

TO: Theodore C. Reid, Superintendent

FROM: Ronald Edwards, Acting President/Local 1255
Cindy Trimble, Executive Board Member/Local 1255

DATE: March 5, 1984

On February 2, 1984, we found T.U.F.C.O. literature in the lobby of our Administration Building, which was immediately reported and turned over to Deputy Superintendent Piacente.

On February 27, 1984, we also reported that on Thursday and Friday evenings, February 23rd and February 24th, T.U.F.C.O. hand-outs were folded and placed in the time card slots as well as being placed on the bulletin boards. The information given to us was that Robert Farrell and John VanHouten had done this.

On March 1, 1984, we received telephone calls that Officers Farrell, Weaver and Shannon were walking throughout the buildings having our members sign T.U.F.C.O. cards, which was also reported.

Last evening at approximately 10:48 p.m. we were notified by Officers on the Afternoon shift that four (4) 2:30 p.m. Officers, John VanHouten, Gary Stevens, Robert Farrell and Terry McKinney had gone back inside the facility after their tour of duty, to have the night shift Officers sign T.U.F.C.O. cards.

Ronald Edwards arrived at the Administration Building at approximately 11:00 p.m.

Cindy Trimble arrived at the Administration Building at approximately 11:05 p.m.

Ronald Edwards reported the situation to the Watch Commander, Walter Thorne.

The Watch Commander then telephoned and radioed each building, notifying his supervisors to have all four (4) Officers report to his office immediately and bring all materials with them.

At approximately 11:15 p.m., Officers VanHouten and Stevens arrived at the Administration Building. At this time, Lieutenant Walter Thorne confiscated both blank and signed T.U.F.C.O. cards. The Officers then exited the facility by way of Administration Gate at 11:26 p.m.

At approximately 11:31 p.m., Lieutenant Walter Thorne telephoned Gate #2 to inform the Officers that no one was to enter or exit through Gate #2, nor use their telephone.

At approximately 11:34 p.m., Lieutenant Walter Thorne received a telephone call from Officer Robert Farrell requesting permission to exit the facility through Gate #2.

The request was denied and he was given a direct order, by the Watch Commander, to report immediately to his office, and to bring all materials in his possession.

At approximately 11:46 p.m., Officers Farrell and McKinney arrived at the Administration Building. At this time, they were informed by Lieutenant Thorne that what they were doing was a violation of the contract and they were to turn over the cards and leave the facility.

Officer Farrell requested a receipt which was given to him by the Watch Commander.


At approximately 11:51 p.m., Officers Farrell and McKinney exited the facility.

Lieutenant Walter Thorne then placed all confiscated T.U.F.C.O. cards, both signed and blank, in an envelope and stated he would turn them over to the Superintendent in the morning.

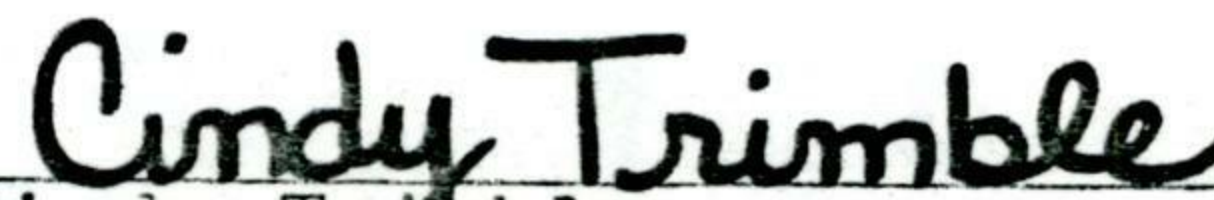
Attached to this letter are copies of the sign-in sheets, sign-out sheets for keys and a T.U.F.C.O. card.

Please note that these Officers drew keys after their tour of duty, as their keys are signed out with the night shift Officers.

Respectfully submitted and witnessed by,




Ronald Edwards
Acting President/Local 1255



Cindy Trimble
Executive Board Member/Local 1255

/cmt

cc: Jack Burke, Executive Director/Council 82
Richard Bischert, President/Council 82
Joseph Puma, Correction Policy Chairman
Ed Dean, Staff Representative/Council 82
Carmine Piacente, Deputy Superintendent for Security
John Battista, Captain
Walter Thorne, Watch Commander/10:00 p.m. shift

 <p style="text-align: center;">STATE OF NEW YORK DEPARTMENT OF CORRECTIONAL SERVICES</p> <p style="text-align: center;">DIRECTIVE</p>	CLASSIFICATION	DATE
	#2101	7/23/75
APPROVING AUTHORITY	SUPERSEDES	DISTRIBUTION
<p>For <i>Wim van Eekeren</i> Deputy Commissioner</p>	SUBJECT	
	Employee Organizations	

A. Scope

The right to organize and join an employee organization is guaranteed by law and may not be restrained. An employee may not be discriminated against as a result of his membership in, or his refusal to join a union.

B. Information

1. Visits to Facilities and Area Offices

Official union and employee organization representatives who wish to visit facilities or offices for any purpose are to obtain advance approval. No union or organization activity is to interfere with any of the Department's programs or operations, and organization representatives should be restricted to non-housing areas unless specifically authorized and/or escorted by the Superintendent or a designated deputy.

2. Meeting Space

For information on the utilization of meeting space by employee organizations, consult the appropriate State-employee unit agreements.

3. Employee Organization Notices (Bulletin Boards)

a. Security Unit

- (1) The Department agrees to furnish and maintain suitable bulletin boards in convenient places in each working area to be used exclusively by the union.
- (2) The union agrees to limit its postings of notices and bulletins to the official bulletin boards and will not post material which may be profane, is derogatory to any individual, or constitutes election campaign material. All bulletins or notices are to be signed by the Council President local union president, the Executive Director, or their designees.

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(3) Any material which the Department alleges to be in violation of this agreement is to be promptly removed by the union. The matter will then immediately be referred to Step 4 of the grievance procedure for resolution.

(4) In those institutions or facilities having repeated violations, the State Office of Employee Relations may require advance approval of all material prior to posting.

b. Administrative Services Unit, Institutional Services Unit, Professional, Scientific and Technical Services Unit and Operational Services Unit.

(1) The State is to provide a reasonable amount of exclusive bulletin board space in an accessible area normally used by a substantial number of employees to post bulletins, notices and informational material issued by CSEA. All materials are to be signed by the designated official of CSEA or the appropriate chapter president. No material is to be posted which is profane or obscene, or contains defamatory remarks about the State or its officials, or which constitutes election campaign material for or against any person, organization or faction. Only employee organizations which have been certified or recognized as the representative for collective negotiations of other State employees employed at the same location have the right to post material on bulletin boards.

(2) The number and location of bulletin boards as well as any arrangements to post and remove material is subject to union-employee agreement at the agency level.

(3) This provision for official bulletin boards should not be confused with granting office space, which, under no circumstances is to be provided by a state agency to employee organizations.

4. Access

a. Definition

"Access" is defined as the granting time to employees during normal working hours to meet with representatives of recognized employee organizations for the purpose of discussing membership services and programs.

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b. Background

- (1) Access will be granted at the request of a recognized employee organization providing that it does not interfere with duties or normal performance of work assignments.
- (2) Employees do not charge time spent in Access activities against leave accruals. An employee who represents an employee organization at this type of a meeting does not charge time against leave accruals, but against the allowable Access Time.
- (3) Access Time is not to be used as leave to attend professional or scientific meetings, nor should it include time spent by employees serving as official organization representatives conferring with Department officials relative to the agreements between the State and recognized employee groups.
- (4) The amount of Access Time granted an employee organization is determined by a formula which provides that Access be limited to no more than 15 minutes per employee per month, and is not to exceed an average of 10 percent per month of the employees at a particular location.

c. Procedure

- (1) Requests for Access Time are referred to the appropriate administrator at individual work locations.
- (2) The appropriate administrative office processes requests for Access Time using the following guidelines:
 - (a) Receives requests from authorized individuals representing recognized employee organizations.
 - (b) Requires reasonable notice that Access Time is requested.
 - (c) Determines the employees for whom Access is sought, as well as the date, time, location and approximate length of the meeting planned.
 - (d) Forwards the request to the appropriate discretionary authority for determination. The discretionary authority is defined as

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a Group Head, Superintendent of a facility, Area Parole Office Supervisor, or Division Director supervising employees to whom Access is sought. He has the responsibility to decide whether the requested Access is appropriate or potentially interferes with work performance.

- (e) Responds to the employee organization at least two working days prior to the scheduled meeting indicating approval or denial of request.
- (3) When a request is approved by the discretionary authority, Access will be granted in the following manner.
- (a) The appropriate administrator ascertains that meeting space is available.
 - (b) The appropriate supervisors are notified, arrangements are made for the employees to be granted Access Time and a meeting scheduled.

I officer Robert Ippoliti was approached while on duty on March 1, 1984 by another officer asked to sign a T.U.F.C.O. card. I refused to sign the card.

Robert G. Ippoliti
Karl W. Jayne

I, Cindy Trumble, witnessed Robert Farrell ask Officer Lucas Marrero if he had signed a T.U.F.C.O. card yet, on March 6, 1984 in the Admin. Lobby while both Officers were on duty. Officer Marrero was inside the Key Office.

Cindy M. Trumble
C.O.

543 RA Mark Mullen
 4 RA A. Lacy
 12m T. McSherry
 129 m J. Van Houten
 01 Stockpolt
 11 Sgt Key P. Winnie
 511 J. Patao V. PATARO
 726 P LT Thorne
 6848⁶⁸⁸ L. ARMSTRONG
 687

Mullen, M
 A. Lacy
 T. McSherry
 J. Van Houten
 Stockpolt
 P. Winnie
 J. Patao
 L. Armstrong

DESIGNATION CARD THE UNION OF FEDERATED CORRECTION OFFICERS

I hereby designate The Union of Federated Correction Officers as my agent for bargaining with the State of New York for all matters permitted by the Taylor Law, and I support its filing of a petition for a secret ballot election for the right to represent my bargaining unit. This card may be used to secure such an election.

NAME (Please Print): _____

ADDRESS: (Street & No.) _____

(City) _____ (State) _____

HOME PHONE: () _____

DEPARTMENT: _____

FACILITY: _____

JOB TITLE _____

SIGNATURE _____

DATE OF SIGNATURE (IMPORTANT: This date must be filled in): ____ / ____ / ____

NOTICE: The Union of Federated Correction Officers was established by the same men who founded the United Federation of Correction Officers, Inc. However, the two organizations are totally separate legal entities, with separate purposes. Only the Union of Federated Correction Officers can bargain with the State of New York pursuant to the Taylor Law.

Dick

TUFCO MEETING

Howard Johnson, Syracuse, N.Y.

FEBRUARY 20, 1984

PM-10:45PM

INFORMATIONAL MEETING:

An informational flier was passed out and then an open discussion took place. Co PP.

1. Council 82 has kicked back \$5.5 million to AFSCME over 15 years and the return has been zero. Refer to AFSCME letter

2. Presently TUFCO would gain \$500,000 a year not being a member of AFSCME. Money to invest and grow into Union benefits for the members. Raid of local unions, NO protection, Constitution Bonding, Judicial Panel

3. Major discipline is a Notice of Discipline requesting dismissal. Then an attorney will be available. CASE REVIEW

4. Contract stays in tact and in force 100%. Then after April 1st, the Triborough Bridge doctrine keeps the contract in force until a new agreement is reached. OER - NO CONTRACT WITH 482 NOT WITH T.V.F.C.O.

5. TUFCO has 30% of the required number of signatures for a challenge. But we want 70% to guarantee a vote because Council 82 will try anything to stop us. The signature card must be signed and collected immediately. No one is allowed to keep a card. Council 82 must not know who signed a card. The cards have a printer's mark so Council 82 can not make counterfeits and if they do we can sue. NOT Union Made Cards by T.V.F.C.O.

6. By October 1st the challenge will be over and then if Council

82 wins then we go back into the brotherhood and wait until
next time.

7. Dues will remain the same, the By-laws allow dues increases based on contract % increases.

8. Q Can I get a copy of the By-laws and constitution? No.

You're not a member. Second, Constitution and By-laws are ~~89~~ 39 pages long and printing costs are too much at this time for the Union to pay out. Q Do you have a copy of Council 82's By-laws

and Constitution? Yes. You're lucky. We have to be very careful to show what is concrete and what our goals are.

9. Organization breakdown:

1. Divide the state into 4 regions.

*NO LOCAL UNIONS
1 ALB central office*

2. Open regional offices.

3. Regional Executive Boards that will meet once a month.

Each region will have a budget. Per capita payments will be made to the regional office. Regional offices will make payments to locals to operate and will make investments. All trips to Albany will be paid by the regional office on a voucher system. Someone from Albany will be at regional meetings to inform and hear complaints.

A monthly paper will let the members know who was there and what information was presented, making everyone accountable.

4. Chief Steward will be elected on a facility wide basis.

He will be the Union's business agent. The Union will pay the state his salary so he will be excused to do Union work 8 hours a day. *SALARY COST PLUS BENEFITS APP 40%*

5. Regional offices will have staff, and members can go directly to regional office for information on benefits, grievances, etc.

*QUESTIONS
By 800
NUMBER*

6. A computer system will tie all grievances and labor/ managements together statewide. The system will show presidents and chief stewards how to write grievances up.

10. One-man, one-vote puts the members in control. Members will also have a say when it comes to issues dealing with the Director and Associate Director. Like in the case with Burke taking over Council 82 and installing Chase after he was dismissed. What say did the members have?

11. If you have any questions, write us. You have our address.

Meeting conducted by Fitzpatrick, Morrissey and Farrell were present. Total number of people present was 11. Facilities present were Pharsalia, Georgetown, Auburn, and Watertown.

The Union of Federated Correction Officers Association

COUNCIL 82

RECEIVED
FEB 27 1984

WHO ARE WE AND WHAT ARE WE DOING

AFSCME AFL-CIO

TUFCO Union, (The Union of Federated Correction Officers) is an independent association formed for the purpose of unseating Council 82 as the bargaining agent for the New York State Securities Services Bargaining Unit including State Correction Officers.

The reason we have formed a new union to challenge Council 82 is because Council 82 cannot be challenged from within. It is ruled by an elite, and controlled by

a relatively small group of people. The average member does not have a direct vote as to who runs Council 82. This decision is made by a select few. The challenge is being made through TUFCO Union, an independent union, because that is the only way that a member can effectuate meaningful change.

And let us speak for a moment about union solidarity and loyalty. Ask yourself this question "should you be loyal to a union that has been disloyal to you?" Lets not put the cart before the horse. A union is established for the benefit of its members. Members do not exist for the benefit of the union. If a union cannot serve its members, then it has been disloyal to them. Council 82 has broken its covenant with its membership. And now those who would seek meaningful change are characterized as "a misguided clique of malcontents".

By supporting TUFCO Union, you are not being disloyal to Council 82. You are being loyal to yourself.

This challenge is being made for the following reasons:

1. Council 82 has lost touch with its members. *Review, Policy, Pms, extra staff to membership meetings*
2. Council 82 dues, are excessive, \$224.00 a year, what do you really get for your money? *TUFCO leaders voted for these increases, TUFCO maintains they would keep same dues structure*
3. Council 82 is controlled by a chosen few, thus excluding the rank and file from meaningful input into the workings of the Union. *Again local leaders C82 staff - ex board etc*

2/27/84

cc file

Original to D Bischoff

Why not provide C82 with info for members improvement?

TUFCO All held positions in C82

Executive board elected by local membership, wishes of member to leader to C82

would thing be any different if self appointed directors who voted them in

New House
10 sk 3 pl
Security, health comp.

4. Council 82 has proven itself to be a passive Union which has not delivered the specialized representation that is required for the specialized needs of the correction officers and Securities Personnel.

5. The representation provided by Council 82 on the local level has been inconsistent and passive. *Local leaders are elected.*

Seminars 4 m
Camp Training Advisory
Fire Training Advisory
EAP Employee Assistance Program
QWZ
Training Academy 1/1 m
NOI Procedure
Kermit Jaws
Eye Glass
Dental

6. Council 82 has failed to deliver the best possible package of benefits for its members. *Review other unions contracts with the state of NY*

7. Council 82 has failed to provide adequate wages and benefits for those correction officers with less service. *Review other non enforcement Agencies - wages & benefits trainees*

WHY DO WE KNOW WE CAN DO A BETTER JOB?

AFSCME

Just consider the following facts:

1. TUFCO Union is led by a dedicated group of correction officers with many years of union service. *Past Policy Chairman Past Staff Rep*

2. TUFCO Union can serve you better within its dues structure because it is an independent union which does not have to send vast sums of money to a national or international union. *create lack of resources, availability of knowledge federal & state level*

3. TUFCO Union has established a streamlined legal structure which will improve the quality service on the local level, and will guarantee a democratic one man - one vote system of union government. The system will be an open system controlled by the members themselves, not a chosen elite. *AFSCME Benefits*

4. TUFCO Union is structured as a specialized union, a union which can provide for the specialized needs of a specialized group such as security and correction personnel. It is not controlled by a distant bureaucracy which must consider the interest of many other unions all over the country. *legislation, review,*

Longer Running Union CSIA

TUFCO DUES THE SAME

Council & AFSCME Constitutions Available

Review at Reg office

Devote State 4 Regions
Open Regional offices
Regional ex boards
meet each month
Regional Budget
Per Cap to Region
Regional office to make payments
to workers.
all officials to Regional meetings
Run by 89's
40% benefits
Staff at regional offices
All union business
Direct, benefits
Numbers have say
in issues
Dir & Ass Dir

5. TUFCO Union provides (in its union charter) a comprehensive system of local representation to be staffed by professional business agents. In addition, TUFCO's union format is such that there will be frequent access and communication between the locals and Union Headquarters in Albany.

6. TUFCO Union can provide, thanks to its professional staff of tax attorneys, certified public accountants, and pension consultants, a comprehensive program of insurance coverage and other benefits at great savings to the membership.

7. TUFCO Union's will be sensitive to the needs of all of its members, regardless of length of service or rank.

In this publication, and in other publications to follow, we will explore these facts in detail. Council 82 obviously is uncomfortable as this challenge period approaches. You can tell by the savage nature in which our organization, and those dedicated people who serve it were attacked in the November issue of Council 82's newspaper, The Review. This will not stop us from making our position known, and setting the record straight. We are up to the challenge.

