

AUGUST 2023

BOLDEST NEWS



FIGHTING FOR CORRECTION OFFICERS & DELIVERING RESULTS!

*BOSCIO ADMINISTRATION SECURES THE BIGGEST RAISES FOR CORRECTION OFFICERS IN OVER 15 YEARS!
ALL CORRECTION OFFICERS TO RECEIVE 18.77% (COMPOUNDED) IN WAGE INCREASES OVER 5 YEARS!*

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Benny Boscio Jr.
President

COBA EXECUTIVE BOARD MEMBERS



Glenn Morgan
1st Vice President



Keisha Williams
2nd Vice President



Ashaki Antoine
3rd Vice President



Angel Castro
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Herman Jiminian
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CORRECTION OFFICERS' BENEVOLENT ASSOCIATION, INC.

"PATROLLING THE TOUGHEST PRECINCTS IN NEW YORK"



COBA HEADQUARTERS

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FOLLOW YOUR UNION!



THE BOLDEST UNION

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Message from **COBA PRESIDENT**

Benny Boscio Jr.



**COBA
SECURES
THE
BIGGEST
RAISES FOR
CORRECTION
OFFICERS IN
OVER 15
YEARS!**

Dear Brother and Sister Officers,

I hope this message finds you and your loved ones well. The Executive Board and I have been working tirelessly to improve your working conditions and protect your employment rights. Recently, COBA, along with 10 other uniformed unions - Correction Captains, Assistant Deputy and Deputy Wardens, Firefighters, Fire Officers, NYPD Sergeants, Detectives, Lieutenants, Captains, and Sanitation Supervisors (collectively the uniformed coalition) representing over 32,000 members, including Correction Officers, successfully negotiated a new economic agreement with the City of New York. I was nominated by the other Union Presidents in the Coalition to serve as a Co-Chair of the coalition, placing me at the forefront of the negotiations with New York City.

After intense negotiations, we secured a significant raise of 18.77% (compounded) over five years for ALL Correction Officers, with an additional .21% to be added in Phase II of our negotiations. This economic package completes Phase I of our negotiations. In Phase II, we will be negotiating directly with the Office of Labor Relations on issues unique to Correction Officers and our working conditions, separately from other uniformed unions. This process is called Unit Bargaining.

To ensure your voices are heard, we have formed a Collective Bargaining Committee that seeks input from our members, Delegates, and the Executive Board. The committee will present your concerns and issues during negotiations.

We have also launched commercials on social media to remind City Hall, the City Council, and the public about the many unprecedented challenges our members face daily. We are overworked, understaffed, and underpaid, and we deserve a contract that reflects the essential services we provide in keeping NYC safe. Though we have faced numerous challenges, our biggest remains the ongoing staffing crisis.

We are down 30% in our headcount from 2019, but we will not be deterred. With this new economic agreement and significant wage increases, COBA has finally gained City Hall's investment in our workforce. We will continue to address other issues to improve conditions and attract the best men and women to become Correction Officers and encourage our veteran officers to stay on this job.

Rest assured, we will not settle for any deal that doesn't recognize the tremendous sacrifices we make as an essential municipal workforce, dedicated to keeping New York City safe, 24/7.

Stay strong and united,

Benny Boscio, Jr.
President



DAILY NEWS

THE HIGH COST OF A FEDERAL RECEIVER FOR RIKERS: There are high financial and human expenses to hand over the jails to the feds



SCAN QR - CODE TO VIEW FULL ARTICLE

The high cost of a federal receiver for Rikers

When it comes to creating the nation's second largest municipal jail system, our city and state officials have taken a "pass the buck" approach by shifting their responsibility for the myriad of problems in our jails.

After the City Council voted in 2013 to close Rikers Island, public defenders made tactical mistakes. First, many Council members set off by reaching out jail alternatives into the legislature, state that emerged in the summer of 2015. Rather than improving the conditions of our jails, by handing up jail alternatives to correction officers or holding violent inmates accountable for their crimes, the Council postponed the right of inmates, while ignoring the crimes committed by its inmate system.

Second, the previous administration failed to address the staggering rates of attrition for correction officers. In fact, just a single new correction officer was hired between February of 2019 to June of 2022. That hiring freeze led to a 30% reduction in our headcount, which explains why we have the second highest vacancy rate of any jail service in the city, according to state Comptroller Tom Cortopassi.

While the city has begun hiring more officers, we have lost more than 100 correction officers due to resignations and retirements.

BE OUR GUEST BY BENNY BOSCIO

Since last August, which has forced many of our current officers to work between 180 to 170 hours of overtime a month. Does anyone believe the city's jails have been fixed by having us to work under these conditions with less support?

Now that the three federal receivers have started, the same critics who continue to hold press conferences, instead of holding violent inmates accountable for their crimes, have renewed their calls for a federal receivership, which they believe will be the silver bullet solving the dysfunction and disaster in our jails.

So why all the calls for a receiver now? Much of that was quoted by the federal receiver's reports in June and July of this year. The receiver has gone to great lengths to dismiss and distort the actual progress made at Rikers Island over the past 13 months thanks to the tireless efforts of our essential workforce.

In 2006, a federal judge in California ordered a limited receivership for that state's prisons after finding that California's prison system of facilities did not meet constitutional standards. According to a 2009 report from the California Inspector General, the receiver

spent \$72.1 million for planning, programming, site selection, and the design for new medium security jails for approximately 19,000 inmates between 2007-2008. The receivership spent another \$75 million in professional fees, compensation and benefits, and other expenses in that same time period.

Not a single proposal of a federal receivership has disclosed that New York's taxpayers will be footing the bill for the millions and potentially billions of dollars for the large bureaucracy that comes along with a receiver. The top of making taxpayer pay more than \$13 billion a day for the recipient crisis, do New Yorkers really want to foot the bill to outsource the management of our jails to yet another bureaucracy?

Additionally, contrary to the wild rhetoric of some advocates for a receivership, the Correction Officers' Benevolent Association's collective bargaining rights are protected under state law and don't get automatically lost to a federal bureaucrat, not just the California Correctional Peace Officers Association, which has been one of the most powerful correction unions in the country, despite dealing with a receiver for years.

There are alternatives to a receivership

that can create safer jails. A commitment to maintain adequate staffing levels by hiring more officers and holding inmates responsible for their actions are vital among these initiatives. Additionally, Correctional Health Services (CHS) manages the health care of the inmates in our custody under NYC Health and Hospitals.

Whenever a tragic inmate death occurs, there is no overnight hovering into the headlines of national news that CHS provides. There should be. We are not medical professionals, nor do we even possess the underlying conditions. Yet the Board of Correction, as well as the Council's Commission on Health and Criminal Justice haven't held any meaningful hearings examining what breakdowns, if any, occurred by CHS.

Shouting correction officers has become popular among politicians and the media alike, but shouting as not passing the buck hasn't produced any meaningful results either. A receivership will set us back years or even decades at a price tag the city will never be able to afford. It's time for politicians to stop passing the buck, take responsibility for the billions of our jail system that occurred under their watch, and give us the support we desperately need.

Since as the president of the Correction Officers' Benevolent Association.

CORRECTION OFFICERS HEADCOUNT DOWN 30% SINCE 2019!

CORRECTION OFFICERS ARE UNDER ATTACK & UNDERPAID



SCAN QR - CODE TO VIEW FULL VIDEOS



MESSAGE FROM COBA 1ST VICE PRESIDENT GLENN MORGAN

I was a security officer at OBCC for almost a decade. As part of my various responsibilities as COBA's 1st Vice President, I've been tasked with handling security-related matters on Rikers Island. When I first joined the Executive Board, I found it to be a daunting task.

The facilities were filled with housing areas populated with the same gang members, allowing each gang to create mini-armies that overwhelmed the one officer on the post. This made it challenging to supervise them. Moreover, in some facilities, such as RNDC and AMKC, inoperable cell doors were a problem for many years. Coupled with the massive staffing problem in recent years, this was a recipe for disaster.

The COVID-19 pandemic further exposed the lack of care given to security matters. For example, at facilities like RNDC, egress doors were so old that inmates could easily kick them open, allowing them to create a playground for the criminal element and run up and down the hallways.

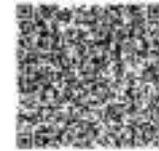


Under the leadership of President Benny Boscio, numerous Class Action Grievances and Department of Labor complaints have been filed, including one on March 21, 2021. That Department of Labor complaint was filed along with a class action grievance to raise awareness of significant safety concerns, including the various security concerns in RNDC. The Department of Correction responded by replacing all cell doors and strengthening the egress doors with grid-like bars to prevent inmates from kicking them open. Also, the Department started blending gang populations in housing areas, thus preventing the domination of a single gang in one area.

