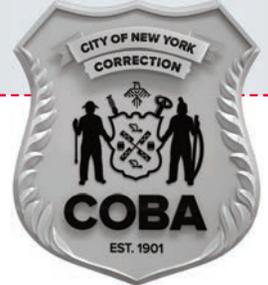


Correction Officers' Benevolent Association, Inc.

"PATROLLING THE TOUGHEST PRECINCTS IN NEW YORK"



August, 2017



A Message from the President

Dear Brother and Sister Officers,

It has been just over a year since I became president of the best Correction Officers union in the world, the Correction Officers' Benevolent Association. This special edition of COBA's Magazine is designed to provide each of you with a detailed overview of everything the Executive Board and I have accomplished, since last June, in our collective goal of advancing the interests of New York City Correction Officers and improving your lives both on and off duty. I would like to thank you the Members, the Executive Board and the Delegates for their support and allowing me to have the opportunity to lead this union, because without your support, none of these accomplishments would have been possible.

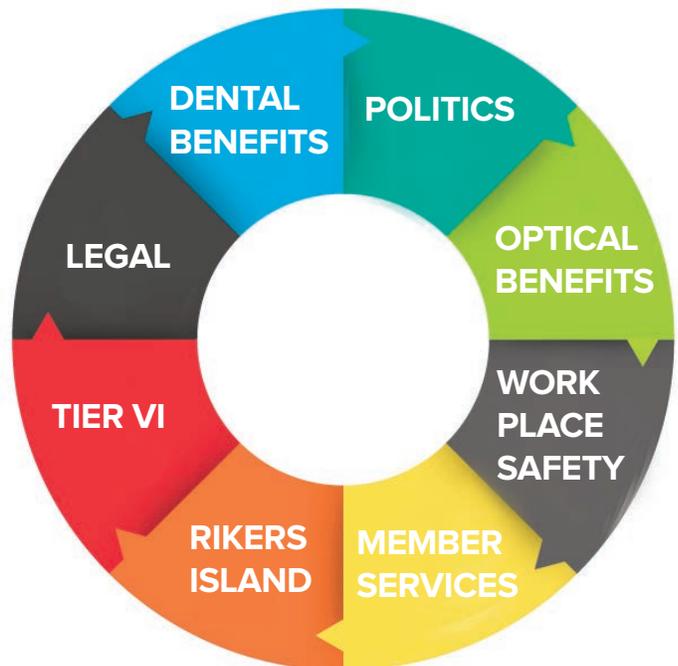
ONE
YEAR

**A ONE-YEAR
PROGRESS
REPORT TO
ALL ACTIVE
AND RETIRED
COBA
MEMBERS ON:**

PROGRESS REPORT

ONE

**COBA'S
NEW BENEFITS,
MEMBERSHIP
SERVICES,
LEGAL ACTION,
POLITICAL
ADVOCACY,
& PUBLIC
RELATIONS**



CORRECTION OFFICERS' BENEVOLENT ASSOCIATION, INC.

"PATROLLING THE TOUGHEST PRECINCTS IN NEW YORK"



> ELIAS HUSAMUDEEN
President
ehusamudeen@cobanyc.org

COBA EXECUTIVE BOARD



> JOSEPH BRACCO
1st Vice President
jbracco@cobanyc.org



ELIZABETH CASTRO
2nd Vice President
ecastro@cobanyc.org



> MICHAEL MAIELLO
Treasurer
mmaiello@cobanyc.org



> AMELIA WARNER
Financial Secretary
awarner@cobanyc.org



> THOMAS FARRELL
Legislative Chairman
tfarrell@cobanyc.org



> KENYATTA JOHNSON
Corresponding Secretary
kjohnson@cobanyc.org



> KAREN TYSON
Recording Secretary
ktyson@cobanyc.org



BENNY BOSCIO
Sergeant-At-Arms
bboscio@cobanyc.org



> ALBERT CRAIG
First City-Wide Trustee
acraig@cobanyc.org



> ANGEL CASTRO
Manhattan Borough Trustee
acastro@cobanyc.org



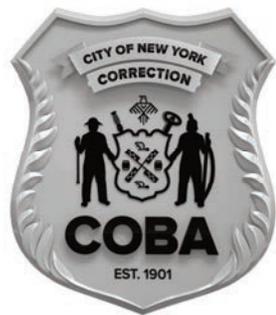
> DANIEL PALMIERI
Bronx Borough Trustee
dpalmieri@cobanyc.org



> FREDERIC FUSCO
Queens Borough Trustee
ffusco@cobanyc.org



> PAULETTE BERNARD
Brooklyn Borough Trustee
pbernard@cobanyc.org



COBA OFFICE

75 Broad Street, Suite 0810
New York, NY 10004

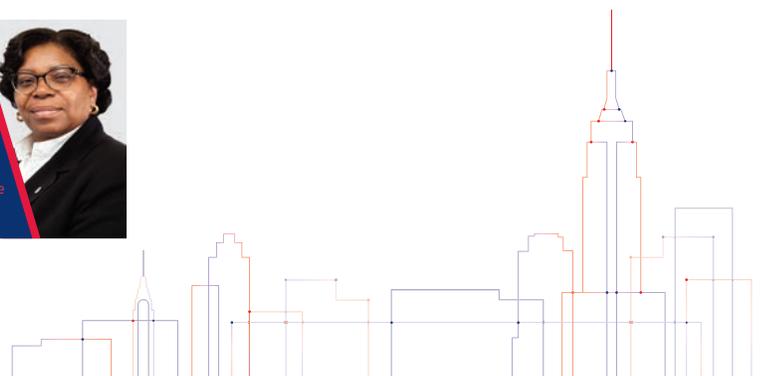
t. 212.274.8000
f. 212.274.8255

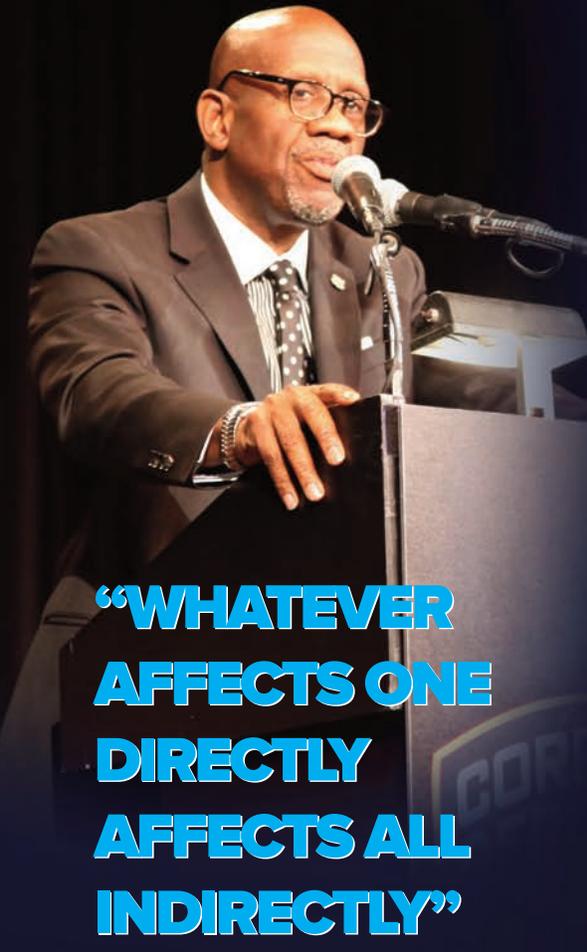
COBA Satellite Office

77-10 21st Avenue
East Elmhurst, N.Y. 11370

t. 718.545.COBA (2622)
f. 718.545.2668

www.cobanyc.org





“WHATEVER AFFECTS ONE DIRECTLY AFFECTS ALL INDIRECTLY”

PRESIDENT’S MESSAGE CONTINUED FROM PAGE 1

COBA recently celebrated a major milestone when we welcomed 1,200 new recruits who have begun their 16 weeks of training at the DOC Correction Academy. This new class of recruits comes on the heels of the 901 Correction Officers who became the largest class ever to graduate from the Academy on May 22, 2017. Of that graduating class, 127 Correction Officers have family members who currently work in the Department of Correction, demonstrating that New York City Correction service has a long tradition of passing down the values and dedication that comes from being a Correction Officer. Our service to our city is often unappreciated by the public and the media who sometimes choose to focus on negative and salacious issues that only serve to divide us. What the public does not understand is that the more they underestimate us, the harder we work to prove them wrong. Over the past year as President, I have taken a hard look at where the COBA was and where it needs to be. I felt the old ways of conducting union representation for the second-largest law enforcement union in the City of New York, were not going to take us to a higher level of success. There’s an expression that says **“What Got You Here Won’t Get You There.”** That adage could not be more applicable to the COBA at this important point in our union’s history.