ADDITIONAL BENEFITS TO BE PROVIDED BY TUFCO UNION

Done A union has a duty to negotiate the best possible contract with the employer. However, the union's responsibility does not stop there. Much more can be done, and it can be done independently from any restrictions imposed by an employer.

TUFCO Union has developed a detailed program of benefits which will be provided in addition to those benefits provided by the State contract. Specifically, we will establish the following programs independent of the contract once we have unseated Council 82:

Outside State contract

now being Done

1. TUFCO Union will provide you with an attorney to represent you at all major disciplinary proceedings. In the past, it has been the correction officer who has been at a disadvantage. It seems there is no limit to the legal

representation that the State can provide itself, nor is there a shortage of attorneys to represent inmates. By providing you legal counsel, we will even the odds, and we will get the word out that we are not to be taken lightly.

2. TUF~~CO~~ Union will provide a professional outside negotiator at contract time in order to present the most comprehensive negotiating package possible. All too often in the past Council 82 has been outgunned and outmanned by experts who have provided service to the State. It is time that professional expertise is provided on our side for a change. A professional negotiator cannot only offer a strong proposal for negotiations but he can formulate a specific and constructive plan as to where the State can find the money to fund our contract. AFSCME Research (AFSCME) Professional Eddie Hartman

3. TUF~~CO~~ Union will establish a statewide "disaster fund" in order to assist correction officers and their families who are in need. It is high time that your Union stand behind its members in the event of medical emergency, financial stress and personal tragedy. A committee will be established to review potential recipients and it will be their job to see to it that you and your families will never stand alone in your hour of need.

4. TUF~~CO~~ Union will establish a system of Educational Scholarships so as to assist your children in gaining a college education. Several annual scholarships will be made available on both a need basis and achievement basis all over the state. A committee will be formed in order to evaluate applicants and to supervise the scholarship procedure.

5. TUF~~CO~~ Union will provide its members with a statewide prepaid legal program. This program will provide group rates for legal representation on a wide range of legal services. Such a program will guarantee you legal representation by a competent attorney practicing in your area at reasonable rates. This representation will include real estate transactions, family law issues, traffic law, civil matters, etc. All attorneys participating in the program will be answerable to TUF~~CO~~ Union so as to assure first rate representation and good service for members.

RRC Professional

EOS only

Long Term Disability

EOS only

Being Done

1 per hour

EOS only

You pay
Above your DUES

AFI DRS Program

6. TUFCO Union will provide a comprehensive program of tax and retirement planning services. This service will provide you with information regarding your employee benefits, income tax reduction through careful planning, insurance, wills and trusts, inheritances, investments, and retirement planning. This confidential service will help you keep more of your hard earned money now and will help you plan for your future retirement by utilizing legitimate tax planning techniques. It will also help to guarantee your family's financial security.

7. TUFCO Union will provide lower rates for life insurance and disability insurance. This will be accomplished by constantly monitoring the ever changing insurance market, and by providing the best coverage possible at any given point in time.

8. TUFCO Union will undertake a comprehensive public relations campaign designed to enhance the status of correction officers and security personnel. This will be done not only through the media, but our locals will be active in community programs as well. Such Union public relations campaigns have been successful for other professions (most notably school teachers in 1983). It is time your Union took an active role in broadcasting your dedicated work and achievements to the community.

9. Our Computer System

The grievance system with Council 82 is a complete disaster. The same grievances at two different facilities are given opposite answers, and the same grievance at still another facility is given still another answer.

Labor Management agreements that are agreed to at one facility are refused at another.

Examples such as these are widespread throughout the State. Under our system everything will be computerized. This will allow for uniform application of the contract and all agreements.

Our system will also allow us a vast bank of information to be used during negotiations.

Being Done

Social Sec Forum

Being Done

Being Done
AFSCME
Owl
Peter Wickman
AFSCME
AFSCME

Owl
Computers

Pilot protect

Computerizing will allow your local union representative all and any pertinent information needed in grievances, discipline, and local labor management meetings.

Self Appointed
5
Jul 5 9/25

SEE
By laws

10. Elections

Over the last 14 years, the membership of Council 82 has had very little control over who runs their union. With The Union Of Federated Correction Officers, you the member will determine who will run your Union. There will be no doubt who controls your Union under The Union Of Federated Correction Officers, because our by-laws call for a one man one vote State-wide election for our State-wide leadership.

9/82
Primer
Innovative
Concept

You may well say that these programs sound good, but where will the money come from to pay for them? The answer is simple. Because TUFCO Union is an independent union, it does not have to charge its members high fees which are destined for the AFL-CIO or any other national organization. Almost \$500,000.00 of your dollars are spent in this fashion every year. This \$500,000.00 can be utilized for the programs which we propose, and there will be money to spare.

Does they?
want?

During the next several months, representatives from the Union Of Federated Correction Officers, will be visiting your facility holding informational meetings, and asking you to sign petition cards.

We urge you to talk with our representatives and attend our informational meetings to satisfy any of the questions you may have.

You can also write:

The Union of Federated Correction Officers
Box 310
Hudson Falls, NY 12839

The petition cards will be used to secure an election to determine who will be your bargaining agent.

All the Union Of Federated Correction Officers representatives will have petition cards, just ask them for one!

Tufco
Cards
Union Bug

TR
Bonds
Budget



AFSCME®

One Commerce Plaza, Suite 1012, Albany, New York 12210

Telephone: (518) 465-4585

March 21, 1984

Mr. John Burke
Director
AFSCME COUNCIL 82
63 Colvin Avenue
Albany, New York 12206

3/22/84
cc: H. Chase
F. Benedetto
R. Bischert
T. Puma
T. Burke

Dear Jack:

This letter is in response to your and President Bischert's request for information on services rendered from the International Union out of Washington, D.C.

In anticipation of increased TUFCO activity, I have asked each department to fully explain their area of expertise and to research their files. Hopefully, the research will provide actual examples of support provided to Council 82 from AFSCME International. This is a time consuming activity, as the information is not computerized and requires manual effort. In the meantime, I have prepared a brief summary of activities for use by your staff.

Paying Info AFSCME

The issues of AFL-CIO "Article XX" protection and AFSCME'S committee structure are two areas which do not appear in the Appendix I Departmental Summary but should certainly be discussed. As an AFSCME council, all members of Council 82 are also members of AFL-CIO. This affiliation is paid for out of the regular Council 82 dues and results in no additional cost to your members. Article XX of the AFL-CIO constitution concerns raids by other unions and jurisdictional boundaries. In short, this article guarantees that no other AFL-CIO affiliates can ever attempt to represent workers now represented by Council 82. Further, should a group of employees decide to decertify, Council 82 would retain organizing rights to those workers and they would be barred from joining another AFL-CIO affiliate, even if they were no longer members of Council 82. Article XX prevents any union except the Teamsters or an independent union from representing your members. We should also stress that should New York State Correctional Officers choose to ever leave Council 82, they would be barred from later changing their minds and going with another union. They will be barred from the "House of Labor" unless they stay or go back with Council 82.

As you know, by virtue of your membership on the committee, AFSCME International is also the only international union with a

-1-

in the public service

corrections policy committee. The committee allows state/local members to have direct input into forming national policy on issues which directly affect them. Through the committee, correction officers are able to determine the union's position and lobbying direction in Congress and the White House. Further, the committee meeting regularly, offers correction officers from around the country the opportunity to exchange information, ideas and experiences. The ability to know how other correctional systems operate, nationwide, has proved invaluable in preparing for negotiations or presenting solutions to difficult problems during labor/management meetings. I should also point out that it was this committee which recommended and pushed for AFSCME'S study on stress and correction officers. To my knowledge, this is the most comprehensive study of its kind and has proved extremely useful in lobbying around the country for better pensions and/or correctional officer heart bills.

The theory behind any federation, such as AFSCME, is that by many groups standing together, the individual groups can offer services for their members which would otherwise be too costly. This year's operational budget for the International Union is about \$50 million, which does not include major equipment investments such as the television studio. Council 82 is able to access the varied services which these millions provide by virtue of their \$1/2 million annual per capita. Appendix I entitled "Summary of Departmental Services-AFSCME International," briefly describes these services and is attached to this letter. Of course, all services are available without additional charge to Council 82 and your members.

I hope the information proves useful in further acquainting Council 82's members with services as well as helping to point out the "hidden benefits" which TUFCO cannot provide at any cost. If you need additional information please feel free to contact me.

Fraternally,

Steve Fantauzzo (26)
Stephan Fantauzzo
International Union Area Director

SF:lg

cc: Harold Teague
Elizabeth Brickman

3

APPENDIX I
SUMMARY OF DEPARTMENTAL SERVICES - AFSCME INTERNATIONAL

I. BUSINESS OFFICE

This department coordinates all dollar-related activities. Local treasurer training is conducted from the Business Office and Council 82 received such training during the fall of 1983. Training classes cover all aspects of IRS law, form filing, and proper expenditure/accounting. The U.S. Department of Treasury mandates locals to file extensive reports and a large portion of training is designed to prevent later problems with the IRS.

The Business Office also provides field auditors to councils and locals when there is a suspicion of misappropriations. As in the case of AFSCME Local 1255, an auditor will be assigned to investigate the financial records and determine if union dues have been properly spent. The International Union also maintains bonds for all locals. If money appears to have been misappropriated, the International Union will act on behalf of the local's members and file a bonding claim with the insurance agent. Recently, the members of AFSCME Local 826 in Binghamton, New York, received over \$11,000 based on an Internationally filed bonding claim against former officers. In addition to demonstrating that the process works, it also shows that our procedures are strict enough to detect and correct problems, internally.

The new computer system which Council 82 is in the process of installing also comes from our Business Office. When a council is determining its computer needs, a computer expert is sent in to assist with planning and design. Through the International, a council can purchase new, advanced quality computers at about 60% retail cost. More importantly, the International Union has developed all the necessary software programs and this technology is available to your members free of charge. Typically, the software will run as much as the hardware; in the case of Council 82 - \$75,000. Additionally, when the equipment is installed, training of office staff is also provided free of charge.

The Business Department is also responsible for review of constitutions and helping the president establish jurisdictions as well as issuing membership cards. The jurisdictions issued make that local the sole and exclusive agent for workers covered.

II. COMMUNITY SERVICES AND WOMEN'S ACTIVITIES

While not a critical department to the membership of Council 82, even this department is relevant. Community Services and Women's Activities (CSWA) assist councils and locals in developing or strengthening existing EAP programs. Individuals who specialize in EAP programs are available to assist your members during negotiations and labor/management meetings. This department is also concerned with increasing

APPENDIX I (CONTINUED)

II. COMMUNITY SERVICES AND WOMEN'S ACTIVITIES (CONTINUED)

the union's visibility and promoting its image in the community. For example, the AFSCME/COUNCIL 82 booth at the State Fair results from this department. As we move more and more into legislative lobbying and press relations, the union's image becomes increasingly important and CSWA has been created (in 1983) to meet that need.

III. EDUCATION

The function of the Education Department is critical if we are to have a strong and effective union. It is this department's responsibility to ensure that training is received at the local union level. Because the responsibility is so important, especially in New York, a full time Education Coordinator (Shirley Reeder) has been assigned by the International to New York and Council 82. Beyond Sister Reeder, additional trainers and resources are available from Washington, D.C. Educational classes can be tailored to meet the specific needs of a local union or council. However, programs in the following areas are always available--Steward Training, Officer Training, How to Write a Newsletter, Grass Roots Lobbying, Safety and Health, Union History, and Grievance Handling. During 1983, the International Union, with Council 82, conducted a series of education classes statewide for both corrections and law enforcement. Every local within Council 82 was notified and most chose to take advantage. (EXCEPT Auburn)

Through the Education Department, the Union also maintains a film library, boasting over 100 different Educational Union films. The films are available for local union meetings upon request. Also, the International Union publishes on a monthly basis the Steward's Magazine which is sent to every registered steward in the country. This magazine further fine tunes the skills learned through the educational classes.

Council 82 regularly sends its staff to the George Meany Labor Studies Center for additional training in areas such as arbitration preparation and video-techniques. The college is open to Council 82 staff and members by virtue of their affiliation with AFSCME.

IV. FIELD SERVICES

Field Services is responsible for overall direction of all International staff operated in an area and for any new organized activity. In New York, thirteen (13) International staff presently service the five AFSCME councils (at a payroll cost of about \$1/2 million). At present, most organizing is taking place in California, Illinois, and Ohio, where AFSCME is organizing the correctional unit, among others.

In addition to overall direction and organizing, the Field Services Department acts as a funnel for all requests and services between Council 82 and the International Union.

APPENDIX I (CONTINUED)

IV. FIELD SERVICES (CONTINUED)

Department personnel are also responsible for resolving internal problems brought forth by members and for combatting decertification attempts.

V. JUDICIAL PANEL

The Judicial Panel is the internal dispute resolution procedure for the entire Union. Its impartial makeup and procedural requirements have been upheld, thus preventing the various courts from intervening in Union affairs. At present, eight rank and file AFSCME members are selected to sit on the Judicial Panel, hearing cases around the country.

The Judicial Panel rules on the validity of elections, making sure that the procedure is fair and democratic. Recently, the panel was called upon to hear an election protest filed by Brother Hickey in Local 1790. This panel also presides over all charges filed by AFSCME members against other members, staff, or officers. The AFSCME constitution is the only major constitution containing a bill of rights for union members. That bill allows members to file charges and eventually have those charges heard and ruled on by this independent body. In this manner, the rights of the individual are protected against abuse of power by union officials.

VI. LEGISLATIVE AFFAIRS

As you know, the International Union maintains two full time lobbyists on staff to assist Council 82 in Albany, New York. Additionally, as many as five temporary staff are now assigned to New York, working on the Presidential and Congressional races. The in-state staff works very closely with Council 82 and in the last five years, has achieved major legislative advances on behalf of public employees in general and correction officer's in specific. These include reform of the Tier 3 pension system, early retirement for correction officers, and binding arbitration for law enforcement. Presently, the staff is acting to keep Brentwood open. The International Union annually sponsors one or two lobbying days for Council 82, with the 1983 lobbying session being the most successful in the Council's history. With the assistance of International staff, Council 82 has become one of the most respected lobbying forces on Capitol Hill--a respect which far exceeds the Council's actual members.

In addition to the state staff, twenty lobbyists work in Washington, D.C. making sure that Congressional legislation and programs favorably affect our members around the country and in Council 82. Those lobbyists have been instrumental in passing LEAA and general revenue sharing funds which are directly used by the state and the provision of correctional services. In addition to the actual lobbying effort, the Legislative Affairs Department also maintains voting records on all New York congressmen and has the computerized ability to tell Council 82 or its members how an individual congressman voted

APPENDIX I (CONTINUED)

VI. LEGISLATIVE AFFAIRS (CONTINUED)
on a specific issue of concern.

The Legislative Department also serves as Council 82's representative on New York's public employee conference. The Public Employee Conference is the major lobbying effort of public service unions in New York State and serves to further the programs put forth by Council 82. PEC, as well as AFSCME and Council 82 were the moving force behind the election of Governor Cuomo, which has proved generally beneficial to the Council.

VII. PEOPLE/POLITICAL ACTION

This department is responsible for determining actual dollar contributions to be made to Congressional candidates. In addition to Congressional contributions, the Political Action Department was also responsible for a major funding effort on behalf of Governor Cuomo. As you know, federal restrictions prohibit the use of general dues money for political contributions for candidates at the federal level. Therefore, the collection of people money to a voluntary mechanism is the only system which allows Council 82 to contribute to Congressional/Presidential candidates.

In addition to determining and funding political candidates the People/Political Action Department is also responsible for field workshops throughout the nation. These workshops focus on how to prepare and run an effective political campaign and include such specifics as phone banking, preparation of leaflets and palm cards, how to write a letter to your representative, and how to lobby.

VIII. PUBLIC AFFAIRS/PUBLIC EMPLOYEE

The Public Affairs/Public Employee Department is the International Union's major communications department. The monthly newspaper, which is received by every member of Council 82, is produced from this department. In addition to the Public Employee which is produced in Washington, two public affairs associates are assigned specifically to New York to meet with the needs of our councils and John Funicello was previously responsible for the production of Council 82's newsletter. Brother Funicello, as well as the other members of the Public Affairs Department, are available and have, conducted all aspects of communication from leaflet and letter writing producing to public speaking.

One of the International Union's most recent focuses has been to thrust the Union into the age of communications. This has been done in a number of significant ways, foremost with the actual production in Washington, D.C. of a television studio. The studio has been used not only by AFSCME but by other unions (we are the only union with a television studio facility) as well as councils to produce tapes dealing with specific problems that can be tailored specifically to your members. Several councils have already taken advantage of the International Union's television studio as a means of

APPENDIX I (CONTINUED)

VIII. PUBLIC AFFAIRS/PUBLIC EMPLOYEE (CONTINUED)

communicating more effectively with their members on issues of general concern. The Public Affairs Department has also been responsible for the production of the various AFSCME commercials which have been running on and off in New York for the past two years. The purpose of those commercials is to increase the Union's visibility to the general public who pay the taxes which produce our salaries. Overall, reaction to the commercials has been very favorable and has been beneficial. Through the studio facilities, the International Union also retains the capabilities to produce radio actualities for use by Council 82, your locals, and members. Radio actualities are produced in Washington by use of tapings which then can be relayed to all the major radio stations in a given area (i.e. upstate New York, Albany, Buffalo, etc.). The radio actualities have been used to address specific issues, such as the closing of Brentwood on Long Island, and to present the Union's views instantaneously to the public.

IX. PUBLIC POLICY

The Public Policy Department is one of two major resource arms of the Union. Public Policy concentrates its efforts on researching various tax efforts/incentives and institutional problems. For the first time in the history of any union, the Public Policy Department recently produced a county by county analysis of the impact of Reaganomics in New York. This analysis details on a county by county basis every federal source of revenue which the state's (corrections) or local government may receive, describing the cuts which have taken place since 1980 in that specific program and county.

