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19	and Shorthand Reporter in and for	19	
20	the State of New York.	20	
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5

1 PRESIDENT POWERS:
 2 All right. We'll get
 3 started. Good morning.
 4 Call the meeting to order.
 5 All please stand.
 6
 7 (Whereupon, the Pledge
 8 of Allegiance and a moment
 9 of silence were then
 10 recognized.)

12 PRESIDENT POWERS:
 13 Thank you. Could we have
 14 the rules read in?
 15 CHRIS MINER-DORMAN:
 16 Rules of Order. Anyone
 17 upon entering the
 18 Executive Assembly must
 19 wear the NYSCOPBA
 20 identification tag. Chief
 21 Sector Stewards will sit
 22 in designated areas when
 23 the Executive Assembly is

7

1 **APPEARANCES:**
 2 OFFICERS PRESENT:
 3 MICHAEL POWERS, President
 4 TAMMY SANCHUK, Executive Vice President
 5 FRANK GILBO, Treasurer
 6 CHRIS SUMMERS, Recording Secretary
 7
 8 Vice Presidents
 9 MICHAEL MAZZELLA, Mid-Hudson
 10 SCOTT CARPENTIER, Central
 11 JOHN ROBERTS, North
 12 DAVE LUTHER, South
 13 JOHN HARMON, Law Enforcement
 14 JOE MIANO, Western
 15 Also Present:
 16 Erin Parker, Esq.
 17 Keith Jacques, Esq.
 18 Steven Anderson, Parliamentarian
 19
 20
 21
 22
 23

6

1 in session. If you are a
 2 nonvoting member you are
 3 to sit in the designated
 4 seating.
 5 Cell phones are to be
 6 turned off and beepers are
 7 to be put on vibrating
 8 mode. Recording devices
 9 are prohibited unless
 10 provided by membership
 11 services and those
 12 directed by the recording
 13 secretary.
 14 NYSCOPBA members in
 15 good standing will be
 16 allowed to address the
 17 Executive Assembly.
 18 Speakers at the microphone
 19 will follow the direction
 20 of the Sergeant at Arms.
 21 There will be no alcohol
 22 consumption allowed in the
 23 meeting room while the

8

1 Executive Assembly meeting
 2 is in process. Anyone
 3 throughout the meeting in
 4 violation of any of these
 5 Rules of Order will be
 6 asked to leave.
 7 PRESIDENT POWERS:
 8 Thank you. Chris, roll?
 9 RECORDING SECRETARY
 10 SUMMERS: Good morning.
 11 President Powers?
 12 PRESIDENT POWERS:
 13 Here.
 14 RECORDING SECRETARY
 15 SUMMERS: Powers, present.
 16 Executive VP Sawchuk?
 17 EXECUTIVE VICE
 18 PRESIDENT SAWCHUK: Here.
 19 RECORDING SECRETARY
 20 SUMMERS:
 21 Sawchuk, present.
 22 Treasurer, Gilbo?
 23 TREASURER GILBO: Present.

9

1 Present.
 2 RECORDING SECRETARY
 3 SUMMERS:
 4 Harmon, present.
 5 VP North, Roberts?
 6 VICE PRESIDENT ROBERTS:
 7 Present.
 8 RECORDING SECRETARY
 9 SUMMERS:
 10 Roberts, present.
 11 VP South, Luther.
 12 VICE PRESIDENT LUTHER:
 13 Present.
 14 RECORDING SECRETARY
 15 SUMMERS:
 16 Luther, present.
 17 VP West, Miano?
 18 VICE PRESIDENT MIANO:
 19 Here.
 20 RECORDING SECRETARY
 21 SUMMERS:
 22 Miano, present.
 23 Adirondack, Sturgeon?

11

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

10

1 MR. STURGEON: Here.
 2 RECORDING SECRETARY
 3 SUMMERS:
 4 Sturgeon, present.
 5 Albany Training Academy,
 6 Groom?
 7 MR. GROOM: Here.
 8 RECORDING SECRETARY
 9 SUMMERS:
 10 Groom, present.
 11 Albion, Molino?
 12 MR. MOLINO: Present.
 13 RECORDING SECRETARY
 14 SUMMERS:
 15 Molino, present.
 16 Altona, Ayotte?
 17 MR. AYOTTE: Here.
 18 RECORDING SECRETARY
 19 SUMMERS:
 20 Ayotte, present.
 21 Attica, Puma?
 22 MR. PUMA: Here.
 23 RECORDING SECRETARY

12

1 SUMMERS:
2 Puma, present.
3 Auburn, Vincent?
4 MR. VINCENT: HERE.
5 RECORDING SECRETARY SUMMERS
6 Vincent, present.
7 Bare Hill, Grammo?
8 MR. GRAMMO: Present.
9 RECORDING SECRETARY
10 SUMMERS:
11 Grammo, present.
12 Bedford Hills, Floyd?
13 MS. FLOYD: Here.
14 RECORDING SECRETARY
15 SUMMERS:
16 Floyd, present.
17 Cape Vincent, Ryder?
18 MR. RYDER: Present.
19 RECORDING SECRETARY
20 SUMMERS:
21 Ryder, present.
22 Cayuga, Hatfield?
23 MR. HATFIELD: Here.

13

1 Cocksackie, Carknard?
2 MR. CARKNARD: Present.
3 RECORDING SECRETARY
4 SUMMERS:
5 Carknard, present.
6 RECORDING SECRETARY
7 SUMMERS:
8 Downstate, Neal?
9 MS. NEAL: Here.
10 RECORDING SECRETARY
11 SUMMERS:
12 Neal, present.
13 Eastern, Caban?
14 MS. CABAN: Here.
15 RECORDING SECRETARY
16 SUMMERS:
17 Caban, present.
18 Edgecombe, Valentin?
19 MR. VALENTIN: Present.
20 RECORDING SECRETARY
21 SUMMERS:
22 Valentin, present.
23 Elmira, Cranmer?

15

1 RECORDING SECRETARY
2 SUMMERS:
3 Hatfield, present.
4 Central New York Psych,
5 O'Donnell?
6 MR. O'Donnell: Here.
7 RECORDING SECRETARY
8 SUMMERS:
9 O'donnell, present.
10 Clinton, Basto?
11 MR. BASTO: Here.
12 RECORDING SECRETARY
13 SUMMERS:
14 Basto, present.
15 Collins, Sticht?
16 MR. STICHT: Present.
17 RECORDING SECRETARY
18 SUMMERS: Community
19 supervision, no rep. CCA,
20 Sharpe?
21 MR. SHARPE: Here.
22 RECORDING SECRETARY SUMMERS
23 Sharpe, present.

14

1 MR. CRANMER: Here.
2 RECORDING SECRETARY
3 SUMMERS:
4 Cranmer, present.
5 Fishkill, Van Tassell?
6 MR. VAN TASSELL: Here.
7 RECORDING SECRETARY
8 SUMMERS:
9 Van Tassell, present.
10 Five Points, Nelson?
11 MR. NELSON: Here.
12 RECORDING SECRETARY
13 SUMMERS:
14 Nelson, present.
15 Forest Rangers, Carlson?
16 MR. CARLSON: Here.
17 RECORDING SECRETARY
18 SUMMERS:
19 Carlson, present.
20 Franklin, Allen?
21 MR. ALLEN: Here.
22 RECORDING SECRETARY
23 SUMMERS:

16

1 Allen, present.
 2 Gouverneur, Best?
 3 MR. BEST: Present.
 4 RECORDING SECRETARY
 5 SUMMERS:
 6 Best, present.
 7 Gowanda, Sweet?
 8 MR. SWEET: Here.
 9 RECORDING SECRETARY
 10 SUMMERS:
 11 Sweet, present.
 12 Great Meadow, Keough?
 13 MR. KEOUGH: Here.
 14 RECORDING SECRETARY
 15 SUMMERS:
 16 Keough, present.
 17 Green Haven, Fox?
 18 MR. FOX: Here.
 19 RECORDING SECRETARY
 20 SUMMERS:
 21 Fox, present.
 22 Greene, Karamanos?
 23 MR. KARAMANOS: Here.

17

1 MR. O'GARRO: Here.
 2 RECORDING SECRETARY
 3 SUMMERS: O'Garro,
 4 present.
 5 Lakeview, Gruber?
 6 MR. GRUBER: Here.
 7 RECORDING SECRETARY
 8 SUMMERS:
 9 Gruber, present.
 10 RECORDING SECRETARY
 11 SUMMERS:
 12 Marcy, Fisher?
 13 MR. FISHER: Here.
 14 RECORDING SECRETARY
 15 SUMMERS:
 16 Fisher, present.
 17 Mid Hudson Forensic
 18 Psych, Noel?
 19 MR. NOEL: Here.
 20 RECORDING SECRETARY
 21 SUMMERS:
 22 Noel, present.
 23 Mid State, McGowan?

19

1 RECORDING SECRETARY
 2 SUMMERS:
 3 Karamanos, present.
 4 Groveland, Martinez?
 5 MR. MARTINEZ: Here.
 6 RECORDING SECRETARY
 7 SUMMERS:
 8 Martinez, present.
 9 Hale Creek, Rowe?
 10 MR. ROWE: Here.
 11 RECORDING SECRETARY
 12 SUMMERS:
 13 Rowe, present.
 14 Hudson, Cox?
 15 MR. COX: Here.
 16 RECORDING SECRETARY
 17 SUMMERS:
 18 Cox, present.
 19 ISO's, Ohms?
 20 MR. OHMS: Present.
 21 RECORDING SECRETARY SUMMERS
 22 Ohms, present. Kirby
 23 Forensic, O'Garro?

18

1 MR. MCGOWAN: Here.
 2 RECORDING SECRETARY
 3 SUMMERS:
 4 McGowan, present.
 5 Mohawk, Hluska?
 6 MR. HLUSKA: Here.
 7 RECORDING SECRETARY
 8 SUMMERS:
 9 Hluska, present.
 10 Moriah, Trombley?
 11 MR. TROMBLEY: Here.
 12 RECORDING SECRETARY
 13 SUMMERS:
 14 Trombley, present.
 15 Ogdensburg, Mitchell?
 16 MR. MITCHELL: Here.
 17 RECORDING SECRETARY
 18 SUMMERS:
 19 Mitchell, present.
 20 Orleans, Gold?
 21 MR. GOLD: Here.
 22 RECORDING SECRETARY
 23 SUMMERS:

20

1 Gold, present.
2 Otisville, Hawkes?
3 MR. HAWKES: Here.
4 RECORDING SECRETARY
5 SUMMERS:
6 Hawkes, present.
7 Queensboro, Odom?
8 MR. ODOM: Here.
9 RECORDING SECRETARY
10 SUMMERS:
11 Odom, present.
12 Riverview, Bell?
13 MR. BELL: Here.
14 RECORDING SECRETARY .
15 SUMMERS:
16 Bell, present.
17 Rochester Psych, Raven?
18 MS. RAVEN: Here.
19 RECORDING SECRETARY
20 SUMMERS:
21 Raven, present.
22 SSO Central, Barrett?
23 MR. BARRETT: Here.