Throughout the summer of 2021, the crippling staffing crisis at Rikers Island correctional facilities continued to result in hazardous conditions for officers and inmates. Not having a team to respond to officers in distress or to inmate-on-inmate disturbances was all too common. In some cases, the response time was 15 minutes before help would arrive. In others, support never came. *(continued on next page)*



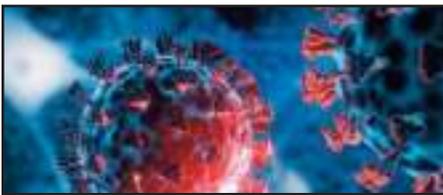
Glenn Morgan
1st Vice President
gmorgan@cobanyc.org



Under the leadership of President Benny Boscio, numerous Class Action Grievances and Department of Labor complaints have been filed.

It's essential to ensure the safety of officers when conducting perimeter security posts that restrict access to Rikers Island.

In most facilities, the daily search activities to recover contraband weren't followed due to the lack of manpower. We once again filed a formal complaint to address the extended delay of Probe Teams responding to incidents and the failure to conduct adequate searches as mandated by Operations Order 17/15. These were severe issues, communicated along with numerous correspondences advocating for one ESU captain and seven ESU officer teams in the more populated correction facilities, which ultimately led to the formation of the Strategic Response Team (SRT). This team has played a vital role in ensuring a safe environment at the facility ever since.



The most significant health concern that the COVID-19 pandemic exposed is that community use of gas masks had to be addressed. During the lockdown, federal, state and city pandemic regulations mandated face masks be worn by all. Still, in the jails on Rikers Island, we created a situation where infection could be spread unknowingly from one officer to another. We demanded that gas masks be issued to each officer for personal use to remove that risk. That process started earlier this year.



We also have identified inmates committing criminal offenses in custody with no repercussions. A labor-management agenda was submitted to the Chief of Department on December 22, 2021, requesting statistical data showing the charges/rearrest of perpetrators of various jail crimes. That request resulted in a teletype disseminated on January 12, 2022, concerning the rearrest of inmates for their crimes.

In my travels, I have filed numerous class-action workplace complaints for officers who were sexually assaulted, and worked to assist the women of the COBA in their push to create legislation on this issue. I was also involved with the EMTC control station door project. This unsecured area would ultimately give inmates access to fire extinguishers, razors, and other contraband items. This unsecured area could lead to a situation where staff members could be taken hostage. We advocated for security doors on all control stations. The project has started.



My Current Agenda Items Are Detailed Below:

PESH Complaint

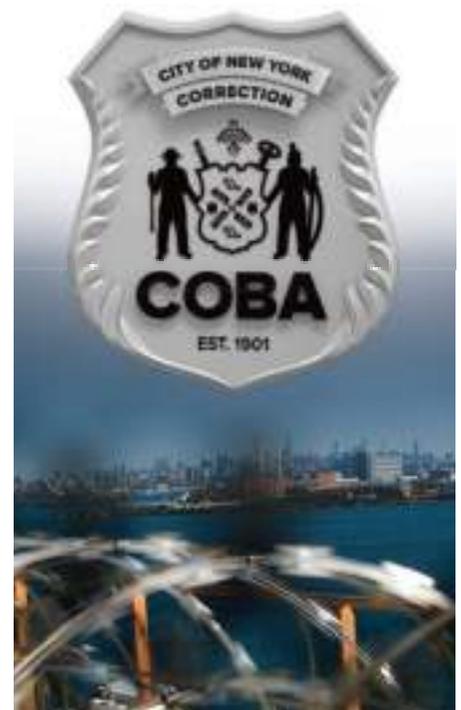
The following situation at the Vernon C. Bain Center can lead to a severe breach of security at the facility and is a significant workplace violence violation.

The deficiencies being reported are as follows:

The perimeter gate post requires that the officer exit the booth to verify the identification of individuals attempting to gain access to VCBC. The booth is currently positioned on the perimeter. The post comprises regular glass panes and a thin aluminum outer shell. These materials offer no protection to the officer on the post if an attempt is made to breach the perimeter and enter the facility.

The Department currently possesses a bullet-resistant booth, which is positioned in an inner perimeter area, which has a much lower security risk of breach than the main facility gate. This severe issue directly affects the health and safety of staff members assigned to the facility. It's in the process of being replaced at the time of this newsletter.

I look forward to continue providing more updates on our progress with this issue and more.



MESSAGE FROM COBA 2ND VICE PRESIDENT KEISHA WILLIAMS

Many of you don't know that I am a mother of a 26-year-old Autistic young lady. I know all too well about having to raise a child with special needs, and the challenges that I had to face on a day-to-day basis, while also working as a Correction Officer. Having a child/adult with Autism can be a struggle, but I want you to know, that you are not alone. In April, I focused on Autism Awareness, by bringing together an informational panel to present on what Autism is and what resources are available for officers who have autistic children.

I would like to share some information with you regarding the importance of health and wellness and how it affects a family member who is Autistic.

Nutrition, sleep, exercise, and healthcare are key areas of life that play an important role in a person's well-being and health. Unfortunately, these four areas can have an impact on someone who is on the spectrum of Autism because mentally they cannot maintain proper eating regiments, such as rest, fitness, and healthcare all by themselves. More importantly, having quality healthcare is very crucial in determining the quality of life for a person with these challenges.



Keisha Williams
2nd Vice President
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Statistics show that over half of the children with Autism and possibly as many as four in five, have one or more chronic sleep problems. Many children, teenagers and adults with Autism have problems sleeping, which can be extremely hard on the caregivers. Some have trouble falling asleep and staying asleep, or they might wake up too early and have a hard time going back to sleep. Problems with sleeping happens more often if the child has repetitive behavior like (lining up toys, hand-flapping, anxiety, sensory issues, trouble focusing, feeling restless, and getting angry). Also watching certain movies and television shows or utilizing a computer or Ipad, especially when shows or movies are violent, can lead to children or adults with autism having more trouble sleeping. It is important to monitor what your Autistic child/adult watches because it is vital for them to get a good night's rest and maintain a proper sleep schedule for them is crucial.

(continued on next page)



We all know eating healthy and exercising is also a major factor in healthy living, but for someone who has challenges, that can be difficult to maintain. That is where, you, as the Care Giver, come into play. Those of us who have special needs children or adults have to ensure, that we practice giving our loved-one's healthy food choices. Many Autistic individuals have difficulty digesting supplemental vitamins, so that's why it's important for the caregiver to make sure that proper foods are given, along with fruits and vegetables. Exercising is important as well, as it can be very difficult for a person who is Autistic to maintain fitness, So if you can, just include walking in their routine two or three times a week, as well as stretching, or jumping, as it would have a tremendous impact on their health.

Lastly and most importantly, is your Autistic Child/Adult's healthcare. Studies show Autistic individuals have an increased risk for health issues, so early routine checkups are essential to your loved one's overall healthcare needs.

In conclusion, to all of the caregivers who are Mothers, Fathers, Grandmothers, Aunts, Uncles, Nephews, Nieces, or close family friends who care for those who are Autistic, please maintain your health because those who need us are depending on us too!



DEPARTMENT OF CORRECTION GRADUATION DAY MAY 19, 2023

COBA Welcomes the Newest Members of NYC's Boldest!
 Congratulations on Graduating from the DOC Academy.



COBA WELCOMES 128 DEPARTMENT OF CORRECTION NEW RECRUITS



MESSAGE FROM COBA 3RD VICE PRESIDENT ASHAKI ANTOINE

Correction Officers are working a lot of hours monthly and rarely do we make time to take care of ourselves. Women comprise more than 50% of the Department and we often ignore the initial signs of an illness. African American women have a 40% breast cancer mortality rate – the highest of any U.S. racial or ethnic group. As a 14-year breast cancer survivor, I want to share important information with you in the hope that you will not procrastinate and schedule yearly medical appointments.

ONE IN EIGHT WOMEN WILL BE DIAGNOSED WITH BREAST CANCER IN THEIR LIFETIME. ON AVERAGE, A WOMAN IS DIAGNOSED WITH BREAST CANCER EVERY TWO MINUTES IN THE UNITED STATES.

According to the American Cancer Society, when breast cancer is detected early and is still in the localized stage, the 5-year relative survival rate is 99%. Early detection includes doing monthly breast self-exams, and scheduling regular clinical breast exams and mammograms. Breast cancer can be diagnosed through multiple tests, including a mammogram, ultrasound, MRI and biopsy. If routine testing turns up a diagnosis of breast cancer or a malignant tumor, your healthcare team will determine how far the disease has progressed, with the stages ranging from 1 to 4. Types of breast cancer include ductal carcinoma in situ, invasive ductal carcinoma, inflammatory breast cancer, and metastatic breast cancer.

In general, there are five treatment options, and most treatment plans include a combination of the following: surgery, radiation, hormone therapy, chemotherapy, and targeted therapies. Some are local, targeting just the area around the tumor. Others are systemic, targeting your whole body with cancer fighting agents. If breast cancer is found early, there are more treatment options and a better chance for survival. Women whose breast cancer is detected at an early stage have a 93% or higher survival rate in the first five years.

