

1 -----

2 NEW YORK STATE

3 CORRECTIONAL OFFICERS AND POLICE

4 BENEVOLENT ASSOCIATION

5 EXECUTIVE ASSEMBLY

6

7 DECEMBER 12-13, 2018

8 The Doubletree Hotel

9 Syracuse, New York

10

11 Volume II

12 Thursday Session

13 -----

14

15

16

17 STENOGRAPHIC MINUTES of the

18 above-entitled matter as reported

19 by DARLENE L. JERGE, Notary Public

20 and Shorthand Reporter in and for

21 the State of New York.

22

23

1

1 AGENDA

2

3 PAGE

4 Call to Order 6

5 Roll Call 6

6

7 Committee reports (Continued) 21

8

9 Grievance and Legal 21

10 Legislative PAC 22

11 Constitution and Bylaws 23

12 New Business 65

13 Recess 144

14

15

16

17

18

19

20

21

22

23

2

1 MOTIONS

2 PAGE

3

4 To allow corrections in the Constitution 23

5 To strike agency service fee 28

6

7 To postpone motion to eliminate Rainy Day Fund 68

8 To postpone motion to move NYSCOPBA Committee meetings back to NYSCOPBA'S headquarters 81

9

10 To Renew contract for Keith Jacques 83

11 To Renew contract for Catch a Falling Star 92

12

13 To hire Statewide Public Affairs 94

14 To hire Gramercy PR 119

15 To have the Finance and Constitution and Bylaws Committees review the Deferred Compensation Liability Fund currently in use 133

16

17 To have any Executive Board vacancies posted for 15 days 139

18

19

20

21

22

23

3

1 DISPOSITION OF MOTIONS

2

3 Page

4 To allow corrections in the Constitution --carries 28

5 To strike agency service fee--carries 28

6

7 To postpone motion to eliminate Rainy Day Fund -- carries 68

8 To postpone motion to move NYSCOPBA Committee meetings back to NYSCOPBA'S headquarters -- carries 81

9

10 To Renew contract for Keith Jacques --carries 83

11 To Renew contract for Catch a Falling Star -- carries 92

12

13 To hire Statewide Public Affairs -- carries 94

14 To hire Gramercy PR -- carries 133

15 To have the Finance and Constitution and Bylaws Committees review the Deferred Compensation Liability Fund currently in use-- carries 137

16

17 To have any Executive Board vacancies posted for 15 days --carries 139

18

19

20

21

22

23

4

1 APPEARANCES:
 2 OFFICERS PRESENT:
 3 MICHAEL POWERS, President-Excused
 4 TAMMY SAWCHUK, Executive Vice Pres
 5 FRANK GILBO, Treasurer
 6 CHRISTOPHER SUMMERS, Recording Secretary

7
 8 Vice Presidents

9
 10 MIKE MAZZELLA, Mid-Hudson
 11 SCOTT CARPENIER, Central
 12 JOHN ROBERTS, North
 13 CLARENCE FISHER, South
 14 JOHN HARMON, Law Enforcement-Excused
 15 JOE MIANO, Western

16 Also Present:

17 Bill Sheehan, Esq.
 18 Keith Jacques, Esq.
 19 STEVEN ANDERSON, Parliamentarian

5

1 RECORDING SECRETARY
 2 SUMMERS: Gilbo, Present.
 3 Recording Secretary.
 4 Summers, here.
 5 VP North, Roberts?
 6 VICE PRESIDENT ROBERTS:
 7 Here.
 8 RECORDING SECRETARY
 9 SUMMERS:
 10 Roberts, here.
 11 VP Mid-Hudson,
 12 Mazzella?
 13 VICE PRESIDENT
 14 MAZZELLA:
 15 Here.
 16 RECORDING SECRETARY
 17 SUMMERS:
 18 Mazzella, present.
 19 VP Law Enforcement,
 20 Harmon, excused. VP Central,
 21 Carpenter?
 22 VICE PRESIDENT CARPENTER:
 23 Here.

7

1 EXECUTIVE VP SAWCHUK:
 2 Good morning everyone.
 3 Did we have fun at the
 4 Christmas party last
 5 night? I had no unusual
 6 incident reports this
 7 morning. Thank you.
 8 Could we have the
 9 Recording Secretary
 10 Summers come up and do the
 11 roll call.
 12 RECORDING SECRETARY
 13 SUMMERS:
 14 Good morning.
 15 President Powers, excused.
 16 Executive VP Sawchuk?
 17 EXECUTIVE VP SAWCHUK:
 18 Here.
 19 RECORDING SECRETARY
 20 SUMMERS: Sawchuk,
 21 present.
 22 Treasurer, Gilbo?
 23 TREASURER GILBO: Here.

6

1 RECORDING SECRETARY
 2 SUMMERS:
 3 Carpenter, present.
 4 VP South, Fisher.
 5 VICE PRESIDENT FISHER:
 6 Present.
 7 RECORDING SECRETARY
 8 SUMMERS:
 9 Fisher, present.
 10 VP West, Miano?
 11 VICE PRESIDENT MIANO:
 12 Here.
 13 RECORDING SECRETARY
 14 SUMMERS:
 15 Miano, present. Sergeant
 16 liaison, Sellers?
 17 MR. SELLERS: Here.
 18 RECORDING SECRETARY SUMMERS
 19 Sellers, present.
 20 Adirondack, Sturgeon?
 21 MR. STURGEON: Here.
 22 RECORDING SECRETARY
 23 SUMMERS:

8

1 Sturgeon, present.
 2 Albany Training Academy,
 3 Christiano, excused.
 4 Altona, Ayotte?
 5 MR. AYOTTE: Here.
 6 RECORDING SECRETARY
 7 SUMMERS:
 8 Ayotte, present.
 9 Attica, Puma?
 10 MR. PUMA: Here.
 11 RECORDING SECRETARY
 12 SUMMERS:
 13 Puma, present.
 14 Auburn, Thomas?
 15 MR. THOMAS: Here.
 16 RECORDING SECRETARY SUMMERS
 17 : Thomas, present. Bare
 18 Hill, Perry, excused.
 19 Bedford Hills, Hale?
 20 MR. HALE: Here.
 21 RECORDING SECRETARY
 22 SUMMERS:
 23 Hale, present.

9

1 Johnson, present.
 2 Coxsackie, Carknard?
 3 MR. CARKNARD: Present.
 4 RECORDING SECRETARY
 5 SUMMERS:
 6 Carknard, present.
 7 Downstate, Cooper?
 8 MS. COOPER: Here.
 9 RECORDING SECRETARY
 10 SUMMERS:
 11 Cooper, present.
 12 Eastern, McAndrews?
 13 MR. MCANDREWS: Here.
 14 RECORDING SECRETARY
 15 SUMMERS:
 16 McAndrews, present.
 17 Edgecombe, Watkins?
 18 Ms. WATKINS: Present.
 19 RECORDING SECRETARY
 20 SUMMERS:
 21 Watkins, present.
 22 Elmira, Cranmer?
 23 MR. CRANMER: Here.

11

1 Cape Vincent, Call?
 2 MR. CALL: Present.
 3 RECORDING SECRETARY
 4 SUMMERS:
 5 Call, present.
 6 Cayuga, Langtry?
 7 Central New York Psych
 8 Center, Barry?
 9 MR. BARRY: Here.
 10 RECORDING SECRETARY
 11 SUMMERS:
 12 Barry, present.
 13 Clinton, Basto?
 14 MR. BASTO: Here.
 15 RECORDING SECRETARY
 16 SUMMERS:
 17 Basto, present.
 18 Collins, Morosey?
 19 Community Supervision,
 20 Ruland?
 21 CCA, Johnson?
 22 MS. JOHNSON: Present.
 23 RECORDING SECRETARY SUMMERS

10

1 RECORDING SECRETARY
 2 SUMMERS:
 3 Cranmer, present.
 4 Fishkill, Sonko?
 5 MR. SONKO: Here.
 6 RECORDING SECRETARY
 7 SUMMERS:
 8 Sonko, present.
 9 Five Points, Hatch?
 10 MR. HATCH: Here.
 11 RECORDING SECRETARY
 12 SUMMERS:
 13 Hatch, present.
 14 Forest Rangers, Carlson?
 15 Franklin, Allen?
 16 MR. ALLEN: Here.
 17 RECORDING SECRETARY
 18 SUMMERS:
 19 Allen, present.
 20 Gouverneur, Gleason?
 21 MR. GLEASON: Present.
 22 RECORDING SECRETARY
 23 SUMMERS:

12

1 Gleason, present.
 2 Gowanda, Guest?
 3 Great Meadow, Keough?
 4 MR. KEOUGH: Here.
 5 RECORDING SECRETARY
 6 SUMMERS:
 7 Keough, present.
 8 Green Haven, Moreau?
 9 MR. MOREAU: Here.
 10 RECORDING SECRETARY
 11 SUMMERS:
 12 Moreau, present.
 13 Greene, Lashua?
 14 MR. LASHUA: Here.
 15 RECORDING SECRETARY
 16 SUMMERS:
 17 Lashua, present.
 18 Groveland, Hunsinger?
 19 MR. HUNSINGER: Here.
 20 RECORDING SECRETARY
 21 SUMMERS:
 22 Hunsinger, present.
 23 Hale Creek, Rowe?

13

1 SUMMERS:
 2 Weider, present.
 3 Marcy, Roberts?
 4 MR. ROBERTS: Here.
 5 RECORDING SECRETARY
 6 SUMMERS:
 7 Roberts, present.
 8 Mid Hudson Forensic,
 9 Ogorzaly?
 10 MR. OGORZALY: Here.
 11 RECORDING SECRETARY
 12 SUMMERS:
 13 Ogorzaly, present.
 14 Mid State, McGowan?
 15 MR. MCGOWAN: Here.
 16 RECORDING SECRETARY
 17 SUMMERS:
 18 McGowan, present.
 19 Mohawk, Mullen?
 20 Moriah, Trombley?
 21 MR. TROMBLEY: Here.
 22 RECORDING SECRETARY
 23 SUMMERS:

15

1 MR. ROWE: Here.
 2 RECORDING SECRETARY
 3 SUMMERS:
 4 Rowe, present.
 5 Hudson, Relyea?
 6 MR. RELYEA: Here.
 7 RECORDING SECRETARY
 8 SUMMERS:
 9 RELYEA, present.
 10 ISO's, Ohms?
 11 Kirby Forensic, no rep.
 12 Lakeview Shock, Gruber?
 13 MR. GRUBER: Here.
 14 RECORDING SECRETARY
 15 SUMMERS:
 16 Gruber, present.
 17 Lincoln, Moore?
 18 MR. MOORE: Here.
 19 RECORDING SECRETARY SUMMERS
 20 Moore, present.
 21 Livingston, Wieder?
 22 MR. WIEDER: Here.
 23 RECORDING SECRETARY

14

1 Trombley, present.
 2 Ogdensburg, Cox?
 3 MR. COX: Here.
 4 RECORDING SECRETARY
 5 SUMMERS:
 6 Cox, present.
 7 Orleans, Gold?
 8 MR. GOLD: Here.
 9 RECORDING SECRETARY
 10 SUMMERS:
 11 Gold, present.
 12 Otisville, Hawkes?
 13 MR. HAWKES: Here.
 14 RECORDING SECRETARY
 15 SUMMERS:
 16 Hawkes, present.
 17 Queensboro, Smith?
 18 MR. SMITH: Here.
 19 RECORDING SECRETARY
 20 SUMMERS:
 21 Smith, present.
 22 Riverview, Aldous?
 23 MR. ALDOUS: Here.

16

1 RECORDING SECRETARY .
2 SUMMERS:
3 Aldous, present.
4 Rochester Psych, Raven?
5 MS. RAVEN: Here.
6 RECORDING SECRETARY
7 SUMMERS:
8 Raven, present.
9 SSO Central, Barrett?
10 MR. BARRETT: Here.
11 RECORDING SECRETARY
12 SUMMERS: Barrett,
13 present.
14 SSO Mid-Hudson, Smith?
15 MR. SMITH: Present.
16 RECORDING SECRETARY
17 SUMMERS:
18 Smith, present.
19 SSO Northern region, no
20 rep. SSO Southern Region,
21 no rep. SSO Western
22 Region, Compton?
23 MS. COMPTON: Here.

17

1 SUMMERS:
2 Bell, present.
3 Taconic, FRAZIER.
4 MR. FRAZIER: Here.
5 RECORDING SECRETARY SUMMERS
6 Frazier, present.
7 Ulster, Scampoli?
8 MR. SCAMPOLI: Here.
9 RECORDING SECRETARY
10 SUMMERS:
11 Scampoli, present.
12 Upstate, Gary?
13 MR. GARY: Here.
14 RECORDING SECRETARY
15 SUMMERS:
16 Gary, present.
17 Wallkill, Sheridan?
18 MR. SHERIDAN: Here.
19 RECORDING SECRETARY SUMMERS
20 Sheridan, present.
21 Washington, VanDerwarker?
22 MR. VANDERWARKER:
23 Here.

19

1 RECORDING SECRETARY
2 SUMMERS:
3 Compton, Present.
4 Security Officers,
5 Tonney V?
6 Shawangunk, Scott?
7 MR. SCOTT: Here.
8 RECORDING SECRETARY
9 SUMMERS:
10 Scott, present.
11 Sing Sing, Paroline?
12 MR. PAROLINE: Present.
13 RECORDING SECRETARY
14 SUMMERS:
15 Paroline, present.
16 South Port, Deburgomaster?
17 MR. DEBURGOMASTER: Here.
18 RECORDING SECRETARY
19 SUMMERS:
20 Deburgomaster, present.
21 Sullivan, Bell?
22 MS. BELL: Here.
23 RECORDING SECRETARY

18

1 RECORDING SECRETARY SUMMERS
2 Vanderwarker, present.
3 Wende, Keenan?
4 Willard, Moore?
5 MS. MOORE: Here.
6 RECORDING SECRETARY
7 SUMMERS:
8 Moore, present.
9 Woodbourne, Gutierrez?
10 MR. GUTIERREZ: Here.
11 RECORDING SECRETARY
12 SUMMERS:
13 Gutierrez, present.
14 Wyoming, Hickey?
15 MR. HICKEY: Here.
16 RECORDING SECRETARY
17 SUMMERS:
18 Hickey, present.
19 For the record, we do
20 have a quorum for this
21 morning.
22 EXECUTIVE VP SAWCHUK:
23 Thanks, Chris. Let's pick

20

1 back up with where we left
2 off with committee
3 reports, Grievance and
4 Legal.

5 VP MID-HUDSON

6 MAZZELLA: Good morning.
7 Mike Mazzella, Grievance
8 and Legal. The Grievance
9 and Legal Committee
10 convened on November 15th
11 2018. Four grievances
12 were heard and reviewed by
13 the committee. The
14 grievances reviewed
15 involved issues of
16 vacation selection, Civil
17 Service Law 71 and
18 counseling. As a result
19 of the meeting, the
20 committee recommended that
21 all four grievances be
22 closed. Any questions?
23 Thank you?

21

1 committee. No vets
2 committee. We'll move
3 into Constitution and
4 Bylaws.

5 PETE STETZ: Good

6 morning. First two
7 amendments I'm going to
8 read for the constitution
9 committee and we're
10 emphasizing what's in the
11 article in the
12 constitution, the
13 committee is authorized
14 to correct, article and
15 section designations,
16 punctuation, cross
17 references. And to make
18 such technical and
19 conforming changes as may
20 be necessary to reflect
21 the intent of the
22 amendments to the
23 constitution bylaws and

23

1 EXECUTIVE VP SAWCHUK:

2 Thanks, Mike. PAC.

3 STEVE CARKNARD:

4 Steven Carknard, PAC
5 committee. Starting
6 balance as of 10/25/18,
7 fifty-eight thousand,
8 three hundred ninety-nine
9 dollars. Two deposits,
10 for a total income of
11 fifty thousand dollars.
12 Checks paid,
13 thirty-three-oh-six to
14 thirty-three-oh-eight.
15 For a total of eleven
16 thousand, five hundred
17 dollars. Ending balance
18 one hundred twenty-three
19 thousand, eight hundred
20 ninety-nine dollars.