21

1 Security Officers,
2 Tonney V?
3 MR. VACHAPARAMBIL:
4 Yes.
5 RECORDING SECRETARY
6 SUMMERS: Tonney V,
7 present. Security Services
8 Assistant, Schiavone?
9 MR. SCHIAVONE: Here.
10 RECORDING SECRETARY
11 SUMMERS:
12 Schiavone, present.
13 Shawangunk, Figueroa?
14 MS. FIGUEROA: Here.
15 RECORDING SECRETARY
16 SUMMERS:
17 Figueroa, present.
18 Sing Sing, Harris?
19 MR. HARRIS: Present.
20 RECORDING SECRETARY
21 SUMMERS:
22 Harris, present.
23 Southport, Deburgomaster?

23

1 RECORDING SECRETARY
2 SUMMERS: Barrett,
3 present.
4 SSO Mid-Hudson, Smith?
5 MR. SMITH: Here.
6 RECORDING SECRETARY
7 SUMMERS: Smith, present.
8 SSO Northern, Laclair?
9 MR. LACLAIR: Here.
10 RECORDING SECRETARY
11 SUMMERS: Laclair,
12 present.
13 SSO Southern Region,
14 Henderson?
15 MR. HENDERSON: Here.
16 RECORDING SECRETARY
17 SUMMERS:
18 Henderson, present.
19 SSO Western, Compton?
20 MS. COMPTON: Here.
21 RECORDING SECRETARY
22 SUMMERS:
23 Compton, Present.

22

1 MR. DEBURGOMASTER: Here.
2 RECORDING SECRETARY
3 SUMMERS:
4 Deburgomaster, present.
5 Sullivan, Gilmour?
6 MR. GILMOUR: Here.
7 RECORDING SECRETARY
8 SUMMERS:
9 Gilmour, present.
10 Taconic, Gordon?
11 MS. GORDON: Here.
12 RECORDING SECRETARY
13 SUMMERS: Gordon, present.
14 Ulster, Scampoli?
15 MR. SCAMPOLI: Here.
16 RECORDING SECRETARY
17 SUMMERS:
18 Scampoli, present.
19 Upstate, Gary?
20 MR. GARY: Here.
21 RECORDING SECRETARY
22 SUMMERS:
23 Gary, present.

24

1 Wallkill, Sheridan?
 2 MR. SHERIDAN: Here.
 3 RECORDING SECRETARY
 4 SUMMERS: Sheridan,
 5 present.
 6 Washington, Howell?
 7 MR. HOWELL: Here.
 8 RECORDING SECRETARY
 9 SUMMERS:
 10 Howell, present.
 11 Watertown, Stinson?
 12 MR. STINSON: Here.
 13 RECORDING SECRETARY
 14 SUMMERS:
 15 Stinson, present.
 16 Wende, Porter?
 17 MR. PORTER: Here.
 18 RECORDING SECRETARY
 19 SUMMERS:
 20 Porter, present.
 21 Willard, Fraboni?
 22 MR. FRABONI: Here.
 23 RECORDING SECRETARY

25

1 I'd like to say
 2 congratulations to
 3 everyone here with
 4 elections. Welcome to the
 5 new chiefs that were
 6 elected. I'll look
 7 forward to working with
 8 every one of you.
 9 When we send out the
 10 e-mails for the deadlines,
 11 please follow them. Makes
 12 everybody's job a little
 13 easier and we can make
 14 sure that we get to the
 15 hotel with the right
 16 deadlines and everything
 17 goes smooth. Thank you.
 18 PRESIDENT POWERS:
 19 Thanks, Chris. Scott, we
 20 have a valor award out of
 21 central.
 22 VP CENTRAL CARPENTER:
 23 Good morning, Scott

27

1 SUMMERS:
 2 Fraboni, present.
 3 Woodbourne, Gutierrez?
 4 MR. GUTIERREZ: Here.
 5 RECORDING SECRETARY
 6 SUMMERS:
 7 Gutierrez, present.
 8 Wyoming, Lucas?
 9 MR. LUCAS: Here.
 10 RECORDING SECRETARY
 11 SUMMERS:
 12 Lucas, present.
 13 Okay. The July
 14 Assembly minutes have been
 15 published. Are there any
 16 corrections? Seeing none,
 17 minutes are approved.
 18 In your handouts there
 19 are three policies.
 20 Please read them, sign
 21 them on the last page of
 22 each policy, and return
 23 those back to Lisa.

26

1 Carpenter, Central Region
 2 Vice President. The valor
 3 award is for Anthony
 4 Durante from Mohawk
 5 Correctional Facility.
 6 On July 7th at 9:40
 7 a.m. Officer Durante was
 8 at a property in Pavilion,
 9 New York. While there, he
 10 observed an altercation at
 11 a house nearby between a
 12 civilian police officer
 13 and an unknown male
 14 subject. The unknown male
 15 subject was belligerent
 16 and refused the directives
 17 from the police. The
 18 altercation became
 19 physical, he ran over to
 20 assist.
 21 At that point the
 22 unknown male was actively
 23 fighting with the police.

28

1 He assisted in subduing
2 the person. His actions
3 displayed the
4 professionalism and
5 commitment to his fellow
6 law enforcement brothers
7 and sisters, and is a
8 shining example of his
9 dedication that we honor
10 today. Thank you.

11 (All applause and
12 standing ovation.)

13 PRESIDENT POWERS:
14 Move into the President's
15 report. Again, good
16 morning. First off, as
17 Chris did, I'd like to
18 welcome all the new chiefs
19 and stewards into the
20 fray. We'll be asking a
21 lot from you. And I'm
22
23

29

1 sure you realize that
2 we'll be here for you.
3 With anything you may
4 need, any new stewards,
5 any new chiefs in the mix.

6 We're here to assist
7 you in anyway and none of
8 us are above approach. By
9 all means, if you have any
10 issues, bring, them
11 forward. New steward
12 training will be under way
13 this fall. Starting in
14 early November, the north
15 and central will commence
16 with their training. The
17 Southern Region will be in
18 mid November. Law
19 enforcement in early,
20 December, Mid Hudson in
21 mid December. And the
22 Western Region will be in
23 the new year of 2020.

30

1 I'll start off with
2 basically just putting it
3 right out there. A lot
4 has been happening with
5 the Department right now.
6 I'll do my best to bring
7 everyone up to speed on
8 those issues.

9 First, everyone should
10 be rest assured that your
11 Board and your president
12 are constantly challenging
13 the Department about the
14 issues you all face every
15 day. The recent meeting
16 with DOCCS executive team,
17 we discussed a whole host
18 of issues. Ranging from
19 unacceptable staffing
20 levels to proposed
21 segregation, confinement
22 regulations and secure
23 vendor package program,

31

1 among many other issues.

2 In terms of staffing,
3 we've been fighting with
4 the Governor's Office and
5 the State Budget Director
6 to provide us with
7 additional staffing that
8 we not only desperately
9 need, but staffing that we
10 believe we are absolutely
11 entitled to as a result of
12 the MOU negotiated in 2014
13 with the state years ago.

14 I will continue to
15 press the Governor and the
16 budget director and be a
17 proverbial pain in their
18 ass until there's --
19 excuse me -- until we get
20 what we're entitled to.

21 As of some of our push,
22 we just recently received
23 word that we'll be meeting

32

1 with the Department on
 2 Tuesday the 17th -- or the
 3 Governor's office at 2:00
 4 p.m. on Tuesday, the 17th.
 5 We're also continuing
 6 discussions with the
 7 Governor's Office of
 8 Employee relations and Joe
 9 Bress, the state's chief
 10 negotiator, in an effort
 11 to ensure that our members
 12 on sick and disability
 13 leave receive they're
 14 retro checks following our
 15 contract negotiations.
 16 Many other members that
 17 didn't get their pay
 18 races.

19 Special thanks to John
 20 Harmon, Vice President for
 21 Law Enforcement who spent
 22 a great deal of time
 23 putting together a

33

1 pressing for HALT. These
 2 proposed regulations were
 3 released last week and our
 4 attorneys are reviewing
 5 them with a fine tooth
 6 comb.

7 While much of what is
 8 being proposed is already
 9 in place, or is going to
 10 be in place as a result of
 11 the NYCLU settlement in
 12 2016, we will nevertheless
 13 be opposing these changes
 14 and we'll oppose anything
 15 that we believe will put
 16 our members in harms way.

17 I've engaged in many
 18 argument with the
 19 Executive Deputy
 20 Commissioner Martuscello
 21 over the direction of the
 22 Department in recent
 23 years. With so many

35

1 detailed list of those
 2 people that should be
 3 entitled to retro checks.
 4 These discussions are
 5 ongoing and will continue
 6 until we've exhausted all
 7 of our efforts.

8 As everyone knows
 9 against horrible odds,
 10 we were successful in
 11 killing HALT last session.
 12 Following our successful
 13 defeat of the bill, the
 14 Governor indicated he
 15 would be proposing
 16 regulations to change
 17 segregated confinement in
 18 our prisons.

19 This is being done by
 20 the Governor in an effort
 21 to appease the advocates
 22 and some far left
 23 legislators who were

34

1 changes coming at us that
 2 don't seem to take the
 3 welfare of our members
 4 into consideration, maybe
 5 it's time we bring some of
 6 the DOCCS leadership to
 7 this forum to answer
 8 questions that all of you
 9 may have.

10 Let's hear it from the
 11 horse's mouth. Let's have
 12 them explain to us how the
 13 Department can possibly
 14 say that they're concern
 15 about the men and women
 16 sitting in this room while
 17 allowing so many of the
 18 changes that have
 19 occurred.

20 Therefore I'm asking
 21 every chief here to
 22 consider whether or not we
 23 should invite Executive

36

1 Deputy Commissioner,
2 Assistant Deputy
3 Commissioner Dan
4 Martuscello to come in
5 here and take some hard
6 questions.

7 I personally would love
8 to see him explain himself
9 to all of you. Recent
10 meetings with the
11 coalition formed with
12 NYSCOPBA, New York City
13 Corrections, Nassau,
14 Suffolk and Westchester.
15 These recent meetings we
16 all share the same issues.
17 They share the same issues
18 with their administrations
19 and their bodies of
20 government which they have
21 to deal with.

