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INCREASED NUMBER OF "BLOODING" ATTACKS BY PROSPECTIVE BLOOD GANG MEMBERS

The following important officer safety alert was announced NYPD :

"Officers should use caution when approaching suspected Blood street gang members. The NYPD has reported a marked increase in initiation rites for members of the Blood street gang. These initiations are called "bloodings" and are usually carried out by a prospective member armed with a razor box cutter. Either a full fledged member will identify a specific target, or the prospect must pick one at random and strike that individual about the face and body with the box cutter.

"Recently attacks have been made against persons in elevators and on the subway. On one occasion an off-duty police officer was jogging in a park when he was viciously ambushed by several blood members during a "bleeding." It is still not clear whether they knew the victim was a police officer.

"Additional gang intelligence sources indicate that this initiation is rapidly expanding to other Blood gang sets along the eastern seaboard and most likely will expand into other areas."

According to NYPD, about 100 "bleeding" attacks in New York City have been documented to date.

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High-Tech Prison Model for State

An addition at Marcy Correctional Facility will be replicated at seven other state prisons to house maximum-security prisoners with modest staff increases.

Published Nov. 24, 1997, in The Post-Standard.

By GREG MUNNO

State corrections officials, staff and guards have their attention focused on the Marcy Correctional Facility, which in January will be the first of eight state prisons to house maximum-security prisoners in new and controversial cells.

Marcy, which was designed to be a medium-security prison, is getting a 100-cell additions, which will house 200 maximum-security prisoners who have a history of disciplinary problems.

The state plans to hire 19 additional officers and two sergeants to work at each of the new facilities. Officials say that's adequate to supervise 200 prisoners who will be locked up nearly 24 hours a day.

Some prison guards have said the state hasn't committed enough staff to ensure officer and community safety. The prison melee at Mohawk Correctional Facility in Rome in July, which injured 10 guards, renewed calls for more guards.

Marcy will be the first test.

"It certainly seems that all eyes are on us," said Wilfredo Batista, acting superintendent at Marcy. "We will be the first to have prisoners, the first facility to try to answer the questions of how to run one of these housing units."

The state and critics of the cells agree that the housing units - which cost \$12 million each to build - are state-of-the-art, as reporters have been allowed to see firsthand at Marcy.

Designers were able to cram everything a prisoner needs into a 105-square-foot cell. The cells, which will eventually hold two prisoners in bunk beds, have toilets, sinks and showers.

Also for the first time in the state, Batista said, the cells are equipped with doors that lead outside to very small - about 6-by-8-foot - enclosed balconies, where prisoners will take their one hour of exercise time.

The door to the exercise area is controlled electronically by guards in a central control room, so they can decide when a prisoner can go in and out.

The doors of each cell that open into the inside corridor are metal and don't allow prisoners to communicate between cells. Smaller doors within the doors can be opened to allow officers to pass in food and to shackle the prisoner before opening the cell door. There is also sound and video surveillance equipment throughout the unit.

All those features have been put into the cells to avoid prisoner-guard contact, hence the state's argument that 21 officers assigned to the cells will be sufficient.

Because inmates won't leave the self-contained unit for exercise, it also limits the need for perimeter security measures, such as walls instead of fencing and more armed tower guards, which one sees at maximum-security prisons, Batista said.

The new units, designed to alleviate overcrowding in maximum-security prisons, will be fenced off from the medium-security prisons. The Marcy prison has about 1,500 prisoners.

But prisoners will at times leave the high-tech cells because they're still entitled to some family visits as well as trips to parole board hearings and meetings with lawyers. There may also be emergencies - such as a fire or a fight between cellmates - that require guards to go into the cells.

With only two sergeants assigned to the cells, one of these situations could arise when no supervisory officers are on hand.

Batista said the protocol for dealing with such situations is still being hammered out.

"No prisoner in the unit will be allowed out for visits unless a supervisory officer is on duty, so we feel comfortable with two sergeants," he said. "And we are in the process of setting up emergency response teams so that guards from the main facility can help aid the guards at the special housing unit."

Batista has also convened several task forces at Marcy to determine such things as which prisoners should be bunked together.

"We obviously don't want to put an Aryan Nation inmate with a Muslim; that would be asking for trouble," Batista said. "But we don't want to put inmates of the same gang in together either, so there will be some work to do on this point."

Batista said each prisoner sent to him will undergo a full evaluation to help officials decide whom the prisoner should be bunked with.

"It's a major issue, of course," he said. "They will be spending a lot of time together. Hopefully, it will help them more than aggravate them."

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Corruption comes to the federation. . . .

EDITORIAL Washington Times Nov 25,1997

George Meany, who served as the AFL-CIO's president for the first 25 years of its existence (1955-79), died in 1980, the year Ronald Reagan was elected. When he wasn't engaged in a relentless effort to eliminate corruption from the labor movement --he expelled the Teamsters Union from the federation in

1957, for example -- Mr. Meany was promoting his inveterate anti-communism, including strongly supporting the United States' Vietnam policy. At the age of 85, Mr. Meany relinquished his power to the like-minded Lane Kirkland, who had become his executive assistant in 1961 and the AFL-CIO's secretary-treasurer in 1969.