Through the Public Policy Department, the International Union has access to economic forecasting data which is essential during negotiations. The Public Policy Department is capable and has been used to forecast what state revenues will be over the next three years, the increase in the consumer price index, the impact of proposed tax cuts, and, the local impact of an institutional closing (such as Brentwood).

X. RESEARCH DEPARTMENT

The Research Department is responsible for providing a number of skilled technicians in specialized fields. For example, the correction officer stress study was conducted through the Research Department by Francis Cheeks. In addition to technicians versed in the area of stress, the Research Department maintains two professional staff whose sole and exclusive function is the analysis of pension and health care programs. Typically, these individuals are called into bargaining to analyze pension proposals or health care proposals submitted across the table by the employer.

The computer system has allowed the Research Department to dramatically update and improve its wage and benefit information.

APPENDIX I (CONTINUED)

X. RESEARCH DEPARTMENT (CONTINUED)

At present, the Department is capable of providing information to Council 82 and your members on wages received by correctional officers or other classifications around the country. The computer is also capable of providing contractual language, (i.e. sick leave, vacation, holidays) from other contracts around the country which should prove invaluable in your upcoming negotiations. As with the pension and health benefits specialists, this information and technicians are available to assist Council 82 with onsite contract negotiations.

The Research Department also maintains information on a number of other subjects including, contracting out, safety and health, recent settlements, and new technological advances. This department of the International Union was responsible for producing the Oren's Safety and Health booklet as well as books on Passing the Buck (contracting out), and Facing the Future (new technology).

One of the most widely requested services provided by the International Union a provision of budget analysis. These analyses are performed by experts in the Research Department and typically the provision of this single service by an outside consultant may run anywhere from \$3000 to \$20,000. The budget experts have the ability to analyze the state's budget as well as the Department of Corrections budget to determine where expenditures have been overestimated and, revenues underestimated or potential surpluses. The budget analysis in many cases proves the most valuable tool during contract negotiations. As with the other experts in the Research Department, the budget experts are available to assist Council 82 in negotiations and have been called in the past.



WOODBOURNE
CORRECTION OFFICERS
LOCAL 1151 • A.F.S.C.M.E. • A.F.L.-C.I.O.

SECURITY UNIT EMPLOYEES COUNCIL 82
WOODBOURNE CORRECTIONAL FACILITY
WOODBOURNE, NEW YORK 12788

AFFILIATED WITH THE INTERNATIONAL A.F.S.C.M.E., A.F.L.-C.I.O.
NEW YORK STATE A.F.L.-C.I.O.



Feb. 29, 1984

To: Dick Bischert

From: P. Healy 1151 Pres.

Subject: TUFACO

Dear Dick,

On Tuesday Feb. 28, 1984 two young men claiming to be C.O.'s from Downstate but refusing to show any I.D. showed up on Riverside Drive to hand out the accompanying brochure. Needless to say I have been explaining who, what, when, where, and why, about TUFACO as many members are uninformed as to what they really are. We here at Woodbourne have a good handle on the situation and feel there will be no real threat to our standing with the membership, but we are concerned over the division TUFACO may foster between now and the upcoming contract negotiations. I hope this information will be of some help to you. If I can be of any assistance please feel free to contact me at any time. Thanks.

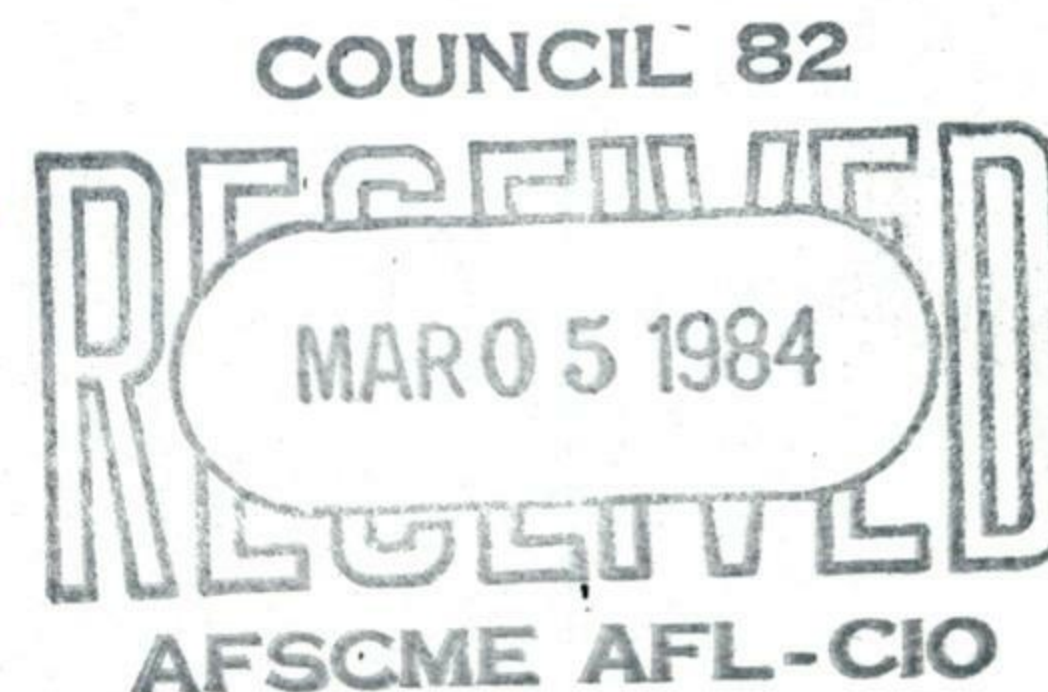
Fraternally,

Peter J. Healy, Jr.

Peter J. Healy Jr.

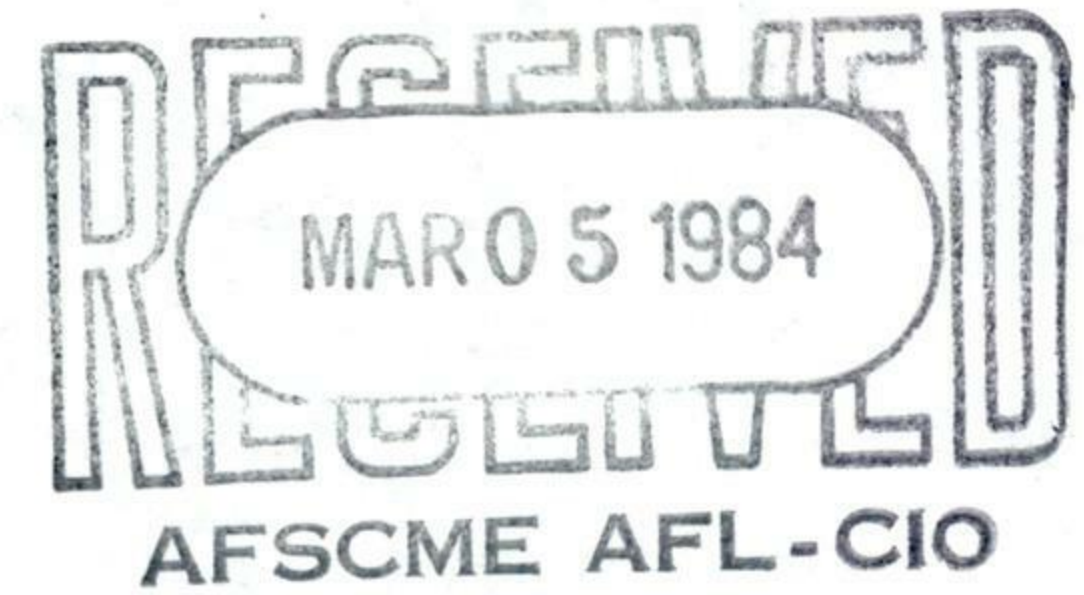
315784

*cc file
Original to P. Bischert*



File

COUNCIL 82



March 2, 1984

Council 82
63 Colvin Avenue
Albany, New York 12206

Attention: Richard J. Bischert, President/Council 82

Dear Mr. President,

This letter is a follow-up to my last one concerning the T.U.F.C.O. literature being filtered through our facility.

Last night, at approximately 9:45 p.m., we received two (2) telephone calls from Officers on the 2:30 p.m. to 10:30 p.m. shift explaining to us that the same Officers who posted the T.U.F.C.O. booklets, were walking throughout the facility having our members sign T.U.F.C.O. cards.

I brought this situation to the attention of the Superintendent and the Deputy Superintendent for Security this morning.

Considering a good percentage of our members just sign anything, whether it be peer pressure or they just don't care, it would be a good idea, before the challenge period, if Council 82 supplied us with some cards to have signed.

Any further information you need or help I can be, just call.

Take care,

Cindy M. Trimble

Cindy M. Trimble
Old Albany Post Road
Cold Spring, New York 10516

/cmt

cc: Jack Burke, Executive Director/Council 82
Joseph Puma, Correction Policy Chairman
Ed Dean, Staff Representative/Council 82

R. Bischoff

**GUIDELINES FOR
ORGANIZATIONAL ACTIVITIES AND CAMPAIGNS**

1. *Position of the State.* Employees have the right under Section 202 of the Taylor Law to form, join and participate in, or to refrain from forming, joining or participating in, any employee organization of their own choosing. Employee organizations have the derivative right to undertake to persuade public employees to engage in organizational activities, including the signing of authorization cards and election petitions.

The State's position is one of neutrality during organizational campaigns, pre-election periods and the election process. Management/confidential employees shall not use their official positions to help or hinder employee organizational campaigns or activities, nor shall management/confidential employees permit employees under their supervision to use their official positions to help or hinder such activities.

The State shall not harass, coerce, promise or give special treatment to employees in an effort to influence them to join or support a particular employee organization or to participate in its activities. Management/confidential employees shall not distribute material or any information to any employee organization or interrogate any employee concerning his or her organizational activities.

Organizational activities by employee organizations must be conducted so as not to interfere with the safe and efficient conduct of State operations and the discharge of work responsibilities by State employees. The State shall take appropriate action to prevent the violation of these guidelines by any person acting on behalf of an employee organization.

2. *Requests for Lists of Names and Addresses of Employees and Related Information.* Lists of names and addresses of employees and related information demanded for organizational purposes will not be released by any department, agency or board. Agencies receiving requests for such lists should transmit them to OER. OER will provide such information to all employee organizations, incumbents and challengers alike, upon request and appropriate charges for such lists will be made. An employee organization shall be provided such information unless there is substantial evidence that the organization is seeking this information for purposes unrelated to organizational activities among the employees in the negotiating unit involved.

COUNCIL 82
RECEIVED
MAR 07 1984
AFSCME AFL-CIO

that such activities do not inhibit the movement of people or vehicles, impair the safe and efficient conduct of the operation, or interfere with work duties or work performance.

Employee organizations shall be permitted to set up manned tables in such areas during normal working hours subject to the proviso set forth above.

7. *Use of Bulletin Boards, Posting of Organizational Materials, and Utilization of Agency Communications Systems.* The policy of nondiscrimination set forth in subdivision 3 above shall be applicable to the use of bulletin boards and the posting of materials for campaign purposes (as defined in subdivision 3 above.)

Meeting notices and other organizational materials shall not be hung upon, posted or otherwise affixed to the walls, doors, windows or other appurtenances of facilities and buildings owned or leased by the State. The State's inter- and intra-agency office mail, messenger, reproduction and similar facilities shall not be used for the distribution or duplication of organizational materials.

PROCEDURES FOR HANDLING COMPLAINTS

Agencies should designate responsible officials at the local level to receive initial complaints at that level. The employee organization will be asked to direct the complaints, insofar as possible, to the appropriate level. Complaints should be addressed in the first instance to the local level. If the institution or local designee cannot dispose of the problem or has any questions as to how to handle it, he should request advice of the agency central office designee. If the central office designee cannot dispose of the complaints or would like advice from OER as to the State's policy with respect to the complaint, the matter should be referred to OER. When calling OER, the designee should state that he is a central designee and wishes to consult about campaign practices. He will be referred promptly to the appropriate OER staff member.

If one of the local or central office's designees has disposed of a complaint which he feels is particularly significant, a report of such disposition should be sent to OER.

In connection with the disposition of complaints, local supervision should exercise its best judgment in applying the following guidelines:

1. Disposition of complaints should be handled quickly by informal contacts, such as a telephone call or, if essential, by an informal meeting of as small a group as is necessary to dispose of the matter.



DICK

Security and Law Enforcement Employees Council 82

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES AFL-CIO

63 COLVIN AVENUE, ALBANY, N.Y. 12206

PHONE 518/489-8424

March 8, 1984

Ms. Georgie T. Rucker
Elmira Postmaster
Industrial Park Boulevard
Elmira, New York 14901

Dear Ms. Rucker:

I recently spoke on the phone with your post office concerning the Bulk Rate Permit No. 13, registered in Elmira, New York and it came to my attention that this permit was registered to the American Agriculturist Foundation.

However, recently, this permit was used for a mailing by:

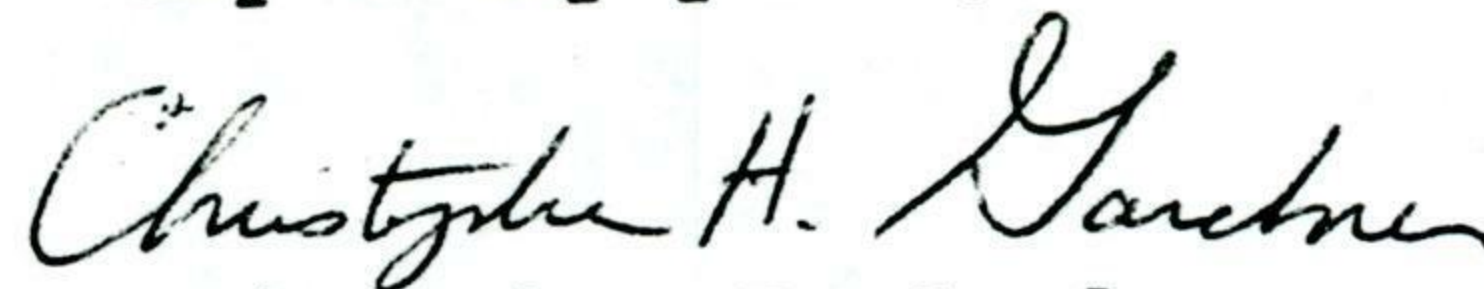
"TUFCO Inc.
N. Country Ins. Agency
9 Pearl Street
Glens Falls, N.Y. 12801"

Nowhere, on the envelope or in the five page letter mailed by TUFCO Inc., was the American Agriculturist Foundation mentioned. Under these circumstances, TUFCO Inc.'s use of the bulk mail permit in order to obtain a preferential mailing rate was highly improper and a clear violation of postal law and regulations. Accordingly, I am filing this complaint.

I have enclosed both a copy of the envelope and the literature which was mailed by TUFCO Inc. On behalf of Council 82, AFSCME, I request that you institute an investigation concerning TUFCO Inc.'s use of this bulk mail permit, and take appropriate legal action.

I look forward to discussing this issue with you further, and I would be glad to provide you with further background information.

Very truly yours,



Christopher H. Gardner
Associate Counsel

CHG/dmf

cc: John W. Burke
Richard Bischert ✓
Joseph Puma

UFCO, INC.
Country Ins. Agency
Pearl Street
Falls, N.Y. 12801
792-3535

BULK RATE
U.S. POSTAGE
PAID
ELMIRA, N.Y.
Permit No. 13

Jack Burke

[607] 734-7251
5188

- American Agriculture
(Ithaca College)



The United Federation of Correction Officers, Inc.

BOARD OF DIRECTORS

DENNIS J. FITZPATRICK
JAMES P. MORRISEY
KEVIN W. CASEY
BRUCE J. FARRELL
MARION L. DANTZLER



P. O. BOX 72
HUDSON FALLS, NEW YORK
12839
(518) 792-3535

TUFCO: "WORKING FOR YOU - - ITS MEMBER"

Disability and loss of time from the job is usually unforeseen. Still the costs for living go on and these costs go up each year.

A strong DISABILITY INCOME PLAN, to meet these living expenses, is essential.

We have endorsed a DISABILITY product that covers both ACCIDENT AND SICKNESS LOST TIME TO AGE 65. NOT for one year; NOT with a decreasing percentage of benefit BUT 100% OF WHAT YOU SELECT PAYABLE TO AGE 65 IF YOUR DISABILITY CONTINUES TO THAT TIME.

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PROTECT YOUR FUTURE. Call today or drop us a note and ask for all the facts. There's no obligation.

TUFCO: "WORKING FOR YOU - - ITS MEMBER".

Fraternally Yours,


Dennis Fitzpatrick
President-TUFCO

P.S. We also endorsed a \$1,000,000 medical program with a \$25,000 deductible to go with your GHI program for maximum protection and savings for you.



