President’s Message:

COBA: THE PAST, THE PRESENT & THE FUTURE

New State-Wide Elections, New Raises, & a New Holiday Season

Dear Brother/Sister Officer:

I’m pleased to take this opportunity to discuss many significant issues that directly affect you, your families, your fellow officers, and all of our communities. And in discussing these topics, I hope each of you gains a broader, and a more comprehensive, perspective on the Correction Officers’ Benevolent Association’s past, the present, and our future.

Many of you already know where we, the COBA, used to be prior to 1996, where we are now, and where we are headed towards the future. For those of you who don’t know or who may have forgotten, prior to 1996, our salaries and benefits were grossly deficient in comparison to New York City Police Officers and Firefighters. That has changed. Prior to 1996, the COBA had passed very little legislation. That has changed. Before 1996, most New Yorkers had no idea what a Correction Officer does or that our jobs are a vital part of keeping New York safe and secure twenty-four hours a day, seven days a week. That too has changed.

Under my leadership, the Executive Board and I have achieved over 50% in wage increases, passed over thirty pieces of legislation, and obtained vital benefits that you and your families depend on. In fact, as of November 1, 2010, every single Correction Officer received a new 4% increase in their salary.

Yet despite all that we have accomplished over the past fifteen years, there is much more to be done. And there are more challenges that lay ahead.

I want to confront one of the most pervasive challenges we are currently facing and one that is of paramount concern to every single member in this organization: safety—your safety. It doesn’t take a rocket scientist to figure out that violence in the jails is a major crisis and the rise of inmate assaults on Correction Officers is staggering. Seemingly, every week, a new report reveals that yet another Correction Officer has been injured due to yet another assault by an inmate. What has the Department of Correction’s response been to this crisis?

“I want to confront one of the most pervasive challenges we are currently facing and one that is of paramount concern to every single member in this organization: safety—your safety.”

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More post cuts and more shift reductions. This is totally unacceptable to me and to the COBA Executive Board.

The Department of Correction is greatly mistaken if this administration believes it can continue to force us to do more with less or to think we will sit idly by and watch our brave brother and sister officers be brutally attacked by an inmate. **The men and women who once wore our uniforms**

This is totally unacceptable! Yet the Department of Correction is compelled to worry about overtime, shift reductions, and post cuts and won’t find adequate means of expediting the incarceration of the most serious offenders and removing Correction Officers from harm’s way. There is a blatant disregard for the men and women who, as recently as November 17th, were honored by the Department for their bravery while on November 23rd, the COBA also broadcasted a provocative advertisement across ten radio stations including 1010 WINS. And the union distributed posters along store fronts in the very locations where innocent lives were claimed because of gun violence. Some may ask, why did we get involved? The answer is simple. We live in communities where kids are pulling out guns and shooting each other and we also have a responsibility to make sure our members and their families are safe. Many COBA members have had personal experience with gun violence. Pace University student Max Moreno, 21, who was murdered during an apparent robbery attempt at his apartment near Pace Manhattan campus, was the son of a Correction Officer. Another Correction Officer was shot in the chest and wounded as she watched her son play basketball in Brooklyn. And yet another Correction Officer’s son was murdered by shots fired from an illegal gun. These tragedies could have been prevented and are the reasons why I am compelled to speak out. Some of you may criticize my actions, but until you know what it’s like to bury your child, or be transported to an emergency room just for watching a basketball game, don’t pass judgment on someone else. I will continue to protest gun violence in our communities, especially when it has a direct impact on my members. It’s time that we as a union, as a community, as a city and state, and as a nation raised our voices and collectively say, enough is enough!

As we face the many challenges facing our communities, we also look to our elected leaders who will meet these challenges head on. President John F. Kennedy once remarked that, “Any dangerous spot is tenable, if brave men challenge head on. President John F. Kennedy once remarked that, “Any dangerous spot is tenable, if brave men.” The City and State of New York is currently in one of the most dangerous economic climates we have seen in the last forty years and some of you have never seen in your life. But with the election that occurred on November 2, 2010, a new dawn has come. The COBA is proud to report that we were one of the very first unions to endorse Attorney General Andrew Cuomo’s candidacy for Governor of the State of New York. And thanks to our support, he won by an overwhelming margin. We are also proud to report that the COBA played an important role in helping to elect the State’s next Chief Financial Officer, Tom DiNapoli for Comptroller.

and who have become supervisors and have taken on additional responsibilities should know first-hand how it feels to be ignored when one is attacked in a facility and the only response that individual receives is “we have to cut overtime and eliminate posts.” In detailed letters sent to both Bronx District Attorney Bob Johnson and Department of Correction Commissioner, Dora Schriro, I voiced my outrage at the fact that while assaults on Correction Officers rise, the DA does virtually nothing to prosecute those inmates who have attacked an officer. To read my letter in full, please turn to page 10 or visit the COBA website at www.cobanyc.org.

As I write this message to you, there are over 1000 inmates at AMKC alone who are backlogged and waiting to be placed in punitive segregation. These inmates have committed various infractions from the destruction of city property to the most serious assaults on staff. In fact, as recently as December 2nd, a Correction Officer was assaulted and had his thumb severed by an inmate. Neither the Commissioner nor the Chief of the Department was there to respond to this horrific assault. However, the Executive Board and I were there immediately, as we always are.

Executive Board and I responded to the latest melee that occurred at Riker’s Island. I hate to think what kind of service will take place when a Correction Officer is murdered by one of these inmates who have been slated to be placed in punitive segregation, cause by post cuts. The DOC administration knows first-hand that they can operate a punitive segregation system in each and every facility of the Department. Yet some of them are simply content to pass the buck and act as if it cannot be done. Well, it’s about time that something is done about it.