22 Issues such as
23 Fentanyl, K2, infiltration

37

1 that are tied to specific
2 instances of harm to our
3 members.

4 For example, if a post
5 has been closed and a
6 result of that closure one
7 of our members was
8 assaulted, we need to know
9 that. An inmate received
10 a time cut only to assault
11 another officer, who is a
12 habitual inmate who
13 assaults staff, we need
14 to know that.

15 Habitual troublemakers
16 causing harm and
17 disruption of the
18 operations and more
19 importantly harm to our
20 officers, needs to be
21 addressed and continually
22 addressed. We need to do
23 that on your behalf.

39

1 of contraband, the
2 assaults on staff, the
3 assaults on civilian
4 staff. I find to
5 continually have this
6 delegation that addresses
7 their administration and
8 they put them on the spot
9 as well. I think it might
10 be a good arena for you,
11 the sitting stewards to
12 hear from the
13 administration and face
14 them with your issues in
15 your facilities.

16 In an effort to point
17 out how dangerous the
18 prison system has become,
19 I'm asking all of you to
20 gather information for the
21 Executive Board. We're
22 looking for specific
23 actions by the Department

38

1 Your Executive Board
2 can't fight the Department
3 alone. We need your help.
4 Please get us this
5 information. As
6 previously mentioned, the
7 exposure to toxic
8 substances such as
9 Fentanyl and K2 are on the
10 rise. Auburn last week
11 had a significant issue
12 where security and
13 civilian staff were
14 effected by a toxic
15 substance that went out
16 for testing, which is
17 probably going to come
18 back as fentanyl.

19 If you're not familiar
20 with Fentanyl, Fentanyl is
21 a very dangerous drug that
22 can be ingested through
23 your skin. It's very

40

1 dangerous and it can have
2 drastic affects. We're
3 fighting the Department
4 continually to ask for the
5 nitro gloves, the
6 equipment and the frisk
7 tools to be able to have
8 our packaging room
9 officers and any officers
10 in search teams or down
11 back doing their regular
12 duties to come forward --
13 I'm sorry, not to come
14 forward. We're constantly
15 asking the Department for
16 these tools and resources.

17 We'll continue to
18 advocate for these
19 important tools for the
20 job until we're all
21 outfitted, every one of
22 us, until we can handle
23 this potentially new

41

1 successful search. This
2 isn't just limited to
3 these three facilities.
4 You're all dealing with
5 it. And we need to come
6 together, we need to have
7 that information as these
8 incidents happen so we can
9 formulate a strong
10 argument to get the
11 resources and tools we
12 need to do our jobs.

13 Again, please keep us
14 informed of incidents in
15 your jails, watch each
16 others back, look out for
17 each other and their
18 families, not only in the
19 jails but in general.
20 Tammy will touch a bit
21 upon that regarding some
22 of the high rates of
23 suicides.

43

1 epidemic.
2 Package room and front
3 line officers are doing a
4 great job. The Department
5 acknowledged the staff at
6 Auburn, they acknowledged
7 the staff at Greene, and
8 they acknowledged the
9 staff at Attica for a
10 significant issue that
11 they had in the yard that
12 started with a two man
13 fight; that had
14 potentially 20 to 25
15 inmates come off the wall
16 and approach staff.

17 A perfectly lodged can
18 of gas, put a quell to
19 that, staff came in and
20 swept the area, slowly
21 brought the guys back in
22 and were able to secure
23 the block and have a

42

1 Senator Sepulveda and
2 Assemblyman Weparin, if
3 you're not familiar with
4 who they are, for some
5 newcomers here, they're
6 co-chairs for the
7 Corrections Committee in
8 their respective houses of
9 the Senate and Assembly.

10 They are touring
11 facilities as of late and
12 they're doing it without
13 union representation being
14 present. These visits are
15 on their request. They
16 know that we ask to attend
17 and a lot of times we'll
18 set up the visits for
19 legislators. But these
20 two individuals are doing
21 it on their own. So
22 they're meeting with
23 union -- local union reps

44

1 before they go down back
2 for the tour and then they
3 come back and they meet.
4 When you see them, don't
5 hesitate, if they come
6 into your area, let them
7 know what the real jail is
8 all about. The real
9 facility and what's going
10 on this inside the
11 facilities. Don't
12 hesitate. If you're a
13 union steward and you're
14 at the end of the meeting,
15 again, you're in a union
16 capacity, don't feel you
17 have to be tread lightly;
18 let them have the truth.
19 Share with them the truth.

20 There was a recent
21 incident at Sing Sing, I
22 believe, when Sepulveda
23 was touring the facility

45

1 those doors in and we'll
2 continue to do so.

3 That's pretty much all
4 I got other than one side
5 note here. I want to
6 remind everyone to be safe
7 and remember all the
8 ultimate sacrifices of
9 thirty-eight years ago and
10 of course the changing
11 world that 9/11 brought to
12 us. Keep that in mind as
13 our day progresses.

14 I want to close with
15 one small little
16 acknowledgement here, not
17 really small. He's been a
18 long time union steward
19 for NYSOPBA and I believe
20 even Council 82 back in
21 the day, he's chosen to
22 retire. He's a board
23 member, he told us

47

1 and they had a violent
2 assault, an inmate on
3 inmate assault. So they
4 got to see it firsthand.
5 Unfortunately our members
6 weren't there, but the
7 superintendent was and
8 apparently the
9 superintendent asked him,
10 how would I handle that if
11 HALT were in place.

12 So those are the kinds
13 of things we asked from
14 you, when you come forward
15 keep in mind this union is
16 your union. You're the
17 governing body. You share
18 your information with us,
19 you get us that
20 information and we'll act
21 on it to the best of our
22 ability. And we'll pound
23 those doors, we'll kick

46

1 yesterday and I have had
2 the pleasure of working
3 with Joe Miano. Not only
4 as local stewards but I
5 had the privilege of
6 serving on this board with
7 him.

8 Joe has chosen to
9 retire in November and I
10 would like to personally
11 wish Joe nothing but the
12 best in his retirement.
13 And I hope he lives a long
14 forty years, fifty years
15 after this. With that
16 being said, I'd like to
17 acknowledge Joe Miano for
18 his many years of service.

20 (All applause and
21 standing ovation.)

23 PRESIDENT POWERS: Joe,

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1 nothing but the best. That's all I
2 have. Does anybody have anything
3 for me?

4 DONN ROWE: Donn Rowe,
5 Joe stop jumping out of
6 very good planes. Donn
7 Rowe, Hale Creek. Mike,
8 have we had any discussion
9 with the Department on
10 urinalysis testing, the
11 joke that that's turned
12 into?

13 PRESIDENT POWERS:
14 Yeah. Thanks, Donn.
15 There was a memo that was
16 put out a while ago, and
17 it's not just over
18 Suburban that's in the
19 facilities, they claim
20 that they're getting some
21 negative hits.

22 Apparently the
23 contract -- the re-upped

49

1 contract they have with
2 the vendor for the
3 machine, I'm not sure,
4 that's been out for a bit.
5 With that being said, we
6 have had some
7 conversations and there's
8 still quite a bit of
9 tweaking, I guess, the
10 Department needs to do.
11 But the problem that we're
12 having with that, is that
13 we're having obviously --

14 DONN ROWE: Well, they
15 changed vendors. They
16 went from Siemens which
17 has been with us since
18 I've been with the
19 Department and then went
20 to this Thermo Fisher,
21 where this person, I won't
22 mention her name, she went
23 from Siemens to this

50

1 company, supposedly
2 lobbied for that company.
3 Then the bid came out,
4 Siemens -- I guess Thermo
5 Fisher screwed up their
6 bid and it looked like
7 Siemens was gonna get.
8 Then Thermo Fisher got it.

9 So, right now -- if you
10 don't know, right now
11 buprenorphine, which is
12 Suboxone, they cannot take
13 disciplinary against an
14 inmate who tests positive
15 for that. So what we're
16 doing is we're getting
17 positive results, we're
18 writing misbehavior
19 reports, doing all the
20 paperwork and that just
21 goes on hold in a folder.
22 Then you take the
23 specimen, you got to put

51

1 it back in the fridge, a
2 rinky-dink place like
3 mine, I got a dozen
4 positive Suboxone's
5 sitting in my freezer.

6 And now this person put
7 out a an e-mail that --

8 PRESIDENT POWERS: The
9 vendor?

10 DONN ROWE: Yeah, one
11 of the K2 reagents is on
12 suspended order. So when
13 you run out of it, you're
14 not gonna test for that K2
15 at any point. And no
16 other -- you know, I hear
17 they're going to change
18 vendors again, it's all
19 this rumor shit and all
20 the inmates know. So you
21 might as well put Suboxone
22 on 4911 and have it come
23 through the package room.

52

1 PRESIDENT POWERS:
 2 I will get an update on
 3 that.
 4 DONN ROWE: All right.
 5 Thanks.
 6 PRESIDENT POWERS:
 7 Anybody else? Thank you.
 8 Tammy.
 9 EXECUTIVE VP SAWCHUK:
 10 Good morning everyone.
 11 Welcome new stewards, new
 12 chiefs and invited guests.
 13 I'd like to thank
 14 everybody once again, as I
 15 always do, starting out
 16 with my report for the
 17 fundraising, your
 18 community service; what
 19 you do for your brothers
 20 and sisters in the
 21 facilities it's amazing
 22 when I see the press
 23 reports. And I thank you

53

1 on behalf of the entire
 2 board.
 3 I have gotten a lot of
 4 questions regarding the
 5 update on the clear bag.
 6 As of the board meeting
 7 yesterday, we still do not
 8 have a date with the
 9 Department to negotiate
 10 that bag, type of bag, the
 11 size of the bag. I know
 12 Mike Mazzella is working
 13 on that.
 14 As President Powers
 15 said, there will be a
 16 staffing meeting held on
 17 Tuesday the 17th with the
 18 Governor's office.
 19 Contract books, we are
 20 still waiting on the
 21 Article 12 language to be
 22 finalized before they go
 23 to the printing company.

54

1 And QWL funds, I have
 2 gotten a lot of phone
 3 calls about the QWL funds.
 4 Now, I know in the past
 5 when I have worked on some
 6 of these projects when the
 7 money was available, the
 8 state kind of allowed work
 9 to be done or bids to be
 10 put in by state employees
 11 that had outside
 12 construction businesses.
 13 So, we have been
 14 notified by Labor
 15 Relations that under
 16 Public Officer's Law 74,
 17 rules with respect to
 18 conflicts of interest, no
 19 officer or employee of the
 20 state agency, member of
 21 the legislature or
 22 legislative employee,
 23 should have any interest,

55

1 financial or otherwise,
 2 direct or indirect or
 3 engage in any business or
 4 transaction; or
 5 professional activity or
 6 incur any obligation of
 7 any nature which is a
 8 substantial conflict and
 9 proper discharge of his or
 10 her duties in the public
 11 interest.
 12 So under that rule,
 13 under Public Officer's Law
 14 74 they will no longer
 15 allow an employee who has
 16 an outside business to
 17 work on a QWL project. So
 18 I know that some of you in
 19 this room, some fill-ins
 20 in this room have already
 21 submitted bids for work.
 22 So, we're going to have to
 23 resubmit an additional bid

56

1 because the bids that
2 comes from the employee
3 will be void.