. . . . Mr. Meany never lived to celebrate the unqualified success of the AFL-CIO's and Mr. Kirkland's indispensable role in promoting the Solidarity labor movement in Poland, helping to sew the seeds of communism's downfall throughout Eastern Europe.

. . . . How proud Mr. Meany would have been.

. . . . Considering his staunch anti-communism and abhorrence of corruption, one has to wonder what Mr. Meany would think of the crowd that now runs the AFL-CIO, including its current president, John Sweeney, a proud member of the Democratic Socialists of America. Two years ago, Mr. Sweeney, then-president of the Service Employees International Union (SEIU), led a dissident campaign that first forced Mr. Kirkland to resign and then toppled his hand-picked successor, Thomas Donahue, in the AFL-CIO's first contested election. Running on a ticket that included as its secretary-treasurer Richard Trumka, the president of the radical United Mine Workers, Mr. Sweeney would never have achieved his victory without the steadfast support of three fellow dissidents: Ron Carey, president of the Teamsters Union, which was readmitted to the AFL-CIO in 1987; Arthur Coia, president of the Laborers International Union of North America (LIUNA); and Gerald McEntee, president of the American Federation of State, County and Municipal Employees (AFSCME).

. . . . Immediately, the new regime implemented a radical, class-warfare-based, left-wing agenda. Mr. Sweeney's first order of business was to introduce quotas to the AFL-CIO Executive Council. Shortly thereafter came an infusion of leftists into the federation's international department. Throughout the AFL-CIO hierarchy, Mr. Sweeney installed the 1960s-era campus radicals who repelled Mr. Meany. There seem to be more veterans of the radical Students for a Democratic Society (SDS) in Mr. Sweeney's circle than there are military-service veterans. Even Noam Chomsky, the MIT linguist and godfather of the anti-war movement, has become a trusted adviser.

. . . . In an unholy alliance that merged union corruption and social radicalism, Mr. Sweeney has managed to envelop the AFL-CIO in such unprecedented scandal in his second year in office that the consequences threaten to tarnish, perhaps irreparably, the AFL-CIO's squeaky-clean image that Messrs. Meany and Kirkland spent 40 years cultivating and guarding zealously. A federal union election officer recently found that Mr. Carey participated in various schemes that embezzled hundreds of thousands of dollars from the Teamsters' general treasury and funneled the proceeds into his reelection campaign.

. . . . The same official, a former federal judge, implicated Mr. Trumka, the AFL-CIO's secretary-treasurer, in two of those schemes. One scheme involving Mr. Trumka allegedly laundered \$150,000 from the Teamsters treasury through the AFL-CIO and a liberal activist organization, Citizen Action, resulting in an illegal diversion of \$100,000 to Mr. Carey's campaign. Another allegedly involved Mr. Trumka's illegally raising \$50,000 for Mr. Carey's campaign. The election officer also provided details of similar illegal fund-raising schemes for Mr. Carey allegedly involving Mr. Sweeney's successor president at SEIU, AFSCME President McEntee and AFSCME's organizing director, Paul Booth (who, as national secretary of SDS, organized campus anti-war demonstrations in 1965).

. . . . Mr. Trumka, asserting his Fifth Amendment right against self-incrimination, refused to answer the

questions of the election officer, who disqualified the scandal-plagued Mr. Carey from participating in the Teamsters' rerun election. Mr. Meany must be spinning in his grave. In 1957, the year Mr. Meany expelled the Teamsters from the AFL-CIO in his anti-corruption campaign, the AFL-CIO's Executive Council adopted a policy, ruling that if a union official "decides to invoke the Fifth Amendment for his personal protection and to avoid scrutiny . . . into alleged corruption on his part, he has no right to continue to hold office in his union." That's the federation's guidance for its member unions. The notion that Mr. Meany would tolerate any official of the federation -- let alone its secretary-treasurer, the No. 2 official -- taking the Fifth in a union corruption investigation is utterly laughable.

. . . . The AFL-CIO claims an internal investigation has cleared Mr. Trumka of all the allegations. Maybe it has, though the federal election officer believes otherwise. The question remains, however, why Mr. Trumka can't simply tell the truth about what he knows and what he did.

. . . . Some labor unions have long had trouble with corruption, mob influence and officials unable to distinguish between union money and their own money. The federation itself, however, has never been tainted by charges of corruption. On the contrary, it has been a bulwark for reformers fighting corruption in member unions. That the AFL-CIO should now find itself tainted -- well, perhaps it's best that George Meany didn't live to see the day.

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Teamster treasury off-limits to Carey

By Bill Sammon

THE WASHINGTON TIMES

U.S. district judge yesterday stripped Teamsters President Ron Carey of control of the union's treasury, which he is accused of looting to get re-elected. The move was the second major blow in a week to the union leader, who on Nov. 17 was disqualified from running for re-election next year. It forces him to relinquish control of the union's purse strings while he appeals his disqualification.

Judge David N. Edelstein ruled that an independent auditor -- selected by the federal government and paid by the Teamsters -- will take control of union spending and exercise veto power over any expenditures that amount to "fraud or abuse." The arrangement was requested by U.S. Attorney Mary Jo White of Manhattan, who leads a federal grand jury investigation of the Teamsters.