I am a survivor, advocate, and supporter of this cause. If you have been recently diagnosed with breast cancer or currently in treatment and you need additional resources, programs, or just someone to talk to, please email me at aantoine@cobanyc.org

Early detection is the key, schedule your mammogram today!

“Sackie’s Wings of Hope”




Ashaki Antoine
3rd Vice President
aantoine@cobanyc.org




YOUR HEALTH IS YOUR WEALTH!





Angel Castro
Treasurer
acaastro@cobanyc.org



I was appointed Treasurer in December 2022. I'm very pleased to provide you with this detailed annual report outlining COBA's finances. As Treasurer, I have and will continue to work diligently to ensure COBA's funds remain fiscally solvent and our expenditures are spent prudently. I have carefully reviewed this report along with a team of experienced accountants.

In addition to leading the team of people who are charged with the management of your union's finances, I'm also the executive board member responsible for overseeing the Benefits Department and the Rapid Response Team. I also serve as Chief of Staff for the union.

I'd like to thank each and every member for your support which enables me to perform my duties and look forward to serving my fellow brother and sister Correction Officers for many years to come!

TREASURER'S REPORT

CORRECTION OFFICERS' BENEVOLENT ASSOCIATION, INC.

STATEMENTS OF ACTIVITIES

FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

REVENUE:	2022	2021
Dues	\$ 7,713,951	\$ 9,105,709
Interest	29	28
Other	582,164	54,268
TOTAL REVENUE	8,296,144	9,160,005
EXPENSES:		
Program services:		
Membership	5,765,159	5,610,402
Supporting activities:		
Administrative	2,303,755	2,251,979
Total expenses	8,068,914	7,862,381
Change in net assets	227,230	1,297,624
Net assets without donor restrictions:		
Beginning of year	8,325,768	7,026,630
End of year	\$ 8,552,998	\$ 8,324,254

The COBA, Inc. has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the above Statements of Activities of the Correction Officers' Benevolent Association, Inc. for the years ended June 30, 2022 and 2021.

TREASURER'S REPORT CONTINUED

CORRECTION OFFICERS' BENEVOLENT ASSOCIATION SECURITY BENEFITS FUND - ACTIVES

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020

	2021	2020
ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:		
Investment income:		
Interest	\$ 46,233	\$ 95,340
EMPLOYER CONTRIBUTIONS:		
Health	16,157,281	23,057,666
Civil legal representation		150,481
COBRA participants	92,304	65,222
Total contributions	16,249,585	23,273,369
Prescription rebate income	182,995	291,050
Total additions	16,478,813	23,659,759
DEDUCTIONS FROM PLAN ASSETS ATTRIBUTED TO:		
Benefits paid to or on behalf of participants, beneficiaries and dependents:		
Group insurance premiums	3,777,858	4,228,461
Health and welfare benefits paid	12,706,409	12,643,158
Service fees	45,233	46,535
Total benefits paid to or on behalf of participants, beneficiaries and dependents	16,529,500	16,918,154
Administrative expenses	849,876	827,982
Total deductions	17,379,376	17,746,136
Net increase (decrease)	(900,563)	5,913,623
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	23,270,089	17,356,466
End of year	\$ 22,369,526	\$ 23,270,089

The COBA Fund has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the above Statements of Changes in Net Assets Available for Benefits of the Correction Officers' Benevolent Association Security Benefit Fund-Actives for the years ended December 31, 2021 and 2020.

TREASURER'S REPORT CONTINUED

CORRECTION OFFICERS' BENEVOLENT ASSOCIATION SECURITY BENEFITS FUND - RETIREES

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020

	2021	2020
ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:		
Investment income:		
Interest	\$ 34,369	\$ 90,042
Contributions:	18,807,492	19,843,005
Employer		
Prescription rebate income	1,169,361	1,610,501
Total additions	20,011,222	21,543,548
DEDUCTIONS FROM PLAN ASSETS ATTRIBUTED TO:		
Benefits paid to or on behalf of participants, beneficiaries and dependents:		
Group insurance premiums paid	4,269,040	3,618,713
Health and welfare benefits paid	16,213,222	15,251,061
Service fees	51,554	51,943
Total benefits paid to or on behalf of participants, beneficiaries and dependents	20,533,816	18,921,717
Administrative expenses	781,871	838,071
Total deductions	21,315,687	19,759,788
Net increase (decrease)	(1,304,465)	1,783,760
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	14,039,517	12,255,757
End of year	\$ 12,735,052	\$ 14,039,517

The COBA Fund has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the above Statements of Changes in Net Assets Available for Benefits of the Correction Officers' Benevolent Association Security Benefit Fund-Retirees for the years ended December 31, 2021 and 2020.

TREASURER'S REPORT CONTINUED

CORRECTION OFFICERS' BENEVOLENT ASSOCIATION ANNUITY FUND

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR
BENEFITS FOR THE YEARS ENDED DECEMBER 31, 2021 AND 2020

ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:	2021	2020
Investment income:		
Net appreciation (depreciation) in fair value of investments	\$ 12,040,828	\$ 6,183,574
Interest and dividends	2,268,614	2,442,098
	14,309,442	8,625,672
Less: investment expenses	714,962	641,570
Net investment income	13,594,480	7,984,102
Employer contributions	8,378,239	10,285,265
Rollovers	43,493	20,429
Other	12,179	3,678
Settlement recovery	750,000	1,740,000
Total additions	22,778,391	20,033,474
Deductions from plan assets attributed to:		
Benefits paid to participants	9,654,131	8,484,471
Transfers to other plans	13,325	16,313
	9,667,456	8,500,784
Administrative expenses:	389,087	414,022
Total deductions	10,056,543	8,914,806
Net increase	12,721,848	11,118,668
Net assets available for benefits:		
Beginning of year	117,608,625	106,489,957
End of year	\$ 130,330,473	\$ 117,608,625

The COBA Fund has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the above Statements of Changes in Net Assets Available for Benefits of the Correction Officers' Benevolent Association Annuity Fund for the years ended December 31, 2021 and 2020.



Herman Jiminian
Legislative Chairman
hjiminian@cobanyc.org



COBA LEGISLATIVE VICTORY RESULTS IN RESTORATION OF GUN CARRY RIGHTS

FOR RETIRED CORRECTION OFFICERS IN SENSITIVE AND RESTRICTED AREAS

In the wake of recent tragedies in New York State and in our country, and following a decision by the United States Supreme Court striking down provisions of New York’s gun licensing law, New York State took swift action adopting legislation to strengthen its gun laws.

The changes made the possession of a firearm illegal in “sensitive locations” such as airports, public transportation, bars, and houses of worship. The law exempted retired police officers from this rule but not retired peace officers, including retired Correction Officers.

COBA responded immediately, spearheading a lobbying effort to correct this oversight. COBA’s efforts included the collection of over 7,000 signatures on a petition calling for the changes, countless meetings to build coalitions with other peace officer groups, direct appeals to the Governor and the Legislative leaders, and hours of constant lobbying.

Along with other Peace Officer unions, we were successful in adding an amendment to the “Concealed Carry Improvement Act” contained in the most recent State Budget, which allows all retired law enforcement personnel who qualify pursuant to 18 U.S.C 926B (LEOSA aka HR218) to be exempted from the “sensitive location” restrictions.

COBA’S LEGISLATIVE AGENDA UPDATE

ASSAULT ON CORRECTIONS OFFICERS CLASS C FELONY

- A3031** - Rosenthal D - Codes
- S1820** - Stavisky - Codes

REMOVES SS OFFSET FOR CF-22

- A5929** - Pheffer Amato
Government Employees
- S5791** - Jackson - Finance

SS OFFSET FOR POLICE/FIRE, NYC CORRECTION/SANITATION AND INVESTIGATIONS

- A5798** - Pheffer Amato
Government Employees
- S5792** - Jackson - Finance

STAFFING - PROHIBITS MANDATORY OVERTIME

- A1217** - Weprin
Consumer Affairs & Protection
- S5582** - Scarcella-Spanton
Civil Service & Pension