Violence, and particularly gun violence, is also a major issue facing our communities, our members and our families. As many of you know, The Correction Officers’ Benevolent Association initiated a public safety awareness campaign to promote the NYPD’s Operation Gun Stop program, which offers $1,000 rewards for information leading to the arrest and conviction of anyone caught with an illegal handgun.

In the months and years ahead, COBA will continue to advance our members' interests in City Hall, in Albany and in Washington, D.C.

A month ago, I, along with members of the COBA Executive Board and members of the Delegate body attended a rally in front of the Lincoln Memorial to stand in solidarity with our brothers and sisters in the labor community who had traveled thousands of miles to lend their voices and remind politicians in Washington not to cater to the special interests on Wall Street, but to remember those of us on Main Street. I’ve said it before and I’ll say it again, the middle class and the municipal unions are not a stimulus package!

As we move forward to a new year, it’s important that you know that we have faced our fair share of problems. Yet we’ve rectified those problems and responsibly addressed those individuals who failed to meet the expectations of you and your fellow members.

For those of you who may or may not know, we are pleased to inform you that all frivolous lawsuits against this union, which were pursued by a few selfish individuals, have been completely dismissed. We are happy to turn the page on this chapter and look forward to continuing to diligently represent all of our members' interests. We will never allow anyone to jeopardize the benefits that we have vigorously fought to attain for you and your family.

I will and have always taken responsibility for the leadership of this organization. But all of us have a shared responsibility as well. You cannot continue as a Correction Officer, working in a very dangerous environment, to turn a blind eye to injustice (for further background information on this subject, please read my president’s message in the January 2007 edition of the COBA newsletter).

You cannot, as a Correction Officer, allow yourself to be used as a pawn in the game of life. You must vigorously defend the constitution that you have sworn to uphold. You must not be afraid to do what is right. You must do what you expect others to do.

You must not allow supervisors to use you in the daily operations of the facility by having you do the job of three Correction Officers and then as soon as something goes wrong, no one takes responsibility, yet everyone is pointing the finger at you.

The Department of Correction is down 30% from its peak within its uniformed force. This is a significant decline when placed in the context of public safety in this city. Everyone is trying to do more with less but you don’t remove the front door of your home because you cannot afford a lock. What I’m saying is public safety is not an option. It’s a necessity!

As we head into the holiday season, it is imperative that we remain mindful of those of us who don’t have as much as we do and remember those of us who are no longer here with us by our side. In this season of giving thanks, let us also continue to support one another and our union. Let us continue to move this organization forward and with your help and God’s, conquer a new horizon.

May God continue to bless you and your families.

Norman Seabrook
President
WHY YOUR JOB CAN’T BE PRIVATIZED!

On September 19, 2002, Governor George Pataki signed into law, Senate Bill 6772/Assembly Bill 6038. This law amended section 9-117 of the New York City Administrative Code, to require that the duty of maintaining the custody and supervision of persons detained or confined in any facility of the New York City Department of Correction, must be performed by a New York City Correction Officer. In other words, privatization of New York City jails became illegal.

The COBA Executive Board, for more than seven years prior to the passage of this bill, fought vigorously against privatization of any New York City jail facility. Private correction companies have long been interested in getting their hands on any, or all, of the facilities in the New York City jail system. We knew that once they got their feet in the door, these companies would continue to make progress because they will pay their employees less, and expect much less from them. With the signing of this bill, the elected officials of the City and State of New York at that time, demonstrated that they were in complete agreement that the Department of Correction can not be replaced by any private sector organization. We won a significant victory on behalf of all New York City Correction Officers.

Privatization of jails and prisons has proven to be a disaster in many states. Correction Officers have lost their jobs, and more importantly, public safety has been jeopardized on numerous occasions. The current commissioner, Dora Schriro, proposed privatizing the Transportation Division and other areas of the New York City Department of Correction, but because of COBA’s anti-privatization bill, she has been unable to do so.

Out of the more than 35 pieces of legislation that has been passed by the COBA Executive Board, the anti-privatization bill is the most important piece of legislation ever passed.

Other law enforcement unions throughout the country, have been fighting to obtain this bill for their members and on behalf of public safety. Public safety has suffered in other places such as Washington DC, Florida, and numerous other states. That will NOT happen in the New York City Department of Correction because of the anti-privatization bill obtained by this union. As a result of this bill, the jobs of New York City Corrections Officers will never be in jeopardy, and neither will the safety of New Yorkers. Anything having to do with supervising or maintaining the care, custody and control of inmates, must be performed by a New York City Correction Officer.

Best wishes and a safe and happy holidays to you and your family.
Salary Increase Update

The COBA Executive Board has successfully negotiated five contracts which have significantly increased your salaries and benefits, as well as, the benefits for your family. As you know, contract negotiations with the City of New York are never easy. They are made even more difficult during downturns in the economy and the worsening fiscal conditions of both the City and State of New York.