21 TREASURER GILBO:

22 EXECUTIVE VP SAWCHUK:

23 Thanks, Steve. Vets

22

1 their adoption.

2 Provided that any such
3 modification shall be
4 recorded in written form
5 to the Executive Assembly
6 prior to updating and
7 printing of the
8 constitution.

9 The first article,
10 purpose and objective.
11 The purpose and objective
12 of the association shall
13 be to improve the terms
14 and conditions of
15 employment of public
16 employees; and in
17 particular members of
18 security services
19 bargaining units of the
20 State of New York. To
21 represent such employees
22 in collective bargaining
23 pursuant to Article 14 of

24

1 the Civil Service Law of
2 the State of New York; and
3 to otherwise bring
4 together and promote the
5 welfare of such employees.

6 Including but not
7 limited to preventing
8 wherever possible, the
9 private or public employee
10 services. The Association
11 shall ask the general
12 powers set forth in
13 Section 202 of the Not For
14 Profit Corporation Law,
15 State of New York and the
16 powers set forth in the
17 constitution bylaws.

18 We're adding the
19 following line, this
20 constitution and bylaws is
21 a supreme authority of
22 NYSOPBA and supercedes
23 all NYSOPBA policies and

25

1 constitution. But I know
2 it's mixing words, but I
3 have a big problem calling
4 it the supreme authority.
5 Supreme authority is the
6 members. So I'd like to
7 amend it to the governing
8 document. Strike the --
9 strike the supreme
10 authority.

11 PETE STETZ: With that
12 the line reads,
13 constitution and bylaws is
14 the governing document of
15 NYSOPBA and supersedes
16 all other NYSOPBA
17 policies and procedures.
18 Any further question or
19 discussion on that?
20 Motion to accept that?
21 All in favor say aye?

22
23 (All respond with aye.)

27

1 procedures. The
2 Association remains
3 independent, it never
4 becomes a member of an
5 organization that can or
6 will dictate policy for
7 the Association.

8 Wisdom, to clarify that
9 NYSOPBA constitution
10 bylaws supersedes all
11 written NYSOPBA policies
12 and procedures. Any
13 questions, discussion on
14 that?

15 DONN ROWE: Rowe, Hale
16 Creek. I dislike supreme
17 authority -- supreme
18 authority over Association
19 of members. I think it
20 should read governing
21 document. Obviously no
22 policy supercede something
23 contained in the

26

1
2 PETE STETZ: Any
3 opposed?

4
5 (No response.)
6

7 PETE STETZ: Second
8 article, Article 8, agency
9 service fee. Says,
10 striking the whole
11 paragraph. And that reads
12 below through, Article 8
13 has a strike through due
14 to being repealed from the
15 Janus versus AFSCME US
16 Supreme Court decision of
17 2018.

18 Wisdom, conforming the
19 Constitution Bylaws to the
20 US Supreme Court decision
21 of 2018. Any questions,
22 discussion on that?

23 Motion to accept all say

28

1 aye?

2

3 (All respond with aye.)

4

5 PETE STETZ: Any
6 opposed.

7

8 (No response.)

9

10 PETE STETZ: All right.
11 Couple more articles here.
12 Article three, membership,
13 submitted by Mark
14 Deburgomaster. Membership
15 in the Association shall
16 consist of three types.
17 First, active membership
18 shall be open to all
19 employees represented by
20 the Association. Second,
21 associate members shall be
22 open to all retired
23 employees of any

29

1 member, an employee must
2 execute and provide the
3 Association a dues
4 deduction authorization
5 membership card, as
6 prescribed by the
7 Association. Individuals
8 granted membership in the
9 Association shall maintain
10 their status as members in
11 good standing by
12 maintaining their dues
13 obligation.

14 Adding the following,
15 pay back the Rainy Day
16 Fund in a timely manner,
17 which the member has
18 contractually agreed to
19 repay in a timely manner
20 and by upholding this
21 constitution bylaws.

22 Wisdom, to include
23 language to outline the

31

1 bargaining unit
2 represented by the
3 association.

4 Third, honorary
5 membership shall be open
6 to those individuals who
7 have been determined by
8 the Association to have
9 outstanding contributions
10 to the Association or its
11 members. Associate or
12 honorary members cannot
13 hold office or vote on
14 association business. Any
15 individuals employed by
16 the establishment whose
17 employees are represented
18 by the Association shall
19 be eligible for membership
20 in the association upon
21 the first day of
22 employment.

23 To become an active

30

1 memberships responsibility
2 to the Rainy Day Fund
3 and/or ultimately maintain
4 their status as a member
5 in good standing. Any
6 questions or discussion on
7 that?

8 Article 9, executive
9 Board, submitted by Chris
10 Summers. In the event
11 that a vacancy occurs
12 during the regular term of
13 office of an Executive
14 Board member, the
15 Executive Board shall
16 appoint from among the,
17 striking Executive
18 Assembly, adding sector
19 stewards, and/or employees
20 of the Association, who
21 are members in good
22 standing with NYSOPBA.

23 A candidate to serve

32

1 the remainder of the
2 regular term of the
3 vacated Executive Board
4 position. Contingent upon
5 the majority vote of
6 Executive Assembly
7 approving that
8 appointment, adding no
9 posting of the vacancy
10 will occur. Should the
11 vacancy occur in the
12 position of regional vice
13 president or law
14 enforcement vice
15 president, the appointee
16 shall hail from the region
17 or unit -- the appointment
18 shall be contingent upon
19 the majority of the
20 Executive Assembly members
21 of that region.

22 In the event the
23 Executive Assembly does

33

1 not confirm the Executive
2 Board appointment, the
3 respective region or unit
4 may fill the vacancy prior
5 to the Executive Assembly.
6 Wisdom, to clarify the
7 procedure, establish
8 consistency with the
9 process; and to allow for
10 a larger pool of potential
11 candidates. Any questions
12 or discussion on that?

13 CHRIS MOREAU: Chris
14 Moreau, Green Haven. The
15 part about not posting the
16 Executive Board vacancy,
17 why would that be any
18 different than on a local
19 level when we have to post
20 a steward vacancy fifteen
21 days before an appointee
22 can be filled?

23 RECORDING SECRETARY SUMMERS

34

1 Chris Summers, recording
2 secretary. The reason why
3 that was put in there
4 because in the past not
5 every time at the
6 Executive Board level has
7 ever been posted. It's
8 only been posted twice for
9 the treasurer's position.
10 Once when John Telisky
11 left; the second time for
12 Toby Hogan. Any other
13 time a board member has
14 left and it's just been
15 filled, it's just been
16 appointed and then brought
17 right back to the
18 Executive Assembly.

19 CHRIS MOREAU: Then I
20 would make a motion to
21 strike the new addition.
22 And the wisdom being,
23 consistency between the

35

1 local level and the
2 Executive Board level as
3 far as vacancies.

4 RECORDING SECRETARY
5 SUMMERS: If you would
6 like to make that
7 amendment, you can do
8 that, you can change the
9 amendment. Second to that
10 motion?

11 PETE STETZ: Chris,
12 what is the wording you
13 want? We're striking no
14 posting of the vacancy
15 will occur and adding --

16 CHRIS MOREAU: I
17 couldn't hear you.

18 PETE STETZ: Your
19 amendment to the
20 amendment. No posting of
21 the vacancy will occur and
22 adding -- the language,
23 what is it?

36

1 CHRIS MOREAU: It will
2 be handled consistent with
3 the same it would be on
4 the local level, it would
5 be posted for fifteen days
6 and then appointed by the
7 Executive Board as it is
8 now, contingent upon the
9 EA's approval.

10 PETE STETZ: Okay. So
11 Chris, the language, there
12 shall be a posting of an
13 Executive Board vacancy
14 and you want for fifteen
15 days?

16 CHRIS MOREAU: Same as
17 the local level, fifteen
18 day posting. And then the
19 Executive Board can
20 appoint who they want and
21 then the following EA, we
22 approve their appointment,
23 maybe.

37

1 PETE STETZ: The motion
2 to amend the motion,
3 motion to amend the
4 amendment from Chris
5 Moreau. To read, there
6 shall be a posting of the
7 Executive Board vacancy
8 for fifteen days.

9 EXECUTIVE VP SAWCHUK:
10 Mike?

11 VP MID-HUDSON MAZZELLA:
12 Mike Mazzella, Mid Hudson
13 Region Vice President.
14 Wouldn't it be easier just
15 to strike that sentence
16 that you there. It's a
17 policy at the local level,
18 make it a policy on the
19 executive level. I don't
20 think it has to be in the
21 constitution.

22 But the constitution is
23 supposed to be a framework

39

1 RECORDING SECRETARY
2 SUMMERS: Chris Summers,
3 recording secretary. Just
4 that you are aware, what
5 you're referring to for
6 the local level, that's a
7 policy. Not an amendment
8 and it's not in the is
9 constitution. That's a
10 policy.

11 CHRIS MOREAU: All
12 right.

13 RECORDING SECRETARY
14 SUMMERS: I just want
15 everybody to be aware of
16 that.

17 PETE STETZ: There
18 shall be a posting for the
19 Executive Board vacancy
20 fifteen days.

21 EXECUTIVE VP SAWCHUK:
22 Pete, are you reading that
23 as a motion?

38

1 of a document and then you
2 have policies to act on
3 it. But, I don't know,
4 whatever you guys want to
5 do.

6 CHRIS MOREAU: I agree.

7 VP MID-HUDSON MAZZELLA:
8 Just strike that
9 amendment.

10 RECORDING SECRETARY
11 SUMMERS: Chris Summers,
12 recording secretary. I
13 withdraw that amendment.
14 We'll go back the way it
15 was and we can do a policy
16 that way.

17 EXECUTIVE VP SAWCHUK:
18 Everybody hear that?

19 PETE STETZ: Okay.
20 Article 9 withdrawn.

21 EXECUTIVE VP SAWCHUK
22 Chris Moreau, Green Haven,
23 are you withdrawing your

40

1 amendment to amend the
2 amendment.
3 CHRIS MOREAU: No, I'd
4 like the policy to
5 maintain -- I want that to
6 be a new practice.
7 Policy, amendment, however
8 you would like to word it.
9 I'd like to create the
10 policy to post the vacancy
11 for fifteen days.

12 MARK DEBURGOMASTER:
13 Mark Deburgomaster, South
14 Port. Under Article 6,
15 stewards replacing a
16 steward is in the
17 constitution. It is not a
18 policy. It is a
19 constitution -- in the
20 event that a vacancy
21 occurs during the sector
22 stewards regular term of
23 office, the remaining

41

1 I don't think we
2 questioned that, Brother.
3 We just questioned the
4 posting time.

5 CHRIS MOREAU: I'd like
6 to make a motion that the
7 policy be changed.

8 EXECUTIVE VP SAWCHUK
9 That is under new
10 business.

11 CHRIS MOREAU: Okay.

12 PETE STETZ: Article 7,
13 business agent, submitted
14 by John Roberts. Going to
15 Section E, business agent
16 vacancy. The Executive
17 Board may, striking the
18 word may adding the word
19 shall, fill any vacancy --
20 any business agent vacancy
21 on an interim basis. The
22 business agents slash
23 assistant shall be filled

43

1 stewards from the sector
2 in which the vacancy has
3 arisen, shall select a
4 candidate who is an active
5 member in continuous good
6 standing within the
7 association. The sector
8 steward is unable to reach
9 an agreement within thirty
10 days on a candidate to
11 fill the vacancy, an
12 election will be held. If
13 they fail to select
14 someone.

15 There is no posting
16 time constitutionally.
17 But replacing the steward
18 is in there, the policy
19 goes to the fifteen days.
20 But selecting a steward
21 can be done and it is
22 constitutional.

23 VP MID-HUDSON MAZZELLA:

42

1 on a permanent basis by
2 respective regional vice
3 president with approval of
4 the respective region or
5 unit. The following
6 procedure will govern this
7 process. The regional
8 vice president will inform
9 the recording secretary to
10 post the business agent
11 assistant position
12 vacancy, which shall be
13 posted for thirty calendar
14 days. The regional vice
15 president shall provide
16 notice of the meeting to
17 all chief sector stewards
18 via telephone and the
19 agenda shall be sent via
20 certified mail at least
21 thirty days prior to the
22 date of the meeting to all
23 chief sector stewards of

44

1 the region. A regional
 2 meeting shall be conducted
 3 within two weeks after the
 4 closing of the business
 5 agent slash assistant
 6 vacancy posting. There
 7 must be at least two
 8 thirds of the region,
 9 chief sector stewards or
 10 designees present at the
 11 meeting, for fifty percent
 12 plus one majority
 13 requirement of those
 14 present of any vote taken
 15 to replace the business
 16 agent slash assistant. In
 17 cases that the regional
 18 meeting is not practical
 19 because of geographic
 20 limitation, the next
 21 scheduled executive
 22 assembly meeting would be
 23 utilized so long as

45

1 appropriate notice is
 2 provided.
 3 This article shall be
 4 subject to the authority
 5 of the Executive Assembly
 6 provided by the
 7 Certificate of
 8 incorporation. Wisdom,
 9 change in the option to
 10 direction of the Executive
 11 Board in regards to
 12 filling vacancy of
 13 business agent. Any
 14 questions or discussion on
 15 that?
 16 VP MID-HUDSON MAZZELLA:
 17 Mike Mazzella, Mid Hudson.
 18 So if we're changing that
 19 word basically what could
 20 happen is a month before
 21 Executive Board elections,
 22 the business agent --
 23 current business agent

46

1 let's say retires,
 2 resigns, whatever, you're
 3 forcing that vice
 4 president to fill the
 5 position. So when the new
 6 say vice president coming
 7 in after elections won't
 8 have an option to choose a
 9 BA. So, that would
 10 happen. So if we remained
 11 having a choice not to
 12 fill that BA position for
 13 that one month, whatever,
 14 then the new VP coming in
 15 would be able to pick the
 16 business agent. Kind of
 17 strapping him, that's all
 18 I'm saying.

19 PETE STETZ: It's
 20 getting the ball rolling
 21 instead of waiting a month
 22 or two or worst case
 23 scenario, with the

47

1 regional vice president
 2 election could be a
 3 potential run-off and
 4 we're waiting months from
 5 there. So at least you
 6 got the region to fill the
 7 position of business agent
 8 and you got somebody
 9 working in the office.
 10 Any further questions on
 11 that?
 12 Next one, Article 15,
 13 constitutional amendment.
 14 Any proposed amendment to
 15 constitution bylaws must
 16 be submitted in written
 17 form and sent to the
 18 chairperson of the
 19 constitutional bylaws
 20 committee. Any proposed
 21 amendment to the
 22 constitution and bylaws
 23 requiring resources of the

48

1 association will be sent
2 to the finance committee
3 for review and analysis.
4 Proposed constitutional
5 amendment shall be
6 returned to the member of
7 origin no later than
8 thirty days after receipt
9 of the constitution bylaws
10 committee.

11 Each proposed
12 constitutional amendment
13 shall be submitted by the
14 constitutional bylaws
15 committee and if
16 applicable, the finance
17 committee to the Executive
18 Assembly with their
19 respective recommendation
20 for adoption or rejection
21 of the proposed amendment.

22 Within thirty days
23 after receipt or as soon

49

1 there shall be a vote on
2 the amendment without
3 debate, discussion or
4 amendment unless the
5 proposed amendment is
6 withdrawn. Striking vote
7 on each proposed
8 amendment.

9 Adoption of each
10 proposed amendment must be
11 by two thirds vote of the
12 Executive Assembly within
13 sixty days of the
14 following adoption of the
15 constitutional amendment
16 by the Executive Assembly.
17 The membership of the
18 Association shall be
19 entitled to vote by mail
20 ballot in favor of or
21 against the amendment.
22 Acceptance of the
23 amendment by majority vote

51

1 as practical, each
2 proposed amendment shall
3 be read at the next
4 scheduled Executive
5 Assembly for first
6 reading, discussion,
7 debate and amending
8 purposes.