TRIPLE SHIFTS

- A2409** - Jones - Labor



COBA'S LEGISLATIVE AGENDA UPDATE

BILLS	SPONSORS	COMMITTEES
Aggravated harassment of an employee by an inmate (consecutively)	A6976 Pheffer Amato	Codes
Allows Child Care Leave Buyback	A6538 Pheffer Amato S6293 Jackson	Passed Both Houses
Assault on Corrections Officers – Class C Felony	A3031 Rosenthal D S1820 Stavisky	Codes Codes
Borrowing: Tier 3 Permits Tier 3 officers (CO-20) & captains (CC-20) to borrow from their additional Member contributions (current allowed to borrow Basic contributions).	A6750 Pheffer Amato S6416 Jackson	Passed Both Houses
Death Benefits Alternative	A6578 Pheffer Amato S6308 Jackson	Government Employees Finance
DROP bill (allows corrections officers to receive VSF payments after 20 years while still in service)	A6862 Pheffer Amato S6560 Jackson	Government Employees Civil Service
Grants Police Officer status to Uniformed Correction Officers/Mental Health Training	A6977 Pheffer Amato	Codes
Maximum age for NYC Correctional Officers (21 - 35 yr. old)	A3763 Pheffer Amato S5491 Jackson	Government Employees Cities 1
Minimum Standards for Employment	A3755 Pheffer Amato	Government Employees
Provides NYC Corrections Officers may file for disability w/o 10 years of services.	A6864 Pheffer Amato S6559 Jackson	Government Employees Civil Service & Pension
Provides service credit after 25 years	A6865 Pheffer Amato S6322 Jackson	Government Employees Finance
PTSD Workers (police, fire, corrections, emt) Compensation	A2302 O'Donnell S3367 GOUNARDES	Labor Labor
Removes post-retirement earning restriction for Tier 3 CO-20, CC-20	A7416 Pheffer Amato S7115 Jackson	Government Employees Civil Service & Pension
Removes SS Offset for CF-22	A5929 Pheffer Amato S5791 Jackson	Government Employees Finance
Security Guard Training (Requirements Exemption)	A5759 – Pheffer Amato S7074 Scarcella-Spanton	Economic Development Consumer Protection
Sexual Assault	A1606 Weprin S5506 Scarcella-Spanton	Codes Codes
SS Offset for Police/Fire, NYC Correction/Sanitation and Investigations	A5798 Pheffer Amato S5792 Jackson	Government Employees Finance
Staffing - Prohibits Mandatory Overtime	A1217 Weprin S5582 Scarcella-Spanton	Consumer Affairs & Protection Civil Service & Pension
Triple Shifts	A2409 Jones	Labor



Neil Renois
Recording Secretary
nrenois@cobanyc.org

COBA Executive Board Members work closely with Officers at OATH during their Disciplinary Hearings. And the results have been outstanding!

MESSAGE FROM COBA RECORDING SECRETARY NEIL RENOIS

STEPS FOR FILING A GRIEVANCE:

- **SPEAK TO YOUR DELEGATE:** Before proceeding with the grievance process, officers should always discuss their concerns with their delegate, who can provide guidance and support.
- **REVIEW THE GRIEVANCE PROCEDURE:** The Grievance Procedure is outlined on page 19 in the Collective Bargaining Agreement under Article XXI. Officers should read it carefully to understand the steps and requirements for filing a grievance.
- **DETERMINE IF IT QUALIFIES AS A GRIEVANCE:** Before filing a grievance, officers need to ensure that their problem falls within the definition of a grievance as stated in Article XXI.
- **GATHER DOCUMENTARY PROOF:** Officers should gather all relevant documentary evidence to support their grievance. This may include records, reports, or any other documentation related to the dispute.
- **CLEARLY IDENTIFY THE ISSUE:** When filing the grievance, officers should clearly identify the individuals involved, specific dates, times, and provide a detailed explanation of the dispute.
- **STATE THE DESIRED REMEDY:** The grievance should include a proposed remedy to address the issue. Officers should state what action or resolution would make them whole. It is advisable to use the phrase "make CO(s) whole in each and every way" to ensure that all rights are reserved.

By following these steps, officers can effectively navigate the grievance process and seek resolution for their concerns in accordance with the Collective Bargaining Agreement.

WHAT IS NOT GRIEVABLE:

- Disputes that do not involve a violation of a provision in the collective bargaining agreement or a DOC policy containing mandatory requirements affecting terms and conditions of employment.
- Disputes over the outcome of discipline, as disciplinary matters are governed by Civil Service Law, and the CBA explicitly states that grievances shall not include disciplinary matters. However, procedural violations related to disciplinary proceedings or other matters may be grieved.
- The final decision to fill a job vacancy is not subject to the grievance procedure as stated in the CBA.
- Disputes involving race, gender, disability, religious, or other protected category discrimination fall under private rights that an employee can pursue through federal, state, or city Equal Employment Opportunity (EEO) agencies or by filing a complaint with DOC's EEO office.
- Personality conflicts between officers or between an officer and a superior are not grievable matters.

MESSAGE FROM COBA SERGEANT-AT-ARMS FELIX SANCHEZ

COBA Executive Board Members work closely with officers at OATH during their disciplinary hearings. By working with the Joey Jackson Law Firm, we're better able to protect and defend each officer's interest. And the results have been outstanding. We have not only been able to save officers from losing vacation and comp time, but we have also succeeded in getting their money back.

In addition, we have successfully fought to get numerous cases dismissed or reduced to simple reprimands. Even more importantly, we have worked out resolutions which require that any record of discipline be removed from an officer's file. This is important because if an officer gets into trouble in the future, their past history cannot be used against them to enhance the penalty. In January, 2023 for example, 156 cases were handled at OATH. Of those 21 were reduced from a MOC (Memorandum of Complaint) to a CD (Command Discipline). In approximately five other instances, cases remained MOCs, with the understanding that the MOC would be removed and the officers' record restored after one year (R&R). In essence, the charges would disappear. And in 10 other cases, the MOC was reduced to a CD with a simple Reprimand. As to the cases that settled prior to trial, the collective difference between the time the Department asked for an order to resolve the case, and the time the officers actually received differed by 499 days. That saved officers about \$175,650.00. There were also 32 cases that were administratively filed (dismissed) and prosecution was deferred in 31 matters. And finally, 11 medical cases were dismissed on sympathy grounds. Six other officers were saved from termination.

In February 2023, 134 cases were handled. Of those, like January, 21 were reduced from a MOC (Memorandum of Complaint) to a CD (Command Discipline). In approximately 10 other instances, cases remained MOCs, with the understanding that the MOC would be removed and the officers' record restored (R&R) after one year. In essence, the charges would disappear. And in five other cases, the MOC was reduced to a CD with a simple Reprimand. As to the cases that settled prior to trial, the collective difference between the time the Department asked for an order to resolve the case, and the time the officers actually received differed by 567 days. This saved officers about \$199,584.00 collectively. There were also 23 cases that were administratively filed (dismissed) and prosecution was deferred in 20 matters. And finally, three medical cases were dismissed on sympathy grounds. Similar to what happened in January, six other officers were saved from termination. Our success continued into March 2023. The Executive Board Members assigned to OATH were even busier with 184 cases completed. Of those, 20 were reduced from a MOC to a CD. Seventeen other cases remained MOCs, with the understanding that the MOC would be removed and their record restored after one year (R&R). In essence, the charges would disappear. And in five other cases, the MOC was reduced to a CD with a simple Reprimand. As to the cases that settled prior to trial, the collective difference between the time the Department asked for in order to resolve the case, and the time the officers actually received differed by 473 days. This saved officers about \$166,500.00. There were also 38 cases that were administratively filed (dismissed) and prosecution was deferred in 33 matters. And finally, 7 medical cases were dismissed on sympathy grounds. Sixteen other officers were saved from termination.



Felix Sanchez
Sergeant-At-Arms
fsanchez@cobanyc.org



CORRECTION OFFICERS PREVAIL AT OATH!

UPDATED COBA PROGRESS REPORT





✓ **NEGOTIATED THE BIGGEST RAISES FOR CORRECTION OFFICERS IN OVER 15 YEARS! 18.77% OVER 5 YEARS!**

✓ **WON ARBITRATION AWARD SECURING RAISES AND RETRO PAY OWED TO ALL ACTIVE MEMBERS**

✓ **MADE MAJOR DENTAL, OPTICAL, AND PRESCRIPTION DRUG BENEFITS UPGRADES FOR ALL ACTIVE MEMBERS**

OPPOSED LEGISLATION THAT PROHIBITS THE DOC FROM DISCIPLINING CORRECTION OFFICERS FOR COVID-19 RELATED ABSCENCES

OPPOSED PREVIOUS BOARD'S POLICY OF SETTling OATH CASES AND NOW AGGRESSIVELY TAKE OATH CASES TO TRIAL AND WIN

OPPOSED LEGISLATION ON RESTORING GUN CARRY RIGHTS FOR RETIRED CORRECTION OFFICERS IN RESTRICTED AND SENSITIVE AREAS

OPPOSED LEGISLATION ON 78 CASES GETTING WRONGFULLY TERMINATED OFFICERS THEIR JOBS BACK WITH FULL BACK PAY

OPPOSED LEGISLATION ON PERSONALIZED GAS MASKS FOR EVERY CORRECTION OFFICER WHICH THE PREVIOUS BOARD HAD PROMISED AND FAILED TO DELIVER

OPPOSED LEGISLATION FOR THE FIRST TIME, WOULD MAKE THE FORCIBLE TOUCHING OF A CORRECTION OFFICER A FELONY INSTEAD OF A MISDEMEANOR

OPPOSED LEGISLATION ON CAMPAIGNS IN THE MEDIA EXPOSING THE STAFFING CRISIS, JAIL VIOLENCE, AND SEXUAL ASSAULTS IN NYC'S JAILS