Given the volatile state of affairs within the Department this past year, it was all the more imperative for COBA to take a 360 degree review, reload, and prepare for a sustained battle on all fronts. First and foremost, we needed to triple our efforts to confront the safety crisis facing Correction Officers throughout the Department. We began a multi-pronged strategy that included ground-breaking lawsuits, testifying at numerous City Council Hearings, advocating for Correction Officers in Albany, and launching an extensive year-long public relations campaign across television, radio, print media and social media outlets with the clear message that **“Safer Jails Matter.”** This multi-layered advocacy strategy was the most proactive campaign that COBA has ever waged. Whether it was the Board of Correction, Commissioner Ponte, Mayor de Blasio and even individual City Council Members, no one was immune from COBA’s vigorous defense of our members, as well as our commitment to exposing the hypocrisy of public officials who fail to practice what they preach.

> COBA, CCA, ADW/DW TOWN HALL FOR THE NUNEZ SETTLEMENT

When the Nunez Settlement was reached between the City of New York and the Justice Department in 2015, it created a large amount of confusion, as well as a number of conflicting policies. Many questions were asked and answered and COBA posted an easy to read roadmap of the Settlement on the union’s website www.cobanyc.org. We continue to engage in extensive negotiations with the Office of Labor Relations to ensure that no new polices resulting from the Nunez Settlement are promulgated without COBA’s input and cooperation.

> THE LIPPMAN COMMISSION’S REPORT

The Lippman Commission’s Report which was released on March 31, 2017 created an earthquake in the ongoing public debate regarding the future of Rikers Island. At our

press conference held several days later we set out to accomplish three goals to shape the public narrative from the perspective of Correction Officers. First, we quickly painted the Lippman Commission’s Report as pure fantasy, a convenient way for elected officials including the Mayor and the City Council to avoid the significant dangers facing Correction Officers, Civilians, and even Inmates right now. This report put forth by mostly inmate advocacy groups and real estate developers touched on every possible idea on what to do with Rikers Island instead of developing an action plan to make the jails safer for everyone immediately. Second, we pointed out that this report was also a clear indication that the Mayor’s 14-point plan to end jail violence failed miserably after just two years. Not a single point on the reform plan was achieved. Finally, we used the hypocrisy riddled report, along with the clear implicit admission that the Mayor’s Reform Agenda has failed, to launch our **“Safer Jails Matter”** campaign, bringing to the public’s eye the

human impact of 1,300 Correction Officers assaulted since 2015 and the 18% increase in slashings and stabbings in 2016.

> COBA’S “STATE CREATED DANGER” LAWSUIT AND OTHER LAWSUITS

COBA’s legal battles with the City took a significant new turn this year with the filing of a Federal class action lawsuit that cites DOC polices that have essentially created numerous dangers that violate the constitutional rights of Correction Officers. The news of this lawsuit was covered all over the country and COBA’s attorneys are pursuing it vigorously as it makes its way through the Courts. In addition, COBA has filed a number of new Improper Practice lawsuits challenging the Department’s policies and COBA has also been very successful in defending Correction Officers at OATH, in some cases, preventing officers from being suspended without pay or even from termination.

> THE BOARD OF CORRECTION

For many years the Board of Correction's meetings came and went without much attention focused on the issues discussed or the approval of the Department's proposed variances. Recognizing that COBA needed to play a bigger role in the BOC's proceedings, we put together a team to not only attend meetings but to articulate a cohesive message testifying at these meetings for so the public could understand the real impact of rules and regulations and their effect on safety and security in the city's jails. One of our goals this year was to push the Mayor to appoint someone with actual experience working in the DOC. With the appointment of former Assistant Chief James Perrino on February 14, 2017, we are now beginning to make progress in making sure the other Board Members understand the realities and consequences of their decisions.

> THE NEW TIER VI ENHANCED PENSION DISABILITY BENEFIT

The COBA has long fought for better disability benefits to protect our members when they need assistance the most. On November 29, 2016, COBA signed an important agreement with the City of New York that ensures that the families of Correction Officers will not face financial hardships in the unfortunate event that their spouse incurs a career-ending injury. This agreement also ensures that financial support will now be available for our officers in the Tier VI pension system, just as it exists for our officers in the Tier III pension system.

If you are a Tier VI Member, you will now be eligible for an accidental disability benefit equal to 75% of your final average salary if you become physically or mentally incapacitated for the performance of duties for the following circumstances: Act of an Inmate; World Trade Center Law; Heart Law; and Hepatitis, Aids, and Tuberculosis (Hat Law).

These benefits will not be reduced by any Social Security benefits you may receive for the same disability.

> CITY COUNCIL HEARINGS AND BUDGETARY FUNDING FOR A NEW TRAINING ACADEMY

Political advocacy is useless unless it translates in to delivering measurable results that have a positive impact. We testified at numerous hearings before the City Council's Fire and Criminal Justice Services Committee and The Committee on Public Safety. We held countless private meetings with the Chairs of these committees and with individual City Council Members, including the New York City Council Speaker. As a result of these discussions and our sustained lobbying efforts we were successful in getting funding in this year's budget for \$100 million dollars to build a state of the art Correction Academy that will provide Correction Officers with first class training. This is something that COBA has fought for over the last 20 years! We also secured funding to repair the HVAC systems in the city's Correction Facilities.

> CONSECUTIVE SENTENCING FOR INMATES WHO ASSAULT CORRECTION OFFICERS WHILE IN JAIL

In September 2016, we joined Bronx District Attorney Darcel Clark when her office formally opened the Rikers Island Bureau to help expedite the prosecution of civilians and inmates who promote contraband and commit crimes on Rikers Island. This initiative is also something that COBA has long fought for and we were successful in putting the development of the new Rikers Island Bureau in our most recent contract with the City. In addition, we have forged stronger relationships with the Bronx District Attorney and the Acting Brooklyn District Attorney which has resulted in indictments and consecutive sentencing for more inmates who assault Correction Officers. Our message is very clear- crimes committed against our members will not go unpunished.

> ENHANCED OPTICAL, DENTAL AND PRESCRIPTION BENEFITS

At a time when the Federal Government is threatening to deny over 25 million Americans Health Care Coverage and in many States across the country public sector workers are paying more and more for their medical benefits, the COBA has actually enhanced your optical and dental benefits at no additional costs to you. Effective January 2017, the allowance for singular prescription lens and frames has been increased to \$345 from \$255. The allowance for Bi-focal prescription lens and frames has been increased to \$395 from \$300.00 In addition to these financial increases, both you and your eligible dependents may now utilize your vision benefits every 12 months as opposed to every 18 months. And we raised the cap from \$5,000 to \$7,500 on prescription drugs for retirees, effective January 1, 2017.

We have also worked hard to enhance your dental benefits. A few of the upgraded dental benefits include:

- All patient co-payments on Preventive, Diagnostic, and Basic Services for the Liberty panel PPO plan will be removed.
- All patient copayments for major services for the Liberty panel PPO plan will be reduced by 50% of the current co-payment.
- All patient copayments for orthodontics for the Liberty panel PPO plan will be reduced by 50% of the current co-payment.
- \$3,000 annual maximum per person or \$6,000 per family.
- All out of network reimbursements will be increased by 20%.