"The U.S. attorney asked for an additional layer of oversight, and we thought it was a good idea," said Teamsters spokeswoman Nancy Coleman. "It quiets any kinds of anxieties and fears that are out there."

Richard Leebove, spokesman for Carey rival James P. Hoffa, welcomed the development.

"This is vindication of Jim Hoffa's claim that Ron Carey and his slate were looting the Teamsters' treasury for their own personal and political gain," Mr. Leebove said. "We had asked for an independent financial czar to protect what little is left of our bankrupt treasury."

The Washington Times reported last month that massive campaign contributions to Democrats and outlays of \$10 million in strike benefits during the United Parcel Service dispute in August have left the Teamsters virtually broke. The union's treasury, which contained \$150 million when Ron Carey became president five years ago, dwindled to less than \$5 million by June 30.

Now it will be controlled by Marvin M. Levy, a certified public accountant with extensive experience in combating white-collar fraud. Mr. Levy, who has worked for the FBI and IRS, is managing director of KPMG Peat Marwick's litigation and forensic practice for the mid-Atlantic area.

Mr. Levy also is expected to audit the Teamsters' books.

"Mr. Levy has a tremendous background," said Judge Edelstein, who called the accountant's credentials "imposing."

"I make sure the people I appoint are competent and have integrity," he said.

Mike Moroney, a former Justice Department investigator of Teamsters corruption, said the appointment of an interim auditor was "an appropriate step."

He noted that an election officer last week ruled Mr. Carey had improperly spent Teamsters money on a speech in which he attacked Mr. Hoffa.

"He was continuing to misappropriate union funds," said Mr. Moroney, an attorney who has also worked for the Labor Department. "It's been typical for Teamsters in these situations to use every asset of the union to finance their own criminal defense."

Mr. Carey has continued to assert his innocence, despite a ruling last week by Election Appeals Master Kenneth Conboy that he knowingly participated in schemes to launder union funds into his re-election campaign. Three Carey campaign aides already have pleaded guilty in the schemes, which used Democratic political groups to launder the money.

"This is one more step toward Carey's removal," said Mr. Leebove in referring to the appointment of the auditor. "Unfortunately for our members, Ron Carey and his slate have brought more government interference into our union. It further weakens the Teamsters."

Assistant U.S. Attorney Karen Konigsberg signed an agreement yesterday to turn over control of the treasury to an outside auditor. The agreement had been signed Friday by Teamsters General Counsel Earl V. Brown Jr. in what Mr. Leebove called a tacit admission that Mr. Carey had misappropriated union funds.

"This is no admission of anything," said Miss Coleman, the union spokeswoman. "This is simply a further step in our cooperation with the U.S. attorney."

Mr. Carey narrowly defeated Mr. Hoffa in last year's election. The results were thrown out in August because of widespread illegalities in the Carey campaign. Last week, in disqualifying Mr. Carey from next year's election, Judge Conboy ordered an investigation of Mr. Hoffa's campaign finances.

The new election, which had been scheduled for February and March, has been delayed by at least 45 days while the Hoffa probe is conducted and Mr. Carey launches an expected appeal.

Few observers give him much chance of prevailing. Perhaps in acknowledgment of the daunting odds against him, Mr. Carey has begun to make statements that the Teamsters reform movement is more important than the man who leads it. Regardless of whether the union is headed by him or someone else, Mr. Carey predicted that Mr. Hoffa will be defeated.

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Unauthorized Inmate Groups/Gangs

11/13/97 - "Reissue of memo dated July 1 1996"

FROM: George J. Bartlett, Deputy Commissioner
SUBJECT: Unauthorized Inmate Groups/Gangs

I am taking this opportunity to clarify some apparent misconceptions regarding this Department's policy and philosophy on disruptive, unauthorized inmate groups and/or gangs.

Let me keep it simple -- unauthorized group or gang activity, organization, recruitment, possession of materials, etc., is a violation of Rule #105.12 of the Standards of Inmate Behavior.

It is not appropriate behavior and when observed, should be dealt with through the disciplinary system. This also provides documentation on an inmate's record of such behavior.

Our policy is one of zero tolerance. I have heard several times that employees of this Department have been told that "Central Office says there are no gangs." This is simply not true. Like any prison system, we have always had gangs or gang members in our system and we acknowledge that we have seen growth in such activity in recent years. We have also taken steps to slow that growth and will continue to do so in an effort to keep our facilities safe for employees and inmates.

In our system, we hold all inmates responsible for their behavior. Failure to adhere to established rules and regulations results in disciplinary action whether an inmate is a group member or not. Like most systems, we have rules governing clothing, unauthorized assembly, jewelry, logos, etc. These rules should be enforced.

In recent years, due to the increase in activity, we have amended some of our rules, specifically to slow down the growth of these groups, recruitment, recognition, etc. We have disallowed some items, types of clothing, and restricted some colors where it has been detected that group members were using these things to identify themselves as such. We also implemented a specific rule prohibiting membership and activity in unauthorized organizations/ groups and gangs. If an inmate breaks these rules or any others, he/she is held responsible through the disciplinary system.