OPPOSED LEGISLATION ON OFF CORRECTION OFFICERS IN ORDER TO GAIN CONCESSIONS FROM COBA

OPPOSED LEGISLATION ON OFFICERS' JOB IN WRITING

OPPOSED LEGISLATION ON RAISES AND RETRO PAY IN LAST CONTRACT AWARD

OPPOSED LEGISLATION ON TAYLOR LAW VIOLATION DESIGNED TO DIMINISH COBA'S ADVOCACY

OPPOSED LEGISLATION ON CORRECTION OFFICERS POSITIONS ASSIGNED TO SOD

OPPOSED LEGISLATION ON PLAN TO BEGIN FIXING HUNDREDS OF BROKEN CELL DOORS ACROSS ALL FACILITIES

OPPOSED LEGISLATION ON PUNITIVE SEGREGATION

**THE
BOLDEST
UNION**

**FIGHTING FOR
THE BOLDEST &
DELIVERING
RESULTS!**



Antoinette Anderson
Corresponding Secretary
aanderson@cobanyc.org



**IT IS
IMPORTANT
TO ENSURE
THAT YOUR
ADDRESS IS
ACCURATE &
UP-TO-DATE**

MESSAGE FROM COBA CORRESPONDING SECRETARY ANTOINETTE ANDERSON

Hello, my name is Antoinette Anderson. **It is important to ensure that your address is accurate and up-to-date** with the union for several reasons. Here are the key points highlighting the importance of maintaining your correct address information:

- 1. Communication:** COBA needs to have your correct address to effectively communicate with you. This includes sending important notifications, updates, newsletters, and any other relevant information regarding union activities, events, or member benefits. **By keeping your address current, you can stay informed and actively participate in union affairs. If you change your address or any other pertinent information with the Department, you must also update the Union, as DOC does not share your information.**
- 2. Voting and Elections:** If your address is incorrect, you may miss out on the opportunity to cast your vote, potentially impacting the outcome and representation within the union. Accurate address information ensures that you can exercise your democratic rights and have your voice heard.
- 3. Benefits and Services:** COBA provides a range of benefits and services to our members, such as dental, optical, and prescription, legal assistance, or discounts on various products and services. If your address is incorrect, you might miss out on accessing these benefits or face difficulties in receiving the necessary support when needed.
- 4. Legal Requirements:** COBA is required to maintain accurate membership records for legal and administrative purposes. Having an updated address ensures compliance with these requirements and helps in the efficient management of union operations.
- 5. Contact in Emergencies:** In case of emergencies, the union may need to contact you quickly. By having an accurate address on file, you can receive timely information and instructions to protect your rights and interests.

Most importantly, maintaining an accurate address with the union is vital for effective communication, participation in elections, accessing benefits and services, meeting legal obligations, and ensuring timely contact during emergencies. Keeping your address up-to-date helps foster a strong union-community connection and ensures you don't miss out on important opportunities and support provided by the union. DOC does not share their information with us. When you update your information with DOC please update your information with us.

Please call the COBA Benefits Department at
718.545.2622 to update your personal information today!

Maurice Smith is a highly experienced Correction Officer, who began his career in 1996 with the New York State Department of Correctional Services as a Correction Officer and worked at Sing Sing Correctional Facility. Officer Smith then joined the New York City Department of Correction in 2004. He has been recognized for his dedication, service and skillful management of care, custody and control of Persons in Custody. He has proven to be a highly adaptive Officer and this was demonstrated while assigned to the Maximum Security Restraint Housing Area in the North Infirmary Command.

Thereafter, in 2006, Officer Smith was assigned to the Emergency Preparedness Unit and assisted with the planning and implementation of the lead rehabilitation project in the housing areas of the House of Detention for Men. These rehabilitated housing areas served as temporary housing for Persons in Custody in the event of a pandemic. He is also trained in Continuity of Operations Planning and gained an understanding of the Emergency Response Operations Manual. In 2010, Officer Smith accepted the opportunity to become a Firearms Instructor, an endeavor that challenged him to meet all the instructional prerequisites. Upon successful completion, he was assigned to the Academy / Firearms & Tactics Unit, currently known as the Training and Development Bureau. His passion and commitment to the Members of Service was easily recognizable while training them at the Firearms & Tactics Unit in the use of less lethal and deadly physical force. His passion became even more evident through his investment and commitment to training recruits who would soon become newly minted Officers.

Furthermore, his dedication to maintaining a working environment consistent with the dignity and respect of Correction Officers compelled Officer Smith to campaign for Delegate of the Academy / Firearms & Tactics Unit in the Special Election of 2018 and was proudly elected to represent his peers. Indeed, Officer Maurice Smith clearly demonstrated his commitment to his members and was successfully re-elected in 2020. Officer Maurice Smith is a Cum Laude graduate from John Jay College of Criminal Justice with a B.S., in Legal Studies and he intends to pursue a Juris Doctorate.

Amado Rico Jr. has been a Correction Officer for the last 18 years. Amado began his career in November, 2005 and upon graduating from the Correction Academy, he was assigned to AMKC where he spent the next 7 years. While at AMKC, Amado became a member of the NYC DOC Hispanic Society. He was a faithful member and leader and eventually rose to the position of Executive Vice President. In 2012, he was assigned to the Correction Industries Division (CID). While at CID, Amado was elected as the Delegate in June of 2016, where he supported his members. In 2020, Amado was tasked with running the Rapid Response team for the COBA. Amado and the team offered support services to officers and their families after sustaining injuries or a tragedy.

He is also a retired veteran of The United States Air National Guard, United States Air Force. Amado served his country with pride for over 26 years.



Maurice Smith

Manhattan Borough Trustee
msmith@cobanyc.org



**VETERAN COBA
DELEGATES
MAURICE SMITH &
AMADO RICO
JOIN THE COBA
EXECUTIVE BOARD!**



Amado Rico Jr.

Queens Borough Trustee
arico@cobanyc.org





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

COBA DELIVERS AGAIN!!!

**BOSCIO ADMINISTRATION BRINGS HOME 18.77%
(COMPOUNDED) IN RAISES OVER FIVE YEARS
FOR ALL CORRECTION OFFICERS!**

**THESE ARE THE BIGGEST RAISES
FOR CORRECTION OFFICERS IN OVER 15 YEARS!**

CONTRACT TERM 2022 - 2027

YEAR 1 SALARY INCREASE	YEAR 2 SALARY INCREASE	YEAR 3 SALARY INCREASE	YEAR 4 SALARY INCREASE	YEAR 5 SALARY INCREASE
3.25%	3.25%	3.50%	3.50%	4.00%

**PHASE I OF OUR CONTRACT NEGOTIATIONS IS COMPLETE
AN EXTRA 0.21% WILL BE ADDED TO THE ECONOMIC PACKAGE IN PHASE II
OF OUR NEGOTIATIONS.**

PAYING TRIBUTE:

COBA PROUDLY SALUTES THE DEDICATED MEN AND WOMEN SERVING IN OUR SPECIALIZED UNITS! THANK YOU FOR KEEPING OUR FACILITIES SAFE AND PROTECTING YOUR FELLOW OFFICERS. YOUR DEDICATION AND BRAVERY ARE TRULY APPRECIATED!

CARE UNIT |

Our Correction Assistance Response for Employees (CARE) unit provides important wellness services for all Department of Correction employees.



K-9 UNIT |

Our K-9 Unit plays a crucial role in conducting daily searches on visitors at various areas, including the Samuel Perry Visit Center, Visit Control Waiting Area, Facility Visitor Waiting Areas, and Facility Visit Floors. Their highly trained Canines detect the presence of narcotics, explosives, or residual odors to ensure the safety and security of the facilities. Additionally, they maintain security during inmate visits to prevent contraband exchange and assist with escorting visitors off the Rikers Island Visit Bus and/or MTA bus. Their expertise and vigilance contribute significantly to the overall safety of our correctional facilities.



SRT and ESU UNITS |

Our Strategic Response Team and Emergency Services Units are highly trained to conduct tactical searches and provide essential support to the facilities in times of emergencies. Their expertise and quick response play a critical role in ensuring the safety and security of the correctional facilities.