Setting The Record Straight: As you all know, TUF CO, Inc. has come under attack in the "Review". Council 82's official publication. Everyone recognizes that there are political reasons for this attack. However, we would like to respond so as to set the record straight. The United Federation of Correction Officers, Inc. (TUF CO, Inc.) was incorporated under New York State Law as a Not-For-Profit Fraternal Benefit Corporation. The purposes of the organization, as stated in the by-laws, is to provide for the mutual fraternal, social, cultural, and moral advancement of any correction officer who wishes to join. We have also worked to provide life insurance and disability benefits for our members at a cost which was substantially lower than that offered by Council 82. Our efforts have been warmly received by the rank and file, and we currently can boast of over 150 new members, joining our ranks (Monthly) . Council 82 has attempted to blur the separate existence of TUF CO, Inc. in an effort to create confusion among correction officers, This is because of the pending union representation challenge being mounted by the Union of Federated Correction Officers Association. Dennis Fitzpatrick, James Morrissey, Kevin Casey, Bruce Farrell and Marion Dantzler have established a new union in order to mount the representation fight against Council 82. They have done this at the request of correction officers all over the state who believe strongly that Council 82 has lost touch with it's members and that a new independent union can provide better representation at substantially less cost to the Correction Officer. TUF CO, Inc. has been and always will be a fraternal, nonpolitical organization. It has separate books, accounts, legal identity and accounting records. Your TUF CO, Inc. dues will not be utilized by any other organization. TUF CO, Inc. is not empowered to become a union, nor will it ever become one. TUF CO, Inc. will continue to provide service to it's members regardless of the outcome of any union representation challenge conducted by any organization. Council 82 has made a host of personal attacks against the TUF CO, Inc. directors. In the November issue of the "Review" they implied that the founders of TUF CO, Inc. have personal gain as their motive. This is totally untrue as anyone who has worked with us can attest. Council 82 has attacked our VEBA Trust Fund (Voluntary Employee Benefit Association) on the basis that one can do better in any IRA or retirement plan. They are not comparing apples to apples. A VEBA can provide life insurance and other benefits, and the earnings in the trust are tax deferred. Section 501c (9) of the Internal Revenue Code allows such a trust fund so that everyday people like you and me can pool our purchasing power and obtain group rates on a wide range of benefits that we don't have to wait until retirement to enjoy. A VEBA is not even designated to provide retirement benefits as a review of the Tax Law reveals. Council 82 has also attacked the vacation package we have given to our members, " That vacation package was the subject of litigation by the New York State Attorney General". It seems that someone at Council 82 goofed. The pending lawsuit is against a totally unrelated organization! Mr. Joseph DeFalco, President of V.I.P. Vacations of New York has demanded a retraction from Council 82, or he will institute a legal action for liable! On another topic, any TUF CO, Inc. member can arrange to see a copy of our by-laws with Dennis Fitzpatrick or James Morrissey. We are proud of our organization. We have nothing to hide. We also wish to point out that our accountants, Arthur Place & Co., CPA, and our tax Attorney, Jeffrey H. Brozyna, have seen to it that all necessary reports and filings have or are being made with the appropriate agencies and taxing authorities. In the months ahead, TUF CO, Inc. will no doubt be unfairly attacked by Council 82. Despite the non-political nature of TUF CO, Inc., we will respond in writing to any distortions or attacks and we will continue to set the record straight.

MARCH OF DIMES WALKATHON A BIG SUCCESS: In April of this year the Board of Directors were asked to help in the March of Dimes Walkathon. Our members responded with enthusiasm and generosity, pledging money and working on check points during the walk. TUFECO, Inc. publicly challenged any team of runners to a contest on what team could raise the most money based on pledges for their runners. TUFECO, Inc. supplied the Trophy to the winners. Our team fell short of winning the Trophy but the challenge proved to be profitable for the March of Dimes. TUFECO, Inc. runners ran the entire 15 miles. They were: John LaValley, Neal Sokol, Harold Austin, Jeffrey Corbin and Jerry Buell. The March of Dimes raised over \$70,000.00 in the Capital District and we are pleased we had a part in making the fund raiser for the March of Dimes a success. Doug Williams, Wayne LaFrance, Don Hall, William Gosline, Richard Rodriguez, Larry Ginter, Robert Lennox deserve a big thanks.

OFFICE ESTABLISHED: TUFECO, Inc. has established an office at 9 Pearl St. Glens Falls, N.Y. 12801. Our members can now call collect 518-792-3535 for inquires for any or all insurance needs. Homeowners, Car Ins., Disability Ins., Hospital Indemnity, Veba Trust, etc.. Hours of operation are 9:00 a.m. to 5:00 p.m., Monday thru Friday.

MEMBERSHIPS DUES DUE IN JANUARY: All members who joined TUFECO, Inc. before Oct. 1, 1983, will be required to pay their membership dues in January 1984. We will be sending you notice along with your new membership card. Your dues are only \$10.00 annually and we are working on a very tight budget, your cooperation in this matter will be appreciated.

TRIBUTE TO ANTON "BUTCH" GEERTS: One of our Brother members was recently killed in a tragic car accident. Butch was a family man, a 16 year Veteran in the U.S.N.R. SeaBees and an excellent Correction Officer. Our Hearts and Prayers are out to his family in this time of sadness. God Bless You.

NEWS WANTED: Items of interest, notable events, individual accomplishments, want to sell something, services offered.- Mail them to TUFECO, Inc. P.O. Box 72, Hudson Falls, N.Y. 12839. We will publish in our next issue.

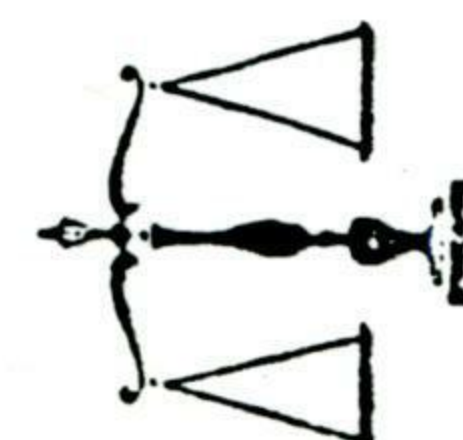
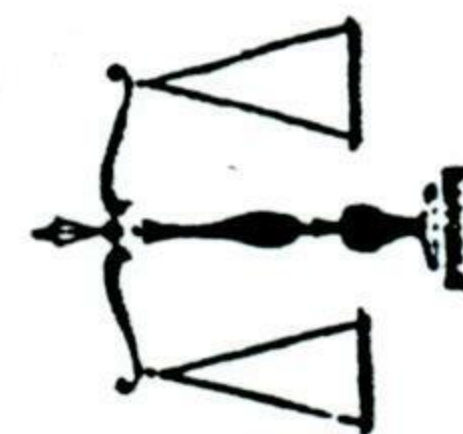
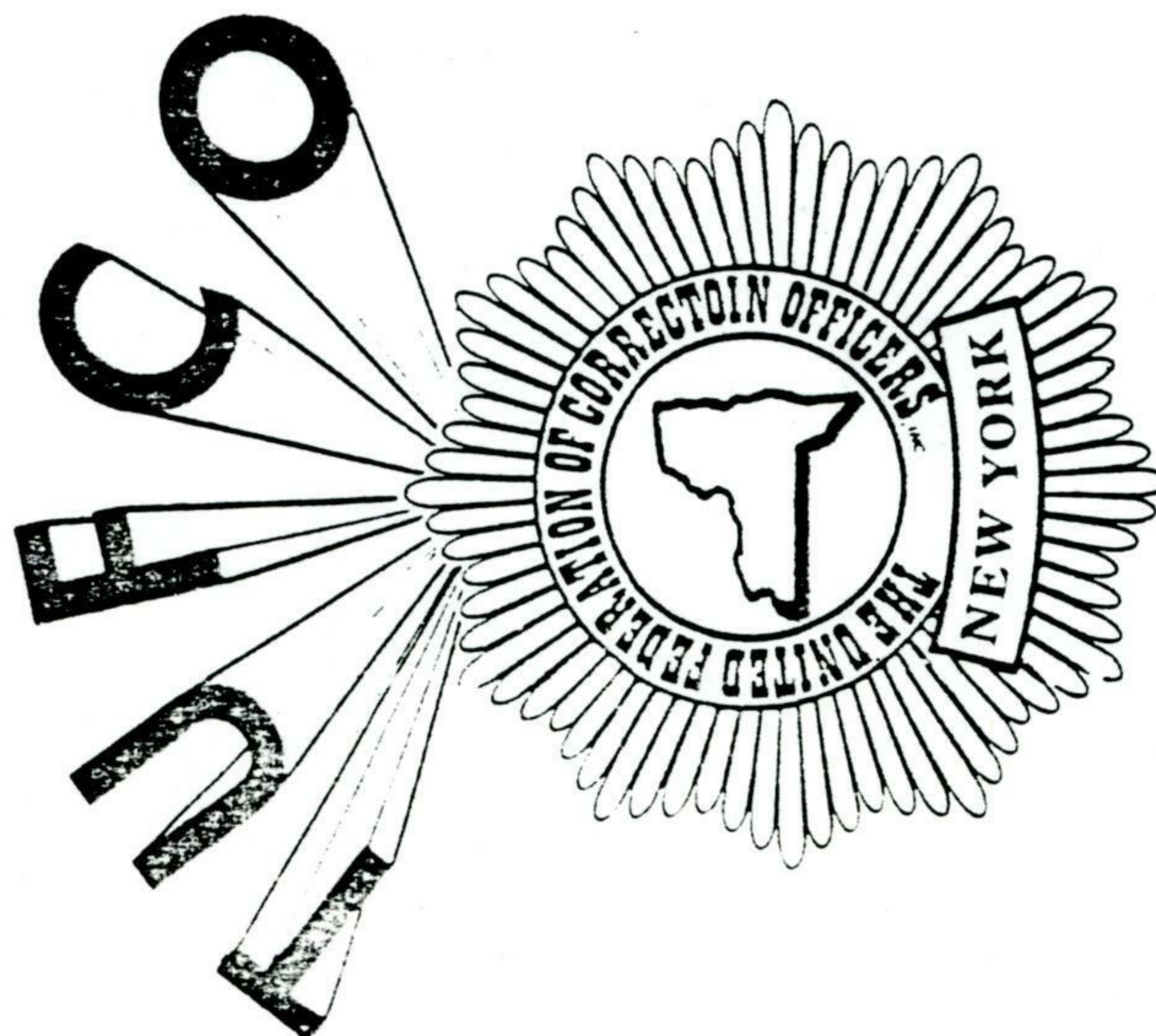
VACATION PACKAGES ARE A BIG HIT: Many of our members utilized the V.I.P. Vacation packages we sent out, just for being a member of TUFECO, Inc.. We have received many compliments on the accommodations and treatment they received during their stay at the resort of their choice. We intend to expand this program next year for our members. The cost of providing this benefit is expensive but it is well worth the cost. When our members can take a mini-vacation where accommodations are paid in full and in some cases meals are provided free. We all need to get away from the daily routine and what better way to go, on someone else.

SOLID GOLD VOLUME II CONCERT HELD: TUFECO, Inc. entered into the world of Show Business when we sponsored an evening of Solid Gold Volume II at the Colonie Coliseum, Oct. 1st, 1983. Groups from the fifties and sixties entertained to the delight of 1700 in the audience. The groups who performed were; Street Corner Society, an Acappella group, Willie Winfield and the Harptones, who got the crowd reminiscing when they sang one of their hits: (Gee Whiz). The Mystics stole the show. They were scheduled to be on stage for only 30 minutes, but the crowd went wild and would not let them leave. They ended up performing for over an hour. Larry Chance and The Earls got the crowd going again when he went into the audience looking for singers, The song was appropriate: " Charlie Brown " (why is everybody always picking on me). We were surprised on how many talented Correction Officers there are. Herbie Cox and The Cleftones finished up a most successful show. A good time was had by all. Our hats are off to Robert Doll a Correction Officer at Mt. McGregor, who promoted the show. He did an excellent job. We are planning to sponsor another show in May or June, possibly featuring Bobby Rydell, Leslie Gore and The Shirrels. We will keep you posted.

LOCAL LODGES BEING FORMED: Local Lodges have been formed at Great Meadow, Mt. McGregor and Auburn. Elections have been held and Lodge Officers have been seated. Local Lodges will be established at Downstate, Green Haven, Mid-Orange, Adirondack, Long Island, Bedford Hills, Taconic, Hudson and Fishkill in the very near future. Lodge # 1 consisting of Great Meadow and Mt. McGregor's number one priority is to build a Lodge centrally located between the two facilities. They are putting together a package necessary to be presented to a Financial backer. The building proposed is a steel building 80 X 100 with a full cellar. The contents will consist of a lounge, banquet hall, complete nautilus, sauna, racket ball court, etc.. When completed it will be used exclusively by it's members and their families. Lodge #1 had a Christmas Dance at the Ramada Inn, Lake George, N.Y. featuring Bobby Dick and The Sundowners. Free Beer and a hot Hors D;eouvres buffet. The proceeds went directly to Lodge #1 to be used as a down payment for the property needed for their future building. Local Lodge # 2 - Auburn, recently held their first lodge meeting and there were over 100 members in attendance. President Minehold gave a brief summary of what was being proposed at Lodge #1, The membership voted to follow suit.

NEW BENEFIT ESTABLISHED: TUFACO, Inc. has been working very hard to secure meaningful benefits for it's members. The cost of retaining an Attorney can be devastating. With that in mind, we sought out understandings with many Law Firms throughout the State. We are pleased to announce that we can now direct you to Law Firms who will offer concessions on legal Fees, on specified common legal problems. This would include consultations, House Closing, Civil Suites, Motor Veichle infractions, Wills, etc.. We will be sending you a complete list of the Firms along with their address and phone numbers. All you are required to do is show your TUFACO, Inc. membership card to be eligible for the concessions being offered. Please retain the listings when sent, it could be quite valuable to you.

DISABILITY INSURANCE WELL RECEIVED: It took TUFACO, Inc. about 6 months to find an Insurance Company that would write the in depth Disability Insurance coverage we wanted for our members. Fortunately we were able to find a company who could offer the comprehensive coverage needed particular in our line of work. Our members can now receive 1st day coverage for an accident both on and off the job. This benefit is payable to age 65, it does not have a one year limitation. Sickness coverage requires a 14 day waiting period but it also is payable to age 65. The cost is competitive to other programs being offered, but in our opinion there is no comparison to the coverage.



VEBA TRUST REACHES 6 MILLION: The death benefit of the Veba Trust has reached the 6 million plateau. Many of our members have enrolled in the Veba Trust and enrollment continues to grow at a rapid rate. We anticipate the death benefit to reach 10 million in our first year. Many members who are drawing near to retirement have looked into the advantages of the Veba Trust and have saved a considerable amount of money. Money becomes precious when you are on a fixed income and the more you can free up to use now the better off you are in the future. Our younger members have certainly taken advantage of the Veba Trust. If you haven't looked into it, take the time to do so. Call collect for an appointment: 518-792-3535.

QUOTA PHONE SAVES MONEY: TUFCO, Inc. is an independent agent of Sentinel Motor Club. One of the advantages of belonging to Sentinel is Quota Phone, a buying service that definitely saves you money. Many members have used Quota Phone and have saved many dollars on various merchandise. What they have saved in buying through Quota Phone, more than paid for their membership in Sentinel. Membership in Sentinel is \$45.00 a year. You really can't go wrong.

WHAT'S IN A NAME?: WIN A \$100.00 SAVINGS BOND: You tell us, our paper must have a name. We are offering a \$100.00 Savings Bond to the member who's name submitted is selected. Send your suggestion to TUFCO, Inc., P.O. Box 72 Hudson Falls, N.Y. 12839. (Members only are eligible). Directors and their families are not eligible.

SPONSOR A BROTHER OFFICER: Have him fill in the application below today to become a member of TUFCO, Inc.. Mail it to TUFCO, Inc. P.O. Box 72, Hudson Falls, N.Y. 12839.

THIS IS NOT A CONTEST! EVERYONE IS A WINNER!

**JUST JOIN T.U.F.C.O. INC.
for the Unbelievable price of \$10.00
AND RECEIVE A FABULOUS VACATION PACKAGE!**

THE UNITED FEDERATION



OF CORRECTION OFFICERS INC.

MEMBERSHIP APPLICATION

I HEREBY APPLY FOR MEMBERSHIP IN THE UNITED FEDERATION OF CORRECTION OFFICERS INC., AND AGREE TO CONFORM TO THE BYLAWS OR ANY AMENDMENTS THEREOF IN THE UNITED FEDERATION OF CORRECTION OFFICERS INC. I AGREE TO PAY AN ANNUAL MEMBERSHIP FEE OF \$10.00.

Last Name _____ First Name _____ M. I. _____

Street Address _____ City _____ State _____ Zip _____

Place of Employment _____ Home Phone _____

Signature _____ Date _____

_____ Yes I Would Like To Hear More About The Veba Trust. Age _____
 _____ Please Send Me More Details On The Motor Club.