> FINANCES

As it is evident from the new benefits described above, we have significantly enhanced your health and welfare benefits which you and your family enjoys without raising your bi-weekly dues. For the first time in five years, I was able to deliver a balanced budget. As we continue to reduce unnecessary spending, we hope to be able to provide you with additional benefits.

THE ROAD AHEAD

Moving forward, I want to briefly touch on a number of important issues that we are deeply engaged in.

> BODY CAMERAS

As many of you know, law enforcement agencies around the country are increasingly employing the use of body worn cameras. Body-worn camera programs raise many difficult policy questions. One such question is how to determine what recording policy best serves the goals of the agency. On top of all that, the variety of privacy issues complicated by open records requests make the analysis even more challenging. As part of the City of New York's settlement with the Justice Department over the Nunez Settlement, the City agreed to initiate a body worn camera pilot program in the Department of Correction. The more correction officers are prepared and educated, and the more the policies are crafted with care and deliberation, the more effective the cameras will be as a tool, and a means of improving care, custody, and control, as well as a potentially critical form of evidence. That is why we continue to negotiate with the Office of Labor Relations and the Department of Correction a potential agreement modeled after the NYPD's pilot program, which would soon roll out a DOC pilot program with a small number of correction officers. Our goal is to bring the best possible policies and practices to our members while also safeguarding their employment rights.

> FUTURE BENEFITS OFFICE

We continue to strive to ensure correction officers and their families receive the best possible benefits in the City of New York. As both our active and retired membership grows it's imperative for COBA to ensure its Benefits department can meet the evolving needs of the membership. That is why we will soon be opening a new state of the art benefits office near the COBA Satellite office in East Elmhurst that will improve the efficiency and effectiveness of our benefit services on a daily basis.

> SECURE PASS SCANNERS

For the past year, COBA has lobbied extensively for the State Legislature to pass the City's bill authorizing the Department of Correction to use Secure Pass scanners to help us detect and seize hundreds of weapons used by inmates to stab and slash correction officers, and other inmates. Even though this was not our bill, we recognized the importance of lending our support. We met with leaders of the Assembly, the Senate, the Black and Latino Caucus, and individual legislators whose concerns were largely rooted in the misinformation they had been given concerning these scanners. The bill passed the State Senate 62-0. In the Assembly, we garnered 52 co-sponsors and had commitments from over 190 Assembly Members who pledged their support. However, Assembly Speaker Carl Heastie inexplicably decided not to hold a vote on the bill leaving it to languish until the next legislative begins in January. This is unacceptable to the COBA and myself, and we will triple our advocacy efforts to mobilize even more support when we take this fight up again in January.

> THE CONSTITUTIONAL CONVENTION

On November 7, 2017, New York voters will be asked to weigh in on a question of vital importance: "Shall there be a convention to revise the constitution and amend the same?" It's a question with extremely high stakes for Correction Officers and other public employees because a constitutional convention could open the door to attacks on a range of rights and benefits now enshrined in the state constitution. As they have in the past, correction officers and all New Yorkers should reject it.

> UPCOMING NEW YORK CITY ELECTIONS

On September 12, 2017, New Yorkers will go to the polls to vote in the Democratic and Republican primaries and then they will vote in the General Election on November 7, 2017. All city-wide positions including the Mayor, the Comptroller, and the Public Advocate will be up for re-election. There will also be races for all 51 City Council seats, all five Borough Presidents, and two District Attorney positions (Brooklyn & Manhattan). The COBA will ensure that any

candidates seeking our support must first pledge to support the interests and concerns of COBA members and their families. We will be sending out a full list of candidates COBA has endorsed in the 2017 election cycle in the next few months.

> DELEGATE TRAINING

In August, the Executive Board and I, as well as the entire Delegate Body, will meet for an extensive four-day training seminar that will provide your delegates with the latest information and resources needed to provide you with the best possible representation. Unlike in the past, this year's seminar will be more geared towards providing practical skills and solutions to resolve everyday problems. If you have any suggestions as far as topics that you feel should be discussed, please email me at ehusamudeen@cobanyc.org.

In closing, I am very proud of the accomplishments that COBA has made this year, but the Executive Board and I are fully aware that the year ahead will present a whole new set of challenges and hurdles. As a much stronger union, however, we are now more prepared than ever to confront these challenges head on and to continue to fight for New York City Correction Officers and your families. While some may continue to feel that Correction Officers are "Out of Sight, Out of Mind," the COBA will continue to demonstrate that Public Safety does not exist in this city without us. The Criminal Justice System does not operate without us. And our voices in both the city and in the state political arenas will continue to be heard loud and clear.

I encourage each of you to go the extra mile, join us in our efforts to move this union forward. Stay involved, stay active in your union, and help us show the world why New York City's Boldest is the best correction force anywhere. It's union time!

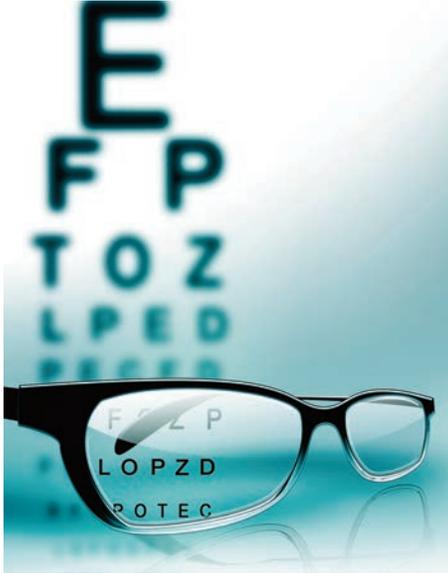
In solidarity, always,



Elias Husamudeen
President

IMPROVED COBA BENEFITS

ENHANCED OPTICAL, DENTAL AND PRESCRIPTION BENEFITS



OPTICAL

The COBA Executive Board and the Trustees of the COBA Security Benefits Fund have improved the optical benefit effective January 1, 2017.

- All members and dependents are eligible for this benefit once every 12 months
- The in-network plan has been improved from a \$255 allowance to a \$345 allowance for an exam, single vision lenses and frames

- From a \$300 allowance to a \$390 for an exam, bifocal, trifocal, standard progressive lenses and frames
- GVS stores in the NY/Metro area will continue to offer eye exams at no charge to members and their dependents
- The out-of-network reimbursement rate for an exam is up to \$40
- The out-of-network reimbursement rate for lenses is up to \$50
- The out-of-network reimbursement rate for frames is up to \$55



PRESCRIPTION DRUGS

We raised the cap from \$5,000 to \$7,500 on prescription drugs for retirees, effective January 1, 2017.



DENTAL

The COBA Executive Board and the Trustees of the COBA Security Benefits Fund have improved the dental benefit effective January 1, 2017.

- All members and dependents in the Liberty Dental Plan will have no co-payments on exams, x-rays, cleanings, fillings, root canals and extractions when this work is done in-network
- On all major services including crowns, bridgework and dentures the co-payment for in-network dentists in the Liberty Plan have been reduced by 50%
- All co-payments for orthodontics, braces, for the Liberty Plan have been reduced by 50%

- There is a \$3,000 per individual annual maximum and a \$6,000 per family annual maximum
- The out-of-network reimbursement fee schedule will be increased by 20%

In addition to these significant benefit upgrades, COBA has for the first time negotiated a substantial discount so that all COBA Members and their spouses can take advantage of five important tests offered by Inner Imaging PC that screen for Heart Disease, Cancer, Lung Disease, Diabetes, and Diseases in the Abdomen and Pelvis. This proactive initiative is available to you and spouse if you are both 35 and older at a cost of \$375. The regular costs of these five tests is \$1,000.00

We encourage you to take advantage of this opportunity to make your health your number one priority. Call Inner Imaging at 212-777-8900 and ask for Idalia or Alecia for an appointment. For more information, please visit innerimagingnyc.com.