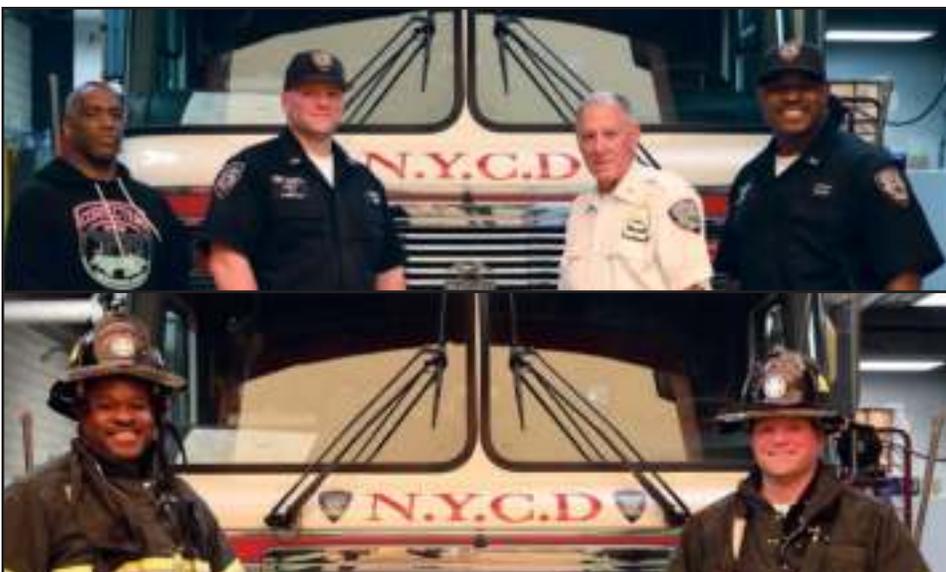
CIB UNIT |

The **Central Intelligence Bureau** gathers critical information pertaining to gang and criminal activities. CIB also performs intelligence-based searches and re-arrests persons in custody who commit crimes within the department.



CID UNIT |

Our **Correction Industries Division** supervises and provides security for the department's bakery, laundry, tailor shop and print shop.



FIRE SAFETY UNIT |

Our **Fire Safety Unit** ensures that all DOC facilities are in compliance with fire safety regulations and respond to fire emergencies within the department.

COBA LOBBY DAY



For the very first time, on April 17, 2023, COBA organized a Lobby Day at the state Capitol in Albany, dedicated solely to bringing attention to the ongoing epidemic of sexual assaults and sexual harassment in the city's jails.

We conducted an informative presentation for state lawmakers on COBA's Sexual Assault Bill, which aims to elevate the offense of forcibly touching a NYC Correction Officer from a misdemeanor to a felony.

Since 2021, approximately 50 NYC DOC employees, mostly Correction Officers, have experienced incidents of sexual assault by inmates while fulfilling their duties within the city's correctional facilities.

The Executive Board and COBA Delegates were joined by dozens of Republican and Democratic Senators and Assembly Members who pledged their support for our legislation. Additionally, several Correction Officers courageously shared their horrific accounts of being victimized by sexual predators in our jails.

Special thanks are extended to COBA 2nd Vice President Keisha Williams, 3rd Vice President Ashaki Antoine, and Corresponding Secretary Antoinette Anderson for leading the charge in our unprecedented grassroots lobbying and advocacy campaign to pass this legislation and shine a light on the pervasive culture of sexual assaults and harassment faced by NYC Correction Officers every day.

This legislation would never have gained momentum without the tireless efforts of then-Senator and now Senior Advisor to Mayor Adams, Diane Savino, who first drafted this legislation over a year ago. We take pride in having Senator Jessica Scarcella-Spanton and Assemblyman David Weprin as the bill's new sponsors, and we will continue our fight to pass this critical legislation once and for all!

COBA IN YOUR LEGAL CORNER WHEN COBA FIGHTS, YOU WIN!

JOEY JACKSON LAW defends and protects Correction Officers by providing a vigorous defense in disciplinary and criminal cases. We protect jobs, get money back for officers who have been unnecessarily suspended, fight against unfair discipline, and get disciplinary cases removed from members' records.

We also accompany officers to all internal investigatory interviews to make sure all rights are protected.

By working closely with COBA, the firm has seen unprecedented success at the Office of Administrative Trials & Hearings (OATH).



THE RESULTS HAVE BEEN IMPRESSIVE. SO FAR, FROM JANUARY TO JUNE, THE LAW FIRM HAS:

1. Handled roughly 783 Disciplinary Pre-Trial Hearings
2. 108 cases reduced from an MOS to a CD
3. Almost 37 MOCs will be removed from officer records
4. 26 cases were reduced from MOC to a CD & Reprimand
5. Shaved off about 2,201 days in penalties sought by DOC at OATH
6. Kept approximately \$774,672.00 in our officers' pockets
7. Presided over 149 administrative cases being dismissed and 149 where prosecution was deferred
8. Achieved dismissal in over 21 medical incompetence cases
9. Saved almost 54 officers from termination
10. Scheduled 96 OATH trials, 12% of which went to trial, and achieve extraordinary settlements in the others.

In addition to these tremendous results, the Joey Jackson Law Firm ensured that almost 30 officers were protected during investigatory interviews. Finally, amongst the many successes at OATH, we just achieved a huge victory in April 2023. In a published decision, Administrative Law Judge Astrid Gloade found an Officer NOT GUILTY of submitting false documentation from his doctor's office regarding his medical visits. DOC sought to terminate him.

In the context of criminal cases, the law firm's successes continue to mount as well. We are repeatedly fending off prosecutors who threaten members' liberty. Federal and state prosecutors, amongst other things, frequently examine allegations of excessive force inside the jails and

review the accuracy of reports. Prosecutors also evaluate the legitimacy of sick leave documentation to determine if there are any potential criminal violations.

Additionally, when there is a death involving a person in custody, every aspect of what occurred is placed under a microscope by federal prosecutors as well as by the NYS Attorney General. District Attorneys throughout the city as well as Long Island, Westchester and upstate New York also look to prosecute alleged off-duty misconduct. We are here to stand up for officers so as to shield members against overzealous prosecutions.



THE LAW FIRM'S EFFORTS IN THE AREA OF CRIMINAL REPRESENTATION FROM JANUARY TO JUNE INCLUDED:

1. Appearing in criminal court on 113 cases
2. Responding to about 33 Arrests at various police precincts & appearing in court to secure the member's release
3. Handling 8 DOI investigations
4. Ensuring that 16 officers were defended in Inmate Death investigatory interviews
5. Shielding officers from accusatory questioning in 6 federal investigations & over 20 state investigations
6. In the last six months, we handled almost 7,264 calls

We have had impressive wins and case dismissals, along with continued success in having charges reduced to non-criminal violations, with fines and community service. The most recent criminal wins have been extraordinary, including the dismissal of all criminal charges against an officer accused of smuggling fentanyl inside the facility. As a result, the officer faced a felony charge for promoting prison contraband, which carries a four-year sentence. Based upon our aggressive advocacy, all charges were dropped by prosecutors.

Another officer faced a 15-count indictment involving robbery and burglary. The top charge was a B Felony which carries a 25-year sentence. No longer—case closed!!!

We are extremely proud to represent NYC's Boldest and consider it a privilege to do so. Please call us should you have any questions, need advice, or help protecting you or your family. In the last three months, we handled almost 4,300 calls.

If confronted with any problem or issue, let us help you— that's why we're here!!!

**We are ready, willing and able to help, call:
833-JOEYJACKSON (563-9522).**



JOEY JACKSON LAW, PLLC
5 Penn Plaza, 23rd Floor | New York, N.Y. 10001
833.JOEYJACKSON (563.9522)

www.joeyjacksonlaw.com

WHAT YOU SHOULD DO WHEN SERVED WITH DISCIPLINARY CHARGES

We know that the prospect of being disciplined can cause undue stress and anxiety. We also know that being suspended and/or facing the loss of your job can severely impact you and your family. We get it and are here to protect and defend you!!!

AS COBA'S DISCIPLINARY & CRIMINAL DEFENSE LAW FIRM, JOEY JACKSON LAW IS STAFFED WITH HIGHLY TRAINED & TALENTED ATTORNEYS WHO STAND READY TO ASSIST YOU 24/7/365.

Should you be served with Disciplinary Charges, please CALL US IMMEDIATELY: **833-JOEYJACKSON (563-9522)** or **917-336-7025**.