4 I'm not happy about
5 that. I can tell you Vice
6 President Harmon who has
7 been around longer than I
8 on this board is not happy
9 that because it's been
10 allowed in the past. So,
11 with that being said,
12 tuition reimbursement as
13 we discussed at the last
14 EA is at seventeen fifty;
15 it will go in 2020 to two
16 thousand. We've already
17 had questions, John and
18 I -- Vice President Harmon
19 and I have basically told
20 GOER because when they
21 tried to deny an EMT to
22 tuition reimbursement,
23 that we believe becoming

57

1 an EMT is not only
2 beneficial to the
3 Department and the
4 community, but should be
5 reimbursed.

6 So if anyone has taken
7 any courses in EMT, those
8 courses will be
9 reimbursed. To go over a
10 little bit about the
11 suicide or suicide
12 prevention statistics that
13 we have through Matt.
14 As i said the last EA, the
15 members for assistance is
16 climbing. Which is a good
17 thing because people are
18 reaching out and getting
19 help.

20 We were at thirty-one
21 referrals at the last EA;
22 we're at a total of fifty
23 for the past sixty days.

58

1 Everyone who gets a
2 referral and gets help is
3 another person that is
4 saving their life, saving
5 their family, saving
6 livelihood.

7 So we're going to work
8 under 13.1, 13.2 funding
9 under our negotiated
10 contract to once again for
11 look for peer assistance.
12 Currently the New York
13 City PD has something
14 called Pop Up, called
15 Police Organization
16 Providing suicide
17 prevention measures in our
18 work site locations.

19 I will be working with
20 Cindy Goss to get some
21 sort of training, some
22 sort of bids in to have
23 this training within the

59

1 regions, and I will update
2 that at the next EA.
3 Also, I'd like to let you
4 know at every EA for those
5 of you who don't know, how
6 many Q and As we had up to
7 date. This is throughout
8 all the regions, except
9 law enforcement. So
10 there's been 266
11 interrogations for the
12 year as of August 31,
13 2017.

14 Frank will go over the
15 Rain Day Fund, how many
16 are on the fund and how
17 much money is in the
18 account. And I'd just
19 like to mention something
20 on behalf of Sharon who is
21 not with us today.

22 The health insurance
23 update, it's a reminder

60

1 about hospitals in network
2 down state. Westchester
3 Hospital are back in the
4 network. There's no break
5 in network services. NYU
6 Langone Health Hospital,
7 participation in the
8 Empire Plan has been
9 extended to November 1st
10 and negotiations continue.
11 We received word that
12 Stony Brook University
13 Hospital, Eastern Long
14 Island Hospital and South
15 Hampton Hospital are in
16 negotiations with Blue
17 Cross. And if a
18 settlement is not reached,
19 the participation will
20 terminate November 1st.
21 Updates on negotiations of
22 the hospitals will be
23 provided by Sharon as they

61

1 million. Restricted
2 bonds, 1.75. Gen Op, 2.41
3 million. PAC Fund, one
4 hundred and eighty-seven
5 thousand.
6 Since the contracts -- you
7 know, getting the contract books
8 and stuff, state still owes around
9 two million dollars, so we're ahead
10 of the game. They haven't come
11 through with that yet. The 25.9
12 money they still owe us. We got
13 two million coming. I want to stay
14 thanks to all the new stewards and
15 stuff.
16 New treasurers, you got
17 to get them signature
18 cards back. I have had to
19 bounce back some checks
20 from some jails because I
21 didn't know who signed the
22 checks. I don't know if,
23 you know, it's kind of

63

1 come. In the meantime
2 Sharon will be back in the
3 office on Monday, if you
4 have any questions you can
5 reach her at extension
6 236.

7 So if anyone has any
8 questions for me? If not,
9 thank you.

10 PRESIDENT POWERS:

11 Thanks, Tammy. Frank,
12 treasurer's report.

13 TREASURER GILBO: Good
14 morning. Treasurer's
15 report. Total cash, 12.01
16 million. Rainy Day, seven
17 hundred fifty-two
18 thousand. We currently
19 have twelve on the Rainy
20 Day, with two more
21 approved yesterday. Legal
22 Defense, 2.68 million.
23 Unrestricted bonds, 5.98

62

1 hard to take them. I
2 don't know if you're
3 buying groceries, I don't
4 know who's signing the
5 checks, so please get them
6 cards in.

7 Quill accounts, same
8 thing, set up the new
9 accounts. There's a lot
10 of turnover and new
11 people, so set up your
12 Quill accounts so you can
13 get your stuff. Also in
14 your package today, profit
15 loss. Right now we should
16 be about 68 percent and we
17 are at around 61. Does
18 anyone have any questions
19 on the profit loss? We're
20 doing pretty good, about
21 200 thousand under budget.

22 Okay. Moving on. The
23 first reading of the 2020

64

1 budget. Union dues,
2 fourteen point one five,
3 one hundred fifty
4 thousand; increase of two
5 hundred thousand with the
6 two percent, so you can
7 understand why they went
8 up.

9 The total budget will
10 be that fourteen million,
11 one hundred seventy-five
12 thousand, five hundred; a
13 change of three hundred
14 thousand from last year.
15 Three hundred dollars
16 more. The highlights
17 we're taking five dollars
18 more, you know you're SSF
19 funds going to 39 dollars
20 per member, so each jail
21 is gonna get more money
22 per member.

23 Going from 34 to 39

65

1 dollars, so you get five
2 more dollars per person
3 for your sector. Another
4 big -- I'm just gonna go
5 over the highlights. The
6 building, our union
7 building, we're going to
8 have to get a new HVAC
9 system, five hundred
10 thousand, that's in there.
11 The can has been kicked
12 down the road for long
13 enough, we got to fix it.
14 Some days you go in there
15 it's twenty degrees, other
16 days you go in there it's
17 a hundred. The company
18 that comes fix it should
19 just set up an office in
20 there.

21 Public relations, you
22 notice that is going up.
23 We're going to fund the

66

1 fair this year. Kenny
2 Gold asked for that, so
3 get ready. If you guys
4 want to go work it, we're
5 gonna set up it; big
6 publicity. I mean, you
7 guys can read the other
8 changes. They're about
9 the same, couple up,
10 couple down, that's the
11 way the budget goes. Any
12 questions on that?

13 Moving on to the 2018
14 tax return. It was
15 reviewed by the Finance
16 Committee and the Board.
17 I have a copy with me. It
18 will be on the website, if
19 you guys want to look at
20 it. Everything looked
21 good. We're doing pretty
22 good. Knock on wood if
23 you're with me. Okay.

67

1 Have a good one.

2 PRESIDENT POWERS:
3 Thanks, Frank. Move into
4 committee reports.
5 Obviously we don't have
6 any committees. We're
7 setting up the committees.
8 We'll do the Departmental
9 reports. I'm sorry, I
10 skipped one. Okay.
11 Departmental reports.
12 Sharon is not here today.
13 Dana?

14 DANA BETTS: Good
15 morning. I don't
16 necessarily have anything
17 new, not a lot of changes
18 with Workers' Comp. But
19 if everybody knows a
20 directive was redone
21 recently, so if anybody
22 has any questions, new
23 stewards and new chiefs

68

1 and all that kind of stuff
2 anybody have any questions
3 about that?

4 PRESIDENT POWERS:

5 Okay. Thanks, Dana. Bill
6 Naylor, the retirement
7 employee specialist
8 recently had surgery but
9 there's a retiree -- small
10 retiree report in your
11 folder there. Any
12 questions relating to that
13 relay them to him. Dan?

14 DAN VALENTE: Morning
15 everyone. So, it's been
16 somewhat of a quiet summer
17 legislatively as far as
18 actual bills go, as was
19 discussed at the last EA.
20 Given the new dynamics of
21 the legislature, typically
22 we're looking at getting
23 bills signed into law by

69

1 response, we're getting a
2 lot of new legislators,
3 since there was such a big
4 turnover in 2018
5 elections, about 54 new
6 legislators in the state,
7 compared to past years
8 where we've gone years
9 without any new
10 legislators.

11 So some of those new
12 legislators are reaching
13 out and they're trying to
14 get an understanding of
15 what operations of a
16 prison is like, what the
17 job is that you guys do on
18 a daily basis, the
19 difficulties. And
20 we're -- I think we're
21 getting some good results
22 as a result are those
23 tours.

71

1 the Governor this time of
2 year. This past year
3 we were successful in
4 blocking those bills that
5 were detrimental to the
6 organization for going to
7 the Governor for him to
8 sign into law.

9 So it's a little
10 different than what we're
11 used to, but the fact that
12 he doesn't have that HALT
13 bill on his desk and
14 doesn't have the
15 opportunity to sign that
16 bill was a significant win
17 for 2019.

18 We've been doing a lot
19 of tours lately. Since
20 the legislature concluded
21 in June, we're going all
22 over the state. We're
23 getting pretty good

70

1 A lot of people are
2 coming in with one
3 perspective and they leave
4 with another after they
5 get to see with their own
6 eyes the conditions that
7 you all are working in.
8 It's been beneficial to
9 get them to understand the
10 issues so that when there
11 comes a time for them to
12 vote on a piece of
13 legislation, they actually
14 see with their own eyes
15 and make an educated
16 decision on that.

17 We got more tours
18 scheduled. We're going to
19 Auburn. Just got word
20 we're going to Otisville,
21 there's a few others that
22 are coming down the pipe.
23 So, if you have

72

1 relationships with the
2 state legislators, please
3 invite them to tour the
4 facilities and tour them
5 with you or your members.

6 Not all of them have
7 reached out responding to
8 a tour, but, you know,
9 that doesn't mean we can't
10 continue to reach out to
11 them and invite them in.

12 At the last EA we
13 discussed some of the
14 voter mapping software
15 that we've taken on and
16 that we're using at the
17 union to basically
18 evaluate our member voter
19 activity. We've gotten
20 information back from the
21 vendor who was able to
22 indicate which members we
23 have that aren't

73

1 to be going out statewide
2 and trying to get those
3 numbers up.