COBARADIO

THE BOLDEST HOUR

AM 970

New York has the **Finest**, New York has the **Bravest**, and now for the

First time on **AM970**, New York has

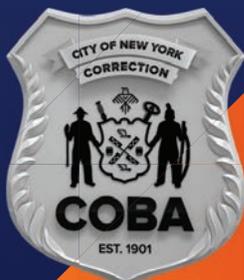
"THE BOLDEST HOUR"

Tune in on **Sundays** each week at

11AM

with your host COBA President

Elias Husamudeen



Scan QR-Code to see
COBA Radio Show



AM970

www.cobanyc.org

STATE CREATED DANGER LAWSUIT

COBA has aggressively pursued new legal avenues to force the City of New York and the Department of Correction to address the safety of the City's jails and its failure to maintain safe jails.

In recent years, lawsuits addressing jails safety have focused mostly on the safety of inmates and their constitutional rights. On April 21, 2017, COBA filed a lawsuit seeking to shine the spotlight on the constitutional rights of correction officers working in the City's jails. This is the latest in a series of legal actions COBA has filed in order to ensure Correction Officer safety, and the first under the U.S. Constitution. The suit, which was filed on behalf of individual correction officers and seeks class action status, alleges that the Defendants -- Mayor de Blasio, the City of New York, former Commissioner Ponte, and the Department of Correction, violated the Fourteenth Amendment of the Constitution by implementing certain workplace policies that have created or increased the danger faced by Correction Officers in the workplace. COBA brought the suit on behalf of its members, along with Individual Plaintiff Correction Officers who are suing on their own behalf and on behalf of a class of active, retired or former Correction Officers who have been injured as a result of DOC policies.

The Fourteenth Amendment of the United States Constitution guarantees public employees a substantive due process right to be free from what is known as state created danger. That is, a right to be free from any governmental/employer policies, practices and/or customs that increase the risk of bodily harm ----or death--- from third parties like violent inmates. Since 2015, the Defendants have embarked on a so-called "Reform Agenda" seeking to reduce violence and increase safety in the City Jails. These policies, however, have actually increased violence in the jails because they have valued the safety and lives of inmates over that of Correction Officers. The situation has become so dire that Correction Officers are, with greater frequency than ever before, being punched, kicked, slashed, splashed with urine, feces or saliva, held hostage, been beaten severely, or sexually assaulted by inmates. Indeed, an increasing trend in staff injuries was confirmed in the recently released Third Report of the Federal Monitor overseeing the implementation of various jail reforms.

The lawsuit alleges that DOC's implementation of these policies have empowered the most violent inmates, diminished accountability for their dangerous conduct, and increased the threat they pose Correction Officers far beyond what is considered a typical risk of exposure to violence. Indeed, the proverbial saying "the inmates are running the asylum" is now becoming a literal and harsh reality and it is only a matter of time before the City witnesses an inmate uprising and outcome similar to the recent 18-hour siege at Delaware's Vaughn Correction Center that resulted in the death of a Correction Officer. Collectively, these policies demonstrate the City's deliberate indifference to Correction Officers safety in a manner that is shocking. These policies have created a substantial and imminent risk that Correction Officers will continue to be seriously injured ---- or even killed.

LEGAL ACTION REPORT

THE LAWSUIT CHALLENGES THE FOLLOWING POLICIES THAT HAVE CREATED UNCONSTITUTIONAL CONDITIONS:

- 1) Eliminating punitive segregation for Adolescents and Young Adult inmates and replacing it with non-punitive alternative programs. Pursuant to the Consent Judgment in Nunez et. al. v. City of New York et. al, the DOC was required to eliminate punitive segregation for 16 and 17-year-old inmates. However, they decided to also voluntarily eliminate punitive segregation for adolescent inmates from age 18 to 21 years old, despite the fact that punitive segregation has been an effective deterrence measure and that young adults make up the most violent inmate population in the City Jails. As a replacement to punitive segregation, the City of New York implemented alternative therapeutic and security programs which have failed to provide any level of accountability for inmates' initial or continued acts of violence.
- 2) Eliminating or limiting the use of punitive segregation for the adult inmate population and allowing the violence perpetrated against Correction Officers to continue with impunity. DOC's failure, and in some cases refusal, to utilize the full extent of lawful punitive segregation and violence deterrence measures against the most highly assaultive inmates like the notorious "John Doe", has increased danger to Correction Officers.
- 3) Failing to utilize Pre-Hearing detention against assaultive inmates. DOC's failure to timely respond or respond at all to assaults on COs has not only empowered inmates, but encourages repeat attacks.
- 4) Implementing and adopting a cumbersome and unclear Use of Force policy pursuant to the Nunez Consent Judgment which the City of New York entered into without first bargaining with COBA. The City's new policies, practices and customs arising out of Directive 5006R-D and the Nunez

Consent Judgment impose certain limitations, prohibitions, prerequisites and employment consequences that are impractical and dangerous given the split-second nature under which force incidents arise in a jail setting and, further, inhibit an officer's ability to adequately defend themselves or others. Additionally, as recognized by the Federal Monitor's Third Report, the haphazard implementation of these new policies has also created an environment of confusion among uniformed staff as to when force can be used --- that is dangerous.

- 5) Failing to provide adequate overall training and adequate re-training, especially for dealing with mentally ill inmates, and failing to provide an adequate Training Facility. There are many insufficient areas of training, which is mostly theoretical, not practical, hands-on training. Training is so infrequent that many of the re-trainings are not conducted timely and certifications are allowed to lapse. Further, the current facility has been recognized by the Federal Monitor in its First Report as being both inadequate and dangerous to Correction Officers.
- 6) Altering inmate housing practices in West Facility by housing highly assaultive inmates in a facility that was only designed to house inmates with communicable diseases and does not have a dedicated response team. No greater example exists of how the City's policies related to West Facility have increased workplace danger than the December 2016 slashing of a Correction Officer by Inmate Bashid McLean -- the convicted murderer who took a selfie with his mother's decapitated head. The week before the slashing, the Correction Officer had requested training in OC spray and equipment that would have surely assisted and maybe even prevented McLean's attack on him the following week. Adding to the danger in West Facility is the lack of a dedicated response team which results in Correction Officers often waiting far too long for assistance during force situations.
- 7) Altering inmate housing practices by grouping inmates with same gang affiliations together despite being well aware of the threat gangs pose. Despite what is believed to be an increase in the number of gang affiliated violence, including discovery of two Bloods hit-lists that targeted COs and Supervisors, Defendants

house inmates together according to gang classification and give them strength in numbers. This has facilitated communication amongst gang members as well as concerted activity which has led to numerous stand offs between inmates and uniformed staff or situations where inmates ignore the direct orders from Correction Officers and even Correction Chiefs and listen only to their gang leaders.

- 8) Refusing to provide or use much needed safety equipment, including the use of body scanners due to reasons of administrative inconvenience or inability. Numerous assaults on Correction Officers and injuries can be prevented if the DOC would properly invest the requisite time and money in ensuring officers are well equipped to deal with the new and increased dangers they now face. Furthermore, the City failed to use or implement other protective measures like spit masks and body scanners thus endangering Correction Officers needlessly.
- 9) Misreporting and underreporting violent incidents in the City's jails in order to give the illusion that the Reform Agenda is working.

In 2014, the Department of Justice ("DOJ") issued the DOC a bad "report card." Essentially, the DOJ found various violations relating to the conditions of inmate confinement and record keeping within the DOC and its Jails. Since then, the DOC--- which is now under the watchful eye of the DOJ and a Federal Monitor --- have had only one goal: to get a better grade on the next "report card." To this end, the lawsuit alleges they have engaged in deliberate misclassification of violence incidents. This practice masks the very real, present and continuing dangers in the workplace and are designed to give a false and misleading sense of security to the thousands of Correction Officers working in the City Jails.

COBA is not opposed to meaningful reform, but safety in the jails should mean safety for everyone in the jails, not just inmates. Reform that comes at the expense of Correction Officers' safety is not reform in the true sense. For the safety of the thousands of inmates, thousands of staff, thousands of Correction Officers, and the public at large, the City of New York's policies that create and increase danger in the City's Jails cannot continue and this lawsuit intends to force the City to end these dangerous policies immediately.