Effective September 1, 2008, the salary schedule for correction officers hired between January 1, 2006 and September 1, 2008 shall be modified as follows:

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Effective September 1, 2008, the salary schedule for correction officers hired between September 1, 2008 and January 1, 2009 shall be modified as follows:

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Salary Schedule for New Hires on or After January 1, 2009

For Correction Officers hired on or after January 1, 2009, the following salary schedule shall apply:

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<td>4%</td>
<td>4%</td>
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<td>After 5.5 Years</td>
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<td>51,612</td>
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<td>After 1.5 Years</td>
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# NEW SALARY CHART FOR CORRECTION OFFICERS

**CORRECTION OFFICERS HIRED PRIOR TO JANUARY 1, 2006**

## 4th Grade (Completion of 2 years)

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## 3rd Grade (Completion of 3 years)

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## 2nd Grade (Completion of 4 years)

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## 1st Grade (Completion of 5 years)

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## Completion of 10 years of Service

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## Completion of 15 years of Service

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</thead>
<tbody>
<tr>
<td>Base salary</td>
<td></td>
<td></td>
<td>$70,717</td>
<td></td>
<td></td>
<td>$73,546</td>
<td></td>
<td></td>
<td>$76,488</td>
<td></td>
<td></td>
<td>$76,488</td>
</tr>
<tr>
<td>Holiday Pay</td>
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<tr>
<td>Night Differential</td>
<td></td>
<td></td>
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<td>6,295</td>
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<td>$6,295</td>
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<tr>
<td>Uniform allowance</td>
<td></td>
<td></td>
<td>1,100</td>
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<td>1,100</td>
<td></td>
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<td>1,100</td>
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<tr>
<td>Longevity</td>
<td></td>
<td></td>
<td>5,859</td>
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<td></td>
<td>5,859</td>
<td></td>
<td></td>
<td>6,365</td>
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<td></td>
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<tr>
<td>Total</td>
<td></td>
<td></td>
<td>$86,728</td>
<td></td>
<td></td>
<td>$89,909</td>
<td></td>
<td></td>
<td>$93,217</td>
<td></td>
<td></td>
<td>$93,744</td>
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## Completion of 20 years of Service

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Base salary</td>
<td></td>
<td></td>
<td>$70,717</td>
<td></td>
<td></td>
<td>$73,546</td>
<td></td>
<td></td>
<td>$76,488</td>
<td></td>
<td></td>
<td>$76,488</td>
</tr>
<tr>
<td>Holiday Pay</td>
<td></td>
<td></td>
<td>3,274</td>
<td></td>
<td></td>
<td>3,393</td>
<td></td>
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<td>3,517</td>
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<td>Night Differential</td>
<td></td>
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<td>5,820</td>
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<td></td>
<td></td>
<td>6,295</td>
<td></td>
<td></td>
<td>$6,295</td>
</tr>
<tr>
<td>Uniform allowance</td>
<td></td>
<td></td>
<td>1,100</td>
<td></td>
<td></td>
<td>1,100</td>
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<td>1,100</td>
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</tr>
<tr>
<td>Longevity</td>
<td></td>
<td></td>
<td>6,859</td>
<td></td>
<td></td>
<td>6,859</td>
<td></td>
<td></td>
<td>7,365</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td>$87,770</td>
<td></td>
<td></td>
<td>$90,951</td>
<td></td>
<td></td>
<td>$94,259</td>
<td></td>
<td></td>
<td>$94,787</td>
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</table>
## NEW SALARY CHART FOR CORRECTION OFFICERS
CORRECTION OFFICERS HIRED BETWEEN JANUARY 1, 2006 AND SEPTEMBER 1, 2008

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>4th Grade (Completion of 2 years)</td>
<td>$38,809</td>
<td>$40,361</td>
<td>$41,975</td>
<td>$48,562</td>
<td>$1,100</td>
<td>$1,100</td>
<td>$1,100</td>
<td>$44,981</td>
</tr>
<tr>
<td>5th Grade (Completion of 1 year)</td>
<td>$40,351</td>
<td>$41,965</td>
<td>$43,644</td>
<td>$48,562</td>
<td>$1,703</td>
<td>$1,771</td>
<td>$1,900</td>
<td>$46,736</td>
</tr>
<tr>
<td>4th Grade (Completion of 2 years)</td>
<td>$45,099</td>
<td>$46,903</td>
<td>$48,779</td>
<td>$54,145</td>
<td>$2,042</td>
<td>$2,123</td>
<td>$2,100</td>
<td>$50,144</td>
</tr>
<tr>
<td>3rd Grade (Completion of 3 years)</td>
<td>$49,251</td>
<td>$51,221</td>
<td>$53,270</td>
<td>$59,029</td>
<td>$2,229</td>
<td>$2,319</td>
<td>$1,100</td>
<td>$54,658</td>
</tr>
<tr>
<td>2nd Grade (Completion of 4 years)</td>
<td>$52,338</td>
<td>$54,432</td>
<td>$56,609</td>
<td>$62,661</td>
<td>$2,369</td>
<td>$2,464</td>
<td>$1,100</td>
<td>$58,016</td>
</tr>
<tr>
<td>1st Grade (Completion of 5 years)</td>
<td>$70,717</td>
<td>$73,546</td>
<td>$76,488</td>
<td>$91,132</td>
<td>$3,147</td>
<td>$3,266</td>
<td>$3,859</td>
<td>$84,643</td>
</tr>
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</table>

**Base salary** increases at 4% annually. **Holiday Pay** and **Night Differential** are paid at 4% of base salary. **Uniform allowance** is $1,100 for each year. **Longevity** pays at 4% of base salary after 5 years. **Total** includes all components.

**VISIT COBA ON-LINE**
WWW.COBAANYC.ORG
THE COBA SCHOLARSHIP FUND
COBA Gives $30,000 to Correction Officers and their Children

A large part of keeping our union strong is our continued commitment to supporting the higher educational goals of our children. As you may or may not know, for many years the COBA did not provide the much needed assistance that all of our children need to be successful in school and therefore in life. That is why the Executive Board established a Scholarship Fund in 1996, which provides $1,000 scholarship checks to the children of active Correction Officers. Because of our success and through the support of many generous donors, the fund has been able to expand its scope over the years to include scholarship awards for Correction Officers who are continuing their education, as well as, for retirees. The strength of our scholarship fund is reflected by the unprecedented $350,000 in scholarships which have been awarded over the past fourteen years.