9 After the constitution
10 bylaw report is complete,
11 each chief sector steward
12 or his designee will
13 receive a copy of said
14 amendment. At the,
15 striking next, adding, the
16 following scheduled
17 meeting of the Executive
18 Assembly. Striking
19 members of the Executive
20 Assembly, adding the word
21 there shall, adding this,
22 be a second reading of
23 proposed amendment and

50

1 of the members voting
2 shall constitute
3 ratification of the
4 amendment and shall there
5 upon become effective.

6 That was submitted by
7 Mark Deburgomaster.
8 Wisdom, to streamline
9 proposed constitution
10 amendments. Any questions
11 or discussion on that?
12 ANDY LASHUA: Lashua,
13 Green. Without debate,
14 isn't that what we do to
15 discuss the issues even at
16 a second reading? It kind
17 of takes the talking out
18 of it.

19 PETE STETZ: The
20 talking we open up to the
21 first reading and hammer
22 it as we have done in
23 years past. And the

52

1 second reading is simply
2 to send it forward as
3 whether it be straight as
4 originally written or any
5 amendments that were
6 hammered out on the first
7 read. We either kill it
8 on the floor or we send it
9 out to membership for
10 ratification.

11 ANDY LASHUA: It
12 doesn't really give us an
13 opportunity to, at the
14 first reading, we take
15 that information back to
16 our membership and
17 whatever questions may
18 arise from that, we can't
19 bring up at the second
20 reading any more to get
21 further information or
22 have questions answered.

23 PETE STETZ: Well, you

53

1 sending it to membership
2 for ratification.
3 ANDY LASHUA: All
4 right. I just think that
5 eliminating the
6 possibility of having
7 discussion at a second
8 reading kind of takes the
9 power away from the body a
10 little bit.

11 VP MID-HUDSON MAZZELLA:
12 Mike Mazzella, just a
13 brief, brief history on
14 this. Didn't we
15 practically kill Mike
16 Dildine on here because he
17 wouldn't allow debate on a
18 second reading and almost
19 everybody in this room
20 wanted to kill him for not
21 allowing a debate? I
22 don't know why we're
23 revisiting it again, but

55

1 look at when the original
2 motion is written, as long
3 as it's submitted timely,
4 we hand it out in the
5 packets for discussion
6 prior to the first
7 reading. And one would
8 hope that amendment is
9 aired out then and bring
10 the questions forth from
11 there. And then we move
12 forward.

13 In the few years I have
14 been with this committee,
15 there's only been one
16 meeting where we had a
17 conflict with a second
18 reading and we entertained
19 the floor for debate on
20 the second reading. But
21 since then in previous
22 readings since that date
23 we just moved forward into

54

1 whatever.

2 MARK DEBURGOMASTER:
3 Deburgomaster, South Port.
4 Just Dildine addressed
5 this, we've been through
6 this, this body has
7 decided. Obviously these
8 amendments take up to six
9 months to get through and
10 approved. It's obviously
11 serious, we want to make
12 sure it's done right.

13 The problem we have if
14 you allow the reading and
15 debate at the second
16 reading, now you're
17 basically back to the
18 first reading again. We
19 amend that second reading,
20 now you're obligated to go
21 back with the new language
22 back to the members, this
23 could be where a

56

1 constitution never gets
2 out.

3 If we continue to allow
4 the debate to go on, it's
5 part of the process.
6 There has to be a point
7 where we need to put
8 certain cut-offs. Again,
9 these go out minimum
10 fourteen days prior to the
11 EA so you can have the
12 discussions. If the
13 language changes at that
14 first debate, we have to
15 then adjust to it but
16 that's this body deciding
17 how to amend that
18 constitution.

19 If we keep bringing it
20 back, we keep bringing it
21 back, you may never
22 actually get an amendment
23 actually up for a vote

57

1 because we continually
2 change the language. It's
3 not that you want to
4 exclude the members,
5 because they're the input
6 for this. But that was
7 the rustication of why we
8 went through that way.

9 ANDY LASHUA: How many
10 times has that happened
11 where amendments have been
12 dragged out and nothing
13 has gotten done?

14 MARK DEBURGOMASTER:
15 None that I know.

16 ANDY LASHUA: I just
17 don't see the need to
18 streamline it. And taking
19 the ability of the body to
20 discuss the issue, even if
21 it takes a little longer,
22 we got to clarify it.

23 VP WEST MIANO: Miano,

58

1 Western Region VP. It
2 never occurred because
3 that's why you have a
4 first reading and you have
5 three months in-between to
6 have a second reading. If
7 you can't debate it
8 amongst your membership in
9 three months, something is
10 wrong.

11 The reason why there's
12 never been one dragged
13 out, because that's why
14 there's a procedure in
15 place for that reason.
16 You have your debate on
17 your first read. And up
18 until the Dildine fiasco,
19 there never was any debate
20 on the second reading, in
21 the history that I have
22 ever seen in NYSCOPBA.
23 That was the first and

59

1 only time.

2 ANDY LASHUA: Thank
3 you, Joe.

4 PETE STETZ: Anything
5 further on the
6 constitution amendments?

7 AL ZAPPALA: Al
8 Zappala, Shawangunk. Just
9 on the same topic over
10 here, when you do come
11 back for the second
12 reading, sometimes and
13 most of the times we don't
14 change the or amend the
15 motion, but we are
16 bringing back to everybody
17 here at the Assembly is
18 ideas and opinions of the
19 members we talked to at
20 the meetings. And
21 sometimes just being able
22 to say that alone we'll
23 decide whether we amend or

60

1 get rid of the motion.
 2 So, and then what other
 3 members are thinking out
 4 there in the field, that's
 5 why it's important to keep
 6 coming back and letting
 7 everybody know, hey, this
 8 is another take on the
 9 idea.

10 PETE STETZ: Anything
 11 further on Article 15?
 12 Last submission, Article
 13 7, dues, from John Harmon
 14 Law Enforcement VP.

15 The dues for an active
 16 member shall be fifteen
 17 dollars and fifty cents
 18 per pay period, payable
 19 through payroll deductions
 20 commencing January 1st,
 21 1999. The dues for active
 22 members of the association
 23 shall automatically be

61

1 increased by the same
 2 percentage as the increase
 3 in salary of members of
 4 the Collective Bargaining
 5 Unit. No such increases
 6 in dues of the association
 7 shall be effective until
 8 the effective date --
 9 until the effective date
 10 of each such increase in
 11 salary of members of the
 12 Collective Bargaining
 13 Unit.

14 The Executive Board
 15 shall compute and announce
 16 the amount of revised dues
 17 whenever there is to be an
 18 increase in the dues based
 19 upon increase in salary.
 20 Dues for associate
 21 members, striking and
 22 honorary members, shall be
 23 fifty dollars per year.

62

1 Adding this language, and
 2 the dues for honorary
 3 members shall be twenty
 4 percent more than the
 5 associate member. There
 6 shall be no dues for
 7 honorary members.

8 EXECUTIVE VP SAWCHUK:
 9 Are you supposed to strike
 10 that second line, that
 11 doesn't make sense?

12 PETE STETZ: Right, so
 13 striking there shall be no
 14 dues for honorary members.
 15 The dues obligation shall
 16 be waived for any member
 17 who has been taken off the
 18 respective agencies
 19 payroll due to any of the
 20 following suspension from
 21 Notice of Discipline,
 22 military leave, sick
 23 leave, FMLA or Workers'

63

1 compensation leave, until
 2 such time as the member is
 3 returned to the payroll or
 4 their employment is
 5 terminated.

6 Wisdom, there is not --
 7 because they are not
 8 retiring from NYSOPBA,
 9 they are resigning, there
 10 is a higher cost to the
 11 benefit to allow members
 12 to join that we would
 13 normally not allow.
 14 Questions on that?
 15 Debate?

16 All right. The last
 17 thing -- yesterday
 18 afternoon before we all
 19 went into Executive
 20 Session, there was an
 21 informational sheet handed
 22 out in regards to the
 23 Rainy Day Fund. It's

64

1 options that were created
2 to potentially fix it.
3 All we ask is that you
4 take it back to the
5 membership, share it and
6 it will be addressed at
7 the next EA. Thank you.

8 EXECUTIVE VP SAWCHUK:
9 Thank you, Pete. Seeing
10 that we have no unfinished
11 business, we'll move into
12 new business.

13 In the packets you had
14 two motions. First motion
15 I believe is on the Rainy
16 Day Fund, if you want to
17 get those out. The first
18 motion reads, to eliminate
19 the Rainy Day Fund.

20 Wisdom, to follow the
21 guidelines in a policy
22 adopted by the Executive
23 Assembly. In parentheses,

65

1 yesterday and bring it
2 back for a discussion in
3 March.

4 VP WEST MIANO: Or
5 table it.

6 DAVE VIDDIVO: Or table
7 it.

8 EXECUTIVE VP SAWCHUK:
9 We can postpone it, if we
10 choose to do that.

11 DON ROBERTS: Don
12 Roberts, Marcy
13 Correctional. Make a
14 motion to or whatever I
15 got to do to postpone it
16 until after we review it.
17 Or table it, whatever you
18 want to call it.

19 EXECUTIVE VP SAWCHUK:
20 Postpone it.

21 VP MID-HUDSON MAZZELLA:
22 We need a second.

23 EXECUTIVE VP SAWCHUK

67

1 if the fund cannot sustain
2 itself, it should be
3 eliminated. The motion is
4 made by Don Roberts, Marcy
5 Correctional Facility and
6 seconded by Derrick Hale,
7 Bedford Hills.

8 Do we have anything on
9 the motion?

10 DAVE VIDDIVO:
11 Permission to speak?

12 EXECUTIVE VP SAWCHUK:
13 Permission granted.

14 DAVE VIDDIVO: I would
15 ask that the packet that
16 you guys got yesterday,
17 that you're bringing back
18 to your facilities to talk
19 about, I would ask that
20 the makers of that motion
21 withdraw that. Going
22 forward with the packet
23 that was handed out

66

1 Anyone second that motion?

2 NEIL GRUBER: I'll
3 second that motion.

4 EXECUTIVE VP SAWCHUK:
5 Gruber, Lakeview. Motion
6 to postpone to eliminate
7 the Rainy Day Fund that
8 was made by Don Roberts
9 and Derrick Hale, all in
10 favor.

12 (All respond aye.)

14 EXECUTIVE VP SAWCHUK
15 Any opposed?

17 (No response.)

19 EXECUTIVE VP SAWCHUK:
20 Seeing no opposed, we'll
21 move on to the next
22 motion. To motion is to
23 move the committee

68

1 meetings back to
2 NYSOPBA'S main office
3 instead of meeting in the
4 morning of the Executive
5 Assembly. The Executive
6 Assembly schedule will
7 return to the original
8 schedule with the meeting
9 commencing on the first
10 day at 9 a.m. This also
11 to include two days of EOL
12 time.

13 Wisdom, if there is no
14 substantiated cost savings
15 for the Association by
16 having the committees meet
17 on the first morning of
18 the Executive Assembly,
19 the Executive Assembly
20 schedule should be
21 restored to the meeting of
22 a full day of the first
23 day. The motion was made

69

1 now we're running about
2 the same, so with the
3 Collective Bargaining
4 Committee being out so
5 much, we're running about
6 the same. So, no, we
7 would not cut the sectors
8 back.

9 STEVE MARASCO: I don't
10 see how. Dave, do you
11 want to talk about that?

12 DAVE VIDDIVO: Sure.

13 STEVE MARASCO: Am I
14 right?

15 DAVE VIDDIVO: You guys
16 are taking into
17 consideration the
18 Collective Bargaining
19 Committee being out, but
20 if a contract were to be
21 ratified and they were no
22 longer to come out,
23 they've been out

71

1 by Chris Summers,
2 recording secretary and
3 seconded by John Harmon,
4 Law Enforcement VP.

5 Steve?

6 STEVE MARASCO: I just
7 got one question on that.
8 I don't care either way.
9 If we did that, I remember
10 Dave saying there was a
11 substantial savings and
12 they added money into the
13 sector accounts. We went
14 from twenty-five to
15 thirty-four. So does that
16 mean we're going to cut it
17 back down to twenty-five
18 for the sector accounts?

19 TREASURER GILBO: No.

20 STEVE MARASCO: Where
21 are we going to get the
22 money?

23 TREASURER GILBO: Right

70

1 substantially. I think
2 the monetary amount has to
3 be in the range of fifty
4 thousand bucks, correct me
5 if I'm wrong on that.

6 Not to mention the
7 committees were supposed
8 to meet at Executive
9 Assembly's and having
10 worked in Albany for the
11 last many years, the
12 committees still come to
13 Albany, so there's also an
14 added cost for those
15 committees to come to
16 Albany still.

17 And I know that the
18 commit chair has the
19 ability to do that, but I
20 think by eliminating that
21 and by cutting back on the
22 CBC when the time comes,
23 there is substantial

72

1 savings there.
 2 I'm sure you guys
 3 talked about it at the
 4 finance committee, I'm
 5 sure you talked about all
 6 that. But I think to
 7 revert back, especially if
 8 you're going to continue a
 9 stipend, it's going to be
 10 a large additional cost.
 11 So I would think you would
 12 definitely reconsider that
 13 motion.

14 STEVE MARASCO: Dave,
 15 you talked about that
 16 also. You said are we
 17 going to bring the
 18 stipends back also.

19 DAVE VIDDIVO: Are the
 20 stipends going to go to
 21 the committees if they
 22 come back to Albany, is
 23 that part of it?

73

1 come back.

2 Right now, I didn't get
 3 that. They just said it's
 4 running even and that's
 5 it. So I was trying to
 6 come up here to make a
 7 motion to postpone it
 8 until the finance
 9 committee can show numbers
 10 of the savings.

11 JIM SONKO: Jim Sonko,
 12 Fishkill. Getting away
 13 from the finance part of
 14 it, I think it should go
 15 back to Albany
 16 headquarters itself
 17 because a lot of people
 18 here are on two or three
 19 committees. We haven't
 20 had a full committee at
 21 any level, anywhere, no
 22 matter what anybody says.
 23 We're trying to squeeze

75

1 RECORDING SECRETARY
 2 SUMMERS: Chris Summers,
 3 recording secretary. As
 4 far as I'm aware, the
 5 stipends are only for when
 6 you meet at the EA.
 7 That's the only time they
 8 get them so.

9 DAVE VIDDIVO: That is
 10 correct, but you're going
 11 to eliminate that policy,
 12 right, so there would be
 13 no more stipends period?

14 RECORDING SECRETARY SUMMERS
 15 : Correct. If they meet
 16 at the office now, they
 17 don't get a stipend. The
 18 reason why I was coming up
 19 here, I know other people
 20 want to talk on this, I
 21 would like the finance
 22 committee to get hard
 23 numbers and show us and

74

1 everything in-between ten
 2 and eleven thirty.

3 You know what, like
 4 Luther said a long time
 5 ago, he gets a lot done
 6 when we goes up there, he
 7 can check on fifty
 8 different things. Here,
 9 I'm trying to run from one
 10 room to the other room to
 11 hit two meetings that
 12 start at the same time.

13 Even if it does cost a
 14 few extra pennies to go to
 15 Albany, I think this is --
 16 the wisdom for the money,
 17 maybe that's good. But
 18 you know what, you're
 19 taking away from what our
 20 committees do. We don't
 21 have the time to do it up
 22 here, especially on the
 23 morning of.

76

1 DAVE VIDDIVO: I just
2 want to clarify, when
3 Chris says it's running
4 evening, that's
5 approximately a hundred
6 fifty thousand dollars in
7 savings, that money is
8 being spent. That's what
9 he means by running even,
10 because of the CBC
11 committees and the
12 committees still coming to
13 Albany. That's a hundred
14 fifty thousand dollars.

15 JIM SONKO: Dave, I
16 wasn't mentioning the
17 money part. I'm saying,
18 we're not rushed, we don't
19 have a twelve minute
20 meeting to get to our one
21 hour meeting. That's what
22 I was saying.

23 RECORDING SECRETARY SUMMERS

77

1 true agenda.

