 I, DARLENE L. JERGE, a	108:23, 109:17, 110:18 2019. 107:4 9101:3, 101:10 adjourn- 4:14
6 Notary Public in and for the State	January 2019 1064 23 1204 97 3 7 48 Adoption 29
7 of New York, County of Erie, DO	January 9th 3214, 12510 25,99619 99.39, 410 advertising 956 March 2019 37, 48 26,29, 210, 34, 44 9.30 (32.17 advocates 634, 6322, 655,
8 HEREBY CERTIFY that the MINUTES of	March 4th 127.12 65.10, 65.21 March 5th 127.17, 128.10 affect 30.15
9 the EXECUTIVE ASSEMBLY, were taken	October, november 130:15 <3>
10 down by me in a verbatim manner by	-carries 4:8 39 27:11, 1206 39:5, 46:12, 65:16, 67:5, 50:10, 78:22, 87:23, 100:16,
11 means of Machine Shorthand, on	aboard 114:10 age 62:15, 62:17
12 DECEMBER 12, 2018. That the	<1> above 10:6, 10:17 AGENDA 21, 28:16, 34:10, 34:10, 34:14, 42:11, 50:14, 12:78, 34:14, 44:11, 50:14, 12:78, 34:14, 44:11, 50:14, 12:78, 34:14, 44:14, 50:14, 12:78, 34:14, 44:14, 50:14, 12:78, 34:14, 44:14, 50:14, 12:78, 34:14, 34:
13 MINUTES were then reduced in	1028, 1015, 101:16 40 1205 above-entitled 120 12821 1002:13, 2:14 47:298 Absolutely 666, 74:17 agents 11:55
14 writing under my direction.	10th 10±13 ACA 10±18 aggressive 567, 1156, 11.12882 Academy 7:19, 124 11520
	11/157823 <5> account 111:13, 112:13 ago 23:10, 65:14, 110:21 114:215 50-120:20 accurate 141:13 agree 76:15
	119 216 50-A 28.4, 28:21, 31:17, 47:19, achieve 69:4, 85:15 agreement 109:11, 132:13,
16 the above-described transcript	11:30 13216 47:20 achieved 69:5 132:20 11:45 132:16 5810 91:11 ACLU 689 agrees 75:16
17 constitutes a true and accurate and	129217 5:05 1347 across 8022 Albany 7:18, 124, 316, 74:15, 131 220 Act 512, 51:15, 121:5 128:7, 128:12
18 complete transcript of the minutes	133311, 412 action 7422, 872, 12414. Altion 1210 136221 <6> 13615 Aldo 13611, 1373
19 taken.	139223,3:13,4:14 624,25,26 actions 30:12 Aldous 21:18, 21:19, 21:22 alien 120:13 activate 45:2 alien 120:13
20	15413016 6th 127:14 active 57:16, 885, 1172 Allegiance 26, 69 18th 1023 activity 45:10, 76:13 ALLEN 1621, 1622, 17.2,
21	1992. 123:11 actually 54:16, 77:1, 102/15, 1364, 136:13, 136:19,
22	<7> 1035, 105, 105, 118, 118, 10 137, 9, 137, 17, 137, 22, 78, 21 acupuncture 109, 20 1387, 138, 13, 138, 18
23 DARLENE L. JERGE, Notary Public.	<2> 7th 127:14 acujruncturists 109:22 allergic 108:17 2.11 88:16 add 41:9 allow 127:19
141	2.53 88.12 added 93:11, 130:16, 130;18 allowed 8:18, 67:22 1.4.3
1	allowing 12620, 12621 aspects 377, 4310 Based 11622 bitch 429 allows 642 aspirations 1231 basic 94:17 blasted 10022
1 2	allows 642 aspirations 1231 basic 94:17 blasted 100:22 almost 663, 9321, 9421 assalts 41.7, 93.15, 60:20 Basically 114:23, 1155, 1208, Blue 109.8
1 2 3	allows 642 aspirations 1231 basic 94:17 blasted 10022 almost 603, 9321, 9421 assatist 417, 59:15, 6020 Basically 11423, 1155, 1208, Blue 1098 almost 603, 9321, 9421 assatits 59:17 1217 1217 almost 94, 215, 385, 4328, ASSEMBLY 15, 27, 37, 48, basis 68:8 70:15, 718, 81:2
1 2 3 4	allows 642 aspirations 123.1 basic 94.17 b
1 2 3 4 5	allows 642 aspirations 1221 basic 94:17 ba
2 3 4 5	allows 642 aspirations 1231 basic 94:17 Ba
2 3 4 5 6	allows 642 aspirations 1231 assic 94:17 Basic 94:17 Ba
2 3 4 5 6 7	allows 642 aspirations 121 assairs 417, 915, 6020 Basic 94.17 Basi
2 3 4 5 6 7 8	allows 642 aspirations 1231 assis 94.17 Basic 94.17 Ba
2 3 4 5 6 7 8	allows 642
2 3 4 5 6 7 8 9	allows 642 aspirations 121 assails 417, 915, 6020 assaults 59:17 basic 94:17 b
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