Security and Law Enforcement Employees Council 82

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES AFL-CIO

63 COLVIN AVENUE, ALBANY, N.Y. 12206

PHONE 518/489-8424

SECURITY UNIT MEMBERSHIP

February, 1984

<u>LOCAL</u>	<u>FACILITY</u>	<u>MEMBERS</u>	<u>AGENCY</u>	<u>LOCAL</u>	<u>FACILITY</u>	<u>MEMBERS</u>	<u>AGENCY</u>
102	Park Pol.	155	48	1265	Bedford	212	51
1790	Safety Off.	827	77	1272	Clinton	932	6
1792	Univ.	369	70	1279	Gr.Mead.	535	4
635	Univ.Sup.	76	7	1285	Gabriels	60	-
1798	Sec.Off.	73	13	866	Adirondack	197	3
1870	Cap.Pol.	64	-	1406	Collins	223	76
1872	Lands & F.	105	31	1413	Sing Sing	618	74
1872	" Sup.	13	-	1447	Auburn	488	14
1873	Cons.Off.	225	22	1548	Watertown	147	1
2458	Bldg.Gds.	146	13	1653	Long Is.	271	86
2655	Mid-Hud.	256	14	1660	Altona	63	-
2965	CNYPC	179	2	1871	Sergeants	659	36
<u>CORRECTION</u>				1876	Youth Camps	189	4
152	GreenH.	555	11	1876	Tr. Ac.	429	12
399	Downstate	479	18	1876	War. & Trans.	10	4
613	Wallkill	152	-	1996	Edgecombe	190	10
738	Hudson	142	2	2197	Queensboro	168	14
781	Ogdens.	153	3	2398	Arthurkill	280	21
923	Albion	157	11	2556	Groveland	129	-
1040	Attica	577	29	2718	Taconic	83	14
1041	Eastern	375	4	2825	Bayview	74	1
1151	Woodbourne	280	14	2951	Lieutenants	298	17
1240	Elmira	417	14	2967	Otisville	231	3
1255	Fishkill	695	12	2982	Mid Orange	278	6
1264	Coxsackie	282	11	3023	Mt. McGregor	285	2
	Lyon Mtn.	7	-		Alden	122	6
	Cen.NYCF	126	12				

NEW YORK STATE
COUNCIL 82 AFSCME
Quality of Working Life Committee

WILLIAM S. COLEMAN
Chairman



RICHARD M. MORRIS
Staff Director

M E M O R A N D U M

TO: Jack Burke, Executive Director, Council 82
Richard Bischert, President, Council 82

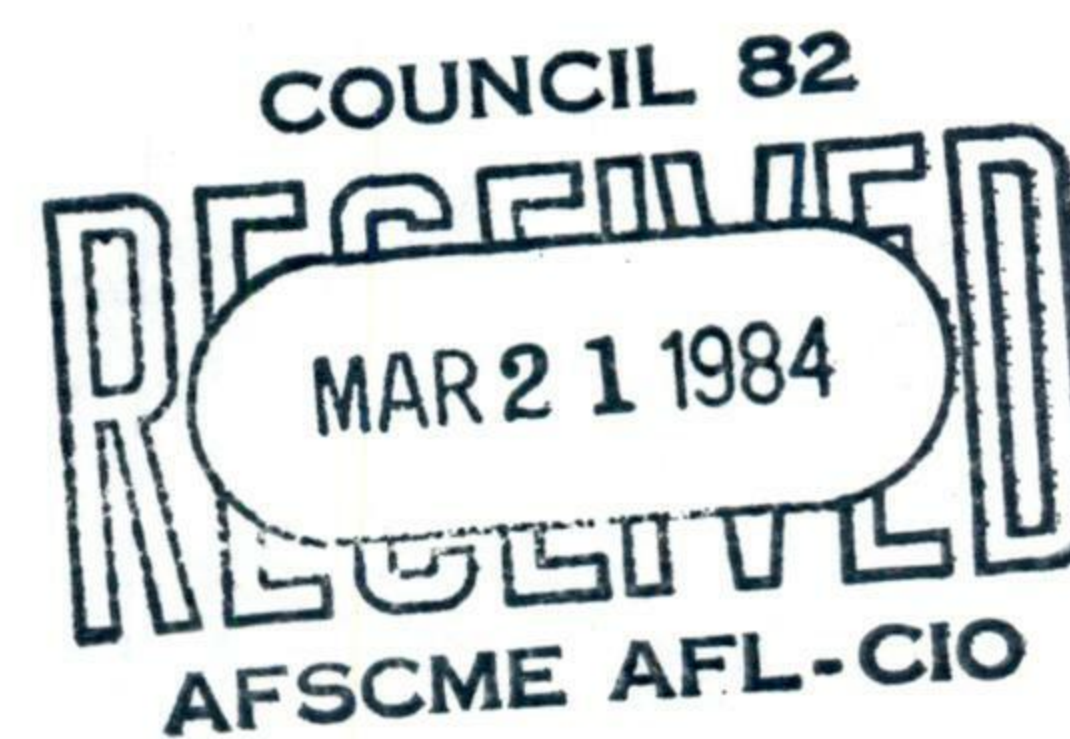
FROM: Richard M. Morris, Staff Director *RMM*

RE: Auburn Union Meeting

DATE: March 19, 1984

The attached letter is self explanatory. We will be sending you more information as it arrives here.

RMM/amv
Attachment



NEW YORK STATE
COUNCIL 82 AFSCME
Quality of Working Life Committee

WILLIAM S. COLEMAN
Chairman



RICHARD M. MORRIS
Staff Director

TO: Richard M. Morris
FROM: David G. Smith *DGS.*
RE: Auburn Union Meeting
DATE: March 14, 1984

Last night, March 13, 1984, I attended the 7:30 p.m. and the 11:00 p.m. union meeting of Auburn Local 1447. I presented the QWL Slide Show at both meetings.

The show was generally well accepted, however, there were some snide remarks by obvious Tufco supporters. There were 17 members present at the 7:30 meeting. Three of those present were wearing "Tufco" Tee shirts. I presented the Slide Show prior to the official meeting.

I answered questions regarding our program. The Tufco members had a particular interest in the status of the proposal for funding for the Police Olympics. I informed them that I did not know the status. Greg Kadien, wearing a Tufco shirt was the most sarcastic. David DeChick defended the QWL Program, however, when the presentation was concluded he socialized with the Tufco people.

The Local 1447 President, Ed Brewster, did not hold a business meeting because he "did not have a quorum". He would not allow wearers of the Tufco tee shirts to participate in the meeting. He stated in an ensuing argument that if Council 82 OK'd Tufco shirts in the meeting then he would--until then, there would be no Tufco shirts at his meeting.

DGS/jk

FRANIC



Security and Law Enforcement Employees Council 82

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES AFL-CIO

63 COLVIN AVENUE, ALBANY, N.Y. 12206

PHONE 518/489-8424

March 21, 1984

Members of the New York State Legislature
Legislative Office Building
Albany, New York

Dear Legislator:

Do you know what PLS is and why the State of New York wants to give PLS \$1,457,100.00 this year?

WHAT IS PLS?

"PLS" is the acronym for Prisoners' Legal Services of New York, an expired not-for-profit corporation which was initially established "to provide legal assistance free of charge to indigent prisoners in the State of New York in cases where other qualified counsel is not available". Despite the expiration of its certificate of incorporation, PLS continues to operate six offices throughout the State, maintaining a professional staff of approximately 23 persons.

On or about April 26, 1978, the State of New York, acting through the Office of Special Services within the Division of Criminal Justice Services, entered into a contract with PLS whereby it was agreed that PLS would provide counsel to prisoners who are unable to provide for their own counsel. This contract has been renewed from year to year, and PLS has received from the State of New York approximately \$1.16 million annually under this contract. The State of New York provides substantially all of the funding for PLS.

Pursuant to the provisions of the contract between PLS and the State of New York:

"At regular quarterly intervals and from time to time in addition thereto as may be requested by the Office [of Special Services], PLS will submit reports to the Office concerning PLS operations, including operational difficulties, contracts with other legal services organizations representing inmates, inmate response to legal services provided by PLS, statistics with respect to the numbers and types of requests for legal services and PLS action. Reports should also include data with respect to all law reform, class action and public information activities undertaken by PLS."

What PLS has done to purportedly comply with this requirement is to file quarterly report summaries which contain statistics which give little or no insight concerning the operation and effectiveness of PLS. These reports do not contain information concerning operational difficulties, contacts with other legal services organizations representing inmates or inmate responses to legal services provided by PLS.

Quite often, PLS uses its funds to sue the State of New York on behalf of inmates. Ironically, in one of these lawsuits, PLS, after having been funded by the State to sue the State, now intends to collect as much as \$100,000.00 in attorneys' fees from the State for services provided in this lawsuit. In other words, PLS intends to double-dip from the State and further bolster its coffers at the expense of State taxpayers.

Recently, PLS has taken upon itself to use State funds in furtherance of monitoring prison conditions rather than for the purpose of providing legal services to indigent inmates. Specifically, PLS prepared a report on the conditions which purportedly exist at the Attica Correctional Facility. The report is highly critical and contains unfounded, exaggerated, uncorroborated and unsubstantiated complaints of racism, administrative indifference toward inmate grievances, brutality and physical abuse in the Special Housing Unit (SHU), the austere conditions existing in SHU, the purported use of "strip cells", the use of plexiglass cells and the local facility rules. In fact, the publication of this report is an irresponsible act. The conclusions drawn in this report entirely gloss over the facts of prison life, the history of Attica and the purpose of SHU.

WHY IS THE STATE OF NEW YORK GIVING PLS \$1,457,100.00 THIS YEAR?

The Governor's 1984-85 budget contains an appropriation in the amount of \$1,457,100.00 for PLS, which is an increase of \$95,000.00 from last year's appropriation. In formulating this budget item, the Division of Budget did not undertake any investigation of PLS or its activities, but simply relied upon the request submitted by the Division of Criminal Justice Services.

In light of the fact that PLS intends to double-dip from the State for attorneys' fees in connection with a lawsuit against the State, one ponders whether it is necessary or appropriate for the State to appropriate \$1,457,100 to PLS. This question becomes magnified by the fact that the double-dipping by PLS will not be an isolated incident. PLS presently represents at least one former inmate in a civil rights action involving State officials. If liability is found against these State officials, the State may very well be responsible not only to the ex-inmate for money damages, but also to PLS for attorneys' fees. Should the State pay PLS to represent inmates and former inmates in actions in which attorneys' fees are available to an inmate? We think not.

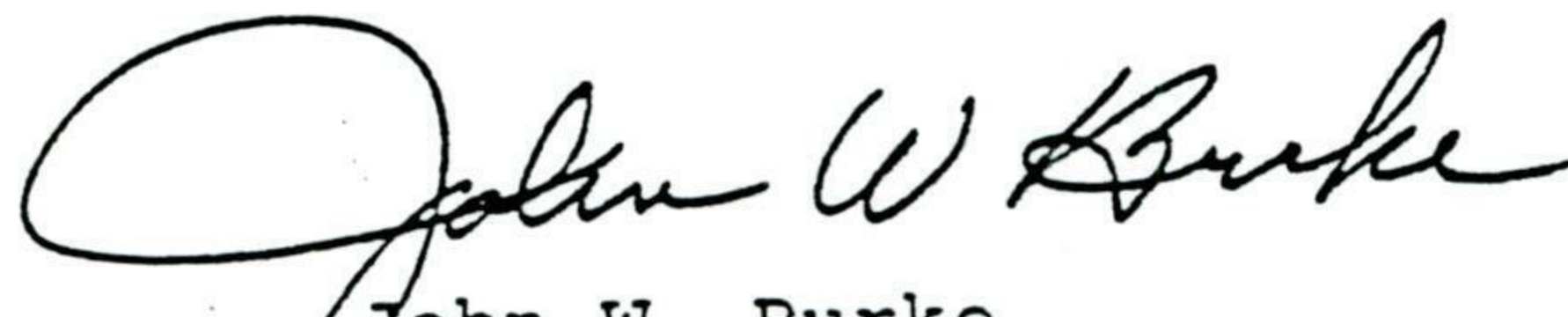
With respect to the irresponsible report which PLS prepared concerning the conditions which purportedly exist at the Attica Correctional Facility, the question arises as to why PLS is engaged in monitoring activities at Attica or anywhere else. The inmates at Attica are quite well serviced by the Wyoming County Legal Aid Society which processes thousands of cases annually on behalf of inmates. In light of this fact, it would seem that PLS is monitoring Attica and making statements concerning Attica in various news media in order to attract attention to itself. Moreover, PLS has crossed the line of representing inmates and now sets forth conclusions on its own behalf regarding prison conditions. It is respectfully submitted that such activity is not within the scope of the agreement between PLS and the State of New York and, therefore, the use of State funds for such purposes is improper. Additionally, the State of New York has created a body which is responsible for monitoring conditions at correctional facilities. This body is the State Commission on Correction (see Article 3 of the Correction Law) and annually appropriates approximately \$2 million for that body to undertake its activities.

Very recently, the Commission on Correction issued a report on the conditions purportedly existing at Attica. An inspection of the PLS report and the report prepared by the Commission on Correction demonstrates that PLS has used State funds to undertake activities and prepare a report entirely duplicative of the activities of the Commission on Correction. This sort of unchecked activity by PLS constitutes a waste of State funds.

CONCLUSION

PLS is an organization whose activities lack any close scrutiny or overview by the State of New York. PLS has demonstrated its lack of concern to adhere to formal requirements and guidelines by permitting its certificate of incorporation to expire, by failing to satisfy the filing requirements imposed upon it by contract and by using State funds for purposes not encompassed within its contract with the State. PLS has engaged in irresponsible reporting and has put its own interests above that of the inmates. The Legislature should not approve a budget which includes any appropriation of funds for PLS.

Respectfully yours,


John W. Burke
Executive Director

April 3, 1984

To: John Burke
From: S. Pagani
Subj: Ogdensburg

On Apr. 2, 1984, I attended Local 781's C/M meeting at 1⁰⁰pm and the local membership meeting at 6⁰⁰pm.

Although there are a few problems with labor relations, working through the local, I feel we have a good handle on the situation.

The membership mtng. was attended by approx. ~~30~~³⁵ CO's (TOTAL membership: 156). It was a well run, orderly meeting. The local leadership and the membership is very interested in the PAC 82 campaign. ~~They~~ They request any help the Council can give prior to a 4/12/84 meeting (open to members) with Assemblyman James O'Neill. Reportedly, O'Neill is supportive of the CO's and the C/82 legislative package. He is highly receptive to either sponsorship or backing of our bills.

The membership is highly receptive to the Council, partly due to QWL, part to PAC campaign but primarily, as stated at mtng., because C/82 has shown it will back the local and its members.

Following a discussion on local concerns, I addressed groups on your news release concerning seniority issue, grievances, and fielded questions. There is a great concern over the seniority issue

and fully endorse any action necessary to retain seniority rights. With an average seniority of 2 years at Ogdenburg, the CO's are very aware of how damaging a TUFCCO challenge is to the upcoming negotiations.

TUFCCO Activity - From the CO's I talked to, in the jail AND the local reps., TUFCCO has made little or no effort to date. There are no "white cards" in the jail and no talk about TUFCCO. There were no questions to me at the mtng. or in the jail about TUFCCO, there were no disparaging remarks about C/82 or the local - just supportive remarks. The only 2 names mentioned that a possibility existed as an avenue to introduce TUFCCO material were Debbie Bouffard and her husband, Armand. They started to talk TUFCCO but found no receptive audience. This was last fall and according to the officers, they have not made any mention in the past months.

OFFICERS I TALKED WITH AT Ogdenburg -

Clem Coryer - approx. 7 yrs. /C.O. - formerly at Clinton and then to Adirondack prior to O.C. 7. - QWL Rep. for local - I was concerned about Adk. affiliations but states doesn't hear any TUFCCO talk - has low opinion of Dobie as union leader - has been very supportive of C/82 AND local -

Don Jolly - LOCAL TRÉS. - PAC chairman / local - very vocal / supportive C/Sr. - states no TUFCO activity

Steve Martin - although at present has a serious discipline, very supportive - father CO at Clinton - strong C/Sr supporter. states no TUFCO activity.

Hyle Fountain - about 14 yrs / CO - formerly at Clinton - steady, quiet - states no TUFCO activity

Bucky Walters - 2 yrs. CO - past local sec. Movement / Control Officer - has wide access to both supervisors + CO's everyday - states no TUFCO talk or literature in facility that he has seen or heard about.

Armund Bouffard - 18 yrs. - 4 yrs. Sgt. - from Green Haven - Brother to "Downstate 3" Bouffard - highly critical of Ogdenburg administration - did not mention TUFCO although I tried to draw him out - seems to support CO's - Sgt's. rep in jail - disappointed with other Sgts. - states can't get their support to change things at O.C.F. Had started to talk TUFCO last fall, but had no receptive audience.

Debbie Bouffard - about 4 yrs. CO - fr. Green Haven - active participant in membership meeting - seemed to support local - highly critical of adm. at OCF.

Mike Estes - Local Pres. - highly supportive - made comment during meeting, "whatever Clisson

4 -
does, Ogdensburg does." - In private talks,
states there is no TUFCO literature in jail and
no one is talking / recruiting. about 2 yrs. on
job. - was at Fishkill and joined TUFCO
right out of academy when it was an insurance
co. - (that's how he rec'd. attached letter) -

Tom Bushey - local V.P. - vocal individual -
used to work Great Meadow and Adirondack -
(I have had my suspicions but other local reps.
and officers state he hasn't yet mentioned TUFCO)
In my talks with him, seems supportive and
states he wants to do a good job as V.P. -
says he has no TUFCO ties and supports C/S

April 7, 1984

TOTAL (21) members

To: J. Burke
From: J. Pagan
Subj: Watertown (4/5/84)

On 4/5/84, travelled to Watertown. I had scheduled a 1⁰⁰ pm meeting with Sgt. Giltner and Sgt. Colton, the newly elected stewards. Both Giltner and Colton were on their R/O's and had made no provisions for any other Sgt's Rep. to meet. J. Puma and I then met for approx. 2 hrs. w/ M. Booth, local President.

At 6³⁰ pm, J. Puma, L. Kleinschmidt and I attended the local 1548 membership meeting. There were approx. (75) CO's in attendance. The meeting had to be adjourned and moved from the upstairs of the meeting hall to downstairs because of lack of room. Although the meeting was a long one, stretching about 2 1/2 hrs., a lot of territory was covered. Primary reason for the large turnout was that someone put info out that the 46 newly assigned CO's were going to attempt a local mandate to delay job bidding so they can be included. Primary source of push for bidding delay was William Brakey. He had his sidekick, Greg Case with him. Although, Brakey tried to make an issue, he was unsuccessful. Sgt. T. Coloney gave a rundown on all new bids + their duties. (at local's request).

J. Puma commenced discussion on TUFCO. Although TUFCO was mentioned from the chair, no one, up to that point, had said anything.

J. Puma asked for questions - none came. He then asked how many TUFCO members were in attendance. 4 people responded:

Tom Humiston

Clint Loren

William Brahmey

Greg Case - Case immediately stated

he was a "Federation" member, not a TUFCO "Union" member.

T. Humiston asked a couple of questions -
 ① what happens to the \$500,000 for the International and what is C/82 return? was his biggest question
 ② later, in a separate talk, he wanted to state to me that "competition was good for the Union and it helps get the Council off its ass"

Greg Case brought up discussion on a "professional" negotiator. Before anyone could answer, Jim Hor responded by stating that Attica had asked for that prior to the '79 contract and the same people in TUFCO had shot it down - (re: Morrissey).

Brahmey didn't stay for the TUFCO discussion when things started to heat up with Humiston - he went to the bar.

Lynn Johnson then started on about "What had the Council done for the hostages following Attica riot?". Although he did at same time, preach to all the members about seniority and how much it means.

Following the meeting, circulating in the crowd, many good comments about C/82

pg. 3

were made. Membership was very receptive and encouraging about NOT being TUFCE members. Local 1548 had put on Beer and Pizza until bar closed so many stayed on thru night. Exclusive of the 4 TUFCE (who made that admission), there wasn't any conversation about TUFCE following the meeting that I heard.

I talked with Steve Carpenter and Mike Cummings (BL members). They STATED there was limited TUFCE cards signed; mostly, prior to being reassigned to A. C. F. —

The United Federation of Correction Officers, Inc.