We also feel strongly that unauthorized inmate groups or gangs should not be empowered or given credibility through undue attention and/or publicity. While we acknowledge that these groups exist in our system, we do not officially recognize inmate gangs. (We do not deal with inmates as gang leaders or members; we attempt to not glorify gangs, their activities and their actions through media, publicity, and reports to the public, etc.) We monitor suspected and actual gang members through our disciplinary system, staff reports, our Central Monitoring Case directive, and inmate records.

We need to be professional, firm, fair and consistent in our approach to this issue and avoid sensationalism, stereotyping, and creating misinformation. We should document observable behavior and not "shoot from the hip" in our effort to identify disruptive individuals and hold them accountable.

The bottom line is that we run our system, not inmate gangs or gang leaders. Through a professional, consistent effort, we can make that message clear.

The foregoing is to be read at all lineups for 72 hours and reviewed at all uniformed and non-uniformed supervisory meetings so that all employees are aware of its contents.

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GRRC - 20*

To: Local Presidents and PAC Members

From: GRRC 20 (Grass Roots Retirement Committee 20 year)

Date: November 12, 1997

Subject: To initiate 20-year retirement

Dear Council 82 Members,

One day in October of this year. Two COs were talking about the potential and pros and cons of 20-year retirement. After a brief discussion of retirement we realized, if we, the concerned members of Council 82 do not request action on 20-year retirement nobody will.

At Ulster CF, we are circulating a petition requesting action on 20-year retirement. We want our elected union officials to know 20-year retirement is important to a large percentage of CO's, and we are requesting they take direct action on this issue.

We are requesting you canvass each member of your local to determine if they support 20-year retirement. Remind them their bid and vacation status will improve as people avail themselves of a 20 year retirement.

It would be a great help in this cause if you will follow these steps:

1. Give each Council 82 member an opportunity to sign the petition. Please use seniority checklist, explain benefits, and that proposed plan will be optional for present members and mandatory for new members. Explain to members, they will not be forced to retire after 20 years of service.

2. Return petitions and checklist to:

GRRC-20

c/o Local 3702

Box 800 Berne road

Napanoch, NY 12458-0800

We will collect petitions from all facilities and present them to Council 82 in Albany.

Thanks for your help on this important matter

Kevin Doty

Bob Munson

Members of Local 3702

Ulster CF

c/o Local 3702

Box 800 Berne road

Napanoch, NY 12458-0800

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MARCY TO GET HIGH-TECH CELLS

The Times Herald Record

11-29-97

MARCY(AP) - Early next year, 200 convicts will make Marcy Correctional Facility their new home, and all eyes will be on them. State officials, staff and correction officers are focusing on Marcy, a medium-security prison which in January will be the first of eight state prisons to house maximum-security prisoners in new and controversial cells. Marcy, which houses 1,500 prisoners just west of Utica, is getting a 100-cell addition to hold 200 maximum-security prisoners who have a history of disciplinary problems. "It certainly seems that all eyes are on us," acting superintendent Wilfredo Batista said. "We will be the first to have prisoners, the first facility to try to answer the question of how to run one of these housing units."

State officials and critics of the new cells agree that the new units - which will cost \$12 million each to build - are state-of-the-art. Designers were able to cram everything a prisoner needs into a 105-square-foot cell. Each will hold two prisoners in bunk beds and will have a toilet, sink and shower. And, for the first time, the cells also will have doors leading outside to very small - about 6-by-8-foot - enclosed balconies where prisoners will take a daily hour of exercise. The door to the exercise area will be controlled electronically by guards in a central control room, so they can decide when prisoners can go in and out. The metal door of each cell that opens to the inside corridor of the prison won't allow prisoners to communicate between cells. Smaller doors within each door will allow officers to pass in food and to shackle prisoners before opening the cell door. The state plans to hire 19 more officers and two sergeants to work at each new unit. Officials say that's adequate to supervise 200 prisoners in this new environment, which was devised to avoid prisoner-officer contact. Because inmates won't leave the self-contained units for exercise, it limits the need for perimeter security measures, such as walls and armed tower guards that are visible at maximum-security prisons, Batista said.

The new units, designed to alleviate overcrowding in maximum-security prisons, will be fenced off from the medium-security prisons. Prisoners still will get time out of the new cells because they're entitled to some family visits, as well as trips to parole board hearings and meetings with lawyers. Emergencies, such as a fight or a fire, might also require guards to go into the cells. With only two sergeants assigned to the cells, one of these situations could arise when no supervisory officers are on hand. Batista said the protocol for dealing with them is still being hammered out. "No prisoner in the unit will be allowed out for visits unless a supervisory officer is on duty, so we feel comfortable with two sergeants," Batista said. "And are in the process of setting up emergency response teams so that guards from the main facility can help aid the guards at the special housing unit."

Batista also has convened several task forces to determine such things as which prisoners should bunk together. "We obviously don't want to put an Aryan Nation inmate with a Muslim; that would be asking for trouble," Batista said. "But we don't want to put inmates of the same gang in together, either, so there will be some work to do on this point." Batista said each prisoner sent to him will undergo a full evaluation to help officials pick cellmates. "It's a major issue," he said. "They will be spending a lot of

time together. Hopefully, it will help them more than aggravate them."

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PRISON WORKERS NOT SAFE, UNIONS SAY

The Times Herald Record
11-29-97

ALBANY (AP) - New York state is failing to provide a safe environment for employees in its prisons, two unions are contending.