Moving forward, the Executive Board will maintain this vital commitment to supporting our children and to further strengthening our union.

2010 Carl Rachlin Scholarship Recipients

<table>
<thead>
<tr>
<th>Correction Officer</th>
<th>Scholarship Winner</th>
<th>Level of Education</th>
<th>Command</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denbrook Holmes</td>
<td>Danielle Holmes</td>
<td>11th Grade</td>
<td>W &amp; C</td>
</tr>
<tr>
<td>Louis Gellys</td>
<td>Louis A. Gellys III</td>
<td></td>
<td>Retired</td>
</tr>
<tr>
<td>Walter Cooper</td>
<td>Isaiah Cooper</td>
<td></td>
<td>Retired</td>
</tr>
<tr>
<td>Alfredo Andrade</td>
<td>Misaki Andrade</td>
<td></td>
<td>Retired</td>
</tr>
<tr>
<td>Jonathan Middleton</td>
<td>Nara Middleton</td>
<td></td>
<td>GMDC</td>
</tr>
<tr>
<td>Gregory Gaspard</td>
<td>Kayla C. Gaspard</td>
<td></td>
<td>West Facility</td>
</tr>
<tr>
<td>Ryan Howell</td>
<td>Ryan Xavier Howell</td>
<td></td>
<td>SSD</td>
</tr>
<tr>
<td>Sabrina Boyd</td>
<td>Tahira Boyd</td>
<td></td>
<td>Academy</td>
</tr>
<tr>
<td>Greta Smith</td>
<td>Self</td>
<td></td>
<td>SOD/I.U.</td>
</tr>
<tr>
<td>Malig Aziz</td>
<td>Jason Aziz</td>
<td></td>
<td>EMTC</td>
</tr>
<tr>
<td>Sonia Rodriguez</td>
<td>Amanda Rodriguez</td>
<td></td>
<td>EMTC</td>
</tr>
<tr>
<td>Pedro Hernandez</td>
<td>Peter J. Hernandez</td>
<td></td>
<td>GRVC</td>
</tr>
<tr>
<td>Vincent Bartletto</td>
<td>Andre Knight</td>
<td></td>
<td>RNDC</td>
</tr>
<tr>
<td>Kilsy Velez</td>
<td>Johanna Disia</td>
<td></td>
<td>RMSC</td>
</tr>
<tr>
<td>Sonia Jones</td>
<td>Kayla Campbell</td>
<td></td>
<td>Trans.</td>
</tr>
<tr>
<td>Denise Alexander-Ferguson</td>
<td>Zaiah Ferguson</td>
<td></td>
<td>DCJC/CJB</td>
</tr>
<tr>
<td>Kenyatta Johnson</td>
<td>Aliyah Westbrook</td>
<td></td>
<td>VCBC</td>
</tr>
<tr>
<td>Milo Canady</td>
<td>Kelsey Canady</td>
<td></td>
<td>OBCC</td>
</tr>
<tr>
<td>Jorge E. Rivera</td>
<td>Jorge D. Rivera</td>
<td></td>
<td>HQ</td>
</tr>
<tr>
<td>June Fouch</td>
<td>Christopher Fouch</td>
<td></td>
<td>BHPW</td>
</tr>
<tr>
<td>Paul Chadwick</td>
<td>Sacha Chadwick</td>
<td></td>
<td>EHPW</td>
</tr>
<tr>
<td>Rickey Dunning</td>
<td>Courtney Dunning</td>
<td></td>
<td>BKDC</td>
</tr>
<tr>
<td>Shawana Haskins</td>
<td>Stephen Peppers Jr.</td>
<td></td>
<td>BXDC</td>
</tr>
<tr>
<td>Rafael Ferrer</td>
<td>Kevin J. Ferrer</td>
<td></td>
<td>QDC</td>
</tr>
<tr>
<td>Huw Morrish</td>
<td>Chaz Morrish</td>
<td></td>
<td>MDC</td>
</tr>
<tr>
<td>Sybrina Miller</td>
<td>Juwan Miller</td>
<td></td>
<td>MDC</td>
</tr>
<tr>
<td>Mario Medina</td>
<td>Mario N. Medina</td>
<td></td>
<td>AMKC</td>
</tr>
<tr>
<td>Kim Fredricks</td>
<td>Kwanasia Fredricks</td>
<td></td>
<td>AMKC</td>
</tr>
<tr>
<td>William Schultz</td>
<td>Thomas W. Schultz</td>
<td></td>
<td>NIC</td>
</tr>
<tr>
<td>James Houston</td>
<td>Shakeya Houston</td>
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</table>
After 20 months of battle in Bronx State Supreme Court, COBA Attorney Joey Jackson successfully convinced Judge Steven Barrett to cut Correction Officer Michael McKie’s bail in half---from $400,000 to $200,000 in cash or bonds.

Upon reviewing multiple bail applications and every legal avenue pursued by McKie’s attorney, Joey Jackson, the Judge finally reduced McKie’s bail.

The judge, in making his decision, also noted that do to the extraordinary length of time that this case has already taken and because a trial would not begin until the beginning of 2011 at the earliest, it was appropriate to reduce Correction Officer McKie’s bail at this time.
HEALTH MANAGEMENT DIVISION (HMD) KNOW YOUR RIGHTS

A Correction Officer armed with the information that comes out of the Department’s own Rules and Regulations, Directives and Operational Orders related to “sick leave” is a Correction Officer who is educated about his or her rights. In order to protect yourself, you should know the Department’s Rules, Regulations, and Directives concerning your ‘sick leave’ rights and responsibilities. The Health Management Division is governed by Directive 2262.