LODGE NO. 1

PRESIDENT

Arthur Byers

VICE PRESIDENT

Terry Badman

SECRETARY

John Brooks

TREASURER

Nick Catalfamo

BOARD OF DIRECTORS

Donald Mitchell
Douglas Williams
David Williams
William Gosline
William White

TRUSTEES

Walter Mylott
Jack Crossman
Pete Ruscio

DELEGATES AT LARGE

Robert Lennox
Myies Bethel

PUBLIC RELATIONS

James Kelly
Roy Rathbun

March 9, 1984

Dear Prospective Member:

The United Federation of Correction Officers Inc. was established on December 2, 1982. Membership to T.U.F.C.O. Inc. is limited to "Security Personnel" under the rank of captain, employed by the Department of Correction; State of New York.

The membership has many benefits available to them; however, one of the Organizations' main goals is to establish "Local Lodges" throughout the State of New York.

Well the hopes, dreams, and visions of the Organization and the officers of T.U.F.C.O. Local Lodge Number One have finally become a reality. Local Lodge #1, consisting of Correction Officers from Great Meadow Correctional Facility and Mount McGregor Correctional Facility, will be located at the "old Main Street School" in Hudson Falls.

This Lodge will house a vast variety of equipment and functions which will be available to you and your family at a very reasonable rate.

Housed in this Lodge will be: a complete Nautilus Room, Free (Olympic) Weight Room, Saunas, Hot Tubs, Gymnasium, Arobic (exercise) Room, Shoe CO-OP, Food CO-OP, Lounge, Banquet Room, Auditorium, and more. All the listed equipment and facilities of the Lodge will be available to you and your family, any day, as often as you wish to use it for one annual membership donation of fifty (50.00) dollars. Hours of the Lodge will be, tentatively, daily from 5:00 am to 2:00 am, however the health equipment will close down at 11:00 pm.

It is essential that you act immediately, partial payment or payment in full is needed no later than April 1, 1984. If partial payment is rendered, the balance is due within sixty (60) days. For payment see your local T.U.F.C.O. representative or mail a check to: Nick Catalfamo

36 LaCross St.
Hudson Falls, N.Y. 12839

The United Federation of Correction Officers, Inc.

PRESIDENT

Arthur Byers

VICE PRESIDENT

Terry Badman

SECRETARY

John Brooks

TREASURER

Nick Catalfamo

BOARD OF DIRECTORS

Donald Mitchell

Douglas Williams

David Williams

William Gosline

William White

TRUSTEES

Walter Mylott

Jack Crossman

Pete Ruscio

DELEGATES AT LARGE

Robert Lannox

Mivies Bethel

PUBLIC RELATIONS

James Kelly

Roy Rathbun



LODGE NO. 1

March 9, 1984

* **Special note of interest (and very important):**

Your check is to be made payable to T.U.F.C.O. Lodge Building Fund. This will insure that your money will be used for the building of the Lodge and can not be touched for any other reason. If, for some un-fore-seen reason, the building should fail, your money will be returned to you in full. Also, a dues structure will be set up so as your year paid will not begin until the Lodge opens its' doors.

Thank you for your speedy and enthusiastic response for a better future. We need this Lodge to open soon, not only because it has been so long in the making; But because we need a change, A CHANGE FOR THE BETTER!!!!

TAKE A STEP TODAY;

T.U.F.C.O. IS THE ONLY WAY;

FOR A BETTER TOMORROW!!!!

Fraternally Yours,

Peter A. Ruscio

The United Federation of Correction Officers, Inc.



LODGE NO. 1

- PRESIDENT
Arthur Byers
- VICE PRESIDENT
Terry Badman
- SECRETARY
John Brooks
- TREASURER
Nick Catalfamo

- BOARD OF DIRECTORS
Donald Mitchell
Douglas Williams
David Williams
William Gosline
William White

APPLICATION FOR MEMBERSHIP
TUFCO Lodge #1

- TRUSTEES
Walter Mylott
Jack Crossman
Pete Ruscio

I HEREBY APPLY FOR MEMBERSHIP IN TUFCO, LODGE #1, AND AGREE TO CONFORM TO THE BYLAWS OR ANY AMENDMENTS THEREOF.

- DELEGATES AT LARGE
Robert Lennox
Myles Bethel

Name _____
Address _____
Phone # _____
Married or Single _____

Facility _____
City/Town _____
Emergency Phone # _____

- PUBLIC RELATIONS
James Kelly
Roy Rathbun

LIST ALL DEPENDENTS AND AGES

1. _____
2. _____
3. _____
4. _____

5. _____
6. _____
7. _____
8. _____

ANNUAL FEE: \$50.00
DATE PAID: _____

PARTIAL PAYMENT PAYABLE IN 60 DAYS.

THIS ENTITLES THE ABOVE PERSON AND HIS DEPENDENTS USE OF ALL FACILITIES LOCATED IN TUFCO LODGE #1. THIS INCLUDES ALL ATHLETIC EQUIPMENT, SAUNA'S, JACUZZI'S, HOT TUBS, AND BAR AND LOUNGES.

SIGNATURE

JEFFREY H. BROZYNA
ATTORNEY AT LAW
313 WASHINGTON AVE.
ALBANY, NEW YORK 12206



PHONE 518-465-3352

January 31, 1984

John W. Burke
Executive Director
Council 82
63 Colvin Avenue
Albany, New York 12206

Re: November, 1983 issue of The Review

Dear Mr. Burke:

I represent The Union of Federated Correction Officers. The purpose of this letter is to demand a retraction for certain statements made by your organization in the November, 1983 issue of The Review. Specifically, this retraction should deal with the following items:

1. On page one of your publication you state that my clients have resorted to threats of physical violence. This is untrue.
2. On page two you imply that Mr. Fitzpatrick was voted out of office. This is untrue.
3. On page two you imply that my clients formed the not-for-profit organization (The United Federation of Correction Officers) for personal gain and you imply that funds will be misused. This is untrue.

2/8/84

cc: H. Chase

R. Bischoff

T. Inglee

Mr. Rowley

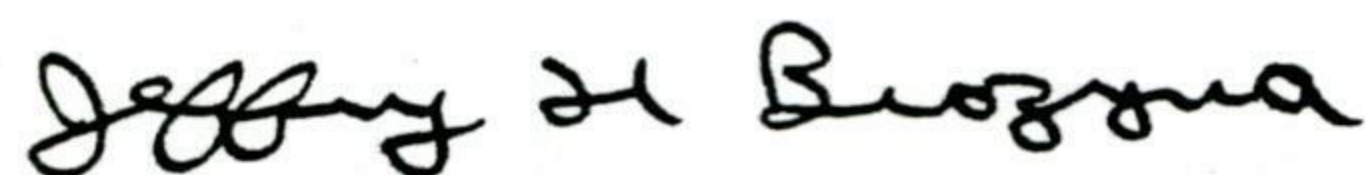
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4. On page two you state that members of the United Federation of Correction Officers, Inc. have been denied copies of our By-laws. This is untrue.
5. On page two you state that Mr. Morrissey and Mr. Fitzpatrick represented management in the Town of Catskill in labor negotiations with Council 66. This is an incorrect representation of that situation.
6. On page two, your characterization of "The TUFCO Letter" is completely inaccurate.

In only two pages of print you have managed to accuse my clients of several acts, some of which can be interpreted as improper, and some of which can be interpreted as illegal. You do this without supporting facts. I hereby demand a retraction on these points. I also remind you that the Statute of Limitations on a damage suit for liable and defamation is one year.

Over the next several months my clients and your organization will be locked in a heated political debate. It would be nice if this campaign could be waged without libelous statements and without resort to profanity in your publication. However, I guess you must make your own decisions on the quality of the campaign you will run.

Respectfully,



Jeffrey H. Brozyna

JHB/ns



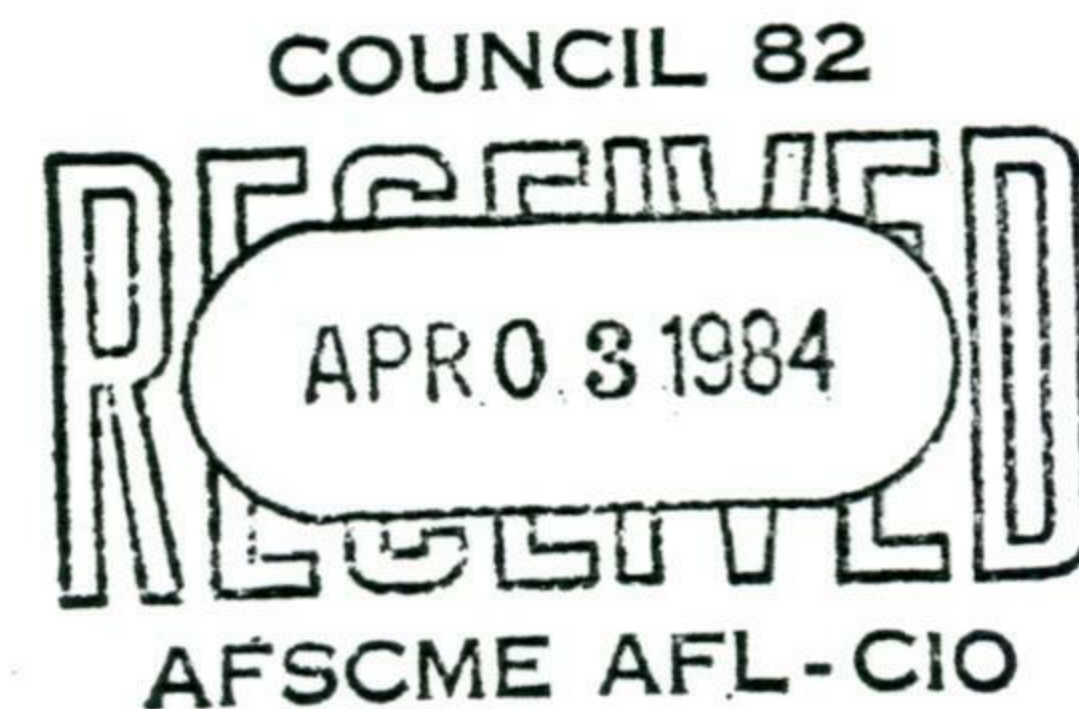
AFSCME®

One Commerce Plaza, Suite 1012, Albany, New York 12210

Telephone: (518) 465-4585

April 2, 1984

Mr. William Welsh
Director, Department of Legislation
AFSCME International
1625 L Street, N.W.
Washington, D.C. 20036



Dear Bill:

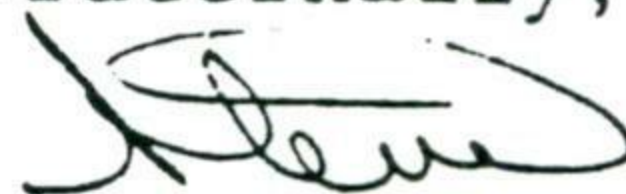
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One of T.U.F.C.O.'s arguments centers around being locally based and not having to send affiliation fees outside of New York. They contend that Council 82 receives nothing from Washington and that the money can be better spent on hiring professional staff in New York.

I would appreciate your assistance in counteracting this argument. We need information and copies of requests handled specifically for AFSCME, Council 82 over the last several years. It would also be useful if you could provide information on activity within your department which has benefited correction officers in general.

Thank you for your assistance. I would appreciate the information by the third week of April, if possible.

Fraternally,


Stephan Fantauzzo
International Union
Area Director

SF:dbw
cc: E. Brickman
H. Teague

cc H Chase J. Benedetto
O Bischoff

in the public service



bcc: jack

AFSCME®

One Commerce Plaza, Suite 1012, Albany, New York 12210

Telephone: (518) 465-4585

April 2, 1984

Mr. John Dowling
AFSCME International
1625 L Street, N.W.
Washington, D.C. 20036

Dear John:

The United Federation of Correction Officers (T.U.F.C.O.) is a newly formed independent union comprised of former officers of AFSCME, Council 82. T.U.F.C.O. is currently collecting authorization cards and we anticipate an effort to decertify Council 82 in the correctional system at the next window period.

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H. Teague

in the public service



1000: Jack
AFSCME®

One Commerce Plaza, Suite 1012, Albany, New York 12210

Telephone: (518) 465-4585

April 2, 1984

Mr. Philip Sparks
Director of Public Affairs
AFSCME International
1625 L Street, N.W.
Washington, D.C. 20036

Dear Phil:

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H. Teague

in the public service



bcc: jack

AFSCME®

One Commerce Plaza, Suite 1012, Albany, New York 12210

Telephone: (518) 465-4585

April 2, 1984

Mr. Robert McGarrah
Public Policy
AFSCME International
1625 L Street, N.W.
Washington, D.C. 20036

Dear Bob:

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cc: E. Brickman
H. Teague

in the public service

bcc: Jack



AFSCME®

One Commerce Plaza, Suite 1012, Albany, New York 12210

Telephone: (518) 465-4585

April 2, 1984

Mr. Donald Wasserman
Department of Research
AFSCME International
1625 L Street, N.W.
Washington, D.C. 20036

Dear Don:

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International Union
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H. Teague

in the public service

Dick

TUFCO MEETING

Howard Johnson, Syracuse, N.Y.

FEBRUARY 20, 1984

PM-10:45PM

INFORMATIONAL MEETING:

An informational flier was passed out and then an open discussion took place. 6 PP.

1. Council 82 has kicked back \$5.5 million to AFSCME over 15 years and the return has been zero. Refer to AFSCME letter

2. Presently TUFCO would gain \$500,000 a year not being a member of AFSCME. Money to invest and grow into Union benefits for the members.

Raid of local unions, NO protection, Constitution Bonding, Judicial Panel

3. Major discipline is a Notice of Discipline requesting dismissal. Then an attorney will be available. CASE REVIEW

4. Contract stays in tact and in force 100%. Then after April 1st, the Triborough Bridge doctrine keeps the contract in force until a new agreement is reached. OER - NO CONTRACT WITH 482 NOT WITH T.V.F.C.O.

5. TUFCO has 30% of the required number of signatures for a challenge. But we want 70% to guarantee a vote because Council 82 will try anything to stop us. The signature card must be signed and collected immediately. No one is allowed to keep a card. Council 82 must not know who signed a card. The cards have a printer's mark so Council 82 can not make counterfeits and if they do we can sue. NOT Union Made Cards by T.V.F.C.O.

6. By October 1st the challenge will be over and then if Council

82 wins then we go back into the brotherhood and wait until
next time.

7. Dues will remain the same, the By-laws allow dues increases based on contract % increases.

8. Q Can I get a copy of the By-laws and constitution? No.

You're not a member. Second, Constitution and By-laws are ~~89~~ 39 pages long and printing costs are too much at this time for the

Union to pay out. Q Do you have a copy of Council 82's By-laws and Constitution? Yes. You're lucky. We have to be very careful to show what is concrete and what our goals are.

9. Organization breakdown:

1. Divide the state into 4 regions.

*NO LOCAL UNIONS
1 AIB central office*

2. Open regional offices.

3. Regional Executive Boards that will meet once a month.

Each region will have a budget. Per capita payments will be made to the regional office. Regional offices will make payments to locals to operate and will make investments. All trips to Albany will be paid by the regional office on a voucher system. Someone from Albany will be at regional meetings to inform and hear complaints. A monthly paper will let the members know who was there and what information was presented, making everyone accountable.

4. Chief Steward will be elected on a facility wide basis.

He will be the Union's business agent. The Union will pay the state his salary so he will be excused to do Union work 8 hours a day. *SALARY COST PLUS BENEFITS APP 40%*

5. Regional offices will have staff, and members can go directly to regional office for information on benefits, grievances, etc.

*QUESTIONS
By own
member*

6. A computer system will tie all grievances and labor/managements together statewide. The system will show presidents and chief stewards how to write grievances up.

10. One-man, one-vote puts the members in control. Members will also have a say when it comes to issues dealing with the Director and Associate Director. Like in the case with Burke taking over Council 82 and installing Chase after he was dismissed. What say did the members have?

11. If you have any questions, write us. You have our address.

Meeting conducted by Fitzpatrick, Morrissey and Farrell were present. Total number of people present was 11. Facilities present were Pharsalia, Georgetown, Auburn, and Watertown.

Albee - send copy to Burke & Bischoff

Corrections Officers Win Hostage-Leave Provision

DES MOINES, IOWA

Iowa Council 61 recently negotiated with state officials for a unique leave provision for its corrections officers who have endured the stress of being held hostage on the job.

According to the contract provision, a CO who has been held hostage is eligible for a paid leave of absence up to 60 days for recovery from stress. The paid leave is independent of the employee's sick leave and vacation leave and is contingent on advice from a licensed physician.

Corrections officers who have been

physically injured on the job have been eligible for paid leave for some time, but this is believed to be one of the first of its kind for mental health liability.

"Over the past several years," said Council 61 Pres. Don McKee, "we've had three hostage situations involving approximately 15 bargaining unit people. I'm gratified we were able to put something together for them—to give them the means to recover fully from their traumas."

McKee credited input from a 1982 AFSCME-commissioned study on CO stress as a major factor in achieving the hostage leave provision at the bargaining table.

Council 61 represents some 700 CO's in Iowa.

JULY 1983

COUNCIL 82
RECEIVED
MAR 26 1984
AFSCME AFL-CIO



AFSCME®

One Commerce Plaza, Suite 1012, Albany, New York 12210

Telephone: (518) 465-4585

March 22, 1984

Lee Saunders
Assistant Director
Department of Research & Collective Bargaining
AFSCME INTERNATIONAL
1625 L Street, N.W.
Washington, D.C. 20036

*Harry
Frank
Dick
Tom
Anna*

Dear Lee:

Council 82 anticipates being faced with a decertification petition in August, 1984 from a group of dissident correction officers. The group, known as TUFCO (The United Federation of Correction Officers), is presently collecting signatures in the prison systems, arguing that Council 82 has been ineffective in securing wage, benefit, and contractual language improvements.

In preparation for that petition, I would appreciate any information which may be useful in demonstrating that correction officers in New York have an excellent wage and benefit package as well as strong contract language. Specifically, a wage and benefits survey of comparable positions in other states which will serve to accent the improvements made by Council 82. If possible, I would also appreciate any comparison of standard contractual language clauses among comparable jurisdictions which will help Council 82 to demonstrate the favorable position of New York State correction officers.