The organizations filed a complaint this week with the state Labor Department, which enforces federal Occupational Safety and Health standards for public employees.

The complaint says an incident in September in which an inmate is charged with attempting to rape and murder a prison infirmary nurse allegedly shows that staffing ratios are too low. The unions also argue that nurses and other civilian prison employees should be given personal security alarms to alert correction officers of dangerous situations.

"This nurse was cornered in a restroom by a naked inmate who choked and brutally attacked her," said Roger Benson, president of the state Public Employees Federation. "These kinds of incidents cannot be allowed to continue."

PEF represents about 4,000 civilian employees in state prisons. Council 82 of the American Federation of State, County and Municipal Employees, which represents correction officers in the system, joined PEF in the complaint.

The nurse, who was treated for bruises after the Sept. 28 incident at the medium-security Washington Correctional Facility in Comstock, was not carrying a personal security alarm. She alerted an officer by screaming.

The inmate has been indicted on attempted murder, attempted rape and assault charges, according to prison Superintendent John Malloy.

James Flateau, a spokesman for the state prison system, said security lapses within Washington Correctional Facility's infirmary - not officer-to-inmate staffing ratios - appeared to provide the inmate with the opportunity to corner the nurse.

A staffer left a door open that separates the inmate area from the staff area within the infirmary, he said. In addition, infirmary employees are supposed to notify an officer when an inmate is finished with treatment and headed out of the infirmary; that wasn't done on Sept. 28 at Washington, Flateau said.

"A couple of breaches in security by staff in the infirmary were significant," Flateau said. "It's not correct to simply knee-jerk and say, 'Additional staffing is the answer.'"

No staffers at Washington have been punished for the incident, Flateau said. It remains under investigation by prison authorities.

Civilian workers at 19 of the state's 70 prisons are scheduled to receive personal security alarm devices

soon. PEF said all personnel should get them.

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***UnderStaffing* A Letter to Senator John R. Kuhl**

As most of you know I now send out the Mail. Very rarely do I get a chance to put in my own two cents, but this issue is a very important one. I have a mission for all on the net. I have been activiley trying to bring up the staffing levels at my facility through contacting my area Assemblyman and Senator. While this is not an isolated request, as all of us know, **WE ARE ALL TRUELY UNDERSTAFFED !!!**, I find that most Legislators are not aware of the problem. The services that we as Officers must provide in the Correctional settings is tremendous. From Keep Lock services to Religious Services (now The Nation Of Islam), from Gang (er I mean unauthorized Groups) activity to daily programswe are stressed to the MAX !!! And that stress is affecting us all. Time and again I hear that " The Office of Budget will not approve anymore help". That getting more help, as we all know we need, must be approved by the Legislation. So I am making a request of each and everyone of you. **PLEASE** contact you area legislative Representatives and make that request. Explain to them the services that we are Mandated by Law to provide, utilizing the perticular Services that your Facility is provideing. Do not C/S them but rather explain rationally why we need more Officers. Provide just the facts.

Please forward your letters to all on the net so we may see how you wrote it and to better help us all in writting our own.

Thanks,
Strength Through Unity.
Garrett Conover

Senator John R. Kuhl
18 Buell St.
PO Box 153
Bath New York 14810
November 18, 1997 (Via FAX)

Dear Randy,

Thank you for taking the time to hear of the concerns of your constituents who faithfully put their lives on the line daily, in the service to the People of the Great State of New York, the Correctional Officers of the Elmira Correctional Facility. The objective for bringing their concerns mentioned below, is because these brave men and women have exhausted all possible avenues of redress for these issues. It is the hope that you may once again be instrumental in attaining as safe a working environment as is possible for a Maximum Security Facility.

The first issue I wish to bring to your attention is one that we have discussed in the past, but continues to be problematic. That of adequate staffing levels for such a facility. I have discussed with our Facility Superintendent, Mr. Bennett, the important need for additional security personnel. While he is in full agreement of the need for additional Security personal, he states his hands are tied and that the Office of Budget will not allow the additional needed personal. At this time it is my understanding that he has even

requested temporary officers to achieve our goals, but all to no avail.

A few examples of our needs are as follows:

A) Main Mess Hall - During the 7am to 3pm shift, the rear kitchen area of the Mess Hall is slotted for (2) Security Personnel, but when the 3pm to 11pm shift arrives, with all the same services that need to be rendered, Management only provides one Security Officer. Due to recent changes in the mess hall program, the need for that additional Officer is only supplied at 7pm. In order to have that officer at 7 PM, he was taken out of the school area, leaving only one officer to cover as many as 50 to 74 inmates and sometimes even more. This number of inmates is spread out at in different "Class Rooms", of which three on a regular basis have no civilian instructor inside them. Inmates left totally unsupervised led to a serious incident a while back, which was an extremely Bloody One. A second officer was placed there because of potential problems this area was capable of having. We also have inmates who are unsupervised in our Scullery; an area where dishes are cleaned. An unsupervised inmate, at a Maximum Security Facility, is not a good idea. It is like the old saying of robbing Peter to Pay Paul and then robbing Paul to pay Luke when the bottom line is we need more staff.