4 Currently we have a
5 little over sixteen
6 thousand members
7 registered to vote, that's
8 pretty good, it's over
9 eighty percent. We want
10 to get that number as high
11 as we can so we can show
12 the legislators in this
13 state that our members are
14 politically active.

15 And the last thing I'll
16 say is we're coming in to
17 a new legislative session
18 in January. As i said
19 before, the dynamics have
20 drastically changed.
21 We're seeing some of the
22 writing on the wall now
23 with some of the

75

1 registered to vote.

2 We're cross-referencing
3 that with our database and
4 we'll be compiling lists
5 for each of the facilities
6 for the chiefs and the
7 stewards to go around and
8 try to get those members
9 registered to vote.

10 Because our strength is in
11 numbers and our political
12 power does come with your
13 votes. If we're not
14 voting, people will know
15 that.

16 It's not a secret
17 whether you vote or not;
18 it's a secret how you vote
19 so just be aware of that;
20 whether you vote or not is
21 a matter of public record.
22 How you vote, that's your
23 privacy, but we are going

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1 activities that
2 legislators who
3 traditionally haven't been
4 on our side. There's a
5 50-A hearing scheduled in
6 Albany, in New York City
7 and around the state;
8 legislators are having a
9 public hearing regarding
10 the 50-A Law which
11 obviously effects your
12 personnel records, if you
13 didn't know that.

14 But it's a big deal.
15 So, we'll be monitoring
16 that, we'll possibly be
17 submitting some testimony
18 to that, we haven't
19 decided yet. But, we
20 will -- that's one of the
21 big issues we can --
22 unfortunately we're gonna
23 have to be defending next

76

1 year, along with the HALT
2 legislation.

3 I imagine the advocates
4 were pretty pissed off
5 this summer, they didn't
6 get what they wanted. We
7 know how that goes with
8 the advocates, when they
9 don't get what they want,
10 they kick and scream kind
11 of like, well,
12 millennials, I guess.

13 I guess I'm one of
14 them, too, so whatever.
15 So anyway, there's a bunch
16 of issues coming up with
17 the legislature. There's
18 the HALT bill, there's
19 50A. There's the budget.
20 I mean, the budget, you
21 know never know what's
22 going to be contained in
23 that, so we'll be keeping

77

1 a close eye on that.

2 We'll be introducing
3 hopefully new legislation
4 this year. But we need
5 new ideas from the
6 membership, we need new
7 ideas from the chief and
8 this body. So if you have
9 any ideas, please send
10 them forward. Either send
11 them to the PAC Committee,
12 myself, Mike Powers, Keith
13 Jacques, whoever it might
14 be and we can kind of
15 facilitate that effort.

16 We're always look for
17 new ideas. No idea is
18 stupid honestly. I mean,
19 we'll try to work through
20 it if it's not a great
21 idea. We'd rather have
22 really good ideas. The
23 ones that aren't very

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1 expensive honestly because
2 they just don't get the
3 recognition when it comes
4 time in Albany. Things
5 that cost money, they
6 since Cuomo took office,
7 since the Recession of
8 '08, anything with a price
9 tag on it is extremely
10 difficult to get passed if
11 it's not included in the
12 budget.

13 So that's some of the
14 things that we'll be
15 working on. If anybody
16 has any questions about
17 the upcoming session, that
18 session that we just went
19 through, any of the tours
20 or anything I just
21 discussed or any questions
22 in general, I will be
23 happy to take them. If

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1 not, that concludes my
2 report. Thank you.

3 PRESIDENT POWERS:

4 Thank you, Dan. Jimmy?

5 JIMMY MILLER:

6 Morning. Just a reminder
7 the statewide golf
8 tournament is next
9 Thursday and right now we
10 have 26 teams signed up,
11 so we have room for six
12 additional teams. If
13 anybody plans on coming in
14 to the Albany area and
15 playing in the statewide,
16 please contact me as soon
17 as possible so I can get
18 the numbers to the golf
19 course and get the teams
20 all formed up.

21 If anybody has noticed
22 the Facebook page -- the
23 NYSCOPBA Facebook page has

80

1 been locked since June.
 2 We're working on that. I
 3 tried to work on that with
 4 Stephanie, but we didn't
 5 have any luck getting in
 6 to it. They have new
 7 security protocols and
 8 it's been virtually
 9 impossible, number one, to
 10 make contact with them.
 11 But also, to be able to
 12 get in to the Facebook
 13 page.

14 I enlisted Gramercy as
 15 well, and they're looking
 16 in to it. So, hopefully
 17 we'll have an answer
 18 fairly soon because other
 19 than posting on Twitter,
 20 we haven't been able to do
 21 any social media on the
 22 Facebook page.

23 I hope I don't have to

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1 create that data and start
 2 a new page because we have
 3 close to ten thousand
 4 people following the page
 5 right now. So, that would
 6 be a lot of work, so
 7 hopefully we'll be able to
 8 fix that fairly soon.
 9 They don't even have a
 10 phone number to call in
 11 for technical support.

12 Lastly, the Board has
 13 asked me in the last month
 14 or two to start to put
 15 together a brand champion
 16 for a commercial, so I'm
 17 working on the creative on
 18 that. Probably going to
 19 start in October, I got to
 20 sit down with Frank and
 21 look at the budget.

22 I'm working currently
 23 with Spectrum. Spectrum

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1 basically covers the whole
 2 state except down in
 3 Westchester County. So
 4 they're the most cost
 5 efficient and will provide
 6 us with the best ability
 7 to get the message across
 8 the state. Right now
 9 we're working on having
 10 some of the advertisements
 11 go on with the news
 12 segments, but as well as
 13 their high school
 14 football, which sees about
 15 26 percent uptake in
 16 viewership from people
 17 that regularly watch
 18 Spectrum.

19 So in the coming months
 20 I'll be able to get that
 21 information out to you.
 22 And I would solicit any
 23 ideas for the creative

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1 certainly or any input
 2 from the membership if you
 3 want to either call me or
 4 send me an e-mail. But
 5 I'll have a better handle
 6 on that in the coming
 7 weeks, if you look at what
 8 the proposals are and see
 9 what the most efficient
 10 way is to achieve what the
 11 Board wants to achieve.
 12 Other than that, I don't
 13 have anything else. Thank
 14 you.

15 PRESIDENT POWERS:
 16 Thank you, Jimmy. Ten
 17 minute break and we'll
 18 come back and set our
 19 committees.

21 (Recess taken.)

23 PRESIDENT POWERS:

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1 Let's find our seats.
 2 Sergeant at Arms, clear
 3 the halls.
 4 All right. We'll get
 5 started. Committee
 6 elections.
 7 HEATH ALLEN: Heath
 8 Allen, election committee.
 9 It's time to fill our out
 10 the committees --
 11 PRESIDENT POWERS:
 12 Listen up.
 13 HEATH ALLEN:
 14 Collective bargaining
 15 committee, Joe Miano?
 16 VP WEST MIANO: Dean
 17 Thomas, Albion.
 18 HEATH ALLEN: John
 19 Roberts?
 20 VP NORTH ROBERTS:
 21 Brian Gary, Upstate.
 22 HEATH ALLEN: Copy.
 23 John Harmon?

85

1 Jerry Fisher, Marcy.
 2 HEATH ALLEN: Mike?
 3 VP MID-HUDSON MAZZELLA:
 4 Ryan Bielefeldt, Hudson.
 5 HEATH ALLEN: Copy.
 6 John?
 7 VP LAW ENFORCEMENT
 8 HARMON: Janet Raven.
 9 HEATH ALLEN: Copy.
 10 John Roberts?
 11 VP NORTH ROBERTS:
 12 Jimmy Bell, Riverview.
 13 HEATH ALLEN: Got it.
 14 Joe?
 15 VP WEST MIANO: Neal
 16 Gruber, Lakeview.
 17 HEATH ALLEN: Copy.
 18 Dave Luther.
 19 DAVE LUTHER: Darlene
 20 Cropper, Bedford Hills.
 21 HEATH ALLEN: Got it.
 22 Publicity and meetings
 23 committee. Joe Miano?

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1 VP LAW ENFORCEMENT
 2 HARMON: Ricky Smith.
 3 HEATH ALLEN: Mike
 4 Mazzella?
 5 VP MID-HUDSON MAZZELLA:
 6 Tom Hawkes, Otisville.
 7 HEATH ALLEN: Scott
 8 Carpenter?
 9 VP CENTRAL CARPENTER:
 10 Scott Carpenter, central
 11 region. For collective
 12 bargaining committee, Tom
 13 Dier, Watertown. Health
 14 and Welfare Committee.
 15 HEATH ALLEN: We got to
 16 do them one at a time.
 17 Dave Luther?
 18 DAVE LUTHER: Kasey
 19 Harris out of Sing Sing.
 20 HEATH ALLEN: Health
 21 and welfare committee.
 22 Scott Carpenter?
 23 VP CENTRAL CARPENTER:

86

1 VP WEST MIANO: Kenny
 2 Gold, Orleans.
 3 HEATH ALLEN: Copy.
 4 John Roberts.
 5 VP NORTH ROBERTS:
 6 Steve Groom, Albany
 7 Training Academy.
 8 HEATH ALLEN: John
 9 Harmon?
 10 VP LAW ENFORCEMENT
 11 HARMON: Dean Laclair.
 12 HEATH ALLEN: Mike?
 13 VP MID-HUDSON MAZZELLA:
 14 Sonia Figueroa,
 15 Shawangunk.
 16 HEATH ALLEN: Copy.
 17 Scott Carpenter?
 18 VP CENTRAL CARPENTER:
 19 Jason -- Jim Stinson,
 20 Watertown. No change.
 21 HEATH ALLEN: Copy.
 22 Dave Luther?
 23 DAVE LUTHER: Dennis

88

1 Valentin, Edgecombe.
 2 HEATH ALLEN: Got it.
 3 Grievance and legal
 4 committee. Scott
 5 Carpenter?
 6 VP CENTRAL CARPENTER:
 7 Todd Masca, Mid State. No
 8 change.
 9 HEATH ALLEN: Copy.
 10 Mike?
 11 VP MID-HUDSON MAZZELLA:
 12 Stacy Caban, Eastern.
 13 HEATH ALLEN: Copy.
 14 John Harmon.
 15 VP LAW ENFORCEMENT
 16 HARMON: Frank Barrett.
 17 HEATH ALLEN: Copy.
 18 John Roberts?
 19 VP NORTH ROBERTS: Matt
 20 Keough, Great Meadow.
 21 HEATH ALLEN: Copy.
 22 Joe?
 23 VP WEST MIANO: Dave

89

1 Scott Carpenter?
 2
 3 VP CENTRAL CARPENTER:
 4 Chris Fear, Mid State, no
 5 change.
 6 HEATH ALLEN: Dave
 7 Luther?
 8 DAVE LUTHER: Kenny
 9 Smith, Queensboro.
 10 HEATH ALLEN:
 11 Constitution and bylaws
 12 committee. Scott
 13 Carpenter?
 14 VP CENTRAL CARPENTER:
 15 Donn Rowe, Hale Creek.
 16 HEATH ALLEN: Got it.
 17 Mike?
 18 VP MID-HUDSON MAZZELLA:
 19 Shante Neal, Downstate.
 20 HEATH ALLEN: Got it.
 21 John Harmon?
 22 VP LAW ENFORCEMENT
 23 HARMON: Collins Noel.