2 VP MID-HUDSON MAZZELLA:
3 Mike Mazzella. Listen,
4 I'm not going to sit here
5 and point any fingers or
6 make accusations. But
7 when the finance committee
8 looks into the savings
9 aspect, please look into
10 the fact if you have a
11 chief steward that comes
12 here for their committee
13 meeting and then has a
14 secondary steward come out
15 as an acting chief
16 steward.

17 I mean, that's got to
18 be figured into the cost
19 as well. As I said, I'm
20 not accusing any single
21 person in here, but it
22 does happen. People do it
23 throughout the state, so

79

1 Again, I'm going to make a
2 motion to postpone it
3 until the finance
4 committee can come up with
5 hard facts and numbers to
6 show the savings. Can I
7 get someone to second
8 that?

9 EXECUTIVE VP SAWCHUK
10 Second on Chris' motion to
11 postpone?

12 DONN ROWE: Just one
13 point of information on
14 this. I really think you
15 should look at chairs
16 submitting agendas to
17 either the executive vice
18 president or whoever, for
19 the need to meet. Because
20 we've gone through this
21 before, time and time
22 over, people meeting just
23 to meet and not having a

78

1 let's find out how much
2 that costs as well.

3 EXECUTIVE VP SAWCHUK:
4 The motion on the floor is
5 to postpone. The motion
6 comes from the committee.
7 Al?

8 AL ZAPPALA: Al
9 Zappala, Shawangunk. You
10 know, as to the reason why
11 now it's being looked
12 into? It's pretty simple.
13 That hundred fifty dollar
14 stipend needs to go.
15 Because we do have
16 committees that meet up
17 here at the EA that don't
18 anything. And this --
19 let's put it out there.
20 When you get rid of the
21 hundred fifty dollar
22 stipend, the committees
23 that need to meet, will

80

1 still be meeting. The
2 committees that want that
3 one fifty, they won't meet
4 no more if there is no one
5 fifty. So that's
6 something we're going to
7 have to look into too.

8 EXECUTIVE VP SAWCHUK:
9 Okay. Motion on the floor
10 is to postpone bringing
11 the committee meetings
12 back to NYSOPBA's
13 headquarters. All in
14 favor?

15
16 (Response of "Aye".)

17
18 EXECUTIVE VP SAWCHUK:
19 Anybody opposed?

20
21 (No response.)

22
23 EXECUTIVE VP SAWCHUK:

81

1 Any opposed?

2
3 (Response of nay from
4 the floor.)

5
6 EXECUTIVE VP SAWCHUK:
7 The first retainer
8 contract motion is to
9 renew Keith Jacques'
10 retainer at six thousand,
11 six hundred and sixty-six
12 dollars and fifty-seven
13 cents a month; eighty
14 thousand dollars annually.
15 The motion is made by the
16 Executive Board.

17 All in favor of
18 approving this motion?

19
20 (Response of aye.)

21
22 EXECUTIVE VP SAWCHUK:
23 Thank you. Any opposed?

83

1 I've got five motions here
2 in front of me that were
3 not part of the EA packet.
4 Four of them are current
5 contracts that already
6 exist. Three of them
7 there's no language
8 changes and there's no
9 increase in fees. One of
10 them the language is the
11 same and it's actually a
12 decrease in the fees; and
13 one of them is new.

14 So I need fifty percent
15 of the assembly to move
16 these motions, talk about
17 these motions. All in
18 favor?

19
20 (Response of aye from
21 the floor.)

22
23 EXECUTIVE VP SAWCHUK

82

1 CHRIS HICKEY: Yeah,
2 I'm opposed to it. Let me
3 just explain myself again.
4 And not to belabor the
5 whole issue. I know we
6 dealt with this in the
7 past. It's unfortunate
8 it's just a procedural
9 thing. We had a motion on
10 the floor to get this
11 information out to the
12 chiefs so we can deal with
13 it a hundred twenty days
14 before the expiration of
15 certain retainer
16 agreements or contracts
17 and so on and so forth, so
18 we can take it back to our
19 membership and yadda yadda
20 yadda.

21 And, you know, I don't
22 know what the issue is
23 with not getting that

84

1 accomplished, but whatever
2 it is, if it can get
3 corrected. That's my
4 opposition to deal with
5 these things. And that's
6 it.

7 EXECUTIVE VP SAWCHUK:
8 I can say that I know it's
9 happened in the past and
10 it is unfortunate that it
11 happens at time. But I
12 have reviewed the process
13 as far as that is
14 concerned and it will not
15 happen again.

16 CHRIS HICKEY:
17 Thank you.

18 EXECUTIVE VP SAWCHUK:
19 Okay. The next motion is
20 to renew Steve Anderson's,
21 the Parliamentarian
22 contract at eighty dollars
23 an hour at a maximum of

85

1 is made by the Executive
2 Board.

3 RALPH SCOTT: Ralph
4 Scott, Shawangunk. That's
5 in addition to EAP which
6 we already have?

7 EXECUTIVE VP SAWCHUK:
8 Yes.

9 RALPH SCOTT: So then
10 why would we have a
11 secondary from EAP?

12 EXECUTIVE VP SAWCHUK:
13 Because our members, some
14 of them are not
15 comfortable with EAP and
16 that is an alternative. I
17 can tell you, I have
18 looked at the numbers from
19 Cindy Goss, the amount of
20 members that utilize that
21 service. And to me,
22 saving one life, Catch a
23 Falling Star is worth

87

1 six hours. Discussion on
2 the motion? All in favor
3 of approving the
4 Parliamentarian's
5 contract?

6
7 (All respond with aye.)

8
9 EXECUTIVE VP SAWCHUK
10 Any opposed?

11
12 (No response.)

13
14 EXECUTIVE VP SAWCHUK:
15 Third motion is Catch a
16 Falling Star, to renew
17 Cindy Goss Catch a falling
18 Star contract, four
19 thousand, five hundred,
20 eighty-three dollars and
21 thirty-three cents as
22 month; annually fifty-five
23 thousand dollars. Motion

86

1 fifty-five thousand
2 dollars.

3 RALPH SCOTT:
4 Thank you.

5 SHAWN KEENAN: Keenan
6 out of Wende. Just so you
7 guys know, I don't know
8 how many of you use Cindy.
9 She works across the
10 state, lives out in the
11 Western New York area.
12 Out of Wende, we deal with
13 her a lot. She deals with
14 some of our guys family
15 members, their children,
16 whatever.

17 If you guys haven't
18 used her for anything that
19 some of your members might
20 need, please reach out.
21 Everybody was given her
22 numbers and she's there
23 twenty-four, seven. If

88

1 she can't take care of
2 problem right then and
3 there, she will send you
4 forward to somebody that
5 can.

6 I know that she's out
7 in the Western New York
8 area, but she will work
9 all across the state. She
10 has come across the state.
11 Joe set them up with
12 people in our area. I
13 know with our area, they
14 come out, they do talks in
15 the jails, whatever.
16 Very, very informative.
17 They do great work.

18 I can't speak enough
19 about her. She's helped
20 four of my members
21 personally from seriously
22 ending their lives, so.

23 EXECUTIVE VP SAWCHUK:

89

1 EXECUTIVE VP SAWCHUK
2 Thank you, Clarence.
3 MR. WAGNER: Wagner,
4 Attica. I agree that
5 Cindy Goss has been a
6 valuable asset to Attica
7 and officers at our place.
8 Multiple officers used her
9 and came out with
10 successful outcomes. And
11 I think if you guys use it
12 you'll see.

13 ROBERT PATTERSON: Good
14 morning, Robert Patterson
15 from Edgecombe. Do we
16 have just have a rough
17 number of how many cases
18 that she has been treating
19 for us since we had her
20 under contract? Is there
21 numbers so everybody else
22 can know?

23 EXECUTIVE VP SAWCHUK

91

1 Thank you.
2 VP SOUTH FISHER:
3 Clarence Fisher, Southern
4 Region VP. On the same
5 note, Cindy helped us
6 recently in a crisis that
7 we had down in the south.
8 To me it was money well
9 spent. You know, having
10 that alternatives because
11 I know a lot of people
12 that don't want to go to
13 their EAP coordinator,
14 because to be honest those
15 EAP coordinators,
16 sometimes they're not the
17 most tight lipped people
18 in the world. Some of
19 them feel more comfortable
20 with somebody outside.
21 She's got more training.
22 I think it's a good
23 investment.

90

1 Absolutely. The number of
2 cases that she's worked on
3 for the month of October
4 through November 15th is
5 thirty-one.
6 ROBERT PATTERSON:
7 Okay. How many?
8 EXECUTIVE VP SAWCHUK
9 Thirty-one.
10 ROBERT PATTERSON:
11 That's just from October?
12 EXECUTIVE VP SAWCHUK
13 From October 1st to
14 November 15th. So the
15 motion on the floor is to
16 renew Cindy Goss'
17 contract, Catch a Falling
18 Star for fifty-five
19 thousand dollars annually.
20 All in favor?

22 (All signify "aye".)

23

92

1 EXECUTIVE VP SAWCHUK

2 Any opposed?

3
4 (No Response.)

6 EXECUTIVE VP SAWCHUK

7 Thank you. So, we
8 currently don't have a
9 contract. Well, let me
10 just do this. This is to
11 renew Chris Duryea's
12 statewide public affairs
13 lobbying retainer at four
14 thousand, five hundred
15 eighty-three dollars and
16 thirty-three cents a
17 month; at fifty five
18 thousand dollars annually.

19 So, we do currently
20 have a contract with
21 Statewide Public Affairs
22 that expires on the 31st.
23 No language changes, no

93

1 talked about this and
2 there was a lot of debate.
3 Unfortunately a lot of
4 that debate was off the
5 record, so I didn't get
6 to see it in the minutes.
7 That was to hire Gramercy
8 PR. Is Gramercy in the
9 room? Matt, can you
10 please leave. Thank you.

11 As I was saying,
12 unfortunately I didn't get
13 to see the debate in the
14 minutes because just about
15 the entire conversation
16 was off the record and
17 sometimes we have to be
18 conscious of that because
19 I could ask ten people
20 what happened and I'm
21 going to get ten different
22 versions.

23 So the motion reads to

95

1 increase in fees. Any
2 opposition to this?

3 VP MID-HUDSON MAZZELLA:
4 Anybody opposed before I
5 get up and waste my time?

6 EXECUTIVE VP SAWCHUK:

7 All in favor of approving
8 the motion to hire
9 Statewide Public Affairs,
10 at fifty-five thousand
11 dollars annually, all in
12 favor say aye?

14 (Response of "Aye".)

16 EXECUTIVE VP SAWCHUK:
17 Anybody opposed?

19 (No Response.)

21 EXECUTIVE VP SAWCHUK

22 The last motion that we
23 have, I know you guys

94

1 hire Gramercy PR firm at
2 seventy-five hundred
3 dollars a month or ninety
4 thousand dollars annually
5 for one year. And the
6 wisdom is because
7 everything that we are
8 facing that Mike Powers
9 discussed yesterday as far
10 as 50-A, and the HALT
11 legislation, as well as
12 what our legislative
13 director brought up,
14 single payers.

15 So that is the wisdom
16 behind that. We don't
17 have a PR firm. We don't
18 even have a PR director.
19 We have a communication
20 specialist and that's
21 Jimmy Miller.

22 So I'm looking for
23 approval from this

96

1 assembly to hire them, to
2 help us, to be a part of
3 our team. People to
4 assist Mike Powers, and
5 Dan Valente and the PR
6 firm, to combat -- and
7 I'll use Mike's words,
8 that Category 5 hurricane
9 that's coming our way very
10 quickly starting January
11 9th. Scott?

12 SCOTT: This was voted
13 down last EA and its not
14 going to be ninety
15 thousand dollars a year,
16 that's just their
17 retainer. Anything over
18 that is more money.

19 EXECUTIVE VP SAWCHUK:
20 It's to hire a PR firm.
21 We've had a PR firm in the
22 past.

23 SCOTT: We voted it

97

1 Point of order. Point of
2 order.

3 KENNY GOLD: He was
4 hired, when we brought him
5 out for the position it
6 was for PR director. So
7 whatever you guys view him
8 as, that's what you guys
9 want to call him. He is
10 our PR director, period.

11 But we did -- we did
12 vote it down last time for
13 Gramercy. Obviously they
14 do great work, no one is
15 denying it. You guys are
16 retaining them as we can
17 see in the treasury stuff
18 for ten thousand dollars a
19 month, so you guys are
20 still utilizing them.
21 What have they done in the
22 last month that we haven't
23 seen?

99

1 down the last EA though,
2 why are we bringing it
3 back up.

4 EXECUTIVE VP SAWCHUK:
5 That was a three year
6 contract. This is a
7 different contract, for a
8 different amount of money.
9 Kenny?

10 KENNY GOLD: Kenny
11 Gold, Orleans. For
12 clarification, no matter
13 how you spin Jimmy
14 Miller's job,
15 communication specialist,
16 he was hired as --

17 EXECUTIVE VP SAWCHUK
18 Well first of all, I'm not
19 spinning his job.

20 KENNY GOLD: He was
21 hired as PR director. I'm
22 on the mic, please.

23 EXECUTIVE VP SAWCHUK:

98

1 EXECUTIVE VP SAWCHUK
2 They have been in
3 conversations with the
4 president and the
5 legislative director, as
6 far as the HALT
7 legislation and how we are
8 going to combat it.

9 KENNY GOLD: Right.
10 Now, if we don't hire them
11 as a retainer, if we don't
12 retain them, we'll never
13 be able to get them again?
14 We won't be able to
15 utilize them in the
16 future? The point is, we
17 can get them again. We
18 don't have to have them on
19 retainer to have do a PR
20 piece for us.

21 EXECUTIVE VP SAWCHUK:
22 That's true, we don't have
23 to have them on retainer.

100

1 But, why would we spend
2 ten thousand dollars a
3 month by not having them
4 on a retainer, when we can
5 retain them for one year
6 at seventy-five hundred a
7 month.

8 MR. MCANDREWS:
9 McAndrews, Eastern. I
10 understand, you know,
11 people are concerned about
12 keeping them on retainer,
13 the money. To me the
14 money is penny wise and
15 pound foolish. With all
16 that we're facing right
17 now, we need to have a
18 voice out there.

19 And I think if we look
20 at the campaigns we had
21 last year, it was pretty
22 effective. And for what
23 we're facing, this is

101

1 We would have to have Matt
2 Hamilton in here to talk
3 about that. Any work
4 performed beyond fifty
5 hours.

6 MR. MCGOWAN: Well, I
7 agree that we absolutely
8 need a PR firm to handle
9 the issues that we are
10 facing and to not use one
11 I think is a huge mistake.

12 EXECUTIVE VP SAWCHUK:
13 Absolutely. Donn?

14 DONN ROWE: Rowe, Hale
15 Creek. PR firms are a
16 dime a dozen. And
17 Gramercy is a good firm,
18 as I said last time. As
19 far as HALT legislation
20 and all the things we're
21 facing, that communication
22 is with the legislature.
23 And believe it or not,

103

1 something we need right
2 now.

3 EXECUTIVE VP SAWCHUK
4 Thank you.

5 MR. MCGOWAN: McGowan,
6 Mid-State. You said
7 seventy-five hundred a
8 month or ninety thousand.
9 Is it "and" or "or"?

10 EXECUTIVE VP SAWCHUK:
11 It's "and". This is the
12 wording of the motion, to
13 hire Gramercy firm at 75
14 hundred dollars a month
15 and ninety thousand
16 dollars annually. That's
17 the way the motion reads.

18 MR. MCGOWAN: The 75
19 hundred a month, does that
20 include campaigns that we
21 will -- or is that an
22 additional cost?

23 EXECUTIVE VP SAWCHUK:

102

1 your best friend in this
2 is going to be the
3 Governor.

4 He's going to want to
5 govern. He's not going to
6 want people telling him
7 how to run his state. And
8 that's where you got to
9 put your money and your
10 mouth. As far as a PR
11 campaign, feel good PR
12 campaign, other than for
13 our own members, the
14 public really doesn't
15 care. They really don't
16 care. Violence in prison
17 is not a news flash.