JOEY JACKSON LAW, PLLC
5 Penn Plaza, 23rd Floor | New York, N.Y. 10001
833.JOEYJACKSON (563.9522)

www.joeyjacksonlaw.com

THE JOEY JACKSON LAW FIRM WILL:

1. Review the Charges & the applicable Directives
2. Speak with you to gain further insight & information
3. Email a copy of your file to you (Discovery) for your review
4. Explain the OATH Process to you: (scan QR-Codes or link to view OATH Process videos)



OATH: Part 1
SUMMARY SUSPENSION
https://www.youtube.com/watch?v=Aye-Ku7_rwQ&t=40s



OATH: Part 2
CHARGES
<https://www.youtube.com/watch?v=TE4Z3JuARR4>



OATH: Part 3
PRE-TRIAL
https://www.youtube.com/watch?v=NmCCVw_laf4

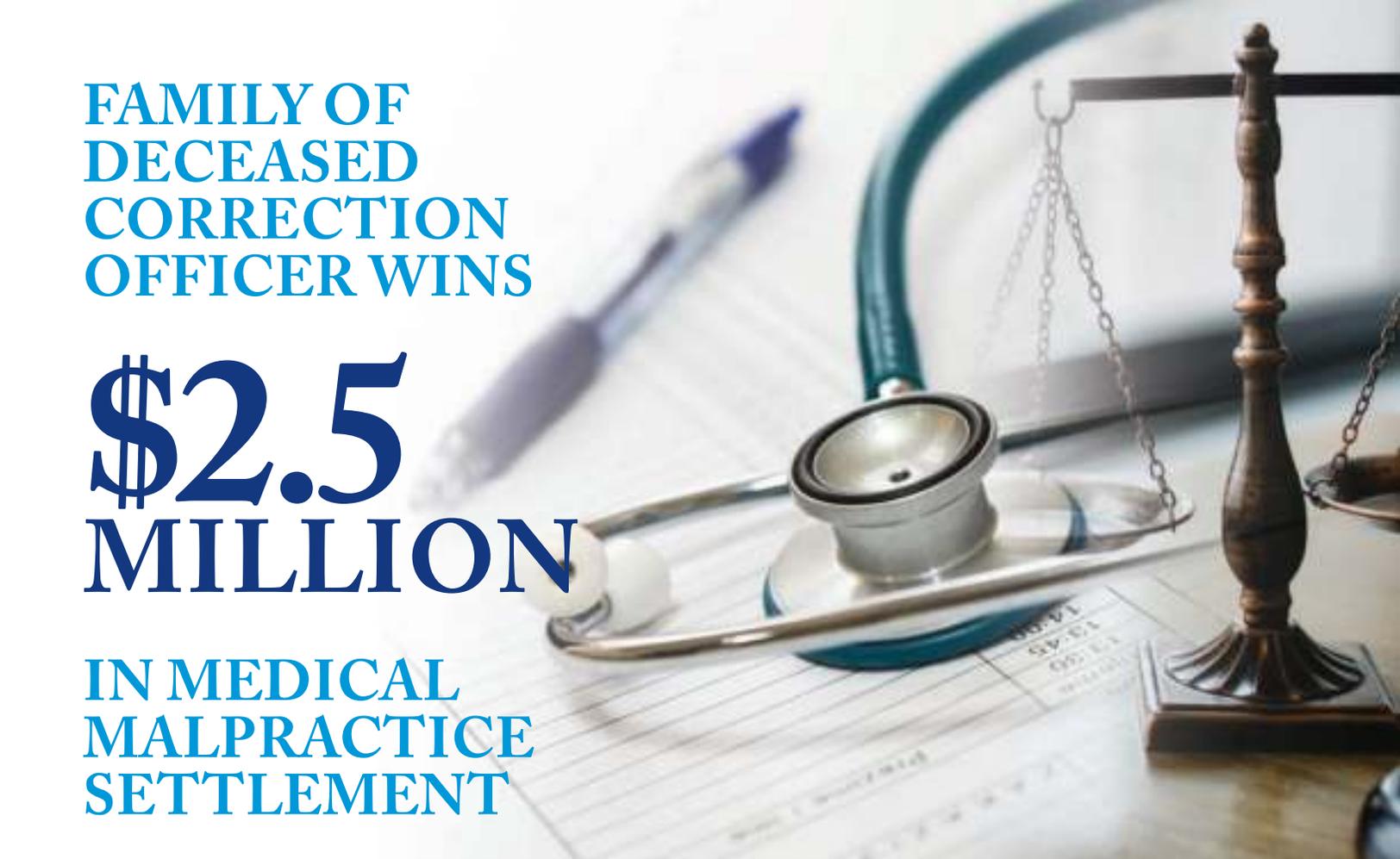


OATH: Part 4
TRIAL
<https://www.youtube.com/watch?v=UsroRi7kh70>



OATH: Part 5
APPEAL
<https://www.youtube.com/watch?v=sRrYSqonlvY>

5. Prepare your Defense with you
6. Consult with Experts— where necessary
7. Make you aware of what DOC is looking for from you
8. Discuss the Pros & Cons of your case
9. Defend you at OATH during any Pre-Trial Conference (PTC)
10. Take your case to Trial— when Appropriate & Necessary



FAMILY OF DECEASED CORRECTION OFFICER WINS

\$2.5 MILLION

IN MEDICAL MALPRACTICE SETTLEMENT

A 35 year-old Correction Officer from Staten Island, married with two young children, entered the hospital with an abscess in his groin. He underwent successful surgery, but during the course of his recovery in the hospital he sustained a pulmonary embolism, which was not diagnosed or treated in a timely manner. As a result, the pulmonary embolism traveled to his lungs, causing immediate cardiac arrest.

Unfortunately, the Correction Officer died as a result of medical negligence. The family retained Barry Washor, Esq., of the Law Firm of Queller, Fisher, Washor, Fuchs & Kool and The Law Firm of William A. Gallina, LLP. This firm is endorsed by the Correction Officers' Benevolent Association as the best personal injury and medical malpractice lawyers for your needs. The firm successfully litigated the case, obtaining a very substantial recovery in the amount of **\$2,250,000.00**, with an annuity guaranteeing payment of the children's college education. **That brought the total value of the settlement to over \$3,000,000.00.**

QUELLER • FISHER • WASHOR • FUCHS • KOOL
AND THE LAW OFFICE OF WILLIAM A. GALLINA, LLP

You can contact us 24 hours a day, 365 days a year and we will respond to any emergency. We earned our outstanding reputation based on our unparalleled results obtained for our clients. And there is never a legal fee unless we are successful.

NEW YORK CITY

233 BROADWAY #1800

NEW YORK, NY 10279

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BRONX

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BRONX, NY 10461

T 917.809.6636

QUELLERFISHER.COM

CROSSCOUNTRY MORTGAGE OFFERS A "NEW LINE OF DUTY DEATH BENEFIT" FOR CORRECTION OFFICERS

CROSSCOUNTRY MORTGAGE ALSO SET TO ROLL OUT AN OPEN HOUSE PROGRAM, PROVIDING CORRECTION OFFICERS WITH SPECIAL ACCESS TO A SELECT LIST OF FORECLOSED HOMES IN NEW YORK AND PENNSYLVANIA

CrossCountry Mortgage LLC has been a proud partner and the preferred mortgage lender for over 20 years to active and retired New York City Correction Officers. As the preferred "Original No Fee Lender," we proudly support the men and women of New York's Boldest!!!

CrossCountry Mortgage LLC is the 3rd largest retail mortgage lender in the United States, and CrossCountry Mortgage writes every 45th mortgage written in America.

Besides being excited to offer you the "Original No Fee Lender" loan, we are forthcoming with a Line of the Duty Death benefit at no cost to COBA or its members. In the coming weeks, we will also be rolling out the COBA Union Open House program, exclusive to correction officers, which will provide you with access to a foreclosed home list in New York and Pennsylvania. COBA will be the first NYC union to get access to this pilot program.

CrossCountry Mortgage LLC is also excited to announce the roll out of our "Line of Duty Death Benefit." This complimentary benefit is our way of saying thank you to

those serving as a federal, state, county or municipal agency law enforcement officer. Should a death occur while as a full-time law enforcement officer engaged in work-related activities, whether on or off duty, as the result of external force, violence or disease, CrossCountry Mortgage LLC agrees to cancel the amount of the officer's loan with CrossCountry Mortgage LLC up to \$525k!! This benefit also covers any work-related activities including heart attack or stroke occurring during strenuous training or activity. The actual expense to obtain the Line of Duty Death Benefit is covered by CrossCountry Mortgage LLC!!

The LODDB is for 1st mortgages closed with CrossCountry Mortgage LLC only, and is not available on Home Equity Lines of Credit (HELOC). All Law Enforcement Members must be under 70 years of age and cannot currently be enrolled in an "End of Watch Benefit" Program.

To learn more about this benefit, including reasons why a member would not be covered, all members must call 1-833-724-8700 to obtain a **"Special Benefit Code"** and speak to your CrossCountry Mortgage Union Mortgage Representative.



CROSSCOUNTRY MORTGAGE™



THE ORIGINAL

NO LENDER FEE LOAN!



833.724.8700



UNION@CCM.COM



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#3 US Retail Lender & #1 NY Lender for 2023!

Get a no lender fee loan with us!

- **NO** processing fee
- **NO** underwriting fee
- **NO** appraisal fee
- **NO** credit report fee
- **NO** flood certification fee
- **NO** lock in fee

Add our Preferred Mortgage Savings Plan to your list of benefits.



Richard Tschernia
SVP of Affinity Lending
NMLS46504
40+ years in the business!

scan here



NEW Line of Duty Death Benefits!

- Canceling outstanding covered loan balances up to a combined \$525,000 in the event of Loss of Life
- This complimentary benefit is our way of saying thank you to all those currently serving in law enforcement, fire and rescue and EMS, whether a federal, state, county, or municipal agency employee
- Applicable for any work-related activities including heart attack or stroke occurring during strenuous training or activity

To learn more about this benefit, including reasons why a Member would not be covered, all members must call 1-833-724-8700 to obtain a "Special Benefit Code" and speak to your CrossCountry Mortgage Union Mortgage Representative.