91

1 Kline, Auburn.
 2 HEATH ALLEN: Copy.
 3 Dave Luther?
 4 DAVE LUTHER: Kaye
 5 Gordon, Taconic.
 6 HEATH ALLEN: Got it.
 7 Finance committee. Joe
 8 Miano?
 9 VP WEST MIANO: Doug
 10 Westervelt, South Port.
 11 HEATH ALLEN: Got it.
 12 John Roberts?
 13 VP NORTH ROBERTS: Ed
 14 Trombley, Moriah.
 15 HEATH ALLEN: John
 16 Harmon?
 17 VP LAW ENFORCEMENT
 18 HARMON: Kevin O'Donnell.
 19 HEATH ALLEN: Got it.
 20 Mike Mazzella?
 21 VP MID-HUDSON MAZZELLA:
 22 Al Zappala, Shawangunk.
 23 HEATH ALLEN: Got it.

90

1 HEATH ALLEN: Got it.
 2 John Roberts?
 3 VP NORTH ROBERTS: Kurt
 4 Sturgeon, Adirondack.
 5 HEATH ALLEN: Joe
 6 Miano?
 7 VP WEST MIANO: Mark
 8 Deburgomaster, South Port.
 9 HEATH ALLEN: And Dave
 10 Luther?
 11 DAVE LUTHER: Deborah
 12 Floyd, Bedford Hills.
 13 HEATH ALLEN: Election
 14 Committee, Joe Miano?
 15 VP WEST MIANO: Josh
 16 Powers, Auburn.
 17 HEATH ALLEN: John
 18 Roberts?
 19 VP NORTH ROBERTS:
 20 Heath Allen, Franklin.
 21 HEATH ALLEN: John
 22 Harmon?
 23 VP LAW ENFORCEMENT

92

1 HARMON: Tonney V.
 2 HEATH ALLEN: Mike?
 3 VP MID-HUDSON MAZZELLA:
 4 Steven Cox, Hudson.
 5 HEATH ALLEN: Scott
 6 Carpenter?
 7 VP CENTRAL CARPENTER:
 8 Darin Fitch, Mohawk. No
 9 change.
 10 HEATH ALLEN: And Dave
 11 Luther?
 12 DAVE LUTHER: Erin
 13 Moulton, ISO.
 14 HEATH ALLEN: Judicial
 15 and ethics committee.
 16 Scott Carpenter?
 17 VP CENTRAL CARPENTER:
 18 Shane Call, Cape Vincent.
 19 No change.
 20 HEATH ALLEN: Mike?
 21 VP MID-HUDSON MAZZELLA:
 22 Matthew Sheridan,
 23 Wallkill.

93

1 VP WEST MIANO: How
 2 many do you need?
 3 HEATH ALLEN: Three.
 4 If there's over three, we
 5 vote on it at this
 6 meeting.
 7 VP MID-HUDSON MAZZELLA:
 8 Shante Neal, Downstate.
 9 HEATH ALLEN: Got it.
 10 VP WEST MIANO: Jim
 11 Myers, Lakeview.
 12 HEATH ALLEN: That's
 13 it? Legislative and
 14 political action
 15 committee. Joe Miano?
 16 VP WEST MIANO: Shawn
 17 Keenan, Wende.
 18 HEATH ALLEN: John
 19 Roberts?
 20 VP NORTH ROBERTS:
 21 Kevin Aldous, Riverview.
 22 HEATH ALLEN: John
 23 Harmon?

95

1 HEATH ALLEN: John?
 2 VP LAW ENFORCEMENT
 3 HARMON: Mike Carlson.
 4 HEATH ALLEN: John
 5 Roberts?
 6 VP NORTH ROBERTS:
 7 Chris Miner-Dorman,
 8 Adirondack.
 9 HEATH ALLEN: Joe
 10 Miano?
 11 VP WEST MIANO: Don
 12 Molino, Albion.
 13 HEATH ALLEN: Dave
 14 Luther?
 15 DAVE LUTHER: Bennie
 16 Duggins, Bedford Hills.
 17 HEATH ALLEN: Got it.
 18 The Judicial and Ethics
 19 committee alternative
 20 members, whoever has some
 21 step up.
 22 VP NORTH ROBERTS: Andy
 23 Cox, Ogdensburg.

94

1 VP LAW ENFORCEMENT
 2 HARMON: Ricky Smith.
 3 HEATH ALLEN: Mike?
 4 VP MID-HUDSON MAZZELLA:
 5 Christopher Moreau, Green
 6 Haven.
 7 HEATH ALLEN: Scott
 8 Carpenter?
 9 VP CENTRAL CARPENTER:
 10 Dale Best, Goveurnor. No
 11 change.
 12 HEATH ALLEN: Dave?
 13 DAVE LUTHER: Parrish
 14 Frazier, Taconic.
 15 HEATH ALLEN: Veterans
 16 Committee, Scott
 17 Carpenter?
 18 VP CENTRAL CARPENTER:
 19 Rodney Wheeler, Hale
 20 Creek.
 21 HEATH ALLEN: Mike?
 22 VP MID-HUDSON MAZZELLA:
 23 Joseph Porcaro,

96

1 Woodbourne.
 2 HEATH ALLEN: John
 3 Harmon?
 4 VP LAW ENFORCEMENT:
 5 Anthony Henderson.
 6 HEATH ALLEN: John
 7 Roberts?
 8 VP NORTH ROBERTS:
 9 Jesse Keenan, Albany
 10 Training Academy.
 11 HEATH ALLEN: Joe
 12 Miano?
 13 VP WEST MIANO: Eladio
 14 Martinez, Groveland.
 15 HEATH ALLEN: And Dave?
 16 DAVE LUTHER: Derek
 17 Hale, Bedford.
 18 HEATH ALLEN: Recall
 19 Panel committee. Joe
 20 Miano?
 21 VP WEST MIANO: Dan
 22 Coe, Auburn.
 23 HEATH ALLEN: John

97

1 VP MID-HUDSON MAZZELLA:
 2 George Karamanos, Green.
 3 HEATH ALLEN: John
 4 Harmon?
 5 VP LAW ENFORCEMENT
 6 HARMON: Kevin O'Donnell.
 7 HEATH ALLEN: John
 8 Roberts?
 9 VP NORTH ROBERTS: Andy
 10 Luliucci, Great Meadow.
 11 HEATH ALLEN: Joe?
 12 VP WEST MIANO: Mike
 13 Morosey, Collins.
 14 HEATH ALLEN: Dave?
 15 DAVE LUTHER: Larry
 16 Davis, Sing Sing.
 17 HEATH ALLEN: Retiree
 18 Committee, Joe Miano?
 19 VP WEST MIANO: Al
 20 Mothershed.
 21 HEATH ALLEN: John
 22 Roberts?
 23 VP NORTH ROBERTS: Jim

99

1 Roberts?
 2 VP NORTH ROBERTS: Dana
 3 Grammo, Bare Hill.
 4 HEATH ALLEN: John
 5 Harmon?
 6 VP LAW ENFORCEMENT
 7 HARMON: Mario Schiavone.
 8 HEATH ALLEN: Mike?
 9 VP MID-HUDSON MAZZELLA:
 10 Jack Gutierrez,
 11 Woodbourne.
 12 HEATH ALLEN: Scott
 13 Carpenter?
 14 VP CENTRAL CARPENTER:
 15 Brian Hluska, Mohawk.
 16 HEATH ALLEN: Dave?
 17 VP SOUTH LUTHER: Jerry
 18 Stevenson, Taconic.
 19 HEATH ALLEN: SHU task
 20 force, Scott Carpenter?
 21 VP CENTRAL CARPENTER:
 22 Gioia Saporito, Mid-State.
 23 HEATH ALLEN: Mike?

98

1 Lafave. I'd also like to
 2 nominate Dave Fletcher as
 3 Sergeants retiree.
 4 HEATH ALLEN: Lafave?
 5 VP NORTH ROBERTS: Yep.
 6 HEATH ALLEN: John
 7 Harmon?
 8 VP LAW ENFORCEMENT
 9 HARMON: Keeping it
 10 vacant.
 11 HEATH ALLEN: Mike?
 12 VP MID-HUDSON MAZZELLA:
 13 Diane Davis.
 14 HEATH ALLEN: Scott?
 15 VP CENTRAL CARPENTER:
 16 Art Pape.
 17 HEATH ALLEN: Dave?
 18 DAVE LUTHER: Jamie
 19 Hathaway.
 20 HEATH ALLEN: OSI
 21 Committee, Scott
 22 Carpenter?
 23 VP CENTRAL CARPENTER:

100

1 Steve McGowan, Mid State.
 2 HEATH ALLEN: Mike?
 3 VP MID-HUDSON MAZZELLA:
 4 Chris Moreau, Green Haven.
 5 HEATH ALLEN: John?
 6 VP LAW ENFORCEMENT
 7 HARMON: OSI committee,
 8 Bill Ruland.
 9 HEATH ALLEN: John?
 10 VP NORTH ROBERTS:
 11 Jason Ashline, Great
 12 meadow.
 13 HEATH ALLEN: Joe?
 14 VP WEST MIANO: Chris
 15 Cranmer, Elmira.
 16 HEATH ALLEN: Dave?
 17 DAVE LUTHER: Todd
 18 Simo, Queensboro.
 19 HEATH ALLEN: Rainy Day
 20 Recall. Joe?
 21 VP WEST MIANO: Bill
 22 Sticht, Collins.
 23 HEATH ALLEN: John

101

1 Roberts?
 2 VP NORTH ROBERTS:
 3 Anthony Basto, Clinton.
 4 HEATH ALLEN: John
 5 Harmon?
 6 VP LAW ENFORCEMENT
 7 HARMON: Sherry Compton.
 8 HEATH ALLEN: Mike?
 9 VP MID-HUDSON MAZZELLA:
 10 Steve Carknard, Coxsackie.
 11 HEATH ALLEN: Scott
 12 Carpenter?
 13 VP CENTRAL CARPENTER:
 14 Travis Hill, Cape Vincent.
 15 HEATH ALLEN: And Dave?
 16 DAVE LUTHER: Ebony
 17 Odum, Queensboro.
 18 HEATH ALLEN: That's
 19 all I got. Anybody got
 20 any questions?
 21 VP MID-HUDSON MAZZELLA:
 22 Just one. Maybe for the
 23 record, should it be

102

1 called the Rainy Day
 2 Recall Committee or is it
 3 Rainy Day Appeal
 4 Committee? I don't get
 5 why it's recall. That's
 6 all. I think it's just a
 7 mistype. Thanks.
 8 HEATH ALLEN: All
 9 right. We good? Okay.
 10 PRESIDENT POWERS: Good
 11 job. That pretty much
 12 concludes today's
 13 business. Unanimous
 14 consent to move into
 15 tomorrow's agenda. All
 16 signify by saying aye.