B) I Block - This block is being utilized as an area to house a large number of inmates on Keep Lock Status, because of disciplinary problems. Usually only those inmates on Long Term Keep Lock Status are placed in I - Block.

This block serves two functions. The front half is used for regular population inmates and the back half for Long term Keep Lock inmates. With the recent sharp increase in the number of Disciplinary problem Inmates, due to the new Zero tolerance, we are at levels we, at one time, were accustomed to, but now, lack the proper Security Staff necessary to accomplish the Mandated (by Law) Services in a safe manner. These services include A). One Hour, outside recreation for each inmate. To accomplish this take Inmates must be removed from their cell, frisked and then put into the recreation area. B). Must be given Showers, C). Visits D). Medications etc. As of this date there are One Hundred and Sixty One Inmates on Long Term Status in this Block. Even more so because of recent construction of the shower area, from 6 showers to 12, this alone would utilize one Officer an entire shift. But management will not provide proper Staff. To further complicate the problem, Keep lock services are running from the 7-3 shift into the 3-11 shift. . Because of the now daily need to accomplish these services on the 3-11 shift, overtime time must be utilized. And because of the amount of overtime expenses, management has seen fit to close regular, plot plan posts in one area of the facility, to send an Officers on overtime status in another part of the facility, home. All to keep the overtime expenses down. When I asked who is authorizing these posts to be closed, I was informed that Captain Bradt ordered it, with the approval of Superintendent Bennett. I then asked the Captain who in Albany gave the ordered to alleviate overtime in this manner, he said no one, that this is a local decision. The bottom line is that both shifts need the additional staff to maintain the services that are mandated by Law. Not only in this area, but many others as well. Not the idea of closing other posts in the facility to keep the cost of overtime down that these keep lock services are requiring. The Officers in this area are under incredible stress and as one put it to me, " This place (I-Block) is going to explode maybe then they'll give us the help we need ". While crisis does create change, as it did at Southport Correctional Facility, it is my hope to avoid that type of crisis. An additional concern is the I-Block has already been approved for the placement of 65 recreation pens for these high profile inmates. But for some unknown reason it has not been done. My Superintendent, Mr. Bennett, agrees of the need for additional staff, but says budget refuse to give us any.

In closing I wish to thank you in advance for any assistance you may give in helping to maintain a safe and secure facility. The Officers at this facility appreciate your efforts on their behalf.

Sincerely,

Garrett W. Conover
Treasurer Local 1240

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S5666 - Collective bargaining agreements

S T A T E O F N E W Y O R K

5666
1997-1998 Regular Sessions
I N S E N A T E
June 30, 1997

Introduced by Sen. NOZZOLIO -- read twice and ordered printed, and when printed to be committed to the Committee on Rules

AN ACT to amend the civil service law, in relation to providing for binding arbitration in negotiations involving the collective negotiating units designated as security services unit and security supervisors unit and extending the expiration date of binding arbitration

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY,
DO ENACT AS FOLLOWS:

1 Section 1. Subdivision 2 of section 209 of the civil service law, as
2 amended by chapter 13 of the laws of 1996, is amended to read as
3 follows:

4 2. Public employers are hereby empowered to enter into written agree-
5 ments with recognized or certified employee organizations setting forth
6 procedures to be invoked in the event of disputes which reach an impasse
7 in the course of collective negotiations. Such agreements may include
8 the undertaking by each party to submit unresolved issues to impartial
9 arbitration. In the absence or upon the failure of such procedures,
10 public employers and employee organizations may request the board to
11 render assistance as provided in this section, or the board may render
12 such assistance on its own motion, as provided in subdivision three of
13 this section, or, in regard to officers or members of any organized fire
14 department, or any unit of the public employer which previously was a
15 part of an organized fire department whose primary mission includes the
16 prevention and control of aircraft fires, police force or police depart-
17 ment of any county, city, town, village or fire or police district, or
18 detective-investigators employed in the office of a district attorney of
19 a county not contained within a city with a population of one million or
20 more, or in regard to any organized unit of troopers, commissioned or

21 noncommissioned officers of the division of state police, or in regard
22 to investigators, senior investigators and investigator specialists of
23 the division of state police, OR IN REGARD TO MEMBERS OF COLLECTIVE

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1 NEGOTIATING UNITS DESIGNATED AS SECURITY SERVICES AND SECURITY SUPERVI-
2 SORS, as provided in subdivision four of this section.

3 § 2. The opening paragraph of subdivision 4 of section 209 of the
4 civil service law, as amended by chapter 13 of the laws of 1996, is
5 amended to read as follows:

6 On request of either party or upon its own motion, as provided in
7 subdivision two of this section, and in the event the board determines
8 that an impasse exists in collective negotiations between such employee
9 organization and a public employer as to the conditions of employment of
10 officers or members of any organized fire department, or any other unit
11 of the public employer which previously was a part of an organized fire
12 department whose primary mission includes the prevention and control of
13 aircraft fires, police force or police department of any county, city,
14 town, village or fire or police district, and detective-investigators or
15 criminal investigators employed in the office of a district attorney of
16 a county not contained within a city with a population of one million or
17 more, or as to the conditions of employment of members of any organized
18 unit of troopers, commissioned or noncommissioned officers of the divi-
19 sion of state police or as to the conditions of employment of members of
20 any organized unit of investigators, senior investigators and investi-
21 gator specialists of the division of state police, OR AS TO THE CONDI-
22 TIONS OF EMPLOYMENT OF MEMBERS OF COLLECTIVE NEGOTIATING UNITS DESIG-
23 NATED AS SECURITY SERVICES AND SECURITY SUPERVISORS, the board shall