**ON ELECTION NOVEMBER 7TH, VOTERS WILL BE ASKED WHETHER
NEW YORK SHOULD HOLD A CONSTITUTIONAL CONVENTION**

**JUST SAY “NO” TO A
CONSTITUTIONAL
CONVENTION**

WHAT’S AT RISK?

**PUBLIC EMPLOYEE PENSIONS
UNIONS AND COLLECTIVE BARGAINING
WORKERS COMPENSATION AND MORE...**

Here’s a Q&A to give you the background and information you need to know.

Why will New Yorkers be asked in November to vote on whether to hold a constitutional convention? The state constitution requires that this question appear on the ballot every 20 years; the question does not arise from public need or demand.

Is a convention the only way to modify the state constitution?

No, state lawmakers may propose constitutional amendments, which must pass in two consecutive legislative sessions and then be sent to voters for final ratification.

Why is it a bad idea to hold a constitutional convention? A constitutional convention is unlimited in the scope of what it could change. This would place New York State’s rights and protections at risk of alteration or elimination, including the guarantee of a free public education, a prohibition against aid to non-public schools and the right to Workers’ Compensation. The right to unionize and bargain collectively and state requirements regarding pensions and social welfare could also wind up on the chopping block.

When did New York last hold a constitutional convention? The last constitutional convention was held in 1967; it was widely considered wasteful and harmful. Voters rejected its proposals. Since then, the option to hold another convention has appeared on the ballot twice, in 1977 and 1997. Voters rejected the proposal both times.

Why does a constitutional convention pose a particular threat to COBA members and other public employees? A constitutional convention could undermine the retirement security of public employees. The state constitution currently protects public employee pensions from being “diminished or impaired.” In addition, the constitution says the Tax-Deferred Annuity Program must guarantee a fixed rate of return — a critical fourth pillar of retirement security for COBA members, along with Social Security, a defined-benefit pension and health insurance. These protections could be eliminated if a convention opens up the constitution for revision.

What would the next steps be if voters approved a constitutional convention? If New Yorkers vote yes to a constitutional convention, three delegates from each of the 63 state Senate districts, plus 15 at-large delegates, would be elected on Nov. 6, 2018. The convention would convene on April 2, 2019, and the delegates would meet for as long as they deem necessary. The delegates would pay themselves a salary, set their own rules and hire their own staff. New York State League of Women Voters says a convention is estimated to cost \$300 million. Any constitutional amendments passed at the convention would then go to voters for ratification.

On Nov. 7, 2017, New York voters will be asked to weigh in on a question of vital importance: “Shall there be a convention to revise the constitution and amend the same?” It’s a question with extremely high stakes for Correction Officers and other public employees because a constitutional convention could open the door to attacks on a range of rights and benefits now enshrined in the state constitution. As they have in the past, voters should reject it.



EVERY 20 YEARS, NEW YORK VOTERS ARE ASKED WHETHER THE STATE SHOULD HOLD A CONSTITUTIONAL CONVENTION TO AMEND THE STATE CONSTITUTION. THE QUESTION WILL BE ON THE BALLOT ON ELECTION DAY ON NOV. 7 AND WE SHOULD ANSWER, “NO.”

A CONVENTION WOULD COST TAXPAYERS MORE THAN \$300 MILLION. THAT IS A RIDICULOUS PRICE TO PAY TO GIVE SPECIAL INTERESTS THE OPPORTUNITY TO WEAKEN PUBLIC EMPLOYEE PROTECTIONS AND SLASH GOVERNMENT SERVICES.

OUR PENSIONS AND BENEFITS ARE AT RISK!

TELL YOUR FAMILY AND FRIENDS ABOUT THE DANGERS OF A CONSTITUTIONAL CONVENTION.

TERMINAL LEAVE SUIT

As many of you know, COBA, the CCA and ADW/DW unions have a dispute with the DOC over terminal leave. Specifically, the unions maintain that the city owes their members 1 month of terminal leave for every 10 years of service, prorated for a fractional part of 10 years. The unions also maintain that no terminal leave is owed if a member has disciplinary charges pending and that this is the only circumstance that allows a diminution of terminal leave. DOC claims that it also has the right to deduct three terminal leave days owed based on an officer's deduction from terminal leave on account of sick leave usage.

The dispute arose for the CCA and ADW/DW unions when the terminal leave provision in the superior officers 2011-2019 coalition agreement took effect on February 1, 2015. COBA's dispute arose 17 months later when the terminal leave provision in our 2011-2018 contract took effect on July 1, 2016. As a result, the superior officers grieved their terminal leave provision before COBA because their provision took effect 17 months earlier. COBA filed its grievance at a point when the other Unions were at the arbitration stage. Since the terminal leave language in both contracts is the same, COBA elected to hold its grievance

in abeyance pending the outcome of the superior officers' arbitration. That arbitration took place on the following four dates: 10/6/16, 11/10/16, 2/21/17 and 3/15/17. The Unions had their principle negotiator, Roy Richter, testify along with CCA president Pat Ferraiullo and the ADWW/DW President, Sidney Schwartzbaum. The City's witnesses were Carmen Elfrouqui from Human Resources, Kenneth Godiner from OMB and Robert Linn from OLR who was a principle negotiator of the terminal leave provision. The parties are currently waiting for the arbitrator, Sandy Meckler, to render her award.

IMPROPER PRACTICE SUITS

In February 2017, COBA filed an Improper Practice Charge against the Department concerning corrective interviews. Our members had long been able to refuse to sign a corrective interview, for whatever reason it may have been. As you know, corrective interviews are not discipline. In January, COBA learned that any members who refused to sign a corrective interview would instead receive a command discipline, which is a disciplinary act. The automatic elevation of what was once not discipline, to discipline if refuses to sign, we argued, is a change in the disciplinary procedure.

In May 2015, COBA challenged in Court the City's practice of publishing online COBA member disciplinary decisions. Under the New York State Civil Service Law, any record used to evaluate performance toward continued employment or promotion must be confidential. COBA argued the publication of these disciplinary decisions online was a violation of New York State law.

In May 2016, COBA challenged in Court the City's repeated failure to provide to

COBA members the tools they need to safeguard themselves against inmates. Under New York State law, the Department must provide a place of employment which is free from recognized hazards that are causing or are likely to cause death or serious physical harm to its employees and which will provide reasonable and adequate protection to the lives, safety or health of its employees. COBA argued that the Department utterly failed to protect COBA's members from inmates known to attack them. COBA argued that training is inadequate; equipment is an afterthought; inadequate staffing and unhealthy overtime scheduling mean thin coverage by tired workers; and the Department recklessly disregarded the health and safety of COBA members who deal with these predators.

In October 2016, COBA challenged in Court the City's Board of Correction's failure to provide our members with a formal grievance process so that they may complain to the BOC about the Department. Under the New York City Charter, the BOC must have a procedure

for the hearing of grievances, complaints, or requests for assistance for Department employees. COBA argued that the BOC has utterly failed to involve itself with the complaints of our members, and instead have become inmate-centric.

In March 2016, COBA filed an Improper Practice Charge against the Department concerning post bidding. Since about 1991, Operations Order 14/91 detailed a bidding process for job assignments. In sum and substance, under that Order, when an officer bids for a post, the Department reviewed COBA members' prior 12 month disciplinary record. In 2016, the Department changed this process, and now also considers the number of Uses of Force for which the CO was not disciplined. In addition, the Department has required that COBA members have certain training for certain posts, despite the fact that the Department has utterly failed to train senior correction officers. Effectively, COBA argued, the Department is providing a preference to much less senior correction officers, who are being trained.