(All respond with aye.)

20 PRESIDENT POWERS:
 21 Thank you. Brings us to
 22 unfinished business. Is
 23 there any unfinished

103

1 business? None. Brings
 2 us to new business. My
 3 bad, constitution and
 4 bylaws. We have a couple
 5 readings to go over.
 6 Pete?
 7 PETE STETZ: We got
 8 three second readings
 9 amendments. First one
 10 Article 7 dues, Section B,
 11 Rainy Day Fund. The
 12 NYSCOPBA established a
 13 Rainy Day Fund, the dues
 14 to be paid for the Rainy
 15 Day Fund shall be an
 16 increase of two dollars,
 17 striking that, changing it
 18 to five dollars per pay
 19 period.
 20 Wisdom, to restore the
 21 Rainy Day Fund back to its
 22 original format of fifteen
 23 hundred dollars biweekly,

104

1 with a pay back to the
2 members at 50 dollars a
3 year as outlined in the
4 original summary.
5 Submitted by Mark
6 Deburgomaster. Any
7 further discussion on
8 this? With that, I need
9 this body's consent to
10 move it forward for
11 membership acceptance.
12 All in favor of this?

13 MS. GORDON: Taconic,
14 Gordon. My members said
15 no to raise it. Keep it
16 at two.

17 PETE STETZ: Okay. Any
18 further discussion with
19 this? With that, I need
20 this body's consent to
21 send it forward for
22 membership to vote on
23 acceptance. All in favor,

105

1 signify by saying aye.

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

5
6 PETE STETZ: Any
7 opposed?

8
9 (Response of nay from
10 the floor.)

11
12 PETE STETZ: For the
13 record, can the nays come
14 to the mic and identify
15 themselves.

16 MS. FIGUEROA:
17 Figueroa, Shawangunk is a
18 nay.

19 STACIE ABANTE: It's a
20 nay for us, too.

21 MS. GORDON: Gordon
22 from Taconic, no.
23

106

1 PETE STETZ: Second
2 article, Article 6,
3 election of officials,
4 Section A, sector
5 stewards. If chief sector
6 steward or a sector
7 steward should resign from
8 their elected position or
9 elected sector position,
10 A, striking the word
11 letter, adding the word
12 notice of resignation;
13 adding the following,
14 electronically via e-mail
15 or text or in written
16 form, shall be submitted
17 to the chief sector
18 steward and/or regional
19 vice president. Striking
20 respective regional vice
21 president and record ing
22 secretary in accordance
23 with the sector recording

107

1 policy.

2 Adding the following
3 language, if a sector
4 steward should resign a
5 notice of resignation,
6 electronically via e-mail
7 or text or in written
8 form, shall be submitted
9 to the respective chief
10 sector steward, who would
11 then submit the regional
12 vice president and the
13 association recording
14 secretary, in accordance
15 with the sector reporting
16 policy.

17 The wisdom, to allow
18 for resignations to be
19 submitted either in
20 writing, to/from or
21 electronically via text
22 message and/or e-mail in
23 today's time where cell

108

1 phones and e-mails rule
2 the day, it only makes
3 sense that the text or
4 e-mails should be allowed
5 to be binding to accept as
6 the resignation. A chief
7 sector steward should also
8 be allowed to receive a
9 resignation from a
10 steward, who can then send
11 said resignation to the
12 regional VP. Submitted by
13 Tom Masca, Mid State.

14 Any further discussion
15 on this motion? With
16 that, we move forward to
17 give this body's consent
18 to send it forward for the
19 membership vote. All in
20 favor signify by saying
21 aye.

22 (All respond with aye.)
23

109

1 retroactively from all
2 active members. No such
3 increase in dues of the
4 association shall be
5 effective until the
6 effective date of each
7 such increase in salary of
8 members of the collective
9 bargaining unit.
10 Executive Board shall
11 compute and announce the
12 amount of revised dues
13 whenever there is to be an
14 increase in the dues based
15 upon increase in salary.

16 Dues for the
17 association members shall
18 be fifteen -- shall be
19 fifty dollars per year and
20 the dues for honorary
21 members will be twenty
22 percent more than the
23 associate member. The

111

1
2 PETE STETZ: Any
3 opposed?

4
5 (No response.)
6

7 PETE STETZ: So third
8 and final, Article 7 dues.
9 Dues for active members
10 shall be fifteen fifty
11 dollars per pay period,
12 payable through payroll
13 deductions commencing
14 January 1st, 1999. The
15 dues for active members of
16 the Association shall
17 automatically be increased
18 by the same percentage as
19 increases in salary of
20 members of the collective
21 bargaining unit.

22 Adding the following
23 language: not to be taken

110

1 dues obligation shall be
2 waived for any member who
3 has been taken off the
4 respective agency's
5 payroll due to any of the
6 following: suspension from
7 notice of discipline,
8 military leave, sick
9 leave, FMLA or workmen's
10 compensation leave, until
11 such time a member is
12 returned to the payroll or
13 their employment is
14 terminated.

15 Wisdom, no need to
16 burden the members by
17 taking additional monies
18 for years of percentage
19 increase that have already
20 passed, as a budget for
21 said years had closed.
22 Submitted by Kenny Gold.
23 Any further discussion

112

1 with this?

2 VP MID-HUDSON MAZZELLA:
3 Yes, Mike Mazzella, Mid
4 Hudson region vice
5 president. Wasn't this
6 motion sent to the finance
7 committee for
8 recommendation?

9 PETE STETZ: It was
10 sent prior to last
11 Executive Assembly and
12 their recommendation was
13 for non-adoption.

14 VP MID-HUDSON MAZZELLA:
15 Okay. That's fine. Also,
16 a question I guess for the
17 treasurer, when there's
18 retroactive payment to us,
19 you know, as employees, do
20 you have to pay
21 retroactive union leave to
22 the state for our
23 absences?

113

1 back dues, than the budget
2 has already passed. But
3 it's not about the budget
4 that's passed, it's about
5 what is to come in the
6 future.

7 We're one lawsuit away
8 from bankruptcy. No
9 lawsuits yet, but it takes
10 one. And any time we get
11 extra money that we would
12 get in, we put it into
13 bonds, put it in to
14 savings because there's
15 that one day something
16 could happen to us and
17 away everything goes. If
18 we get a judgment for two
19 million dollars to give a
20 defendant and we don't
21 have that two million
22 dollars, what we're going
23 to end up having to do is

115

1 TREASURER GILBO: Yes,
2 we do.

3 VP MID-HUDSON MAZZELLA:
4 That's what I thought.
5 Thank you.

6 PETE STETZ: Al?

7 AL ZAPPALA: Al
8 Zappala, Shawangunk.
9 There's a lot of new
10 chiefs here in the
11 audience. I'm the
12 representative for the Mid
13 Hudson finance committee
14 and the finance committee
15 did recommend nonadoption
16 to this. The reason
17 behind it -- there are
18 actually a few.

19 The claim is that the
20 reason this motion has
21 come up, is that we
22 already budget for a year
23 and if we're getting retro

114

1 request to the membership,
2 the twenty thousand
3 members, we need an
4 emergency hundred dollars
5 from each of you because
6 we had a two million
7 dollar judgement against
8 us.

9 How many of you chiefs
10 can go back to your jails
11 and look your people in
12 the eye and say, I need a
13 hundred bucks, without
14 being attacked. Because
15 if you live paycheck to
16 paycheck, you don't have
17 that hundred dollars. But
18 when you're getting your
19 retro check like we all
20 did this past contract,
21 you're getting thousands
22 of dollars, and you don't
23 no notice that little bit

116

1 of retro that was given
2 back to the union, you're
3 not feeling that hit.
4 So, number one, like I said, we
5 need a war chest. We need to build
6 our resources because we don't know
7 what tomorrow is going to bring.
8 PAC committee, we would like to
9 give more money to the PAC
10 committee because the way we push
11 our agenda is money, sorry to say,
12 but politics is money and the more
13 money you have, the more senators
14 you get on your side to help pass
15 our agenda.

16 And that's our goal at
17 some point. We would like
18 to raise the PAC money,
19 because if we had a ten
20 million dollar PAC chest,
21 we probably could get
22 anything passed that we
23 want, but we don't. So,

117

1 another hundred thousand a
2 year that we're giving
3 back to the member that
4 we'll be giving forever
5 because you know once we
6 take something back, we'll
7 never get it back. But
8 now that we got the 39
9 dollars to them, they're
10 going to be happy they're
11 going to be getting it.
12

13 Once again, something
14 happens, we'll have to
15 decrease it. Can you
16 imagine the backlash all
17 the sudden you're going to
18 tell your members, we're
19 being cut to twenty-five
20 dollars a person again?
21 Those are some of the
22 things that can occur and
23 would occur if this motion

119

1 that's another issue. The
2 more money we have, the
3 more secure we're at,
4 whether it's lawsuits,
5 whether it's financial.

6 But we also give back
7 to the members, too. What
8 Frank was saying earlier,
9 our treasurer, right now
10 you guys gets 34 dollars a
11 member per SSF fund.
12 That's the money you get
13 for Christmas parties,
14 whatnot, etcetera. We're
15 able to increase that
16 another 5 dollars to 39
17 dollars.

18 Why? Because we got
19 money in; and because we
20 have money in, we can give
21 more back. That five
22 dollars a person that
23 we're increasing, that's

118

1 passes.

2 So, I would ask all of
3 you to think about the
4 future of our organization
5 and know that on the
6 forefront, it looks like
7 it's saving us, but
8 actually it's not because
9 of one more reason.