18 And don't think a PR
19 firm is going to save the
20 day on this stuff. This
21 is going to be all done at
22 the executive level and a
23 little bit in the

104

1 legislature. If you can't
2 get the Governor on board
3 to block some of this
4 stuff, some of this stuff
5 is going to get forced
6 through the leaders to end
7 up on his desk, but that's
8 where it's got to be done.

9 A PR firm is not going
10 to do this and certainly
11 Gramercy is not going to
12 do this. You talk about
13 PR firms we had in the
14 past, we had MPS and
15 we had Knickerbocker. But
16 with MPS and Knickerbocker
17 you had Jennifer
18 Cunningham and Neil
19 Quatra, power house
20 lobbyists. And that's
21 what you had with them.

22 But believe me, a media
23 campaign is not going to

105

1 it, but they can dam sure
2 bring awareness to it.
3 And they can bring
4 awareness to it from our
5 perspective. And we need
6 that.

7 MR. GLEASON: Gleason,
8 Gouverneur. I'm still
9 confused on the amount.
10 Is it a hundred eighty a
11 year or ninety a year.

12 TREASURER GILBO:
13 Ninety thousand dollars a
14 year total.

15 VP CENTRAL CARPENTER:
16 Scott Carpenter, Central
17 Region Vice President.
18 Donn, you made a
19 statement, PR firms are a
20 dime a dozen. Some are
21 good, some not so good.
22 Everybody in this room
23 agrees Gramercy does a

107

1 save the day. If we need
2 to do a media campaign, we
3 can do it. We don't need
4 a PR firm of this size and
5 this experience right now.
6 I don't believe we need
7 it.

8 But, then again, if we
9 need them to do daily
10 press releases, I mean
11 that's Jimmy's job. Jimmy
12 is a PR director, that's
13 what he was hired as. Ken
14 is correct on that. But
15 no PR firm is going to
16 save the day on this. You
17 got to get a relationship
18 with the Governor and have
19 him block these things, if
20 they end up on his desk.

21 EXECUTIVE VP SAWCHUK:
22 Let me just say, they
23 might not be able to stop

106

1 good job us. They do a
2 great job for us, have in
3 the past.

4 We have had some PR
5 firms that weren't so good
6 and we got rid of them.
7 This body said that the
8 three year term was too
9 much money, we need to
10 save money. We brought it
11 back to you as a one year
12 term. That's all I got to
13 say about that.

14 RALPH SCOTT: Scott,
15 Shawangunk. I'm just
16 confused. We have a
17 communications director --

18 EXECUTIVE VP SAWCHUK:
19 That's his title. He
20 handles day to day
21 assaults, charitable
22 donations, sponsorships,
23 etcetera. He is out in

108

1 the community talking to
2 the press. He is not a PR
3 firm that develops a
4 campaign. That takes a
5 team of people.

6 RALPH SCOTT: I
7 understand that. But that
8 team of people -- why
9 would we have to pay
10 ninety thousand dollars a
11 year to keep --

12 EXECUTIVE VP SAWCHUK:
13 He doesn't have a team of
14 people.

15 RALPH SCOTT: No, I'm
16 not saying he does. I'm
17 saying Gramercy has a team
18 of people, so why aren't
19 they handling that aspect
20 as well for the amount of
21 money we're paying them?
22 Why do we have to keep him
23 on staff? I don't even

109

1 same job that somebody is
2 already doing, right?

3 EXECUTIVE VP SAWCHUK:
4 He's not doing that job.

5 RALPH SCOTT: He's not
6 doing that job, but
7 Gramercy could do that
8 job. It doesn't make
9 sense to spend money on
10 top of money on top of
11 money. You know what I
12 mean? That's not how a
13 business is run?

14 I understand we need
15 Gramercy. I do understand
16 the need for it. I do not
17 understand the need to
18 have an expenditure on a
19 group of individuals that
20 can handle all aspects of
21 our PR, rather than having
22 it separate for some
23 reason.

111

1 know how much he makes.
2 On top of them, if this PR
3 firm is a group of people
4 and their job also --

5 EXECUTIVE VP SAWCHUK:
6 First of all, let me
7 clarify something. Jimmy
8 Miller is not an at will
9 employee that you can just
10 terminate. Jimmy Miller
11 has never been counseled,
12 never been written up and
13 no one has ever accused
14 him of not doing his job.
15 He is part of a union.

16 So we're looking to do
17 what? Just outright fire
18 him? We wouldn't want
19 that for ourselves.

20 RALPH SCOTT: That's
21 not what I'm saying.
22 You're asking to hire a
23 team of people to do the

110

1 I understand he's part
2 of the union, he can't be
3 terminated, but
4 financially it makes no
5 sense. It's an
6 expenditure that we don't
7 need.

8 I mean, change his job,
9 change the aspects of his
10 job, that's one thing.
11 But when you say PR he's
12 communication director,
13 you say he's a PR
14 director, you have a team
15 from Gramercy making a lot
16 of money, tell them to do
17 their job.

18 DOUG WESTERVELT:
19 Westervelt, South Port,
20 finance committee. It's a
21 hundred eighty thousand
22 dollar price tag if you
23 guys vote this in, because

112

1 seventy-five and ninety --
 2 TREASURER GILBO: No.
 3 DOUG WESTERVELT: Yes,
 4 it is.
 5 TREASURER GILBO: The
 6 motion is written wrong.
 7 DOUG WESTERVELT: I
 8 don't care if it's written
 9 wrong. If your vote is
 10 in, it's a hundred eighty
 11 thousand dollar price tag.
 12 This is getting pretty
 13 redundant once again. I
 14 sat in these meetings and
 15 I hear we're going to get
 16 shit shoved down our faces
 17 regardless of what we do.
 18 We don't need them
 19 right now. We keep voting
 20 these guys down and they
 21 keep coming back. I have
 22 seen it time in and time
 23 out, that the redundancy,

113

1 motion to correct the
 2 motion to strike the word
 3 "and" and add "at",
 4 correct? All five
 5 motions.
 6 VP WEST MIANO: Miano,
 7 Western Region VP. While
 8 you guys are hashing it
 9 over, I just want to
 10 recognize Eric Wagner, not
 11 many people know but he is
 12 retiring in a couple
 13 weeks. This will be his
 14 last EA. I want to wish
 15 him the best. Good luck,
 16 Eric.
 17
 18 (All applause and
 19 standing ovation.)
 20
 21 EXECUTIVE VP SAWCHUK:
 22 So we have a motion to
 23 correct four of the five

115

1 that everybody folds and
 2 votes it in finally. So
 3 you guys seriously have to
 4 think about this. We
 5 really don't need them
 6 right now.
 7 TREASURER GILBO:
 8 Gilbo, treasurer. I'd
 9 like to amend the motion,
 10 75 hundred dollars a
 11 month, not to exceed --
 12 or, for a total of ninety
 13 thousand. Change the word
 14 to "and" to "at".
 15 CHRIS HICKEY: All of
 16 them are like that. They
 17 all say "and", Keith,
 18 Cindy. Why don't you just
 19 do a consent to correct
 20 all them of.
 21 EXECUTIVE VP SAWCHUK:
 22 We're just going to strike
 23 "and" and put "at". The

114

1 motions take out the word
 2 "and" and add "at".
 3 Everybody in favor?
 4 VP MID-HUDSON MAZZELLA:
 5 No, not yet. Read what
 6 that says, it would say a
 7 retainer of six thousand
 8 six or whatever a month at
 9 eighty thousand a year, it
 10 doesn't make any sense
 11 grammatically.
 12 Just before you make
 13 that amendment, why do we
 14 have both numbers in there
 15 any way? If it's eighty
 16 thousand a year, just take
 17 out -- or whatever motion
 18 you're looking at, just
 19 take out what it says per
 20 month. We're hiring them
 21 at an amount per year, so
 22 just get -- just strike at
 23 six thousand, six

116

1 sixty-seven a month and
 2 just say at eighty
 3 thousand dollars annually.
 4 It makes it a lot easier.
 5 All this and, in, or, but.
 6 RECORDING SECRETARY
 7 SUMMERS: Chris Summers,
 8 recording secretary. The
 9 only reason that was done
 10 like that, Mike, last year
 11 the EA wanted both numbers
 12 in there.
 13 TREASURER GILBO: Just
 14 for a point of reference,
 15 the reason why the monthly
 16 is in there is because we
 17 pay it by month. We don't
 18 pay -- January 1st we
 19 don't give them eighty
 20 thousand or ninety
 21 thousand dollars, it's
 22 paid by month. That way
 23 if something is wrong, we

117

1 Roberts.
 2 EXECUTIVE VP SAWCHUK
 3 John Roberts seconds.
 4 Thank you. Okay. Back to
 5 hiring of Gramercy. So
 6 the motion is to hire
 7 Gramercy PR firm 75
 8 hundred dollars a month
 9 for one year. All in
 10 favor say aye?
 11
 12 (Response of aye from
 13 the floor.)
 14
 15 EXECUTIVE VP SAWCHUK
 16 All opposed?
 17
 18 (Response of nay from
 19 the floor.)
 20
 21 EXECUTIVE VP SAWCHUK:
 22 Go to the mic.
 23 KENNY GOLD: Gold,

119

1 can get out of it, we
 2 always have the opt out
 3 clause.
 4 EXECUTIVE VP SAWCHUK:
 5 So Frank has a motion to
 6 amend the motion, it's
 7 paid on a monthly basis.
 8 PARISH Frazier: Parish
 9 Frazier, Taconic. We can
 10 just say that we're paying
 11 them whatever the monthly
 12 rate is for one year.
 13 Instead of putting two
 14 numbers, because the
 15 numbers do complicate it.
 16 The contract is for a
 17 year.
 18 EXECUTIVE VP SAWCHUK:
 19 Does anyone want to second
 20 Frank's motion to change
 21 the language in the
 22 motion.
 23 VP NORTH ROBERTS: John

118

1 Orleans.
 2 MR. MOREAU: Moreau,
 3 Green Haven.
 4 VP MID-HUDSON MAZZELLA:
 5 Before everyone starts
 6 talking, it's going to be
 7 a role call vote.
 8 DONN ROWE: Rowe, Hale
 9 Creek. Request a weighted
 10 vote.
 11 EXECUTIVE VP SAWCHUK:
 12 Can I have a show of hands
 13 for the twenty percent
 14 weighted vote? Okay.
 15 Weighted vote.
 16 RECORDING SECRETARY
 17 SUMMERS: All right.
 18 Let's get this started.
 19 I'd ask that everybody be
 20 quiet so Stephanie in the
 21 back can hear this.
 22 Executive Vice President
 23 Sawchuk?

120

1 EXECUTIVE VP SAWCHUK
 2 Yes.
 3 RECORDING SECRETARY SUMMERS
 4 Sawchuk, yes. Treasurer
 5 Gilbo?
 6 TREASURER GILBO: Yes.
 7 RECORDING SECRETARY SUMMERS
 8 Gilbo, yes.
 9 DONN ROWE: Rowe, Hale
 10 Creek. Point of order.
 11 The Executive Vice
 12 President is the chair.
 13 All right. Recording
 14 Secretary Summers, yes.
 15 VP North Roberts?
 16 VP NORTH ROBERTS: Yes.
 17 RECORDING SECRETARY SUMMERS
 18 Roberts, yes. VP
 19 Mid-Hudson, Mazzella?
 20 VP MID-HUDSON MAZZELLA:
 21 Yes.
 22 RECORDING SECRETARY SUMMERS
 23 Mazzella, yes. VP Law

1 excused. Altona, Ayotte?
 2 MR. AYOTTE: Yes.
 3 RECORDING SECRETARY SUMMERS
 4 Ayotte, Yes. Attica,
 5 Puma?
 6 MR. PUMA: No.
 7 RECORDING SECRETARY SUMMERS
 8 Puma, No. Auburn, Thomas?
 9 MR. THOMAS: No.
 10 RECORDING SECRETARY SUMMERS
 11 Thomas, no. Bare Hill,
 12 Perry. Perry is excused.
 13 Bedford Hills, Hale?
 14 MR. HALE: No.
 15 RECORDING SECRETARY SUMMERS
 16 Hale, no. Cape Vincent,
 17 Call?
 18 MR. CALL: Yes.
 19 RECORDING SECRETARY SUMMERS
 20 Call, yes. Cayuga,
 21 Langtry? Cayuga, Langtry?
 22 Central New York psych
 23 Center, Barry?

1 Enforcement Harmon is
 2 excused. VP Central,
 3 Carpenter?
 4 VP CENTRAL CARPENTER:
 5 Yes.
 6 RECORDING SECRETARY SUMMERS
 7 Carpenter, yes. VP South
 8 Fisher?
 9 VP SOUTH FISHER: Yes.
 10 RECORDING SECRETARY SUMMERS
 11 Fisher, Yes. VP West
 12 Miano?
 13 VP WEST MIANO: Yes.
 14 RECORDING SECRETARY SUMMERS
 15 Miano, yes. Adirondack,
 16 Sturgeon?
 17 MR. STURGEON: Yes.
 18 RECORDING SECRETARY SUMMERS
 19 Sturgeon, yes. Albany
 20 Training Academy, Keenan?
 21 MR. KEENAN: Yes.
 22 RECORDING SECRETARY SUMMERS
 23 Keenan, yes. Albion is

1 MR. BARRY: Yes.
 2 RECORDING SECRETARY SUMMERS
 3 Barry, yes. Clinton,
 4 Basto?
 5 MR. BASTO: Yes.
 6 RECORDING SECRETARY SUMMERS
 7 Basto, yes. Collins,
 8 Morosey? Not here.
 9 Community Supervision,
 10 Ruland? Not here. CCA's,
 11 Johnson?
 12 MS. JOHNSON: Yes.
 13 RECORDING SECRETARY SUMMERS
 14 Johnson, yes. Coxsackie,
 15 Carknard?
 16 MR. CARKNARD: Yes.
 17 RECORDING SECRETARY SUMMERS
 18 Carknard, yes. Downstate,
 19 Cooper?
 20 MS. COOPER: No.
 21 RECORDING SECRETARY SUMMERS
 22 Cooper, no. Eastern,
 23 McAndrews?

1 MR. McANDREWS: Yes.
2 RECORDING SECRETARY SUMMERS
3 McAndrews, yes.
4 Edgecombe, Watkins?
5 MS. WATKINS: Yes.
6 RECORDING SECRETARY SUMMERS
7 Watkins, yes. Elmira,
8 Cranmer?
9 MR. CRANMER: No.
10 RECORDING SECRETARY SUMMERS
11 Cranmer, no. Fishkill,
12 Sonko?
13 MR. SONKO: Yes.
14 RECORDING SECRETARY SUMMERS
15 Sonko, yes. Five Points,
16 Hatch?
17 MR. HATCH: No.
18 RECORDING SECRETARY SUMMERS
19 Hatch, no. Forest
20 Rangers, Carlson? Not
21 here. Franklin, Allen?
22 MR. ALLEN: Yes.
23 RECORDING SECRETARY SUMMERS

125

1 MR. ROWE: No.
2 RECORDING SECRETARY SUMMERS
3 Rowe, no. Hudson, Relyea?
4 MR. RELYEA: No.
5 RECORDING SECRETARY SUMMERS
6 Relyea, no. ISO's, Ohms?
7 Not here. Kirby Forensic,
8 no rep. Lakeview, Gruber?
9 MR. GRUBER: No.
10 RECORDING SECRETARY SUMMERS
11 Gruber, no. Lincoln,
12 Moore?
13 MR. MOORE: Yes.
14 RECORDING SECRETARY SUMMERS
15 Moore, yes. Livingston,
16 Wieder?
17 MR. WIEDER: No.
18 RECORDING SECRETARY SUMMERS
19 Weider, no. Marcy,
20 Roberts?
21 MR. ROBERTS: Yes.
22 RECORDING SECRETARY SUMMERS
23 Roberts, yes. Mid-Hudson

127

1 Allen, yes. Gouverneur,
2 Gleason?
3 MR. GLEASON: No.
4 RECORDING SECRETARY SUMMERS
5 Gleason, no. Gowanda,
6 Guest? Not here. Great
7 Meadow, Keough?
8 MR. KEOUGH: Yes.
9 RECORDING SECRETARY SUMMERS
10 Keough, yes. Green Haven,
11 Moreau?
12 MR. MOREAU: No.
13 RECORDING SECRETARY SUMMERS
14 Moreau, no. Greene,
15 Lashua?
16 MR. LASHUA: Yes.
17 RECORDING SECRETARY SUMMERS
18 Lashua, yes. Groveland,
19 Hunsinger?
20 MR. HUNSINGER: No.
21 RECORDING SECRETARY SUMMERS
22 Hunsinger, no. Hale
23 Creek, Rowe?