Our sick leave is very important to us with the type of work that we do and we should be completely aware of the Department’s rules concerning it.

First, you should understand that since we receive full pay even when unavailable for duty due to ‘being sick’, the Department has a right and an obligation to assess the injury/illness, classifying it as “Full”, “Restricted”, or “No Work” status.

The right of the Department does not, however, diminish your right to produce independent evidence to influence the assessment of HMD. This means bringing in a doctor’s note which specifically states:

1) Your statement of ailment, pain, etc.

2) Physician’s observation.

3) Physician’s diagnosis.

4) Physician’s prescribed treatment.

5) Physician’s prognosis for recovery and time frame for your return to work.

What does that mean? It means that even though the Department has a vested interest in down-playing your ailment and getting you back to work (preferably “Full Duty”), you need not fall victim to that prior to being able to go back to work. You will, however, be unsuccessful if you appear for your HMD appointment without a doctor’s note, or with a doctor’s note that reads “patient stressed out- says he/she needs a month off”, or something along those lines. Your doctor’s note should be explicit.
LEGISLATIVE REPORT

As I’m sure all of you know, November 2, 2010 was Election Day in the United States. Although this year is considered to be a “mid-term election” there were many races both on the local and state-wide level that have a potential impact on COBA members and their families. As usual the COBA was at the forefront of these races.

The following is a list of candidates and the offices they were elected to which the COBA endorsed:

Andrew Cuomo  Governor
Thomas Di Napoli  NYS Comptroller
Diane Savino  State Senator  23 District
John Sampson  State Senator  19 District
Dean Skelos  State Senator  09 District
Shirley Huntley  State Senator  10 District
Carl Kruger  State Senator  27 District
Peter Abbate  NYS Assembly  49 District
Carl Heastie  NYS Assembly  83 District
Jeff Aubry  NYS Assembly  35 District
Audrey Pheffer  NYS Assembly  23 District
Michael Miller  NYS Assembly  38 District

These are just a few of the many candidates that COBA has endorsed and helped get into office. In turn, these officials have helped the COBA pass legislation that enhances the lives of Correction Officers and their families. These officials will continue to fight for the rights of our members and help forge new legislation that will further enhance the benefits of the men and women that work so hard to help keep this city safe. This Executive Board will continue to support all of those men and women in public office that support our membership. We will fight diligently to not only pass new legislation, but to also keep what we have worked so hard to get. As the Governor-Elect takes over in January 2011 and changes take place, we will focus on issues that will affect our members and their families. We will continue to be a force not only in NYC politics but in Albany as well.

On August 30, 2010 Governor Paterson signed into Law “The Surviving Spouse” Bill. This Law was sponsored by all three NYCD Unions (COBA, CCA and ADW/DW) along with unions from the Sanitation Department. This law provides the surviving spouse or domestic partner of a member of service if they choose to, health insurance for the rest of their lives. This health insurance will be provided through the City of New York’s group plan, at a rate of 102% of the cost that the City of New York pays. This law applies to ALL members of service, both active and retired. The loss of a spouse is traumatic enough. This Law will take away the worries and undue burdens of trying to pay the astronomical costs of private health care coverage. The Executive Board of COBA will continue to fight for the rights and benefits of our members and their families moving forward.
TREASURER’S REPORT

COBA Financial Statement (FY 09) July 1, 2009-June 30, 2010

I’m very pleased to provide you with this detailed quarterly report outlining COBA’s Finances. As the new Treasurer, I have and will continue to work diligently to ensure COBA’s funds remain fiscally solvent and our expenditures are spent prudently. This report has been carefully reviewed by me along with a team of experienced accountants. It is an honor to be a part of this Executive Board and I look forward to serving my fellow brother and sister Correction Officers for many years to come!

Revenue:
- Dues: 7,267,447
- Interest Income: 2,326
- Other: 65,368
- Expense Allocation Reimbursement-Active: 226,248
- Expense Allocation Reimbursement-Retirees: 226,248
- Expense Allocation Reimbursement-Annuity: 130,998

Total Revenue: 7,918,635

Office Expense:
- Office Expense: 234,735
- Office Salaries: 402,207
- Payroll Taxes & Employee Benefits: 185,062
- Telephone & Related Services: 154,646
- Rent: 400,631

Subtotal Office Expense: 1,377,281

General & Administrative Expenses:
- Officers' Expenses: 955,017
- Automobile Expenses: 62,733
- Delegates Allowances: 376,445
- Conferences, Conventions and Seminars: 297,952
- Member Services: 61,784
- Member Annual Outing: 389,827
- Legislation, Fundraisers, Charitable Donations: 164,300
- Dinners, Dances & Subscriptions: 239,638
- Collective Bargaining, Grievances & Arbitration: 640,422
- Professional Fees: 15,000
- Consulting: 85,500
- Election: 57,414

Subtotal General & Administrative Expenses: 3,346,032

Total All Expenses: 4,723,313

Increase (Decrease) in net assets available: 3,195,322

Net Assets-Beginning: 1,571,439
Net Assets-Ending: 4,766,761

The CABA fund has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the accompanying statements of the financial position of the Correction Officers’ Benevolent Association, Inc. as of June 30, 2009 and the related statements of activities and cash flows for the years then ended.

The audits were conducted with auditing standards generally accepted in the United States of America.

These audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements.
YOUR UNION DUES

Dues are deducted from every paycheck. This is called a dues check off. Union dues pay for the expense of running the union. A major portion of your dues helps the union to perform its chief function – negotiating a contract with your employer. The union organizes a negotiating team consisting of the Executive Board, delegates, members, lawyers and other labor experts to represent your interests at the bargaining table. The City of New York then signs a contract to provide you with better wages, job security, a fair grievance process, and better working conditions, including vacations, holidays, sick leave, premium pay and overtime. In addition, the union is responsible for ensuring that the Department follows the terms of the contract. Delegates, union attorneys, and other union officials represent members if they have work place grievances or some other problem with the Department. Your contract means absolutely nothing, if there isn’t a union to force the Department to stay in compliance. Another benefit of contract negotiations is that your employer also agrees to provide health coverage, legal representation, and retirement benefits.

Your union dues provide for a number of benefits, legal services, campaign financing (PAC), financing of legislative initiatives that promote and provide protection for correction officers and their families, and contributions to the Widows and Children’s Fund to assist survivors of deceased members. It also provides for public relations, arbitrations, printing and mailings, professionals and consultants.
COBA’s 13th ANNUAL DINNERT DANCE IS THE MOST SUCCESSFUL EVER!

Over 600 Guests from The Correction Department Family Turned Out for Gala That Raised Over $100,000 To Help COBA “Take Care of Our Own”

I’m pleased to report with great pride and pleasure that COBA’s 13th Annual Dinner Dance was our most successful fundraising event yet. Hundreds of members of the Department of Correction from all ranks joined special guests including Police Commissioner Raymond Kelly, Staten Island District Attorney Dan Donovan, Council Member Peter Vallone Jr., and many more friends of COBA for an evening that celebrated the 2010 COBA award recipients for their efforts to help this organization each and every day. This year’s top award, the President’s Award was bestowed to Commissioner Raymond W. Kelly. The evening also marked a significant new chapter in COBA’s history as we raised over $100,000 to benefit the COBA Widows’ & Children’s Fund.

Over a decade ago, COBA established the Widows’ and Children’s Fund to assist the children and spouses of Correction Officers who died while on active duty. Since its inception, COBA has distributed over $500,000 to the families of our deceased brother and sister Correction Officers. Each year the money raised at the annual COBA Awards Dinner is used to provide a check in the amount of $250 to each family of a deceased active Correction Officer to help them purchase their Thanksgiving dinner. And during the holiday season, a check in the amount of $250 is provided as a holiday gift to each widow/widower.

Additionally, a check in the amount of $500 is provided to each eligible child of a deceased Correction Officer, ensuring that each bereaved family is not forgotten. Although the loss of a loved one can never be replaced, COBA extends our deepest sympathies with a token of generosity, hoping to make a meaningful difference.

Our mission is to continue to take care of our own. We thank all of you for your unconditional generosity and support. The officers and friends who have purchased watches, cups, COBA cards, pins, and baseball caps from the COBA Store on the COBA website (www.cobany.org) have helped keep the Widows’ and Children’s Fund vibrant for many years to come!
In 1996, the COBA Executive Board established the COBA Widows’ and Children’s Fund to assist the children and spouses of Correction Officers, who died while on active duty. Since its inception COBA has distributed more than $500,000 plus to the families of our deceased Correction Officers. Each year, the money raised at the annual COBA Awards Dinner is used to provide a check in the amount of $250 to each family of a deceased active Correction Officer to help them purchase their Thanksgiving dinner. And during the holiday season, a check in the amount $250 is provided as a holiday gift to each widow/widower. Additionally, a check in the amount of $500 is provided to each eligible child of a deceased Correction Officer, ensuring that each bereaved family is not forgotten.

Below are the deceased Correction Officers whose families are assisted by the fund:

**CORRECTION OFFICER**
- Rene Melendez
- Theodore Marcinkiewicz
- Guy Hudson
- Vanessa Lockhar-Gales
- Leonard Smith
- Michael Russell
- Megan Carty
- Lois Dowdy
- Andrew Morgan
- Penelope Y. Knight
- Angelina Milligan
- Edwardo Rodriguez
- Vanessa Fuller
- Jacqueline Gore
- Paul Sophas
- Joseph Henry
- Robin Wilson
- Miguel Cruz
- Mark Jackson
- Sabrina Jordan
- Bernadette Dewitt
- Renee Morris
- Alfonso Petters
- John Harden
- Glenn Myrie
- Neal Serrette
- Donovan Patterson

**FACILITY**
- BKDC
- QNCTS
- AMKC
- OBCC
- TRANS
- WF
- EMTC
- GMDC
- RMSCT
- GMDC
- RNDC
- AMKC
- RNDC
- AMKC
- AMKC
- VCBC
- EMTC
- RNDC
- AMKC
- RMSCT
- OBCC
- RNDC
- MDC
- RNDC

**CORRECTION OFFICER**
- Christopher Mayes
- John Glykokolatos
- Darian Davis
- James Elskoe, III
- Thorrie Murray
- Hector Brown
- Kelvin Howell
- Paul Frazier
- Erick Figueroa
- Josephine Caridad
- Timothy Akins
- Fermin Rivera
- Robin Joy Dennison
- Donald Tucker
- Robert Ross
- Leslie Hills
- Norberto Irizarry
- Diana Irizarry
- Frantz Richiez
- Troy Smith
- Denbrook Holmes
- Kenny Duncan
- William Johnson
- Joanne Torres
- Jacqueline Adams
- Tanya Taylor-Davoren
- Pedro Moran