10 If this contract that
11 we have coming up passes,
12 which it's going to be a
13 few years from now, you
14 have to pay those union
15 dues per the increase of
16 the contract. If this
17 motion fails, when I say
18 fails, what I see -- let's
19 say, for example, this
20 motion passes, we
21 jeopardize our self for a
22 better contract. Because
23 if all the sudden people

120

1 are trying to get a
2 contract pushed through
3 just to make sure we're
4 getting our dues, in a
5 nutshell you're able to
6 hold out for a better
7 contract because once that
8 contract passes, you'll
9 get everything retro.
10 Thank you very much.

11 KENNY GOLD: Thanks,
12 Pete. Kenny Gold,
13 Orleans. The idea behind
14 the amendment itself was
15 to simply not burden our
16 members with another cost,
17 understanding everything
18 that we just said. All
19 we're looking for and I'm
20 sure every one of you,
21 whether you're new
22 stewards or not, opened up
23 their retro checks, first

121

1 thing out of their mouth
2 was, what the fuck did I
3 get more from the union.
4 But the biggest -- they
5 didn't get anything extra
6 from the union rep, that's
7 the way we look at it.
8 Frank knows better than
9 anybody, the finance
10 committee knows. We
11 budget every budget when
12 we're talking about our
13 budget now, we look at the
14 money. When we're out of
15 contract, we budget the
16 money as if we have it.
17 Whether it's 25.9 monies
18 or whatever it may be that
19 we get additional.

20 This is just a simple
21 hit that our members take.
22 They don't understand all
23 the intricacies that we

122

1 face and that we take the
2 money in for. This is
3 just another give-back to
4 the membership. I don't
5 know about you, but I got
6 lambasted by everybody
7 saying, you know, 95
8 dollars, a hundred and
9 four, whatever it was, you
10 know. Here it is, I put
11 it out and let the members
12 decide what they want.

13 DONN ROWE: Rowe, Hale
14 Creek. Frank what's the
15 two percent retro?

16 TREASURER GILBO:
17 Total?

18 DONN ROWE: Just one
19 year, what's one year two
20 percent?

21 TREASURER GILBO: I can
22 look that up. The total
23 things was 1.7 million we

123

1 got back.

2 DONN ROWE: For just
3 union dues?

4 TREASURER GILBO:
5 Total.

6 DONN ROWE: I agree
7 with Kenny on this. You
8 work within your means,
9 you work within the
10 budget. You got a
11 proposed budget here
12 that's gonna give you a
13 net of three hundred
14 thousand dollars that you
15 bank every year. And you
16 work within your means.
17 We have a sixteen million
18 dollars organization, you
19 know. You should be able
20 to work within that.

21 As far as the members
22 comments about the PAC
23 fund, the PAC fund has

124

1 been and is funded
2 properly. You cannot give
3 ten million dollars worth
4 of PAC to anybody.
5 There's restrictions on
6 how much you give, you can
7 give. And it is a pay to
8 play, but you cannot buy
9 legislation. And anybody
10 who believes that is out
11 of their minds. Because
12 all it does -- all
13 contributions do is give
14 you access, then you got
15 to be credible and have a
16 cause and be respected by
17 those people.

18 But, again, you work
19 within a budget, you work
20 within your means as far
21 as bringing retro in and
22 banking it, we're not in
23 the business of making

125

1 have sixteen million
2 coming in and we got
3 sixteen million coming
4 out. Unfortunately,
5 things pop up that are
6 unaccounted for. We have
7 a five hundred dollar HVAC
8 system that needs to be
9 put in 102 Hackett
10 Boulevard. That has to
11 get done. That five
12 hundred thousand, easily
13 half a million dollars, if
14 you try to ask an
15 additional monetary value
16 from the members, what do
17 you think you're gonna get
18 if you say, hey, our
19 office building is about
20 to break, we need this?
21 You're gonna get more of a
22 backlash.

23 What the purpose of

127

1 money. We're not in the
2 business of worrying about
3 lawsuits. We're worried
4 about representation and
5 doing the best for our
6 members. And I think we
7 have done it as an
8 organization within the
9 confines of the budget.

10 AL ZAPPALA: Al
11 Zappala, Shawangunk. The
12 ten million dollar war
13 chest for PAC, little bit
14 out of context. We're not
15 gonna put together ten
16 million dollars and use
17 that. The moral of
18 everything I was trying
19 to say is this, as Donn
20 was saying, we budget
21 yearly. What comes in,
22 what comes out.

23 This year we're gonna

126

1 this whole conversation is
2 is, we're not saving any
3 money because the money
4 that comes in, is going
5 out for services and
6 things that we are using
7 and half to be taken care
8 of. That one point six
9 million dollars, that is a
10 gift to put into our
11 account. We haven't saved
12 money over the last few
13 years. Those chiefs that
14 have the budget records in
15 front of you, check your
16 records. Over the last
17 few years we haven't been
18 able to save. All our
19 millions that we have are
20 millions we were able to
21 save from years ago.

22 So I'm adamant about
23 wanting to keep this

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1 because I know what the
2 future holds. And I also
3 know that we're not just
4 keeping all that money, we
5 have a gift that's coming
6 out to all the members.
7 It's something that the
8 finance committee has been
9 working on along with the
10 Executive Board and
11 everyone is going to be
12 getting it in the mail at
13 some point. But these are
14 some of the things that
15 are being given back to
16 the members with that
17 money.

18 So, yes, some of it is
19 gonna be used; some of it
20 is gonna be saved. And
21 think about this, you
22 yourself with your
23 personal checking account,

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1 year. You know, we're
2 gonna be at fourteen
3 million dollars here
4 pretty shortly, back where
5 everybody was comfortable.
6 And if they take that
7 away, you know, maybe
8 bring it up at the next --
9 before the next contract,
10 five years and see where
11 we're at. You know, we
12 got a lot -- we got a few
13 years before the next
14 contract is even
15 negotiated so that's my
16 thought. You can always
17 bring this up again in a
18 few years, if we got
19 twenty million in the bank
20 and we don't really need
21 it. That's my thought.

22 KENNY GOLD: Kenny
23 Gold, Orleans. We are not

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1 how does it feel when
2 you're living paycheck to
3 paycheck? Doesn't feel
4 good. Should we not want
5 to save a million if we
6 could get a million,
7 because this is the only
8 way we're able to do it.
9 We have a million point
10 six that came in, we're
11 saving it. We stop this
12 in the future, we take it
13 away.

14 FRANK GILBO: I can
15 remember last year when I
16 was up here getting
17 roasted, the money was
18 getting down there and
19 everybody wanted to fly
20 into a panic. Imagine if
21 we didn't get that one
22 point seven million, we'd
23 be back where we were last

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1 asking to have the money
2 that we got back given
3 back to the members. So
4 this gift that you're
5 saying, you already have
6 it, you can use it. We
7 may not even ever have a
8 retroactive payment back.
9 We maybe have a perfect
10 contract and everybody
11 signs off on it right
12 away. Most likely not,
13 but it's possible.

14 If in those years,
15 there's nothing that
16 doesn't say to the finance
17 committee couldn't work on
18 making a budget that we
19 got to cut back on
20 something. Cutbacks are
21 the worse word, we've
22 never cut back to the
23 members, it's always the

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1 biggest fight, but there's
2 always something to look
3 at. You save, I'm sure
4 Frank would know better,
5 you're talking about a
6 three hundred thousand
7 dollar line, you put it in
8 different.

9 Either way, we can look
10 forward to the next
11 contract, we're not
12 talking until 2022.

13 Knowing this now, if this
14 goes forward today, send
15 it to the members. They
16 can say no, they could say
17 yes. If the say yes, it
18 goes out, we know what to
19 look for in 2022. That's
20 all it boils down to.

21 PETE STETZ: Any
22 further discussion on this
23 amendment? With that,

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1 again ask this body's
2 consent to send forward to
3 the membership for a vote.
4 All in favor signify by
5 saying aye?

6
7 (Response of "Aye" from
8 the floor.)

9
10 PETE STETZ: Opposed?

11
12 (Response of nay from
13 the floor.)

14
15 PETE STETZ: Thank you.
16 PRESIDENT POWERS: All in
17 favor of sending this out
18 for membership vote
19 signify by saying aye.

20
21 (Response of "Aye" from
22 the floor.)

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1 PRESIDENT POWERS:
2 Nays?

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

6
7 PRESIDENT POWERS:
8 Can the ayes raise their
9 hands or stand for the
10 record? Have the ayes sit
11 and the nays stand,
12 please. The nays have it.

13 Thanks Pete.

14 PETE STETZ: Yep.

15 PRESIDENT POWERS:
16 Sorry about that. Back to
17 new business. Any new
18 business? Seeing none.
19 Just a couple things here.
20 We are prepping for a
21 labor management meeting.
22 We have made mention to
23 this body a couple times.

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1 There's some new stewards
2 here in the hall.

3 We're looking for
4 agenda items that affect
5 the statewide membership.
6 Not necessarily something
7 that's internally inside
8 your facility that can be
9 rectified through your
10 management. Any issues
11 that you have in your
12 labor management meetings
13 with the new stewards,
14 please forward those to
15 your vice presidents and
16 business agents and get
17 those to us.

18 Your minutes to your
19 sector elections, your
20 sector meetings, your
21 minutes to your labor
22 management meetings. If
23 your minutes do not

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1 reflect what transpired in
2 that meeting, share it
3 with us your concerns that
4 you had in that meeting
5 that weren't conveyed in
6 the Department's reports.

7 Basically we're asking
8 for two sets of minutes.
9 As I said, we're going to
10 be asking a lot from you.
11 The landscape has
12 significantly changed in
13 the last couple years.
14 This is your body, this is
15 your union, your
16 organization. We can't
17 effectively be your
18 advocate without your
19 knowledge and what's
20 happening inside your
21 facilities.

22 Whether it's
23 corrections, law

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1 taken care of. Matt
2 Bloomingdale, right?
3 Motion to adjourn?
4 Neal gruber. Second?
5 Don Molino. All in favor?

6
7 (ALL RESPOND WITH AYE.)

8
9 (Executive Assembly then
10 adjourned.)

11
12 * * * *

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1 enforcement, any aspect of
2 this job. So with that,
3 that concludes today's
4 business. I believe this
5 may be the quickest EA
6 ever. Al?

7 AL MOTHERSHED: If I
8 may, Mr. President, I just
9 have a quick question on
10 light duty. Do we have
11 any new information on
12 where we're at with light
13 duty?

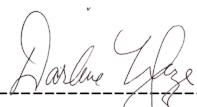
14 PRESIDENT POWERS: No I
15 followed up on that, I got
16 to get back to O'Gorman on
17 that. We're trying to do
18 and what we don't have on
19 that, we're effectively
20 trying to get a meeting
21 with labor to get
22 something and we need to
23 follow up and get that

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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 SEPTEMBER 11, 2019. 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.

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