At the present, there does not appear to be a rush on the contractual language, however, I would appreciate the wage and benefit analysis as soon as possible. This information will be used in brochures which the Council is now in the process of preparing. As always, I appreciate your assistance. If you have any questions or need additional information, please feel free to give me a call. For your information, I am also enclosing TUFCO'S most recent brochure which was mailed to correction officers.

3/26/84

*cc: H. Chase F. Benedetto
R. Bischoff, T. Ingles +
J. Puma*

*✓*cc: Jack Burke
cc: Harold Teague
E. Brickman

Fraternally,

Stephan Fantauzzo
International Union Area Director

In the public service

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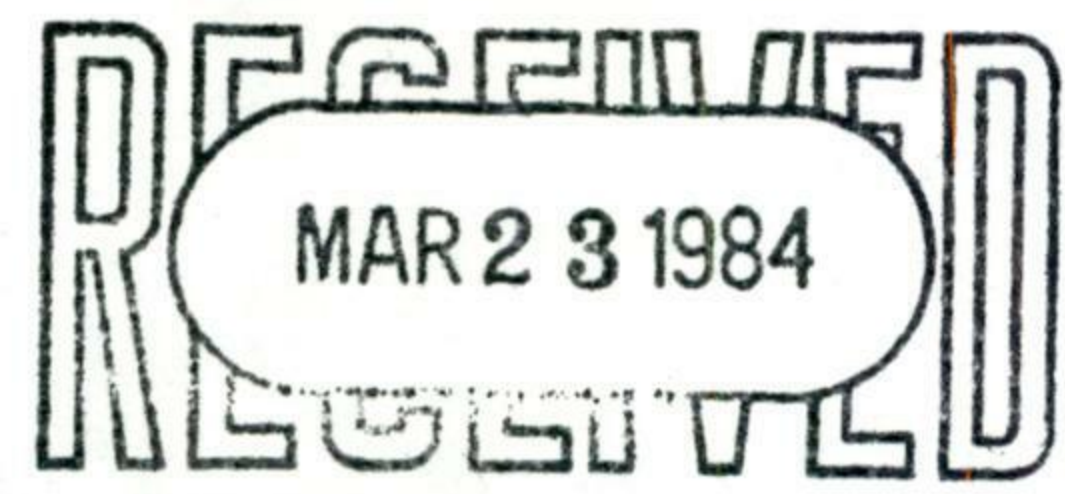
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Meeting conducted by Fitzpatrick, Morrissey and Farrell were present. Total number of people present was 11. Facilities present were Pharsalia, Georgetown, Auburn, and Watertown.

Dick, This is #2. Working on #3 now. Cindy



AFSCME AFL-CIO

THIS ORGANIZATION THEY CALL T.U.F.C.O.

When this organization was first formed, they claimed their goal was to represent the Correction Officer.

Since that time, they have been soliciting the Non-Correction Groups. THATS RIGHT!, the same people that they claim to want to break away from; Lifeguards, EnCon, Building Guards, Safety Officers, etc.

It makes one wonder if their devotion is really with the Correction Officers, or do they lack support or are they just power hungry?

For those who have been misled with the notion that the Triboro Doctrine will protect your present benefits, this is also a sales pitch. The Triboro Law allows benefits to be carried over until the next contract is ratified. This is applied when you have the same bargaining unit doing your negotiating, not during a challenge period. EXAMPLE:

While Council 82 is negotiating your new contract, the past benefits that Council 82 obtained for you will continue past March 31st, until ratification of the new contract by Council 82.

If T.U.F.C.O. attempts to negotiate your contract, after March 31st, what do we fall back on?.....
.....Council 82's benefits? NO WAY!, and thats from the Governors Office of Employee Relations.

Once again, we should all very seriously consider what we may be sacrificing.

CAN YOU AFFORD TO TAKE A CUT IN PAY?

CAN YOU DEAL WITH NO TRANSFER LIST OR BID SYSTEM? ASSIGNMENTS SUBJECT TO THE DISCRETION OF THE ADMINISTRATION.

DO YOU WANT TO PAY FULL PRICE FOR YOUR PRESCRIPTIONS?

IF YOU SHOULD GET HURT ON THE JOB, DO YOU WANT TO USE YOUR OWN TIME FOR THE FIRST TEN DAYS, LIKE C.S.E.A.?

DO YOU WANT TO GIVE BACK TWO OR THREE PERSONAL LEAVE DAYS, LIKE P.E.F. DID?

POINT OF INFORMATION:

DO YOU KNOW THAT T.U.F.C.O. WANTS TO DO AWAY WITH LOCAL UNIONS. NO GRIEVANCES. NO MONEY. A SMALL GROUP OF PEOPLE CONTROLLING ALL THE MONEY AT REGIONAL LEVELS, TELLING YOU IF YOU CAN HAVE MONEY FOR CHRISTMAS PARTIES OR OTHER EVENTS. SUBJECT TO THEIR APPROVAL, AND WHO ARE THOSE PEOPLE GOING TO BE.....ELECTED OR APPOINTED.

THEY ALSO WANT TO APPOINT CHIEF STEWARDS AT EACH FACILITY (ONE) WHO WILL BE ON FULL TIME UNION LEAVE WITH SALARY PLUS EXPENSES. WHO ARE THOSE PEOPLE GOING TO BE.....WHO APPOINTS THEM?

3/23/84 cc file Original to Bischoff



Dick

Bill Hathrop TO Gary Hathrop at Otisville

OTISVILLE CORRECTIONAL FACILITY EMPLOYEES
LOCAL 2967 COUNCIL 82 — AFSCME
P.O. BOX 317
OTISVILLE, NEW YORK 10963

TO: All Local 2967 Members
FROM: Doug DiGerlando, Pres.
SUBJECT: Comments & Questions On A Problem

DATE: 27 FEB 84

Recently, an agent of The Union of Federated Correction Officers, (TUFCO), has been passing out informational material in an attempt to make us aware of this new organization. The authors of this promotional letter suggest that they are far and away an outfit so superior to Council 82, that should we decide to join it, all of our problems will be solved because they have all the answers to our problems.

I have to take exception to this superior attitude for a number of reasons; If, as they infer, have all of this knowledge, why are they not sharing it with the Council now for the mutual benefit of us all? Are they saying they have tried and the Council is not receptive? Well, thats what they say. I don't believe they have tried.

Before the Council there was nothing, and as with anything that is newly formed - people, organizations, nations, laws, etc. - there is a period of growth and learning. A good portion of that process is obtained through trial and error, nothing is created by man in a refined or finished condition.

X The Council has made mistakes in its growth and will probably continue do so, but its track record shows a methodical and steady maturing in both its methods of addressing issues, and in obtaining long lasting benefits for the members.

2 All of this increasing sophistication, earned the hard way by working for it, is now trying to be capitalized on by this NEW organization, (emphasis on new for reasons stated above), headed by people who allege their way is better, when in reality they are attempting to usurp the fruits of someone elses labor. All of the programs and plans presented by TUFCO, are either now in effect or are in the process of becoming operational by the Council.

(With this in mind, what is the advantage of changing vehicles? And what are the true motives of those who advocate change?

X No one has all the answers and anyone who alleges to is not being truthful or realistic. One could ask the question - who is sponsoring the efforts of these know it alls? It is true that a substantial number of their leaders are supervisors for the

Department of Corrections. Almost everyone is aware that supervisors are management representatives, and as such must enforce managements policies. How can the leaders of this new organization truthfully or realistically deal with this obvious conflict of interests? Are their motives in fact what they say they are?

In an evaluation of what is being stated by TUFCO, another critical question must be asked; What experience as an organization does TUFCO have to prove their operational skill and ability to deliver all that they claim they can accomplish? All we have is their words about their ability as an organization. In view of this lack of organizational experience, what happens to us as gullible members when they founder and fail? Where are we if they cannot produce because they do not have a realistic awareness of what can or cannot be readily accomplished or what level of resourcefulness is necessary for success?

I believe that in stating unproven ability to resolve problems that are already being addressed by the Council, is misleading and unfaithful to the concept and commitment of a union. Such unsupported bragging serves no purpose but to create confusion and dissension where unity is all.

I would like to close by comparing the leadership of TUFCO to novice auto mechanics. It seems that any mechanic who would discard the engine of a vehicle , simply because it does not run smoothly, when all it needed was a tune up certainly ~~does not exhibit competence~~ does not exhibit competence in identifying basic problems. In addition, he demonstrates a lack of resourcefulness, a degree of laziness and a frightful absence of sensitivity for the well being of others.

WEEKLY ACTIVITY REPORT

NAME: Dick

FACILITIES VISITED (LIST INDIVIDUALLY):

COX Sackie membership 4⁰⁰ AND 11⁰⁰ 3/27/84

ATMOSPHERE: Meeting #1 Fair Somewhat informed about TUFCO
4 members Asking almost all questions.

Meeting #2 NOT much problem, little interest and knowledge
of T.U.F.C.O. - NO one person promoting T.U.F.C.O.

ACTION YOU TOOK TO COUNTERACT PROBLEM:

Discussed all issues involved, gave background on TUFCO
and their leaders. (Mary Becker biggest supporter of TUFCO)

NAMES OF PUSHERS OR INSTIGATORS:

MARY BECKER - (alt TRAINING Academy)
VICTOR PEREZ - (soon to be a Sgt) Read questions from a
prepared list.
LARRY RIVENBERG - (Big Mouth pro TUFCO)
ERIE BENVENUTO - (ASKED MANY TUFCO QUESTIONS)

OTHER RELATED INFORMATION:

MAJOR issues discussed.

1- Man 1 vote

STENO TO Record Negotiations.

Union For Correction Officers only.

Professional Negotiator

Debate w/ e/82 & TUFCO

81 Convention FITZ host to Sipe - Burke controlled

VOTES against FITZ.

L.K.

Slattery

OSSINING HAVING ONE ON ONE MEET
WITH NEW COS started IN DECE

WE GOT INFO A/O 3/19/84
Resigned from Ex. Board December -

F.B.

Marion Danzler 11-83 2/84

ON THE JOB
CARD SIGNING

D.S.

GREG KADIEN - HAD SHIRT ON ~~FRIDAY~~ S Mtg. at
Auburn 3-21 - RAISED ALL KINDS
OF HELL ON POLICE OLYMPICS

J.B.

3/84 LOTHROP - CARDS & DOGS DON'T GO TOGETHER

S.P.

3-10 Tom Hurston - FIS officer IN CIVILIAN CLOTHES
CLINT LOREN

L.G.

BILL BURNS - Harriman Academy GET HIM
OUT - say c-82 can't rep. for 1ST year

E.D.

Louis Kordyl - CLARA

W.C.

Bruce Farrell ^{Downstate - OSSINING OTISVILLE}
Handing out Literature off Base.
Get letter from Wally - HAWKINS to give letter
Saying Farrell goes into STATE SHOP with Literature -
Bob HAWKINS V.P. ^{OLDTIMERS}

DB-3/23 Bill WEST got permission from
Supt KIRK TO SIGN-UP TUFCO IN
Facility.

W.C.

WALKILL

Billy WEST - Program Coordinator Has
Free Access to Facility
ANDY MAZESKY - Locksmith Low Prof

D.B.

FISHKILL - Questionnaire on C-82 Letter Head

Spager - on Contract.

QUOTES CONTRACT ARTICLES - L.M. Agreements

ALL COS SUPPOSEDLY got one
CINDY T. didn't get one

Rowley &
Forester on
M.L.

DB.

MID-STATE

PAM Page
John Dutchick

WILLIAM TAYLER - (THALER)

~~EXLER~~ TAYLER 1980

RANDY BURGE (BERG)

W.C.

ELMIRA

He was ADVISED by Rich Morse etc
we should start watching Elm

W.C.

MEEHAN, Hinkson - Downstate -
TESSIER,

B.M. COLLINS - Watch Nick GANT
Bob GROSS

B.M. ALDEN Watch Houge Maloney to tout 4-05-84

H.B. QUEENSBORO - NELSON (asked Larry to look him up)
? TRAMMEL -

ALBANY ACADEMY - HARRIMAN
Affirmative Action Spanish Lady
GET TO HERBERT ON DUM INFO to TRAINING ON
COUNSELLORS / INSTRUCTORS C-82 R

??
Brown
Beverly

{ QUEENSBORO -
FULTON
EDGEcombe
LINCOLN
PARKSIDE (LINCOLN ANNEX)
Bayview

3/27 ADVISED H.B. TO SEND REPORTS
ON AT LEAST TWO FACILITIES
EVERY 2 WEEKS - FOLLOW-UP.

3-28-84

Dick

FyI

2/13



Setting The Record Straight: As you all know, TUFCO, Inc. has come under attack in the "Review". Council 82's official publication. Everyone recognizes that there are political reasons for this attack. However, we would like to respond so as to set the record straight. The United Federation of Correction Officers, Inc. (TUFCO, Inc.) was incorporated under New York State Law as a Not-For-Profit Fraternal Benefit Corporation. The purposes of the organization, as stated in the by-laws, is to provide for the mutual fraternal, social, cultural, and moral advancement of any correction officer who wishes to join. We have also worked to provide life insurance and disability benefits for our members at a cost which was substantially lower than that offered by Council 82. Our efforts have been warmly received by the rank and file, and we currently can boast of over 150 new members, joining our ranks (Monthly). Council 82 has attempted to blur the separate existence of TUFCO, Inc. in an effort to create confusion among correction officers, This is because of the pending union representation challenge being mounted by (the Union of Federated Correction Officers Association.) Dennis Fitzpatrick, James Morrissey, Kevin Casey, Bruce Farrell and Marion Dantzer have established a new union in order to mount the representation fight against Council 82. They have done this at the request of correction officers all over the state who believe strongly that Council 82 has lost touch with it's members and that a new independent union can provide better representation at substantially less cost to the Correction Officer. TUFCO, Inc. has been and always will be a fraternal, nonpolitical organization. It has separate books, accounts, legal identity and accounting records. Your TUFCO, Inc. dues will not be utilized by any other organization. TUFCO, Inc. is not empowered to become a union, nor will it ever become one. TUFCO, Inc. will continue to provide service to it's members regardless of the outcome of any union representation challenge conducted by any organization. Council 82 has made a host of personal attacks against the TUFCO, Inc. directors. In the November issue of the "Review" they implied that the founders of TUFCO, Inc. have personal gain as their motive. This is totally untrue as anyone who has worked with us can attest. Council 82 has attacked our VEBA Trust Fund (Voluntary Employee Benefit Association) on the basis that one can do better in any IRA or retirement plan. They are not comparing apples to apples. A VEBA can provide life insurance and other benefits, and the earnings in the trust are tax deferred. Section 501c (9) of the Internal Revenue Code allows such a trust fund so that everyday people like you and me can pool our purchasing power and obtain group rates on a wide range of benefits that we don't have to wait until retirement to enjoy. A VEBA is not even designated to provide retirement benefits as a review of the Tax Law reveals. Council 82 has also attacked the vacation package we have given to our members, " That vacation package was the subject of litigation by the New York State Attorney General". It seems that someone at Council 82 goofed. The pending lawsuit is against a totally unrelated organization! Mr. Joseph DeFalco, President of V.I.P. Vacations of New York has demanded a retraction from Council 82, or he will institute a legal action for liable! On another topic, any TUFCO, Inc. member can arrange to see a copy of our by-laws with Dennis Fitzpatrick or James Morrissey. We are proud of our organization. We have nothing to hide. We also wish to point out that our accountants, Arthur Place & Co., CPA, and our tax Attorney, Jeffrey H. Brozyna, have seen to it that all necessary reports and filings have or are being made with the appropriate agencies and taxing authorities. In the months ahead, TUFCO, Inc. will no doubt be unfairly attacked by Council 82. Despite the non-political nature of TUFCO, Inc., we will respond in writing to any distortions or attacks and we will continue to set the record straight.

2/8/84 cc: R. Bischoff, J. Mann, T. Ingles, R. Lesniak & Mr. Rowley

MARCH OF DIMES WALKATHON A BIG SUCCESS: In April of this year the Board of Directors were asked to help in the March of Dimes Walkathon. Our members responded with enthusiasm and generosity, pledging money and working on check points during the walk. TUFACO, Inc. publicly challenged any team of runners to a contest on what team could raise the most money based on pledges for their runners. TUFACO, Inc. supplied the Trophy to the winners. Our team fell short of winning the Trophy but the challenge proved to be profitable for the March of Dimes. TUFACO, Inc. runners ran the entire 15 miles. They were: John LaValley, Neal Sokol, Harold Austin, Jeffrey Corbin and Jerry Buell. The March of Dimes raised over \$70,000.00 in the Capital District and we are pleased we had a part in making the fund raiser for the March of Dimes a success. Doug Williams, Wayne LaFrance, Don Hall, William Gosline, Richard Rodriguez, Larry Ginter, Robert Lennox deserve a big thanks.

OFFICE ESTABLISHED: TUFACO, Inc. has established an office at 9 Pearl St. Glens Falls, N.Y. 12801. Our members can now call collect 518-792-3535 for inquires for any or all insurance needs. Homeowners, Car Ins., Disability Ins., Hospital Indemnity, Veba Trust, etc.. Hours of operation are 9:00 a.m. to 5:00 p.m., Monday thru Friday.

MEMBERSHIPS DUES DUE IN JANUARY: All members who joined TUFACO, Inc. before Oct. 1, 1983, will be required to pay their membership dues in January 1984. We will be sending you notice along with your new membership card. Your dues are only \$10.00 annually and we are working on a very tight budget, your cooperation in this matter will be appreciated.

TRIBUTE TO ANTON "BUTCH" GEERTS: One of our Brother members was recently killed in a tragic car accident. Butch was a family man, a 16 year Veteran in the U.S.N.R. SeaBees and an excellent Correction Officer. Our Hearts and Prayers are out to his family in this time of sadness. God Bless You.

NEWS WANTED: Items of interest, notable events, individual accomplishments, want to sell something, services offered.- Mail them to TUFACO, Inc. P.O. Box 72, Hudson Falls, N.Y. 12839. We will publish in our next issue.

VACATION PACKAGES ARE A BIG HIT: Many of our members utilized the V.I.P. Vacation packages we sent out, just for being a member of TUFACO, Inc.. We have received many compliments on the accomodations and treatment they received during their stay at the resort of their choice. We intend to expand this program next year for our members. The cost of providing this benefit is expensive but it is well worth the cost. When our members can take a mini-vacation where accomodations are paid in full and in some cases meals are provided free. We all need to get away from the daily routine and what better way to go, on someone else.