24 render assistance as follows:

25 § 3. Paragraph (d) of subdivision 4 of section 209 of the civil
26 service law, as amended by chapter 123 of the laws of 1995, is amended
27 to read as follows:

28 (d) The provisions of this subdivision shall expire [twenty] TWENTY-
29 FOUR years from July first, nineteen hundred seventy-seven.

30 § 4. Paragraph (e) of subdivision 4 of section 209 of the civil
31 service law, as added by chapter 432 of the laws of 1995, is amended to
32 read as follows:

33 (e) With regard to members of any organized unit of troopers, commis-
34 sioned or non-commissioned officers of the division of state police, AND
35 ANY MEMBERS OF COLLECTIVE NEGOTIATING UNITS DESIGNATED AS SECURITY
36 SERVICES AND SECURITY SUPERVISORS, the provisions of this section shall
37 only apply to the terms of collective bargaining agreements directly
38 relating to compensation, including, but not limited to, salary,
39 stipends, location pay, insurance, medical and hospitalization benefits;
40 and shall not apply to non-compensatory issues including, but not limit-

41 ed to, job security, disciplinary procedures and actions, deployment or
42 scheduling, or issues relating to eligibility for overtime compensation
43 which shall be governed by other provisions proscribed by law.

44 § 5. Paragraph (e) of section 209 of the civil service law, as added
45 by chapter 447 of the laws of 1995, is relettered paragraph (f).

46 § 6. This act shall take effect immediately; provided, however, that
47 the amendments to subdivisions 2 and 4 of section 209 of the civil
48 service law, made by sections one, two, four and five of this act, shall
49 not affect the expiration of such subdivisions pursuant to paragraph (d)
50 of subdivision 4 of such section, and shall expire therewith.

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NYS/Council 82 Joint Labor-Management Committee Overview

During the course of the 1979 negotiations, Council 82 and the State came to recognize that the traditional labor-management relationship and decision-making processes were not the most effective means to address all work site and productivity issues of concern to unit members and management. Following precedents in the private sector and patterned after joint labor-management activities already developed by GOER, the parties agreed to initiate a cooperative, non-adversarial forum away from the bargaining table for employees, managers and union representatives to address issues of mutual concern. To fulfill that process, the New York State/Council 82 Joint Labor-Management Committee was formed. Its mission is to promote harmonious, cooperative relationships between labor and management and open communication between both parties as they address issues of mutual concern. Projects that the Committee concentrates on include those that improve morale, skills, abilities, and job performance. Because Committee projects affect an entire facility, often all employees at the facilities share the benefit. Because the 1995-1999 collective bargaining Agreement was not ratified until December of 1995, funding did not resume until March 1996, and the activities of the New York State/Council 82 Joint Labor-Management Committee continued at a modified level during fiscal year 1995-96.

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The Naughty Nine

THE UNTOLD STORY OF THE
RECLASSIFICATION AND THE NAUGHTY (9)
Carrie Young & David Larson Past President and Vice President
Of AFSCME Local 2623

When the Correctional Officers at OSP were doing the reclassification of Correctional Officers, AFSCME worked hard to keep it out of arbitration. This reclassification effort caught both the state and AFSCME off guard and our case was so good and the state was so afraid of loosing it that they were willing to deal away 16 sergeant positions to keep it out of arbitration.....AFSCME latter worked with the state to weaken the correction officers position.

THIS BACK DOOR DEALING WAS DONE BY CECIL TIBBETTS THE EXECUTIVE DIRECTOR OF AFSCME COUNCIL 75.

CECIL TIBBETTS ALSO POSTPONED THE SCHEDULED ARBITRATION ON HIS OWN WITHOUT INPUT FROM THE MEMBERS OF THE ADVISORY PANEL.

Then Cecil tried to sell " HIS DEAL "; (Cecil's deal was a behind closed doors deal with the state with out no input from any members of the local) Cecil presented the advisory panel with his deal...and....the advisory panel rejected this offer....Cecil then had David Cortez take this offer to the membership for a vote.... Cecil Tibbetts, David Cortez, Tom Gunn and an AFSCME lawyer tried to sell this deal to the OSP membership.....

Cecil Tibbetts back door deal with management was to make 16 of the trouble makers sergeants. This deal, (offer) was made to the locals president Carrie Young and the Vice-President David Larson.

THE BACK DOOR DEAL : CECIL TIBBETTS TRIED TO BRIBE THE MEMBERS WHO WERE PUSHING THIS RECLASSIFICATION(THE NAUGHTY 9 WITH SERGEANTS JOBS.) THIS OFFER WAS MADE TO CARRIE YOUNG AND DAVID LARSON, EACH OF THEM WERE TO HAVE A SERGEANTS POSITION, PLUS 14 OTHER SELECTED PERSONS FOR A TOTAL OF 16 They could make 7 of the leaders of this reclassification and 7 seven of their buddies sergeants..... plus 8 of the current CO posts which had weekends off were to go to management as non-bid post for management to use as assignment posts. All these members had to do was sell out the other members state wide on the deal the state and AFSCME had worked out.