COBA V. CITY (USE OF FORCE IMPROPER PRACTICE CHARGE)

On October 21, 2015, Judge Laura Taylor Swain of the United States District Court for the Southern District of New York, signed off on a settlement of a lawsuit titled Nunez v. City of New York. The suit, a class action pursued by two law firms as well as the Legal Aid Society and ultimately joined by the United States Department of Justice, alleged wide spread excessive force by uniformed staff at the Department of Correction. The settlement included a Consent Judgment which required a wide variety of action be taken by the Department including amending the Use of Force Directive, creating new pre-promotional evaluation criteria, limits on whether staff may be promoted based on the number and types of uses of force, limits on assignment to special units based on an evaluation of use of force history, modifications in the use of force investigation process,

mandatory disciplinary penalties for use of force and use of force related violations, modifications to training and other action.

During November, 2015, it came to COBA's attention that the Department was seeking to implement the portion of the Nunez settlement requiring amendment to the Use of Force Directive. Without negotiating with COBA, the new Directive was issued with an effective date of November 20, 2015. COBA responded by filing an improper practice charge with the New York City Office of Collective Bargaining. The charge alleged a change in terms and conditions of employment without bargaining, which constitutes a violation of the New York City Collective Bargaining Law. The charge also sought an injunction while the case was pending preventing the implementation of the new

Use of Force Directive and other aspects of the Nunez settlement. Although the injunction was denied, the department, with judicial approval, radically altered the time lines for implementing aspects of the settlement, putting off the Amended Use of Force Directive's effective date until September, 2017 and putting off deadlines as to mandatory penalties, mandatory training and modifications to new rules regarding recording of use of force incidents.

The case has now gone to trial and several hearing dates have been held. After the trial started, the Correction Captains Association and the Assistant Deputy Wardens/Deputy Wardens Association brought motions to intervene in the case. The City Board of Collective Bargaining has cancelled further dates pending consideration of these motions.

COBA V. CITY (C-SOG)

On March 21, 2016, the City entered into a contract with a company called US Corrections Special Operations Group. C-SOG, as it was commonly referred, was supposed to train Correction Officers the use of certain weaponry and in certain defensive tactics. It came to the union's attention that the firearms training to be provided by C-SOG was being implemented in violation of applicable policies. Specifically, the weaponry to be used, the Kel Tec shotgun with "less lethal" Light Field ammunition, was not subjected to proper pre-use review by the DOC's Firearms and Tactics Unit. The union also learned that the training was

contrary to the DOC's Use of Force Directive in that it expressly instructed on blows to the head. Finally, the union was greatly concerned that the training to be performed by C-SOG was, in fact, historically, work performed by Correction Officers in the FTU and in the Academy and, as such, a violation of the New York City Collective Bargaining Law which, under applicable precedent, prohibits the contracting out of exclusive bargaining unit work without prior negotiations with the union. Thanks to COBA's advocacy, C-SOG was forced off DOC property shortly after it began to perform its obligations under the contract and the City's decision

to enter into this contract is being reviewed by the New York City Department of Investigation.

Notwithstanding C-SOG's removal, COBA filed an improper practice charge at the New York City Office of Collective Bargaining, which adjudicates claims under the Collective Bargaining Law, seeking to prevent the DOC from contracting out bargaining unit work. The case has not gone to trial and, as of this writing is scheduled for several more hearing dates.

COBA FILES PERSONAL INJURY LAWSUITS AGAINST INMATES WHO ASSAULT OFFICERS

For the first time, we have begun filing personal lawsuits against inmates on behalf of correction officers, especially those who we know have filed lawsuits

of their own against the City and the Department and who are guilty of assaulting correction officers. The days of inmates brutally assaulting our

members without consequence are over! COBA will hold everyone responsible when it comes to our safety and our work conditions.

COBA PREVAILS AT OATH!



> CO CHARGED WITH MEDICAL INCOMPETENCE /EXCESSIVE ABSENCES (53 DAYS)

COBA successfully convinced the DOC that a significant portion of a Correction Officer's time out sick was due to depression caused by the sudden death of her husband. The officer had no prior extensive sick leave history, had returned back to work full duty and no subsequent significant sick leave usage.

> CO CHARGED WITH FAILURE TO ANTICIPATE A USE OF FORCE

DOC's theory was that any officer who entered the intake holding pen during the incident should be charged with failure to anticipate a Use of Force. COBA's attorneys were able to demonstrate via video that five Correction Officers, in separate cases, responded to assist in the incident and entered the holding pen after the force began. Therefore, the DOC could not prove that there was any failure to anticipate a Use of Force by these officers.

> CO CHARGED WITH MEDICAL INCOMPETENCE (170 DAYS)

A Correction Officer fell on the job and injured her knee two separate times. As a result of the second fall, she tore her meniscus. She had MRI in December 2015 which confirmed the tear. When she reported to HMD in February 2016, the doctors put her out sick and would not return her MMR until after her surgery. Her surgery was in May 2016 and it took time for her to heal properly. She returned to full duty in December 2016. The Officer had 10 years on job and no prior disciplinary or sick leave history. The entire 10-month period was not the officer's fault since HMD put her out sick in February. COBA's attorneys convinced the DOC that the case did not warrant discipline.

> CO CHARGED WITH FAILURE TO NOTIFY SUPERVISORS THAT OC QUALIFICATION EXPIRED

The DOC asserted that the officer had an affirmative obligation to notify his superiors that his OC qualification had expired before he assumed a post. The C.O. was originally assigned to a post that did not require MK9.

He was temporarily assigned to a post by another Captain and the post required him to have MK9. He was unaware that the post required MK9 until he encountered a DW who approached him and inquired why he did not have MK9. He informed the Dep that he did not have any because his qualification for OC expired. COBA's Attorneys argued that DOC bears the burden to make sure that each officer has the proper equipment and qualifications before assigning them to a post. COBA's Attorneys were able to demonstrate that prior to assuming his post, the officer had to present his ID card at the arsenal which is scanned and the computer revealed whether the officer's qualification had expired. COBA's attorneys were also able to demonstrate that the officer was never qualified in MK9. Therefore, DOC agreed to Administratively file the charges.

> CO CHARGED WITH UNNECESSARY USE OF FORCE

A disruptive inmate made threats to a CO and proceeded to lock himself in the day room along with another inmate. The CO was attempting to unlock to the day room to get the inmate out when he was splashed with liquid by the inmate. The CO then sprayed the inmate through the day room door. Based upon the Investigating Captain's Report, DOC charged the officer with failing to anticipate a use of force, failing to notify a supervisor and unnecessary force by spraying an inmate who allegedly posed no immediate threat. COBA's attorneys were able to point out to the DOC that the ADW reviewed that UOF package and concluded that "the use of force was necessary, appropriate and within the departmental guidelines." COBA's attorneys also pointed out that the DW of Security, as well as the Warden, concurred with the ADW. Accordingly, DOC agreed to Administratively file the charges.

These cases are just a sample of hundreds of cases in which COBA's attorneys successfully defended Correction Officers against frivolous departmental charges since June, 2016.

COBA ADVOCATES FOR CORRECTION OFFICERS

- > **SAFER JAILS MATTER!**
- > **THE TALE OF TWO CITIES CONTINUES!**
- > **A CRIME IS A CRIME NO MATTER WHERE IT'S COMMITTED!**
- > **WE KEEP OUR CITY SAFE. WHEN WILL OUR CITY PROTECT US?**
- > **NO MATTER WHAT SIDE OF THE BARS YOUR FAMILY MEMBER IS ON, WE ALL DESERVE TO BE SAFE!**

In New York State, there are literally hundreds of public sector unions, each spending vast amounts of money to communicate their members' interests before a wide range of audiences including their members, local and state policy makers, and the general public. The challenge for any union, regardless of its size, is to determine how it can best communicate a clear and powerful message that creates a powerful narrative telling the union's side of the story as opposed to others telling their side.

With all the negative news over the past couple of years after the barrage of stories that fueled this so-called "culture of violence" narrative about the conditions at Rikers Island, the challenge for COBA over the past year, was to dispel all the false notions about Correction Officers that had been manufactured by a tidal wave of inmate advocacy groups, celebrity criminal justice activists, and the politicians who seemed very eager to satisfy their misguided political agendas.