**FACILITY**
- GMDC
- BHPW
- HDQTS
- BXCTS
- GRVC
- AMKC
- GMDC
- MDC
- SOD
- EMTC
- EMTC
- VCBC
- GMDC
- AMKC
- KCHPW
- OBCC
- TRANS
- AMKC
- MDC
- MDC
- BXCTS
- MDC
- QNCTS
- OBCC
- EMTC
- OBCC
- ESU

**NOTE:**
- 58 Families
- 30 Caregivers
- 95 Children

In Memoriam

- Daryl E. Allen 2/07/2010  OBCC
- Lorraine Mickens 4/27/2010  OBCC
- Lee A. Townsel 9/02/2010  EMTC
- Pedro Moran 9/13/2010  SOD
- Donavan T. Patterson 9/16/2010  RNDC

"Take Care of Our Own"
COBA’s 13th ANNUAL DINNER DANCE

PHOTOS BY: RALPH E. SMITH

COBA CIRCLE OF SISTERS 2010

PATROLLING THE TOUGHEST PRECINCTS IN NEW YORK
**Corrections Officer loses Tip of Thumb**

**December 3, 2010**

By Matthew Chayes

An inmate bit the tip off a jail guard’s thumb at Rikers Island, the city said Thursday night, officials said. The guard’s right thumb and severed it at the base of the nail during the incident in the Anna M. Kross facility, yesterday. The guard, who lives in Queens but has not been named, was trying to wake Vilsaint, who had been asleep. The correction officer went to bring Vilsaint for a medical checkup, Vilsaint appeared to grab the guard’s hand and bit the thumb of a correction officer, said Matthew Chayes, a former prison guard. The guard was treated for palpitations, and a third inmate was injured. The guards in the unit involved were not properly staffed because of what labor leaders call a lack of proper staffing levels.

**The Chief**

UNIONS: INMATES EMBOLDENED

New Violence at Rikers Blamed on Budget Cuts

The two housing areas where these incidents occurred were fully staffed. More than 20 officers eventually responded to the scene and there were no serious injuries. Union officials said that actually four officers were injured.

By Marlene Pomeroy

**Correction Officers’ Benevolent Association**

The Correction Officers’ Benevolent Association said the attack was a direct result of “mismanagement by an agency that staffing in the unit was not properly handled.”

Mr. Ferraiuolo said there was no indication of any work reductions were endangering officers. The unions said after a similar disturbance on Oct. 19 that the unit involved was short-staffed because of budget cuts. After a similar disturbance a few months ago, the unions said that inmates were emboldened. "It’s just a matter of time before someone is killed at the hands of violent individuals," Mr. Seabrook said. The Correction Department is looking at assigning only two Captains and 13 additional officers to help deal with the problem. Three Captains and 13 additional officers arrived to help deal with the problem, said Norman Seabrook, president of the Correction Officers Benevolent Association.

"I need three CO’s in each housing area," said Norman Seabrook, president of the Correction Officers Benevolent Association, "but there are less than three CO’s in each housing area." Mr. Seabrook said he needed proper levels for his agency to function. The unions: inmates are eating away at our membership, he said. "It’s just a matter of time before someone is killed at the hands of violent individuals," Mr. Seabrook said. The Correction Department is looking at assigning only two Captains and 13 additional officers to help deal with the problem.

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The Emergency Service Unit is responsible for responding to any, and all Departmental Emergencies. Some of these Emergencies include, but are not limited to the following:

- High Security Inmate Transport
- Vehicle Crashes/Extrication
- Riot Control/Forced Entry
- Inmate Disturbances
- Fire Response
- Search and Rescue/Confined Space
- Protection Detail’s (Staff Member/Dignitary)
- Emergency Medical Response

The ESU Emergency Medical Technician responds to staff members medical emergencies 24 hours a day 7 days a week. Chances are that if you are sick, or injured on or off Rikers, an ESU EMT will be responding.

ESU has 9 full time EMT’s servicing the Department’s many Facilities, and Divisions. These EMT’s are: Samuel R. Valle, Robert Mitchell, Anselmo Farrell, Brenda Person, David Wilson, Lawrence Bradford, John Smalls, Philip Travers and Brian O’Hara. Once utilized only for ESU Operations to treat only ESU Staff, the EMT’s are now assigned to respond to any Departmental Medical Emergency, and are usually found at Funerals, Sporting Events, and Ceremonies. The EMT’s are State Certified, and can administer Basic Life Support. The COBA would like to honor these selfless individuals for their dedication and support to every Correction Officer that comes to work in one of the most dangerous places in NYC.
Exactly one month before voters head to the polls for this year's mid-term elections, members of the COBA Executive Board and the Delegate body led a broad coalition of union members from across the nation and headed to Washington, D.C. on Saturday to the steps of the Lincoln Memorial to participate in the One Nation Working Together march on Washington.

Those gathered on the mall included the employed and unemployed, union workers, and environmentalists, familiar civil rights leaders and unfamiliar faith leaders, veterans of war, and veterans of the 1963 March on Washington, immigrants, student leaders, senior citizens, as well as, those from big cities and small towns—all who believe in the American Dream. The march extended beyond the Lincoln Memorial to cities and towns throughout the nation.

Thousands of people traveled by buses, planes, trains, and automobiles to share their deep concerns about jobs, justice, and education.

"As the second-largest law enforcement union in New York City, it is imperative that we, as Correction Officers, demonstrate our solidarity with our brothers and sisters from across this great nation and send a powerful message to politicians in both Washington and in Albany that labor must never be taken for granted," said COBA President Norman Seabrook. "We are not your stimulus package!"

COBA LEADS LABOR RALLY IN WASHINGTON, D.C.