THIS DEAL WAS ONE OF THE BIGGEST SELLOUTS AFSCME EVER TRIED TO DO AT OSP...ALL NEW CORRECTIONS OFFICERS STATEWIDE WOULD HAVE STARTED TWO (2) STEPS LOWER IN THEIR PAY RANGE...

(FOOTNOTE) Cecil Tibbetts managed to give away one pay step for new CO's with his new OSP contract to complete a one step give away.

ONLY FULL TIME OFFICERS AT OSP WOULD HAVE GOTTEN A ONE STEP PAY RAISE. NOT A STATEWIDE DEAL FOR ALL CORRECTIONAL OFFICERS.

All Corporal positions would have been abolished at OSP..... The new sergeants would not have any new positions created for them. Thus real advancement opportunities would be impaired....All the trouble makers were latter expelled from AFSCME. After a trial known as : THE TRIAL OF THE NAUGHTY 9 One was found not guilty and latter charged again for the same crime, DE CERTIFICATION OF AFSCME.

DURING THE TRIAL OF THE NAUGHTY 9... DAVID CORTEZ, AFSCME PRESIDENT OF LOCAL 2623 OFFERED TO REINSTATE CORRECTIONAL OFFICER MIKE MICKELSEN TO HIS ELECTED OFFICE AND GIVE HIM A SERGEANTS POSTION IF MICKELSON WOULD COME BACK AND SUPPORT AFSCME.. OFFICER MICKELSEN SAID, NO THANK YOU !!

How corrupt can a union be, to be able to give away sergeants postions to malcontent officers.....who gives the power to a union president to make a CO into a sergeant.....talk about back door deals.

Mr. Cortez was working hand in hand with Cecil Tibbetts in this give away of sergeant positions. Does AFSCME still have the power to give away sergeants positions??.....And is this the way you want to be considered for a promotion??.....and.....does a promotion like this offened you??

THE NAUGHTY (9) LOOKED AT CECIL'S DEAL AS JUST ANOTHER AFSCME SELLOUT. To date (Dec. 1996) Only one the naughty 9 has gone for sergeant.

THE REAL DEAL HERE :

Was not on the table. it was back door deals for the new corrections units coming on line, and AFSCME was dealing for AFSCME.

WHY DO YOU THINK AFSCME BROUGHT IN A LAWYER AND THE AFSCME TEAM WORKED SO HARD TO SELL THIS DEAL TO OSP MEMBERS ?...

Correctional Officers statewide were to get 2 reduced pay steps....AFSCME gets all the new members in the new members in new correctional units.....The results of such a deal would be millions of dollars saved for the state with the new corrections units coming on line..... And long term millions for AFSCME in your dues.....

CALL THIS ONE : AFSCME'S DEALING FOR YOUR DUES..... Remember six years ago this was said by OSP's AFSCME BUSINESS AGENT Mr. David Palmer," WE DON'T CARE ABOUT THE NEW EMPLOYEEES THERE NOT IN TH UNION YET !!"

FOR THE PAST SIX YEARS YOU NEW CO'S STATE WIDE HAVE BEEN PAYING THE PRICE.....ABOUT \$1,200.00 PER YEAR.

OTHER INFORMATION ON OREGON STATE AND AFSCME

What AFSCME and OPEU have done for corrections officers pay in twenty plus years. Our State correctional officers are now about 25% behind oregons county correctional officers pay.

TROUBLESOME QUESTIONS :

Does anyone believe that the state gave AFSCME all the new corrections institutions which are coming into the state and AFSCME didn't give the state something in return ?.....was this done with back door deals?

What did AFSCME's Cecil Tibbetts get for himself?..... How about a high paying Executive position from Barbara Roberts at the SAIF Corp ?

Why did our states governor give a top paying job to AFSCME's top man who has been representing union members for 20 years ?..... Who paid the price for these back door deals ???

OREGON....EDWARD SMALLS

Which union Gives away CO's pay steps at the barraging table.

Who goes to the barraging table saying, "me too me too".

Which union failed to get comparability with counties for twenty years for their members.

Which union "LOST" the most corrections employees in the past 6 years.

Which union has members leaving for high paying state jobs.

What union had the FBI investigating their union funds in NEW YORK.

Which union feels PRIVATIZATION of corrections is OK.

WHO SAID, " PRIVATIZATION could be the solution to the problem of inefficiency." and " I think there is room for dialog, even ABOUT COMPETITION. If you're really going to go to the extent of seriously considering redesigning government, competition can be part of that.....yes Gerald McEntee , The Post, Glenn Falls New York, 6/11/94

Who makes Political endorsements and never polls its members.

Which union has been THROWN OUT of Corrections in CALIFORNIA, FLORIDA, MONTANA, RHODE ISLAND, MASSACHUSETTS, DELAWARE, WASHINGTON, AND PARTS OF OREGON.....

Which union couldn't get into INDIANA Corrections.....

Any questions on this information, write
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