© Realtime Bank Suite 212, Albany, NY 12242 (485) 88801 (Equal Housing Opportunity). All loans subject to underwriting approval. Certain restrictions apply. Call for details. All borrowers must meet minimum credit score, loan-to-value, debt-to-income, and other requirements to qualify for any mortgage program. CrossCountry Mortgage, LLC (NMLS1002) (www.crosscountrymortgage.com). CrossCountry Mortgage, LLC is a licensed mortgage lender in the Commonwealth of Massachusetts, licensed by the New Jersey Department of Banking and Insurance, Licensed Mortgage Servicer - New York State Banking Department, Florida & California. This is not a commitment to lend. All loans subject to program guidelines and underwriting approval. Loan program terms and conditions are subject to change without notice. Available for first-time mortgage purchase (money loans or refinances loans only, subject to certain minimum loan amount). Discounts will be applied at closing at address under credit up to a maximum of \$2,500. Lenders may apply. Borrowers cannot receive cash. The CDOCR is for 30 mortgages closed with CrossCountry Mortgage, LLC, and is not available on Home Equity lines of Credit (HELOC). All Law Enforcement Members must be under 70 years of age and cannot currently be enrolled in an "Out of Watch Benefit" Program.

CORRECTION OFFICERS' BENEVOLENT ASSOCIATION, INC.

"PATROLLING THE TOUGHEST PRECINCTS IN NEW YORK"

Benny Boscio Jr.
President

Glenn Morgan
1st Vice President

Keisha Williams
2nd Vice President

Ashaki Antoine
3rd Vice President

Angel Castro
Treasurer

Lionel I. Cumberbatch
Financial Secretary

Herman Jiminian
Legislative Chairman

Antoinette Anderson
Corresponding Secretary

Neil Renois
Recording Secretary

Felix Sanchez
Sergeant-At-Arms

Charles J. Wingate
First City-Wide Trustee

Edward Yates
Brooklyn Borough Trustee

Matthew Romano
Bronx Borough Trustee

Maurice Smith
Manhattan Borough Trustee

Amado Rico Jr.
Queens Borough Trustee

**Bishop William
Raymond Whitaker II**
Chaplain

William Kwasnicki
Retiree Consultant

Karasyk & Moschella
General Counsel

Joey Jackson Law PLLC
Criminal & Discipline

**Queller Fisher Washor
Fuchs & Kool and
The Law Office Of
William A. Gallina, LLP**
Malpractice & Personal Injury

COBA HEADQUARTERS
77-10 21st Ave.
East Elmhurst, N.Y. 11370

T 718.545.2622
F 718.545.2668

COBANYC.ORG

July 8, 2023

Dear COBA Members,

As some of you may remember, for many years COBA sponsored a "Family Day" held at Rye Playland Park. **All active members and their eligible dependents enjoyed a fun-filled day at the amusement park for free.**

Unfortunately, the pandemic prevented us from doing that for a few years and given the ongoing staffing shortages, it is logistically unfeasible to pick one single day for all our officers to be able to enjoy that specific day at the park with their families.

With that said, COBA decided to sponsor **FREE TICKETS TO SIX FLAGS GREAT ADVENTURE IN NEW JERSEY FOR OUR MEMBERS AND THEIR ELIGIBLE DEPENDENTS.** You can use them any day that is convenient for you and your schedule.

The COBA Executive Board and I will begin distributing these tickets at the COBA office and at your facilities in the coming days. The tickets will be valid until September 30th, 2023, so you have plenty of time to take your family and enjoy Six Flags on COBA!

In addition there are a LIMITED amount of free tickets that will be available for COBA Retiree Members on a first come first serve basis at the COBA Office.

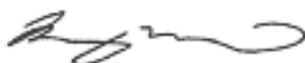
MUST BRING SHIELD & ID

There will also be a special offer for ALL COBA Members for those needing additional tickets, parking and a meal deal at a discounted rate on line at www.sixflags.com/greatadventure.

USING CODE: COBA23

Stay safe and enjoy!

Sincerely,



Benny Boscio
President

**"WE TAKE CARE OF
OUR OWN"**



COBA 2023 RETIREE LUNCHEON



COBA 2023 PUERTO RICAN & HAITIAN PARADE





Dear Officer:

Injured at work? Do you have questions about filing a 3/4s Disability Pension Application or for Social Security Disability? Do you need assistance requiring a lawyer for an accident in general?

Aronova and Associates is a full-service law firm with a strong track record of helping New York City workers, especially over 3000 COBA members. With our expertise in Workers' Compensation Law, the NYCERS Disability Pension application process, and Social Security Disability applications, and accident law the firm successfully:

- **Filed over 10,000 Workers' Compensation cases on behalf of Corrections Officers;**
- **Filed over 1,000 Applications for NYCERS disability pensions and Social Security Disability; and**
- **Filed over 1,000 Actions for automobile and other types of accidents.**

Whether it is a Use of Force, Slip and Fall or any other injury you may suffer at work, our firm recognizes the unique circumstances surrounding those occurrences and we provide the personal attention you deserve. As a client, you would have a paralegal and attorney assigned to your case, so that you can contact us with any questions you may have.

From initial consultation to medical appointments, negotiating with insurance companies, and representing you in hearings or trials, our goal is to obtain the maximum compensation possible. This includes monetary awards for injuries to the extremities, wage replacement benefits for time out of work due to injuries and reimbursement for any medical treatment and transportation expenses.

As an additional service to our Correction Officer clients, we also file applications for benefits under the Public Safety Officers' Benefits Program (PSOB). The PSOB is a Federal program administered by the U.S. Department of Justice that provides disability benefits to officers catastrophically injured in the line of duty.

Please do not hesitate to contact us if you have any questions or need professional representation. We are available 24/7 to assist you at 516-640-3900 or contact me at 631-514-4194, earonova@aalawny.com or visit our website aronovaassociates.com.

A handwritten signature in black ink, appearing to read "Ester Aronova", is written over a light blue rectangular background.

Ester Aronova
Partner



Aronova & Associates serves injured New Yorkers in handling claims for Workers' Compensation, NYCERS Disability Pensions including 3/4s, and Social Security Disability applications.

For over ten years, the firm has proudly represented CORRECTION OFFICERS and advocated for their rights. Our experienced attorneys, paralegals, and staff are dedicated to helping injured workers in their time of need.



Correction Officers have an incredibly difficult job. Through our in-depth conversations, we know the challenges faced on a day-to-day basis. Our firm's deep knowledge of workers' compensation laws enable us to effectively represent our clients in negotiations, hearings, and litigation.

WITH OUR NETWORK OF DOCTORS WE CAN SCHEDULE APPOINTMENTS WITHIN 24 HOURS OF AN INJURY TO ENSURE PROPER CARE AND TREATMENT.

We possess a comprehensive understanding of the NYCERS Disability Pension and Social Security Disability application process and have a proven track record of advocating for COBA members' rights.

WE HAVE SECURE FAVORABLE JUDGEMENTS & SETTLEMENTS FOR OUR CLIENTS:

- Represented over 3,000 COBA Members
- Filed over 10,000 Workers' Compensation cases on behalf of Corrections Officers
- Earned a high approval rate for NYCERS 3/4 Disability Pension applications.

Obtained Over \$100 MILLION DOLLARS in monetary awards for **Correction Officer**

LONG ISLAND
100 garden City Plaza
Suite 500
Garden City NY 11530

QUEENS
108-18 Queens Blvd
Suite 404
Queens, NY 11375

BROOKLYN:
1019 Ave P.
Suite 201
Brooklyn NY 11223

MANHATTAN:
405 East 50th Street
New York, NY 10022

CONTACT US 24 HOURS: 516-640-3900 | ARONOVAASSOCIATES.COM

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ENJOY A FUN-FILLED DAY WITH YOUR FAMILY AT SIX FLAGS GREAT ADVENTURE SPONSORED BY COBA

Free tickets will be given to each Active COBA member and their eligible dependents

Additionally, a LIMITED number of free tickets will be available for COBA Retiree Members on a first-come, first-serve basis at the COBA Office. Attendees **MUST BRING** their SHIELD & ID.

PLEASE NOTE: Executive Board Members will be distributing Six Flags tickets throughout the facilities. For your convenience, tickets will also be obtainable at the COBA Office during the following hours:

Monday to Thursday: 9am - 5pm
Friday: 8am - 4pm

Please see below for additional special discounts

ADDITIONAL SPECIAL OFFERS FOR COBA MEMBERS ONLY

\$27⁹⁹	\$20⁹⁹	\$20⁹⁹
Theme Park One-Day Admission	Parking	Mega Meal Deal



To purchase extra tickets Scan QRCode below and enter **Code: COBA23** for a discount.

www.sixflags.com/greatadventure

Due to maintenance and other circumstances, certain rides, shows, and attractions (including new rides, shows, and attractions) may not be open to the public. WONDER WOMAN, THE JOKER and all related characters and elements © & ™ DC Comics. (s23)

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