126

1 Forensic, Ogorzaly?
2 MR. OGORZALY: Yes.
3 RECORDING SECRETARY SUMMERS
4 Ogorzaly, yes. Mid-State,
5 McGowan?
6 MR. MCGOWAN: Yes.
7 RECORDING SECRETARY SUMMERS
8 MCGowan, Yes. Mohawk,
9 Mullen? Not here.
10 Moriah, Trombley?
11 MR. TROMBLEY: Yes.
12 RECORDING SECRETARY SUMMERS
13 Trombley, yes.
14 Ogdensburg, Cox?
15 MR. COX: Yes.
16 RECORDING SECRETARY SUMMERS
17 Cox, yes. Orleans, Gold?
18 MR. GOLD: No.
19 RECORDING SECRETARY SUMMERS
20 Gold, no. Otisville,
21 Hawkes?
22 MR. HAWKES: No.
23 RECORDING SECRETARY SUMMERS

128

1 Hawkes, no. Queensboro,
2 Smith?
3 MR. SMITH: Yes.
4 RECORDING SECRETARY SUMMERS
5 Smith, yes. Riverview,
6 Aldous?
7 MR. ALDOUS: Yes.
8 RECORDING SECRETARY SUMMERS
9 Aldous, yes. Rochester
10 Psych, Raven?
11 MS. RAVEN: Yes.
12 RECORDING SECRETARY SUMMERS
13 Raven, yes. SSO Central
14 region, Barrett?
15 MR. BARRETT: Yes.
16 RECORDING SECRETARY SUMMERS
17 Barrett, yes. SSO
18 Mid-Hudson, Smith?
19 MR. SMITH: Yes.
20 RECORDING SECRETARY SUMMERS
21 Harris, yes. SSO North,
22 no rep. SSO Southern
23 region, no rep. SSO

129

1 MS. BELL: No.
2 RECORDING SECRETARY SUMMERS
3 Bell, no. Taconic,
4 Frazier?
5 MR. FRAZIER: Yeah.
6 RECORDING SECRETARY SUMMERS
7 Frazier, yes. Ulster,
8 Scampoli?
9 MR. SCAMPOLI: No.
10 RECORDING SECRETARY SUMMERS
11 Scampoli, no. Upstate,
12 Gary?
13 MR. GARY: Yes.
14 RECORDING SECRETARY SUMMERS
15 Gary, yes. Wallkill,
16 Sheridan?
17 MR. SHERIDAN: No.
18 RECORDING SECRETARY SUMMERS
19 Sheridan, no. Washington,
20 Vanderwarker?
21 MR. VANDERWARKER: Yes.
22 RECORDING SECRETARY SUMMERS
23 Vanderwarker, yes.

131

1 Western, Compton?
2 MS. COMPTON: Yes.
3 RECORDING SECRETARY SUMMERS
4 Compton, yes. Security
5 Officers, Tonney V? Not
6 here. Security Service
7 Assistants, Schiavone?
8 MR. SCHIAVONE: Yes.
9 RECORDING SECRETARY SUMMERS
10 Schiavone, yes.
11 Shawangunk, Scott?
12 RALPH SCOTT: No.
13 RECORDING SECRETARY SUMMERS
14 Scott, no. Sing Sing,
15 Paroline?
16 MR. PAROLINE: No.
17 RECORDING SECRETARY SUMMERS
18 Paroline, no. South Port,
19 Deburgomaster?
20 MR. DEBURGOMASTER: No.
21 RECORDING SECRETARY SUMMERS
22 Deburgomaster, no.
23 Sullivan, Bell?

130

1 Watertown, Nevills is
2 excused. What's you're
3 name, I'm sorry?
4 MR. BARRETT: Barrett.
5 RECORDING SECRETARY SUMMERS
6 Watertown, Barrett?
7 MR. BARRETT: No.
8 RECORDING SECRETARY SUMMERS
9 Barrett, no. Wende,
10 Keenan?
11 MR. KEENAN: No.
12 RECORDING SECRETARY SUMMERS
13 Keenan, no. Willard,
14 Moore?
15 MS. MOORE: Yes.
16 RECORDING SECRETARY SUMMERS
17 Moore, yes. Woodbourne,
18 Gutierrez? Excused.
19 Wyoming, Hickey?
20 CHRIS HICKEY: No.
21 RECORDING SECRETARY SUMMERS
22 Hickey, no. For Ulster,
23 who voted for that?

132

1 Scampoli? Steinburg.
 2 Motion passes, it is
 3 accepted, 112 to 102.
 4 EXECUTIVE VP SAWCHUK:
 5 Thank you everyone. So if
 6 there is no other new
 7 business --
 8 MARK DEBURGOMASTER:
 9 Deburgomaster, I have a
 10 motion that came out of
 11 yesterday's meeting. I
 12 would need sixty percent
 13 of the room to entertain
 14 it.
 15 Basically the motion
 16 is to have the Finance and
 17 Constitution and Bylaws
 18 Committees review the
 19 deferred compensation
 20 liability fund currently
 21 in use and report back to
 22 the Executive Assembly if
 23 the fund is

133

1 business from before, I'd
 2 like to make a motion that
 3 any Executive Board
 4 vacancy shall be posted
 5 for fifteen days.
 6 EXECUTIVE VP SAWCHUK
 7 There's a motion on the
 8 floor, so we need to
 9 discuss this motion.
 10 Moving it to the finance
 11 committee and constitution
 12 and bylaws. All in favor
 13 of the motion -- all
 14 right.
 15 So the motion reads, to
 16 have the Finance and
 17 Constitution and Bylaws
 18 Committee review the
 19 deferred compensation
 20 liability fund currently
 21 used, report back to the
 22 Executive Assembly that
 23 this fund is

135

1 constitutionally and
 2 financially approved.
 3 That would save a lot of
 4 the -- basically all the
 5 name calling and the
 6 finger pointing. We might
 7 as well dig into it and
 8 fix it.
 9 EXECUTIVE VP SAWCHUK:
 10 Need sixty percent. All
 11 in favor say aye?
 12
 13 (All respond with aye.)
 14
 15 EXECUTIVE VP SAWCHUK:
 16 Any opposed?
 17
 18 (No response.)
 19
 20 EXECUTIVE VP SAWCHUK:
 21 Chris Cranmer seconded the
 22 motion.
 23 MR. MOREAU: The new

134

1 constitutionally and
 2 financially approved. All
 3 in favor of approving the
 4 motion or any discussion?
 5 No discussion. All in
 6 favor?
 7 DOUG WESTERVELT: Whoa,
 8 whoa, whoa. Westervelt,
 9 South Port, finance
 10 committee. We talked
 11 about this yesterday, and
 12 the reason this account
 13 needs to be froze is
 14 because what I didn't
 15 inform you guys of, is
 16 this account monies that
 17 have already earned can be
 18 taken out at any time by
 19 the individual. So this
 20 account needs to be froze
 21 to see if it is
 22 constitutionally sound and
 23 it needs to go into the

136

1 budget and we have to look
2 at it through the budget
3 material. But it needs to
4 be froze because tomorrow
5 200 plus thousand dollars
6 could be taken from this
7 union.

8 EXECUTIVE VP SAWCHUK:
9 We have a motion on the
10 floor, so we need to vote
11 on the motion. So the
12 motion once again, to have
13 the finance and
14 constitution and bylaws
15 committee to review the
16 deferred compensation
17 fund currently in use and
18 report back to the
19 Executive Assembly to find
20 if it is constitutional
21 and financially approved.
22 All in favor?
23

137

1
2 (All respond with aye.)

3
4 EXECUTIVE VP SAWCHUK:
5 Any opposed?

6
7 (No response.)

8
9 EXECUTIVE VP SAWCHUK
10 The motion reads, any
11 Executive Board vacancy
12 shall be posted for
13 fifteen days be adopted as
14 policy. Wisdom, for
15 consistency in policy
16 between the local and
17 Executive Assembly levels.
18 Do we have any discussion
19 on the motion? The second
20 was Thomas Relyea, Hudson.
21 Any discussion on the
22 motion? All in favor of
23 the motion say aye.

139

1 (All respond with aye.)

2
3 EXECUTIVE VP SAWCHUK
4 Anyone opposed?

5
6 (No response.)

7
8 EXECUTIVE VP SAWCHUK:
9 Thank you.

10 CHRIS MOREAU: I'd like
11 to make a motion, any
12 Executive Board vacancy
13 shall be posted for
14 fifteen days be adopted as
15 policy. Wisdom being, for
16 consistency in policy
17 between local and
18 executive levels.

19 VP WEST MIANO: You
20 need sixty percent first.

21 EXECUTIVE VP SAWCHUK:
22 Need sixty percent. All
23 in favor say aye.

138

1
2 (All respond with aye.)

3
4 EXECUTIVE VP SAWCHUK:
5 Any opposed.

6
7 (No response.)

8
9 EXECUTIVE VP SAWCHUK:
10 Thank you. Without any
11 further adieu.

12 MR. GLEASON: Gleason,
13 Gouverneur. Quick
14 question, consolidating
15 the bunks, we got I think
16 ten double bunks. Why
17 didn't we fight to take
18 the bunks down and keep
19 the dorms open?

20 EXECUTIVE VP SAWCHUK:
21 We are currently fighting
22 to take those bunks down.
23 I know Billy has a bill

140

1 in, I think he'll be --
 2 MR. GLEASON: Out of a
 3 hundred jails, they're
 4 really dogging our asses
 5 on the dorm officers, the
 6 yard officers, watching
 7 the phones. I know we got
 8 the capabilities of
 9 shutting them of, every
 10 half hour. Our Executive
 11 VP says it costs money.
 12 Can you check into that
 13 too?

14 EXECUTIVE VP SAWCHUK:
 15 Yeah.

16 VP NORTH ROBERTS: John
 17 Roberts, Northern Region
 18 Vice President. Billy
 19 Jones currently has a bill
 20 from the Assembly. He's a
 21 former corrections
 22 officer, left after twenty
 23 years for Bare Hill,

141

1 conversation?

2 EXECUTIVE VP SAWCHUK:
 3 Done.

4 VP MID-HUDSON MAZZELLA:
 5 Just real quick before we
 6 close out here. Just make
 7 sure that you guys have --
 8 the chief stewards
 9 especially -- make sure
 10 that you have your e-mails
 11 on file. Hopefully you
 12 all use e-mail. You're
 13 getting -- this will
 14 probably send out this MOU
 15 to that e-mail address, so
 16 just make sure you have
 17 your proper e-mail address
 18 on file. Thank you.

19 EXECUTIVE VP SAWCHUK:
 20 Thank you. I just want to
 21 acknowledge, Darlene, as
 22 always for the lovely
 23 gifts she provides and all

143

1 represents the 115
 2 District. He had that
 3 Bill, it actually was
 4 flying through the
 5 Assembly until DOCCS'
 6 lobbyists got involved
 7 last year with some of the
 8 Downstate City Dems,
 9 saying there was no need.

10 He still has the bill
 11 in, he's gonna push it
 12 again this year. And I
 13 believe Patti Riche was
 14 possibly the one in the
 15 Senate that was carrying
 16 it. And she's going to
 17 move that forward for us
 18 as well.

19 EXECUTIVE VP SAWCHUK:
 20 Thank you, John. Mike?

21 VP MID-HUDSON MAZZELLA:
 22 Different subject. Are we
 23 done with that

142

1 the hard work she does.

2 (All applause.)

3
 4
 5 EXECUTIVE VP SAWCHUK:
 6 Just one more thing before
 7 we go. On behalf of the
 8 Executive Board and
 9 employees, we want to wish
 10 all of you and your
 11 families a very Merry
 12 Christmas, safe and happy
 13 holidays. Please be very
 14 mindful of all our
 15 Brothers and Sisters who
 16 will be working behind the
 17 walls and in the forensic
 18 psych centers, and may
 19 they be safe and get home
 20 to their families.

21 Thank you.

22 * * * *

144

1 STATE OF NEW YORK)

2 SS:

3 COUNTY OF ERIE)

4

5 I, DARLENE L. JERGE, a

6 Notary Public in and for the State

7 of New York, County of Erie, DO

8 HEREBY CERTIFY that the MINUTES of

9 the EXECUTIVE ASSEMBLY, were taken

10 down by me in a verbatim manner by

11 means of Machine Shorthand, on

12 DECEMBER 13, 2018. That the

13 MINUTES were then reduced in

14 writing under my direction.


15 I further CERTIFY that

16 the above-described transcript

17 constitutes a true and accurate and

18 complete transcript of the minutes

19 taken.

20
21 
22

23 DARLENE L. JERGE,
Notary Public

applause 1443
applicable 4916
appoint 3216, 3720
appointed 3516, 376
appointee 3315, 3421
appointment 338, 3317,
342, 3722
appropriate 461
approval 373, 443, 9623
approve 3722
approved 5610, 1342, 362,
13721
approving 337, 8318, 883,
947, 1363
approximately 775
area 8811, 888, 8812, 8813
arise 5318
arisen 423
Article 2311, 2314, 249,
2423, 288, 2812, 2912,
328, 4020, 4114, 4312,
463, 4812, 6111, 6112
articles 2911
aspect 799, 10819
aspects 11120, 1129
assaults 10821
ASSEMBLY 15, 245, 3218,
336, 3320, 3323, 345,
3518, 4622, 465, 4918,
505, 5018, 5020, 5112,
5116, 6017, 6523, 685,
686, 6918, 6919, 729,
8215, 971, 13322, 13522,
13719, 13917, 14120,
1425, 1459
asses 1414
asset 916
assist 974
assistant 4323, 4411, 455,
4516
Assistants 1307
Associate 2921, 3011, 6220,
635
Association 14, 2412, 2510,
262, 267, 2618, 2915,
2920, 3013, 308, 3010

3014, 3018, 3020, 313,
317, 319, 3220, 427, 491,
5118, 6122, 626, 6915
Attica 99, 914, 916, 1234
Auburn 914, 1238
authority 2521, 2617, 2618,
274, 275, 2710, 464
authorization 314
authorized 2313
automatically 6123
aware 364, 3815, 744
awareness 1072, 1074
away 559, 7512, 7619
aye 2721, 291, 8220, 9412,
11910, 11912, 13411,
13823, 13923, 1402
Aye", 8116, 9222, 9414
aye, 2723, 283, 6812, 8320,
867, 13413, 1381, 1392
Ayotte 94, 95, 98, 1231,
1232, 1234