To execute our public relations campaign, we strategically developed five central messages that we used to tell our side of the story for hundreds of stories about Corrections, Rikers Island, and New York City's Criminal Justice system that appeared since last June. These stories appeared on Fox 5 News, WABC Channel 7 Eyewitness News, "This Week With Bill Ritter," "Road to City Hall With Errol Lewis," New York 1 News, WCBS Channel 2 News, WPIX Channel 11 News, The New York Post, The New York Daily News, The Wall Street Journal, The Chief-Leader, City & State Magazine, Queens Chronicle, Newsday, News 12 Bronx and News 12 Brooklyn, WCBS Radio 1010 WINS, News Radio 880AM, WNYC Radio, "The Cats Roundtable" on AM 970, the "Drive at Five with Curtis Sliwa," and "The Joe Piscopo Show."

We also created a new weekly radio show called "The Boldest Hour" that airs every Sunday at 11:00AM on AM970 The Answer. We brought together City Council Members, District Attorneys, Newspaper Editors, candidates for elected office, and highlighted NYC Correction Officers who are making a positive difference in their communities. In addition to the Boldest Hour on AM 970, we periodically host COBA Radio on Sundays at 8pm on WBL 107.5FM.

For the first time ever, we developed a commercial telling the very personal accounts of female correction officers who had been brutally assaulted by inmates to put a spotlight the human impact of jail violence in the Department of Correction. This commercial has been viewed on WPIX Channel 11 News, News 12 Bronx and News 12 Brooklyn, New York 1 News. It also ran on 1010 WINS Radio, WABC 770AM, AM 970 The Answer, and WBL 107.5 FM. It has also been posted as part of paid targeted Facebook campaign. In total, this powerful commercial reached millions of people throughout the New York Metro area and beyond.

We also mailed out three targeted political palm cards to take on Council Member Danny Dromm and his persistent criticism of NYC Correction Officers, to challenge Mayor de Blasio to make the City's jails safer, and to encourage all COBA members that elections have consequences. It's time to support those who support us!

Finally, on May 10, 2017, COBA rolled out two mobile digital rotating billboard trucks as part of our ongoing "Safer Jails Matter" campaign. The trucks were stationed directly outside Mayor de Blasio's Birthday fundraiser with the goal of bringing our message directly to the Mayor and holding him accountable for the failures at DOC. With real images of real correction officers scarred by assaultive inmates, our message to Mayor de Blasio was "Correction Officers Keep Our City Safe! When Will Our City Protect Us?" COBA continues to use these trucks to make sure our message is heard loud and clear as the Mayor campaigns for re-election throughout the five Boroughs.

COBA ADVOCATES FOR CORRECTION OFFICERS

Rikers Inmate Gets 8 Years for Attacking Correction Officers

BY PHIL HILL/NEWS 12.23.14



Correction Officers' Association president Elian Husamoden said a 19-year-old inmate was charged with attacking two officers in the Rikers Island jail system. The inmate, Michael Wilcott, was charged with attacking two officers in the Rikers Island jail system. The inmate, Michael Wilcott, was charged with attacking two officers in the Rikers Island jail system.

The Chief THE CIVIL EMPLOYEES' WEEKLY

COBA: Ending Solitary Invites Violence in Jails

BY MART TOOR



Mayor Bill de Blasio's announcement Oct. 11 that the Department of Correction would end solitary confinement for 16- and 17-year-olds in the city's jails has been met with a mix of praise and criticism. COBA advocates for the change, but some fear it will lead to more violence.

DAILY NEWS

Med staff afraid to treat inmates

EXCLUSIVE



Medical staff at Rikers Island are afraid to treat inmates because of the violence in the facility. The staff are afraid to treat inmates because of the violence in the facility.

DAILY NEWS

RIKERS ISLAND INMATE SLASHED IN BLOODY GANG ATTACK

BY PHIL HILL/NEWS 12.23.14



An inmate on Rikers Island was slashed all over his body by a group of other inmates in the Rikers Island jail system. The inmate, Michael Wilcott, was slashed all over his body by a group of other inmates in the Rikers Island jail system.

The Chief THE CIVIL EMPLOYEES' WEEKLY

Slasher of Rikers by Mad COBA Cutting Up Ponte

BY MART TOOR



Mayor Bill de Blasio's announcement Oct. 11 that the Department of Correction would end solitary confinement for 16- and 17-year-olds in the city's jails has been met with a mix of praise and criticism. COBA advocates for the change, but some fear it will lead to more violence.

DAILY NEWS

NYC correction officers sue city, claim their complaints of jail violence are ignored

BY PHIL HILL/NEWS 12.23.14



Correction officers in New York City have filed a lawsuit against the city, claiming that their complaints of jail violence are ignored. The officers are claiming that their complaints of jail violence are ignored.

THE WALL STREET JOURNAL

CORRECTION GROUP SAYS NEW POLICY TO END ISOLATION OF 19- TO 21-YEAR-OLDS PUTS OFFICERS AT RISK

Union Fights to Keep Solitary Confinement in New York City Jails

BY CORINNE RANNEY



The City of New York's Department of Correction has announced a new policy to end solitary confinement for 19- to 21-year-olds in the city's jails. The union is fighting to keep solitary confinement in New York City jails.

DAILY NEWS

EXCLUSIVE: Medical staff afraid to treat Rikers Island's worst inmates; 'It's scary as hell'

BY PHIL HILL/NEWS 12.23.14



Medical staff at Rikers Island are afraid to treat inmates because of the violence in the facility. The staff are afraid to treat inmates because of the violence in the facility.

COBA ADVOCATES FOR CORRECTION OFFICERS

IT'S ELECTION TIME and ELECTIONS HAVE CONSEQUENCES!



2017 New York City Election Ballot

- Mayor
- City Council Members
- Public Advocate

CITY HALL HAS ELIMINATED PUNITIVE SEGREGATION FOR INMATES WHO ASSAULT CORRECTION OFFICERS.

CITY HALL HAS PUT POLITICS AHEAD OF PUBLIC SAFETY.

CITY HALL HAS APPOINTED A COMMISSIONER AND A BOARD OF CORRECTION WHO HAS FAILED TO REPRESENT AND PROTECT THE RIGHTS OF CORRECTION OFFICERS.

THE PUBLIC ADVOCATE HAS ADVOCATED FOR INMATES BUT NOT FOR CORRECTION OFFICERS.

LET'S BEGIN TO MOBILIZE AND SUPPORT THOSE WHO SUPPORT US.

How Safe is Our District ?

Council Member Danny Dromm Wants to Shut Down Rikers Island and Bring the Criminals to Our Neighborhood...But it seems they're already here!

Our Council District includes the 110th Precinct (Corona and Elmhurst) and the 115th Precinct (East Elmhurst, North Corona, and Jackson Heights).



40% of all robberies in Northern Queens occur in our district
38% of all rapes in Northern Queens occur in our district
37% of all felony assaults in Northern Queens occur in our district
26% of all grand larcenies in Northern Queens occur in our district
25% of all burglaries in Northern Queens occur in our district
25% of all grand larceny autos in Northern Queens occur in our district (Source: NYFD Complaint)

Why Isn't Council Member Dromm as Concerned About Crime in Our District as He is About Crime at Rikers Island? Isn't It Time our Council Member Focused on Us?



Call Council Member Dromm at 718-503-5373 and Ask Him Why He Isn't Doing More to Fight Crime in OUR District?



MAYOR BILL de BLASIO: FIRST IN THE NATION FOR "PROGRESSIVE JAILS" LAST IN THE NATION FOR "SAFE JAILS"

NO MATTER WHICH SIDE OF THE BARS YOUR FAMILY MEMBER IS ON WE ALL DESERVE TO BE SAFE!