COBA TAKES CARE OF ITS OWN!

Shop on-line at the COBA store today!

www.cobanyc.org
CLASS ACTION GRIEVANCES

I would like to inform you that we at COBA are working hard to address many of the maintenance issues in the facilities throughout the DOC. I have toured different commands and have discovered many horrible working conditions that we should not be subjected to. ENOUGH is ENOUGH!

The Department will immediately fix a down cell for an inmate yet they neglect our areas ie: officer’s locker rooms, rest rooms, lounges, A Stations etc... We have submitted several Class Action Grievances on behalf of the membership and have been able to force the Department to abate many deficiencies, However much more work needs to be done. With your help we will be able to correct these issues. In Article XVI section 2 of our COBA contract it states, "All commands and other places of assignment shall have adequate heating, hot water and sanitary facilities."

If you notice any maintenance issues ie: roof leaks, pipe leaks, inadequate heating, no hot water, etc... please take the time to submit a work order and follow up on it. If the problem does not get rectified in a timely manner report it to your Delegates. If you find any Health & Safety issues, report them to your Delegates or the Executive Board Member of your facility immediately. We will then take the necessary steps to investigate them and if warranted we can file a complaint with Public Employee Safety & Health Bureau (PESH) to have inspectors make an inspection.

You can’t put a price tag on our safety and security! Everyone wants to go home the same way they came to work-safe!
Have you or a member of your family been injured at work, or in an automobile, subway, or bus accident? Have you been injured due to medical malpractice or negligence on the part of a hospital?

If you or a family member are injured in an accident and require immediate legal representation, call the law firm of Koehler & Isaacs LLP at 917-551-1300 and you will be put immediately in contact with attorneys working with the firm who will be ready to assist you, twenty-four hours a day, seven days a week. There is no charge to you unless you win your case or the case is settled by the firm.

The attorneys who will handle your case have a proven track record of securing substantial monetary settlements and/or verdicts on behalf of clients and their families. Below are just a few of some of their more recent judgments and settlements:

- $14.5 million for the family of a Correction Officer killed in an auto accident.
- $10.5 million for a client who was left paralyzed from an accident.
- $8 million on behalf of the family of a client killed in an auto accident.
- $7 million in a medical malpractice case where the wife of a Correction Officer died after giving birth to twins.
- $5.5 million for the family of a client who died in a motor vehicle accident.
- $4 million for an individual injured as a result of medical malpractice.
- $3.75 million on behalf of a client who was seriously injured.
- $3 million settlement with a structure worth in excess of $10,000,000 on behalf of the family of a Correction Officer, who died as a result of a motor vehicle accident.
COBA LEGAL CORNER

RECENT BIG WINS FOR COs!!!

COBA’S ATTORNEYS WIN MILLIONS FOR THE FAMILIES OF CORRECTION OFFICERS WHO WERE SERIOUSLY INJURED

Recently, attorneys working with COBA’s law firm, Koehler & Isaacs LLP, secured two multi-million dollar settlements/jury verdicts for Correction Officers who were involved in tragic accidents.

In one case, a former Correction Officer was driving her car when another vehicle struck her car, causing a major accident. The CO ended up in a coma and later died. The CO’s family turned to COBA’s law firm for help. Thanks to the attorney’s diligent efforts, the family recovered a $4 million verdict rendered by a jury in Queens State Supreme Court.

In another case, a Correction Officer who sustained a stroke as a result of medical malpractice, recovered $3.5 million in a settlement won in Bronx State Supreme Court.

“It’s imperative that Correction Officers know who to turn to when God forbid, they are involved in a serious accident,” said COBA President Norman Seabrook.

“COBA’s law firm works with the finest personal injury and medical malpractice attorneys in New York City. They are available for a free consultation. If you, your family or your friends are seriously injured, call them anytime at 917-551-1300. They are available twenty-four hours a day, seven days a week.”

COBA LEGAL CORNER

DWI OFFENDERS IN NEW YORK REQUIRED TO INSTALL IGNITION INTERLOCK ON VEHICLES

By Steven Isaacs, Esq.
COBA Attorney

The State of New York has a new law that went into effect on August 15th regarding their policy with first-time DWI offenders. The new provision is being called “Leandra’s Law” and it requires anyone convicted of a misdemeanor or felony drinking and driving charge to have an ignition interlock breathalyzer device installed on their car for a minimum of six months and up to three years if the person is sentenced to probation. This law also states that it is a Class E felony by the state and carries a sentence of up to 1 1/3 to 4 years in state prison, up to a $5,000 fine, and the installation of a breathalyzer device on the offender’s vehicle.

The new law was named after Leandra Rosado, an 11-year-old girl who died in October 2009 after she was thrown from a vehicle being driven by a drunk driver. New York is the 10th state to require people to install this type of device for first time offenders and will cost the person anywhere between $70 to $100 a month to have the device installed in their vehicle. These devices work by preventing the car from being started if the driver has a blood alcohol content of 0.025 or higher. To prevent a sober friend from taking the breathalyzer test the device conducts a “rolling retest” within 5 to 15 minutes. Some of the units will also have a camera that can take pictures of the driver while they are using the vehicle.

It’s very important that every Correction Officer remains mindful of the fact that public employers are coming under increased pressure to use criminal convictions against employees in the disciplinary process. The bottom line is that while we as your attorneys are always here for you if you are in an unfortunate situation that requires legal representation, it’s imperative to keep yourself out of harm’s way especially during this holiday season. If you are arrested for a DWI, please remain silent, do not answer any questions, and call us immediately at 917-551-1300. We are available twenty-four hours a day, seven days a week.