< B >
BA 479, 4712
Back 313, 415, 211, 3115,
3517, 4014, 5315, 5817,
5621, 5622, 5720, 5721,
6011, 6016, 616, 664,
6617, 672, 691, 7017,
718, 7221, 737, 7318,
7322, 751, 7515, 8112,
8418, 983, 10811, 11821,
1194, 12021, 13321,
13521, 13718
balance 226, 2217
ball 4720
ballot 5120
Bare 917, 12311, 14123
Bargaining 2419, 2422, 301,
624, 6212, 713, 7118
Barrett 179, 1710, 1712,
12914, 12915, 12917,
1324, 1326, 1327, 1329
Barry 108, 109, 1012, 12323,
1241, 1243

based 6218
Basically 4619, 5617, 10315,
1344
basis 4321, 441, 1187
Basto 1013, 1014, 1017,
1244, 1245, 1247
become 3023, 525
becomes 264
Bedford 919, 667, 12313
behalf 1447
behind 3616, 14416
belabor 844
believe 6515, 10323, 10522,
1066, 14213
Bell 1821, 1822, 192, 13023,
1311, 1313
below 2812
benefit 6411
BENEVOLENT 14
best 1041, 11515
beyond 1084
big 273
Bill 533, 14023, 14119, 1423,
14210
Billy 14023, 14118
bit 5510, 10423
block 1063, 10619
Board 331, 434, 329, 314,
3215, 333, 342, 3416,
356, 3513, 382, 377,
3713, 3719, 3819, 397,
4317, 4611, 4621, 6214,
8316, 872, 1052, 1383,
13812, 13911, 1448
body 559, 566, 5716, 5819,
1087
brief 5513
bring 253, 5319, 549, 671,
7317, 1072, 1073
bringing 5719, 5720, 6016,
6617, 8110, 982
Brother 432
Brothers 14415
brought 3516, 9813, 994,
10810
bucks 724

< C >
calendar 4413
Call 24, 25, 611, 101, 102,
105, 6718, 999, 1207,
12317, 12318, 12320
calling 273, 1345
campaign 10411, 10412,
10523, 1062, 1094
campaigns 10120, 10220
candidate 3223, 424, 4210
candidates 3411
capabilities 1418
Cape 101, 12316
card 315
care 708, 881, 10415, 10416,
1138
Carkner 112, 113, 116,
223, 224, 12415, 12416,
12418
Carlson 1214, 12520
Carpenter 520, 721, 722,
83, 10715, 10716, 1223,
1224, 1227
carries 412, 416, 422, 425,
427, 432
carrying 14215
case 4722
cases 4517, 9117, 922

10/25/18 226
DECEMBER 12-13, 2018
18
DECEMBER 13, 2018
145:12
January 1st 117:18
January 1st, 1999 61:20
January 9th 97:10
November 15th 92:4, 92:14
November 15th 2018 21:10
October 1st 92:13
-carries 47, 419, 435
-offs 57:8

< 6 >
6:24, 25, 41:4
65:212
68:310, 412

< 7 >
7:43:12, 61:13
71:21:17
75:102:13, 102:18, 114:10, 119:7

< 8 >
8:288, 2812
81:314, 4:16
83:317, 4:19

< 9 >
9:328, 40:20, 69:10
92:320, 422
94:322, 425

< A >
a.m. 69:10
ability 5819, 7219
able 47:15, 60:21, 100:13,
100:14, 106:23
above-described 145:16
above-entitled 145:16
Absolutely 92:1, 103:7, 103:13
Academy 92, 122:20
accept 27:20, 28:23
Acceptance 51:22
accepted 1333
accomplished 65:1
account 136:12, 136:16,
136:20
accounts 70:13, 70:18
accurate 145:17
accusations 79:6
accused 110:13
accusing 79:20

acknowledge 143:21
across 88:9, 89:9, 89:10
act 402
acting 79:15
active 29:17, 30:23, 42:4,
61:15, 61:21
actually 57:22, 57:23, 82:11,
1423
add 115:3, 118:2
added 70:12, 72:14
Adding 25:18, 31:14, 32:18,
33:8, 36:15, 38:22, 43:18,
50:15, 50:20, 50:21, 63:1
addition 35:21, 87:5
additional 73:10, 102:22
address 143:15, 143:17
addressed 59:4, 65:6
adieu 140:11
Adirondack 820, 122:15
adjust 57:15
adopted 65:22, 138:14, 138:13
Adoption 24:1, 48:20, 51:9,
51:14
Affairs 322, 425, 93:12, 93:21,
94:9
AFSOME 28:15
afternoon 64:18
agencies 63:18
agency 37, 49, 288
AGENDA 21, 44:19, 79:1
agendas 78:16
agent 43:13, 43:15, 43:20,
44:10, 45:5, 45:16, 46:13,
46:22, 46:23, 47:16, 48:7
agents 43:22
ago 76:5
agree 40:16, 91:4, 103:7
agreed 31:18
agreement 42:9
agreements 84:16
agrees 107:23
aired 54:9
Al 60:7, 80:7, 80:8
Albany 92, 72:10, 72:13,
72:16, 73:22, 75:15, 78:15,
77:13, 122:19
Albion 122:23
Aldous 16:22, 16:23, 17:3,
129:6, 129:7, 129:9
Allen 12:15, 12:16, 12:19,
125:21, 125:22, 126:1
allow 34, 46, 34:9, 55:17,
56:14, 57:3, 64:11, 64:13
allowing 55:21
almost 55:18
alone 60:22
already 82:5, 87:6, 111:2,
136:17
alternative 87:16
alternatives 93:10
Altona 9:4, 1231
amend 27:7, 39:2, 39:3, 41:1,
50:7, 56:19, 57:17, 60:14,
60:23, 114:9, 118:6
amendment 36:7, 36:9, 38:19,
36:20, 36:7, 39:4, 40:9,
40:13, 41:1, 41:2, 41:7,
48:13, 48:14, 48:21, 49:5,
49:12, 49:21, 50:2, 50:14,
50:23, 51:2, 51:4, 51:5, 51:8,
51:10, 51:15, 51:21, 51:23,
52:4, 54:8, 57:22, 118:13
amendments 23:7, 23:22,
52:10, 53:5, 58:8, 58:11, 60:6
among 32:16
amongst 59:8
amount 62:16, 72:7, 87:19,
98:8, 107:9, 109:20, 116:21
analysis 49:3
and/or 32:3, 32:19
Anderson 53:7, 85:20
ANDY 52:12, 53:11, 55:3, 58:9,
58:16, 60:2
announcement 62:15
annually 83:14, 86:22, 92:19,
93:18, 94:11, 95:4, 102:16,
117:3
answered 53:22
Anybody 75:22, 81:19, 94:4,
94:17
APPEARANCES 5:1
applause 115:18

Catch 3:19, 4:21, 86:15, 86:17,
87:22, 92:17
Category 97:8
Cayuga 106, 123:20, 123:21
CBC 7:22, 77:10
CCA 10:21, 124:10
Center 108, 123:23
centers 144:18
Central 520, 720, 107, 179,
107:15, 107:16, 1222,
1224, 123:22, 129:13
cents 61:17, 83:13, 86:21,
93:16
certain 57:8, 84:15
certainly 105:10
Certificate of 467
certified 44:20
CERTIFY 145:8, 145:15
chair 72:18, 121:12
chairperson 48:18
chairs 78:15
Change 368, 469, 582, 6014,
1128, 1129, 114:13, 118:20
changed 43:7
changes 23:19, 57:13, 82:8,
93:23
changing 46:18
charitable 108:21
check 76:7, 141:12
CHRIS 20:23, 32:9, 34:13, 35:1,
35:19, 38:11, 36:16, 37:1,
37:11, 37:16, 38:2, 38:1,
38:4, 40:6, 40:11, 40:22,
41:3, 43:5, 43:11, 70:11, 74:2,
77:3, 78:10, 84:1, 85:16,
93:11, 114:15, 117:7, 122:20,
134:21, 138:10
Christiano 93
Christmas 64, 144:12

CHRISTOPHER 5:11
Cindy 86:17, 87:19, 88:8, 90:5,
91:5, 92:16, 114:18
City 142:8
Civil 21:16, 25:1
Clarence 524, 903, 912
clarification 98:12
clarify 268, 346, 582:2, 772,
1107
clause 118:3
Clinton 10:13, 124:3
close 143:6
closed 21:22
closing 45:4
Collective 24:22, 62:4, 62:12,
71:3, 71:8
Collins 10:18, 124:7
combat 97:6, 100:8
comes 72:22, 79:11, 80:6
comfortable 87:15, 90:19
coming 47:6, 47:14, 61:6,
74:18, 77:12, 97:9, 113:21
commencing 61:20, 69:9
commit 72:18
Committee 27, 3:13, 4:5,
21:2, 21:9, 21:13, 21:20,
22:5, 23:1, 23:2, 23:9, 23:13,
48:20, 49:2, 49:10, 49:15,
49:17, 54:14, 68:23, 71:4,
71:19, 73:4, 74:22, 75:9,
75:20, 78:4, 78:7, 79:12,
80:6, 81:11, 112:20, 135:11,
135:18, 136:10, 137:15
Committees 327, 430, 69:16,
72:7, 72:12, 72:15, 73:21,
75:19, 78:20, 77:11, 77:12,
80:16, 80:22, 81:2, 133:18
communication 98:19, 98:15,
103:21, 112:12
communications 108:17
Community 10:19, 109:1,
124:9
Compensation 328, 431,
64:1, 133:19, 135:19, 137:16
complete 50:10, 145:18
complicate 118:15

Compton 17:22, 17:23, 18:3,
130:1, 130:2, 130:4
computer 62:15
con 55:10, 104:11, 101:11
conditions 24:14
conducted 45:2
confirm 34:1
conflict 54:17
confirming 23:19, 28:18
confused 107:9, 108:16
conscious 35:18
consolidate 114:19
consideration 71:17
consist 29:16
consistency 348, 352:3,
138:16, 139:15
consistent 37:2
consolidating 140:14
constitute 52:2
constitutes 145:17
Constitution 211, 35, 326,
47, 429, 233, 238, 2812,
2323, 248, 2517, 25:20,
269, 271, 27:13, 28:19,
31:21, 38:9, 39:21, 39:22,
41:17, 41:19, 48:15, 48:22,
49:9, 50:9, 52:9, 57:1, 57:18,
60:6, 133:17, 135:11, 135:17,
137:14
constitutional 42:22, 48:13,
48:19, 49:4, 49:12, 49:14,
51:15, 137:20
constitutionally 42:16, 134:1,
136:1, 136:22
contained 28:23
Contingent 334, 3318, 378
continually 58:1
continuum 57:3, 73:8
Continued 27
continuous 42:5
contract 3:16, 3:19, 4:18, 42:1,
71:20, 83:8, 85:22, 85:5,
86:18, 91:20, 92:17, 93:9,
93:20, 96:6, 98:7, 118:16
contracts 82:5, 84:16
contractually 31:18

< D >
daily 106:9

204, 205, 208, 127-12, 127-13, 127-15, 132-14, 132-15, 132-17
MOREAU 138, 139, 1312, 3413, 3414, 3519, 3816, 371, 37-16, 3811, 395, 406, 4022, 413, 435, 4311, 1202, 12611, 12612, 12614, 13423, 13810
Morish 1520, 12810
morning 62, 67, 614, 2021, 216, 236, 694, 6817, 7623, 9114
Morosey 1018, 1248
MOTIONS 31, 41, 6514, 821, 8216, 8217, 1195, 1161
MOU 14314
mouth 10410
move 312, 414, 232, 5411, 6511, 6821, 6823, 8215, 14217
moved 5423
Moving 13510
MPS 10514, 10516
MS 1022, 118, 1118, 175, 1723, 1822, 205, 12412, 12420, 1255, 12911, 1302, 1311, 13215
Mullen 1519, 1289
Multiple 918
myself 843

<N>
name 1323, 1345
ray 633, 11918
necessary 2320
Need 57, 5817, 6722, 7819, 8023, 8214, 8820, 10117, 1021, 1038, 1061, 1083, 1086, 1089, 1075, 1089, 1114, 11116, 11117, 1127, 11318, 1145, 13812, 13410, 1358, 13710, 13820, 13822, 1429

needs 8014, 13613, 13820, 13623, 1373
Neil 682, 10518
Neavills 1321
New 12, 110, 123, 212, 107, 3521, 416, 439, 475, 4714, 5621, 6512, 8213, 8811, 897, 12322, 1336, 13423, 1451, 1457
news 10417
Next 4520, 4812, 503, 5015, 657, 6821, 8519
night 65
Ninety 963, 9714, 1028, 10215, 10711, 10713, 10810, 1131, 11412, 11720
ninety-nine 228, 2220
None 3815
normally 6413
NORTH 522, 75, 11823, 12115, 12116, 12921, 14116
Northern 1719, 14117
Notary 121, 1456, 14524
note 905
nothing 5812
Notice 4416, 461, 6321
number 9117, 921
numbers 7423, 759, 785, 8718, 8822, 9121, 11614, 11711, 11814, 11815
NYSCOPBA 312, 414, 2522, 2523, 283, 2811, 2715, 2716, 3222, 3822, 648, 8112
NYSCOPBAS 314, 416, 682

<O>
objective 2410, 2411
obligated 5620
obligation 3113, 6315
Obviously 2821, 567, 5810, 5913
occur 3310, 3311, 3615

3621
occurred 592
occurs 3211, 4121
October 923, 9211
office 3013, 3213, 4123, 489, 692, 7416
officer 14122
Officers 13, 53, 184, 917, 918, 1305, 1415, 1416
Ogdenburg 162, 12814
Ogorzal 153, 1510, 1513, 1281, 1282, 1284
Ohms 1410, 1276
Okay 3710, 4019, 4311, 819, 8519, 927, 1194, 12114
Once 3510, 11313, 13712
One 2218, 4512, 4713, 4812, 547, 5415, 5812, 707, 769, 7720, 7812, 813, 814, 829, 8213, 8722, 965, 9914, 1015, 10310, 10811, 11013, 11210, 11812, 1199, 14214, 1446, 14618, 2812, 305, 3220, 14019
opinions 6018
opportunity 5313
opposed 283, 286, 6815, 6820, 8119, 831, 8323, 842, 8610, 932, 944, 9417, 11916, 13416, 1384, 1395, 1405
opposition 854, 942
opt 1182
option 469, 478
options 651
Order 24, 931, 982, 12110
organization 265
origin 497
original 541, 697
originally 534
Orleans 167, 9811, 1201, 12817
otherwise 253
Otisville 1612, 12820
ourselves 11019

outcomes 9110
outline 3123
outright 11017
outside 9020
outstanding 309
ovation 11519
own 10413

<P>
PAC 210, 222, 224
packet 6615, 6622, 823
packets 545, 6513
Page 23, 32, 44
paid 212, 11722, 1187
paragraph 2811
parentheses 6523
Parish 1188
Parliamentarian 537, 6521, 864
Paroline 1811, 1812, 1815, 13015, 13016, 13018
part 3415, 575, 7323, 7513, 7117, 823, 972, 11015, 1121
particular 2417
party 64
passes 1332
past 354, 5223, 847, 859, 9722, 10514, 1083
PATTERSON 9113, 9114, 926, 9210
Patti 14213
pay 3115, 6118, 1089, 11717, 11718
payable 6118
payers 9614
paying 10821, 11810
payroll 6119, 6319, 643
pennies 7614
penny 10114
People 7419, 7517, 7822, 7922, 8912, 9011, 9017, 9519, 973, 10111, 1046, 1085, 1088, 10814, 10918, 1103, 11023

record 2019, 955, 9516
recorded 244
reduced 14613
relevance 11323
redundant 11313
reference 11714
references 2317
referring 385
reflect 2820
regardless 11317
regards 4811, 6422
Region 1719, 1720, 1722, 3816, 3321, 343, 3913, 444, 451, 458, 486, 581, 904, 10717, 1157, 12814, 12923, 14117
regional 3312, 442, 447, 4414, 451, 4517, 481
regular 3212, 332, 4122
rejection 4920
relationship 10817
releases 10610
Relyea 145, 146, 149, 1273, 1274, 1276, 13920
remainder 331
remained 4710
remaining 4123
remains 262
remember 709
Renew 316, 319, 418, 421, 839, 8520, 8616, 9216, 9311
REP 1411, 1720, 1721, 1278, 12922, 12923
reply 9119
repeated 2814
replace 4515
replacing 415, 4217
report 5010, 13321, 13321, 13718
reported 120
Reporter 122
reports 27, 66, 213
represent 2421
represented 2819, 302, 3017

represents 1421
Request 1209
requirement 4513
requiring 4823
resigning 649
resigns 472
resources 4823
respective 343, 442, 444, 4919, 6318
respond 2723, 283, 6812, 867, 13413, 1381, 1392, 1402
Response 8116, 8220, 833, 8320, 9414, 11912, 11918
Response 285, 298, 6817, 8121, 8612, 934, 9419, 13418, 1386, 1387, 1407
responsibility 321
restored 6921
result 2118
retain 10012, 1015
retainer 837, 8310, 8415, 9313, 9717, 10011, 10019, 10023, 1014, 10112, 1167
retaining 9916
retired 2822
retires 471
returning 648, 11512
returned 697
return 496, 643
revert 737
review 327, 430, 483, 6716, 13318, 13518, 13715
revised 2112, 2114, 6512
revising 5523
Riche 14213
rid 611, 8020, 1086
Riverview 1622, 1295
ROBERT 9113, 9114, 926, 9210
Roberts 522, 75, 76, 710, 153, 154, 157, 4314, 664, 6711, 6712, 688, 11823, 1191, 1193, 12115, 12116, 12118, 12720, 12721,