TELL MAYOR de BLASIO THAT YOU DEMAND SAFER CONDITIONS FOR EVERYONE IN NEW YORK CITY'S JAILS



In New York City A Crime is a Crime No Matter Where It's Committed Except on Rikers Island

CRIMES ON RIKERS ISLAND ARE NOT TREATED THE SAME AS CRIMES IN THE STREETS OF NEW YORK, COMPROMISING THE SAFETY OF THE CORRECTION OFFICERS WHO WORK THERE.

Mayor de Blasio and Commissioner Joseph Ponte continue to fail at which is to keep the jails safe for EVERYONE, it will be only a matter of time a Correction Officer is killed by the hands of an inmate. Except the blood will not only be on the inmate's hands, it will be on the hands of the Commissioner, and any other lawmaker who continues to put politics ahead of public safety.

We Keep Our City SAFE. When Will Our City Protect US?

Correction Officers' Benevolent Association, Inc.
 Elia Rosenblum, President
 www.cobanyc.org

The Tale of Two Cities Continues...

IN MAYOR BILL de BLASIO'S NEW YORK:

"Crime just hit another all-time low, just one of record highs, the City is building and preserving affordable housing at a record pace, while graduation rates and test scores continue to improve. That is Mayor de Blasio's record and that is what next year's election will be about."

IN OUR NEW YORK:

- In 2015, there were 15 establishments or districts by inmates in the New York City jail system, 19 in 21 years old - about 62% of the 31 attacks system-wide. That increased to 2016 for 68 establishments and districts by the same age group - about 61% of the violent incidents citywide. This year to date, establishments and districts are up 22% over the same period of the same last year.
- The number of establishments or districts housing gang members has also increased. There were 32 in 2011 and 68 in 2016.
- Since January 2016, over 620 NYC Correction Officers have been assaulted by inmates ages 21 and under.
- 5 of the last 7 serious assaults on Correction Officers were committed by inmates 21 and under.

Violence in the Jails is Up!
Assaults on Correction Officers Are Soaring!
Correction Officers Are Forced to Work Triple Consecutive Tours While the Inmate Population Declines!
Eliminating Punitive Segregation Has Invited the Most Violent Inmates to Continue Their Acts of Terror!

We Need the Same Tools, Technology, and Resources that the City Provides the NYPD To Help Us Fight Crime in the City's Jails NOT SOON, NOW!

Mayor de Blasio: Stop Putting Politics Ahead of Public Safety!

Correction Officers' Benevolent Association, Inc.
 "RESOLLING THE Toughest Precincts in New York"
 Elia Rosenblum, President
 www.cobanyc.org

A CORRECTION OFFICER WAS MURDERED IN DELAWARE

Think What Happened in Delaware, Can't Happen in NYC? Think Again!

THE WRITING IS ON THE WALL

Delaware: On February 1, 2017, inmates at The James I. Vaughn Correctional Center in Delaware led a hunger strike, resulting in a 24-hour hostage situation. During this crisis, a 17 Year Veteran Correction Officer was killed by these inmates who had been practicing this threat for weeks.

New York City: At Rikers, we have the same conditions in our jails that existed in Delaware. Prior to the hostage situation, inmates in Delaware constantly challenged the system. We have inmates who challenge the highest ranking uniformed members of the Department. We have inmates who have threatened to take uniformed members hostage. We have inmates who have surrounded Correction Officers. We have inmate gangs who have assaulted Correction Officers. All of these threats have gone unanswered. We have our very own Delaware powder keg and it's about to explode!

We Keep Our City SAFE. When Will Our City Protect US?

Correction Officers' Benevolent Association, Inc.
 Elia Rosenblum, President
 www.cobanyc.org

COBA ADVOCATES FOR CORRECTION OFFICERS





**CORRECTION OFFICERS'
BENEVOLENT ASSOCIATION, INC.**
"PATROLLING THE TOUGHEST PRECINCTS IN NEW YORK"

COMING SOON!

AUGUST 2017

**NEW COBA SECURITY
BENEFITS OFFICE**

77-10 21st. Avenue
East Elmhurst, NY 11370



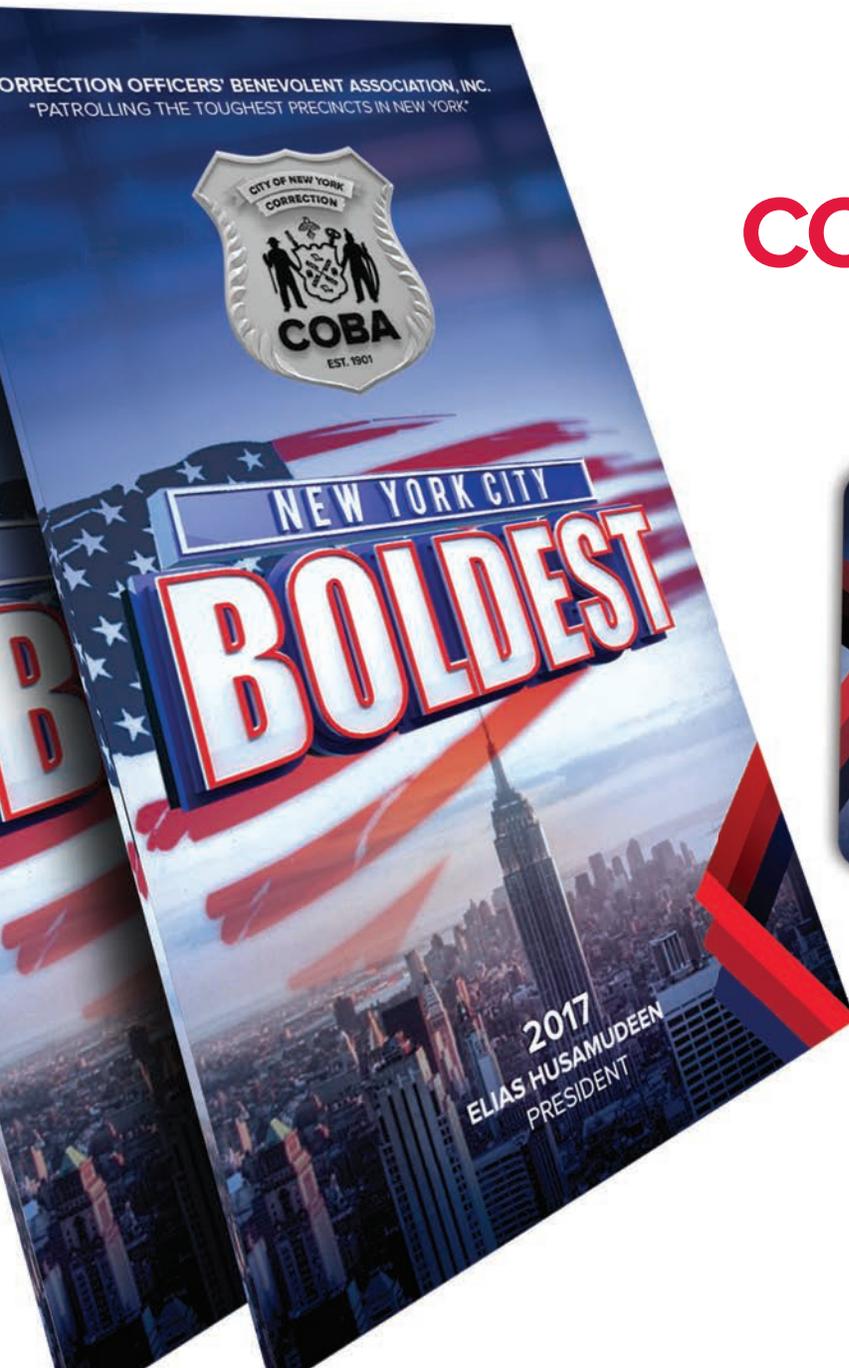
COBA
75 Broad Street, Suite 810
New York, NY 10004-2415

"Patrolling The Toughest Precincts in New York"

PRESORTED
FIRST CLASS MAIL
U.S. POSTAGE

PAID

NEW YORK, NY
PERMIT NO. 2418



Order Your 2017 COBA Card Today!



Shop on-line
at the COBA Store
www.cobanyc.org