12723, 14116, 14117, 14117
Rochester 174, 1299
role 12017
Roll 25, 611
rolling 4720
room 5519, 7810, 959, 10722, 13313
rough 9116
Rowe 1323, 141, 144, 2615, 7812, 10814, 1208, 1219, 12623, 12711, 1273
Ruland 1020, 12410
run 769, 1047, 11113
run-off 483
running 711, 715, 754, 773, 779
rushed 7718
rustication 587

<S>
safe 14412, 14419
salary 623, 6211, 6219
sat 11314
save 10419, 1081, 10816, 1108, 1343
saving 8214
savings 6914, 70111, 7311, 7105, 7177, 786, 798
Sawchuk 57, 616, 617, 620, 8118, 9416, 12023, 1214
saying 4718, 7010, 7717, 7722, 9511, 10816, 10817, 11021, 1429
Says 289, 7522, 773, 1166, 11619, 14111
Scamporr 197, 198, 1911, 1318, 1319, 13111, 1331
scenario 4723
schedule 686, 688, 6920
scheduled 4521, 504, 5016
Schiavone 1307, 1308, 13010
Scott 520, 186, 187, 1810, 673, 674, 679, 883, 9711, 9712, 9723, 10716, 10814,

1086, 10815, 11020, 1115, 13011, 13012, 13014
Second 287, 2820, 3511, 359, 5722, 5216, 531, 5319, 5417, 5420, 557, 5518, 5515, 5519, 596, 5920, 6011, 6310, 6722, 681, 683, 787, 7810, 11819, 13819
secondary 7914, 8711
seconded 666, 703, 13421
seconds 1193
section 3215, 2513, 4315
sector 2818, 4121, 421, 427, 4417, 4423, 459, 5011, 703, 7018
sectors 717
Security 184, 2418, 1304, 1306
Seeing 639, 6820
seen 5922, 9923, 11322
select 423, 4213
selecting 4220
selection 215
Sellers 816, 817, 819
Senate 14215
send 532, 538, 893, 14314
sending 551
sense 6311, 1119, 1125, 11610
sent 4419, 4817, 481
senior 3815
separate 11122
Sergeant 815
serious 5811
seriously 8821, 1143
serve 3223
Service 37, 49, 217, 251, 289, 8721, 1306
services 2418, 2510
Session 113, 6420
set 2512, 2516, 8811
seven 283
seventy-five 982, 1016, 1027, 1131
share 655

11511
per 6118, 6223, 11619, 1621
percent 4511, 634, 8214, 12013, 13312, 13410, 13820, 13822
percentage 622
performed 1034
period 6118, 7413, 9910
permanent 411
Permission 6811, 6813
Perry 918, 12312
person 7921
personally 8821
perspective 1075
Pete 235, 2711, 282, 287, 289, 2910, 3611, 3618, 3710, 3817, 3822, 381, 4019, 4312, 4719, 5519, 5323, 604, 610, 6312, 659
phones 1417
pick 2023, 4715
piece 10020
place 3915, 917
Please 799, 8820, 9510, 9822, 14413
plus 4512, 1375
Point 576, 7813, 795, 981, 10016, 11714, 12110
pointing 1346
Points 129, 12515
POLICE 13
policies 2523, 2811, 2717, 402
Policy 266, 2822, 387, 3810, 3917, 3918, 4015, 414, 417, 410, 4118, 4218, 437, 6621, 7411, 13815, 13816, 13814, 13815
pool 3410
Pool 1816, 4114, 563, 11219, 13018, 1369
position 334, 332, 359, 4411, 475, 4712, 487, 995
possibility 556
possible 258

possibly 14214
post 3419, 4110, 4410
posted 332, 435, 357, 358, 375, 4413, 1354, 13813, 13812
posting 339, 3415, 3614, 3620, 3712, 3718, 3818, 396, 4215, 434, 456
Postpone 393, 312, 411, 414, 679, 6715, 6720, 686, 757, 782, 7811, 805, 810
potential 3410, 483
potentially 652
pound 10115
power 559, 10519
Powers 55, 615, 2512, 2516, 988, 974
PR 324, 427, 958, 961, 9617, 9618, 975, 9720, 9721, 9821, 996, 9910, 10019, 1038, 10315, 10410, 10411, 10418, 1059, 10513, 1064, 10812, 10815, 10815, 10719, 1084, 1092, 1102, 11121, 11211, 11211, 1197
practical 4518, 501
practically 5515
practice 416
Pres 57
prescribed 316
President 615, 76, 713, 722, 85, 811, 3313, 3315, 3913, 443, 448, 4415, 474, 476, 481, 7818, 1004, 10717, 12022, 12112, 14118
President-excused 55
Presidents 515
press 10610, 1092
pretty 8012, 10121, 11312
preventing 257
previous 5421
price 11222, 11311
printing 247
prior 246, 344, 4421, 546

5710
prison 10416
private 259
probably 14314
problem 273, 5613, 882
procedural 848
procedure 347, 446, 5914
procedures 261, 2812, 2717
process 349, 447, 575, 8512
Profit 2514
promote 254
proper 14317
Proposed 4814, 4820, 494, 4911, 4821, 502, 5023, 515, 517, 5110, 529
provide 312, 4415
Provided 242, 462, 466
provides 14323
Psych 107, 174, 12322, 12910, 14418
Public 121, 322, 424, 2415, 259, 9312, 9321, 949, 10414, 1456, 14524
Purna 99, 910, 913, 1235, 1236, 1238
punctuation 2816
purpose 2410, 2411
purposes 508
pursuant 2423
push 14211
put 353, 577, 8019, 1049, 11423
putting 11813

<Q>
Quatra 10519
Queensboro 1617, 1291
question 2718, 707, 14014
questioned 432, 433
Questions 2122, 2813, 2821, 326, 3411, 4614, 4810, 5210, 5317, 5322, 5410, 6414
Quick 14013, 1435
quickly 9710

quiet 12020
quorum 2020

<R>
Rainy 310, 412
Rainy 3115, 322, 6423, 6515, 6519, 687
RALPH 873, 879, 883, 10814, 1086, 10815, 11020, 1115, 13012
range 723
Rangers 1214, 12520
rate 11812
rather 11121
ratiications 523, 5310, 552
ratiified 7121
Raven 174, 175, 178, 12910, 12911, 12913
reach 428, 8820
Read 238, 2620, 395, 503, 537, 5917, 1165
reading 3822, 506, 5022, 5216, 5221, 531, 5314, 5320, 547, 5418, 5420, 558, 5518, 5614, 5616, 5618, 5619, 594, 596, 5920, 6012
readings 5422
reads 2712, 1211, 6518, 9523, 10217, 13515, 13910
real 1435
really 5312, 7814, 10414, 10415, 1145, 1414
reason 352, 5911, 5915, 7418, 8010, 11123, 1179, 11715, 13812
receipt 488, 4823
receive 5013
recently 906
Recess 213
recognize 11510
recommendation 4919
recommended 2120
recommider 7312

Shawankunk 186, 6081, 609, 674, 10815, 13011
SHAW 885
Sheehan 533
sheet 6421
Sheridan 1917, 1918, 1920, 1716, 13117, 13119
shit 11316
Shock 1412
Shorthand 122, 14511
shoved 11316
show 7423, 759, 786, 10212
shutting 1419
sick 6323
signify 9222
simple 8012
ratiified 7121
Sing 1811, 13014
single 7920, 9614
Sisters 14415
sit 794
six 568, 8310, 8311, 861, 1167, 1168, 11623
sixty 5113, 13312, 13410, 13820, 13822
sixty-seven 1171
sixty-six 6311
size 10614
slash 4322, 455, 4616
SMITH 1617, 1618, 1621, 1714, 1715, 1718, 1282, 1293, 1295, 12918, 12919
so 9886
somebody 488, 894, 9120, 1111
someone 4214, 787
sometimes 6012, 6021, 1169, 9517
Sorko 124, 125, 128, 7511, 1215, 12512, 12513, 12515
soon 4823
sorry 1323
sound 13622
South 524, 84, 1816, 4113, 563, 902, 907, 11219,

1227, 1229, 13018, 1369, 1374, 13813, 13822
specialist 9520, 9815
spend 1011, 1119
spent 778, 909
spin 9813
spinning 9819
sponsorships 10822
squeeze 7523
SS 1452
SSO 179, 1714, 1719, 1720, 1721, 12913, 12917, 12921, 12922, 12923
staff 10823
standing 3111, 325, 3222, 426, 11519
Star 320, 422, 8616, 8618, 8723, 9218
start 7812
started 12018
Starting 225, 9710
starts 1205
State 12, 123, 1514, 7923, 8810, 899, 8910, 1047, 1451, 1456
State of new york 2420,

116:16, 116:23, 117:3,
117:20, 117:21, 137:5
Three 2:28, 29:12, 29:16, 59:5,
59:9, 75:18, 82:6, 98:5,
108:8
through the 14:24
throughout 79:23
Thursday 1:13
tight 90:17
timely 31:16, 31:19, 54:3
title 108:19
to see 95:6, 95:13, 138:21
Toby 35:12
together 25:4
tomorrow 137:4
Tonney 185, 130:5
top 110:2, 111:10
topic 6:09
total 22:10, 22:15, 107:14,
114:12
Training 92, 90:21, 122:20
transcript 145:16, 145:18
TREASURER 5:9, 6:22, 8:23,
35:9, 70:19, 70:23, 114:8,
121:4, 121:6
TREASURER GILBO 22:21,
107:12, 113:2, 113:5, 114:7,
117:13
treasury 99:17
treating 91:18
Trombley 15:20, 15:21, 16:1,
128:10, 128:11, 128:13
true 79:1, 100:22, 145:17
trying 75:5, 75:23, 76:9
twelve 77:19
twenty 63:3, 84:13, 120:18,
141:22
twenty-five 70:14, 70:17
twenty-four 88:23
twenty-three 22:18
twice 35:8
Two 22:9, 23:6, 45:3, 45:7,
47:22, 51:11, 65:14, 68:11,
75:18, 76:11, 118:13
types 23:16

<U>

Ulster 19:7, 131:7, 132:22
ultimately 32:3
unable 4:28
understand 101:10, 109:7,
111:14, 111:15, 111:17, 112:1
unfinished 65:10
unfortunate 84:7, 85:10
Unfortunately 95:3, 95:12
union 110:15, 112:2, 137:7
Unit 30:1, 33:17, 34:3, 44:5,
62:5, 62:13
units 24:19
unless 51:4
until 59:18, 62:7, 62:9, 64:1,
67:16, 75:8, 78:3, 142:5
unusual 6:5
updating 24:6
upholding 31:20
Update 19:12, 131:11
use 4:32
utilize 87:20, 100:15
utilized 45:23
utilizing 99:20

<V>

vacancies 3:31, 4:34, 33:3
vacancy 32:11, 33:9, 33:11,
34:4, 34:16, 34:20, 36:14,
36:21, 37:13, 38:19, 38:7,
41:10, 41:20, 42:2, 42:11,
43:16, 43:19, 43:20, 44:12,
45:6, 46:12, 135:4, 138:12,
139:11
vacated 33:3
vacation 21:16
Valente 97:5
valuable 91:6
Vanderwerker 19:21, 19:22,
20:2, 131:20, 131:21, 131:23
verbatim 145:10
versions 95:22
versus 28:15
Vets 22:23, 23:1

via 44:18, 44:19
Vice 5:7, 5:15, 7:6, 7:13, 7:22,
8:5, 8:11, 33:12, 33:14,
39:13, 44:2, 44:8, 44:14,
47:3, 47:6, 48:1, 78:17
107:17, 120:22, 121:11,
141:18
VIDDIVO 68:10, 66:14, 67:6,
71:12, 71:15, 73:19, 74:9,
77:1
view 99:7
Vincent 10:1, 123:16
Violence 104:16
voice 101:18
Volume 1:12
vote 30:13, 33:5, 45:14, 51:1,
51:6, 51:11, 51:19, 51:23,
57:23, 99:12, 112:23, 113:9,
120:7, 120:10, 120:14,
120:15, 137:10
voted 97:12, 97:23, 132:23
votes 114:2
voting 52:1, 113:19

<W>

Wagner 91:3, 115:10
waiting 47:21, 48:4
waived 63:16
Wallkill 19:17, 131:15
walls 144:17
wanted 55:20, 117:11
Washington 19:21, 131:19
waste 94:5
watching 141:6
Watertown 132:1, 132:6
Watkins 11:17, 11:18, 11:21,
125:4, 125:5, 125:7
We had 84:9, 90:7, 91:19,
101:20, 105:13, 105:14,
105:15
weeks 45:3, 115:13
Weider 15:2, 127:19
Weighted 120:9, 120:14,
120:15
welfare 25:5

Wende 20:3, 88:6, 88:12, 132:9
WEST 8:10, 38:23, 67:4, 115:6,
122:11, 122:13, 138:19
Western 5:28, 17:21, 59:1,
88:11, 89:7, 115:7, 130:1
Westervelt 112:18, 112:19,
113:3, 113:7, 136:7, 136:8
whatever 40:4, 47:2, 47:13,
53:17, 56:1, 67:14, 67:17,
85:1, 88:16, 89:15, 99:7,
116:8, 116:17, 118:11
whenever 62:17
wherever 25:8
whether 53:3, 60:23
Whoa 136:7, 136:8
whoever 78:18
whole 28:10, 84:5
Wieder 14:21, 14:22, 127:16,
127:17
will 26:6, 33:10, 36:15, 36:21,
37:1, 42:12, 44:6, 44:8, 49:1,
50:12, 65:6, 69:6, 80:23,
85:14, 89:3, 89:8, 102:21,
110:8, 115:13, 143:13,
144:16
Willard 20:4, 132:13
Wisdom 26:8, 28:18, 31:22,
34:6, 35:22, 46:8, 52:8, 64:6,
65:20, 69:13, 76:16, 96:6,
98:15, 138:15, 139:14
wise 101:14
wish 115:14, 144:9
withdraw 40:13, 66:21
withdrawing 40:23
withdrawn 40:20, 51:6
Within 42:6, 42:9, 45:3, 49:22,
51:12
Without 51:2, 52:13, 140:10
Woodbourne 20:9, 132:17
word 41:8, 43:18, 46:19, 50:20,
114:13, 115:2, 116:1
wording 36:12, 102:12
words 27:2, 97:7
work 89:8, 89:17, 99:14, 103:3,
144:1
worked 72:10, 92:2

Workers 63:23
working 48:9, 144:16
works 88:9
world 90:18
worst 47:22
worth 87:23
writing 145:14
written 24:4, 28:11, 48:16,
53:4, 54:2, 110:12, 113:6,
113:8
Wyoming 20:14, 132:19

<Y>
yacca 84:19, 84:20
yard 141:6
year 62:23, 98:5, 97:15, 98:5,
101:5, 101:21, 107:11,
107:14, 108:8, 108:11,
109:11, 116:9, 116:16,
116:21, 117:10, 118:12,
118:17, 119:9, 142:7, 142:12
years 52:23, 54:13, 72:11,
141:23
yesterday 64:17, 66:16, 67:1,
98:3, 133:11, 136:11
York 1:2, 1:10, 1:23, 107,
88:11, 89:7, 123:22, 145:1,
145:7

<Z>
Zappala 60:7, 60:8, 80:8, 80:9