SOLID GOLD VOLUME II CONCERT HELD: TUFACO, Inc. entered into the world of Show Business when we sponsored an evening of Solid Gold Volume II at the Colonie Coliseum, Oct. 1st, 1983. Groups from the fifties and sixties entertained to the delight of 1700 in the audience. The groups who performed were; Street Corner Society, an Acappella group, Willie Winfield and the Harptones, who got the crowd reminiscing when they sang one of their hits: (Gee Whiz). The Mystics stole the show. They were scheduled to be on stage for only 30 minutes, but the crowd went wild and would not let them leave. They ended up performing for over an hour. Larry Chance and The Earls got the crowd going again when he went into the audience looking for singers, The song was appropriate: " Charlie Brown " (why is everybody always picking on me). We were surprised on how many talented Correction Officers there are. Herbie Cox and The Cleftones finished up a most successfull show. A good time was had by all. Our hats are off to Robert Doll a Correction Officer at Mt. McGregor, who promoted the show. He did an excellent job. We are planning to sponsor another show in May or June, possibly featuring Bobby Rydell, Leslie Gore and The Shirrels. We will keep you posted.

VEBA TRUST REACHES 6 MILLION: The death benefit of the Veba Trust has reached the 6 million plateau. Many of our members have enrolled in the Veba Trust and enrollment continues to grow at a rapid rate. We anticipate the death benefit to reach 10 million in our first year. Many members who are drawing near to retirement have looked into the advantages of the Veba Trust and have saved a considerable amount of money. Money becomes precious when you are on a fixed income and the more you can free up to use now the better off you are in the future. Our younger members have certainly taken advantage of the Veba Trust. If you haven't looked into it, take the time to do so. Call collect for an appointment: 518-792-3535.

QUOTA PHONE SAVES MONEY: TUF^{CO}, Inc. is an independent agent of Sentinel Motor Club. One of the advantages of belonging to Sentinel is Quota Phone, a buying service that definitely saves you money. Many members have used Quota Phone and have saved many dollars on various merchandise. What they have saved in buying through Quota Phone, more than paid for their membership in Sentinel. Membership in Sentinel is \$45.00 a year. You really can't go wrong.

WHAT'S IN A NAME?: WIN A \$100.00 SAVINGS BOND: You tell us, our paper must have a name. We are offering a \$100.00 Savings Bond to the member who's name submitted is selected. Send your suggestion to TUF^{CO}, Inc., P.O. Box 72 Hudson Falls, N.Y. 12839. (Members only are eligible). Directors and their families are not eligible.

SPONSOR A BROTHER OFFICER: Have him fill in the application below today to become a member of TUF^{CO}, Inc.. Mail it to TUF^{CO}, Inc. P.O. Box 72, Hudson Falls, N.Y. 12839.

THIS IS NOT A CONTEST! EVERYONE IS A WINNER!

JUST JOIN T.U.F.C.O. INC.
for the Unbelievable price of \$10.00

AND RECEIVE A FABULOUS VACATION PACKAGE!

THE UNITED FEDERATION



OF CORRECTION OFFICERS INC.

MEMBERSHIP APPLICATION

I HEREBY APPLY FOR MEMBERSHIP IN THE UNITED FEDERATION OF CORRECTION OFFICERS INC., AND AGREE TO CONFORM TO THE BYLAWS OR ANY AMENDMENTS THEREOF IN THE UNITED FEDERATION OF CORRECTION OFFICERS INC. I AGREE TO PAY AN ANNUAL MEMBERSHIP FEE OF \$10.00.

Last Name _____ First Name _____ M. I. _____

Street Address _____ City _____ State _____ Zip _____

Place of Employment _____ Home Phone _____

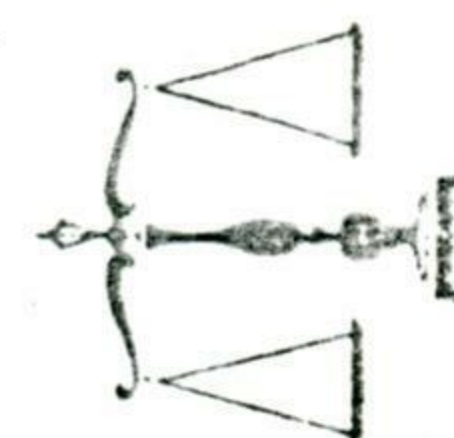
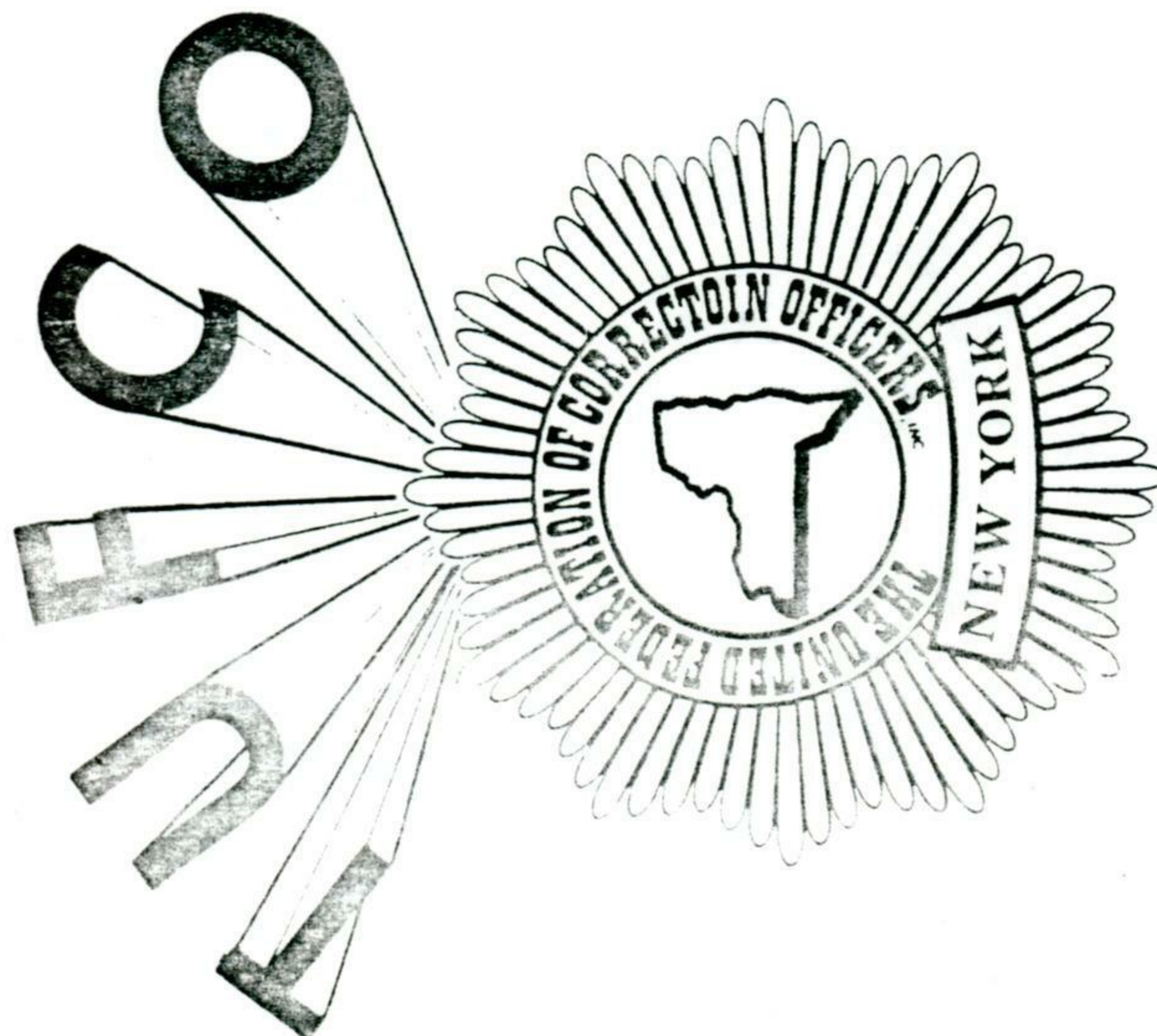
Signature _____ Date _____

_____ Yes I Would Like To Hear More About The Veba Trust. Age _____
_____ Please Send Me More Details On The Motor Club.

LOCAL LODGES BEING FORMED: Local Lodges have been formed at Great Meadow, Mt. McGregor and Auburn. Elections have been held and Lodge Officers have been seated. Local Lodges will be established at Downstate, Green Haven, Mid-Orange, Adirondack, Long Island, Bedford Hills, Taconic, Hudson and Fishkill in the very near future. Lodge # 1 consisting of Great Meadow and Mt. McGregor's number one priority is to build a Lodge centrally located between the two facilities. They are putting together a package necessary to be presented to a Financial backer. The building proposed is a steel building 80 X 100 with a full cellar. The contents will consist of a lounge, banquet hall, complete nautilus, sauna, racket ball court, etc.. When completed it will be used exclusively by it's members and their families. Lodge #1 had a Christmas Dance at the Ramada Inn, Lake George, N.Y. featuring Bobby Dick and The Sundowners. Free Beer and a hot Hors D;oeuvres buffet. The proceeds went directly to Lodge #1 to be used as a down payment for the property needed for their future building. Local Lodge # 2 - Auburn, recently held their first lodge meeting and there were over 100 members in attendance. President Minehold gave a brief summary of what was being proposed at Lodge #1, The membership voted to follow suit.

NEW BENEFIT ESTABLISHED: TUF'CO, Inc. has been working very hard to secure meaningful benefits for it's members. The cost of retaining an Attorney can be devastating. With that in mind, we sought out understandings with many Law Firms throughout the State. We are pleased to announce that we can now direct you to Law Firms who will offer concessions on legal Fees, on specified common legal problems. This would include consultations, House Closing, Civil Suites, Motor Veichle infractions, Wills, etc.. We will be sending you a complete list of the Firms along with their address and phone numbers. All you are required to do is show your TUF'CO, Inc. membership card to be eligible for the concessions being offered. Please retain the listings when sent, it could be quite valuable to you.

DISABILITY INSURANCE WELL RECEIVED: It took TUF'CO, Inc. about 6 months to find an Insurance Company that would write the in depth Disability Insurance coverage we wanted for our members. Fortunately we were able to find a company who could offer the comprehensive coverage needed particular in our line of work. Our members can now receive 1st day coverage for an accident both on and off the job. This benefit is payable to age 65, it does not have a one year limitation. Sickness coverage requires a 14 day waiting period but it also is payable to age 65. The cost is competitive to other programs being offered, but in our opinion there is no comparison to the coverage.





STATE OF NEW YORK
 GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS
 AGENCY BUILDING NO. 2
 ALBANY, NEW YORK 12223

THOMAS F. HARTNETT
 DIRECTOR

JAMES B. NORTHROP
 EXECUTIVE DEPUTY DIRECTOR

JOSEPH M. BRESS
 GENERAL COUNSEL

January 12, 1984

Mr. John W. Burke
 Executive Director
 Council 82
 AFSCME, AFL-CIO
 63 Colvin Avenue
 Albany, New York 12206

COUNCIL 82
RECEIVED
 JAN 17 1984
RECEIVED
 AFSCME AFL-CIO

Dear Jack: *Jack*

This is in response to your letter of September 28, 1983 concerning TUFCO.

Enclosed is a copy of a letter which I have sent to Dennis Fitzpatrick who is identified as Chairman of the Board of Directors of TUFCO in the material you provided. I have advised Dennis of our policies for organizational activities and campaigns and of our intention to strictly enforce these guidelines.

While the information which you provided contains no information that TUFCO has utilized State facilities or space improperly to challenge Council 82, I will promptly investigate and take appropriate action on any firm evidence of organizational efforts by TUFCO in violation of our "Guidelines" (copy attached). If you become aware of any such violations, please bring them to my attention.

Very truly yours,

Tom

Thomas F. Hartnett

Enclosures

Copies

Chase

4 Council Chair Ogrs.

Staff Reps

Chris

1/19/84

cc: H. Chase, R. Boechert

J. Mary R. Lesniak

T. Inglee, C. Gardner

4 C82 Staff Rep's.

[Signature]



STATE OF NEW YORK
GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS
AGENCY BUILDING NO. 2
ALBANY, NEW YORK 12223

THOMAS F. HARTNETT
DIRECTOR

JAMES B. NORTHROP
EXECUTIVE DEPUTY DIRECTOR

JOSEPH M. BRESS
GENERAL COUNSEL

January 12, 1984

Mr. Dennis Fitzpatrick
PO Box 72
Hudson Falls, New York 12839

Dear Dennis: 

It has come to our attention that an organization known as the United Federation of Correction Officers and/or the Union of Federated Correction Officers Association has been established for certain purposes which may include challenging Council 82, AFSCME, AFL-CIO, exclusive bargaining agent of the Security Services Unit of New York State employees, during the period of unchallenged representation in 1984.

I would like to bring to your attention the guidelines of this office concerning organizational activities and campaigns ("OER Guidelines for Organizational Activities and Campaigns"), a copy of which is attached. As you can see, no organization seeking to represent State employees may have access to State employees until 90 days prior to the challenge date unless it certifies to this office in writing that it does not intend to and will not organize to challenge an incumbent organization at any time.

The prohibitions concerning access to State employees as contained in the above-mentioned document will be strictly enforced.

If there are any questions concerning this matter, please contact me in writing.

Very truly yours,



Thomas F. Hartnett

Attachment

GUIDELINES FOR ORGANIZATIONAL ACTIVITIES AND CAMPAIGNS

1. *Position of the State.* Employees have the right under Section 202 of the Taylor Law to form, join and participate in, or to refrain from forming, joining or participating in, any employee organization of their own choosing. Employee organizations have the derivative right to undertake to persuade public employees to engage in organizational activities, including the signing of authorization cards and election petitions.

The State's position is one of neutrality during organizational campaigns, pre-election periods and the election process. Management/confidential employees shall not use their official positions to help or hinder employee organizational campaigns or activities, nor shall management/confidential employees permit employees under their supervision to use their official positions to help or hinder such activities.

The State shall not harass, coerce, promise or give special treatment to employees in an effort to influence them to join or support a particular employee organization or to participate in its activities. Management/confidential employees shall not distribute material or any information to any employee organization or interrogate any employee concerning his or her organizational activities.

Organizational activities by employee organizations must be conducted so as not to interfere with the safe and efficient conduct of State operations and the discharge of work responsibilities by State employees. The State shall take appropriate action to prevent the violation of these guidelines by any person acting on behalf of an employee organization.

2. *Requests for Lists of Names and Addresses of Employees and Related Information.* Lists of names and addresses of employees and related information demanded for organizational purposes will not be released by any department, agency or board. Agencies receiving requests for such lists should transmit them to OER. OER will provide such information to all employee organizations, incumbents and challengers alike, upon request and appropriate charges for such lists will be made. An employee organization shall be provided such information unless there is substantial evidence that the organization is seeking this information for purposes unrelated to organizational activities among the employees in the negotiating unit involved.

3. *Policy of Nondiscrimination Between Incumbent Organizations and Challenging Organizations.* All organizations shall have equal access to employees for campaign purposes, i.e., soliciting memberships, distributing literature, obtaining signatures on authorization cards and petitions and related activities during a campaign period. When an employee organization has been recognized or certified as the representative of the employees in a negotiating unit, the campaign period shall begin no earlier than 90 days prior to the date upon which the incumbent organization's representation status is subject to challenge under Section 208 of the Taylor Law.

4. *Use of State Facilities for Meetings.* The State will not make meeting space in buildings or areas which it owns or leases available to an employee organization for campaign purposes (as defined above in subdivision 3) except under the following conditions: (a) suitable space is not reasonably available elsewhere in the area, (b) the employee organization reimburses the State for any costs which the State incurs as a result of making such space available, and (c) the organization requests the use of such space in advance, pursuant to the rules of the department or agency concerned.

No employee shall be released from work for the purpose of attending such meetings.

5. *Organizational Activities in an Agency by Employees of That Agency.* Discussions between and among such employees concerning organizational activities, the solicitation of organizational support, and the distribution of membership and authorization cards and organizational literature during nonworking hours and in nonworking areas, such as lounges, restaurants and cafeterias, are permissible. Such activities shall not impair the safe and efficient conduct of the operation, nor shall they interfere with work duties or work performance.

6. *Organizational Activities in an Agency by Employees of Some Other Agency or Persons not Employed by the State.* Such persons shall have access to employees for the purpose of soliciting memberships, distributing literature, obtaining signatures on authorization cards, and other organizational activities in parking lots, entrances to buildings, and other areas to which members of the public are admitted, provided

that such activities do not inhibit the movement of people or vehicles, impair the safe and efficient conduct of the operation, or interfere with work duties or work performance.

Employee organizations shall be permitted to set up manned tables in such areas during normal working hours subject to the proviso set forth above.

7. Use of Bulletin Boards, Posting of Organizational Materials, and Utilization of Agency Communications Systems. The policy of nondiscrimination set forth in subdivision 3 above shall be applicable to the use of bulletin boards and the posting of materials for campaign purposes (as defined in subdivision 3 above.)

Meeting notices and other organizational materials shall not be hung upon, posted or otherwise affixed to the walls, doors, windows or other appurtenances of facilities and buildings owned or leased by the State. The State's inter- and intra-agency office mail, messenger, reproduction and similar facilities shall not be used for the distribution or duplication of organizational materials.

PROCEDURES FOR HANDLING COMPLAINTS

Agencies should designate responsible officials at the local level to receive initial complaints at that level. The employee organization will be asked to direct the complaints, insofar as possible, to the appropriate level. Complaints should be addressed in the first instance to the local level. If the institution or local designee cannot dispose of the problem or has any questions as to how to handle it, he should request advice of the agency central office designee. If the central office designee cannot dispose of the complaints or would like advice from OER as to the State's policy with respect to the complaint, the matter should be referred to OER. When calling OER, the designee should state that he is a central designee and wishes to consult about campaign practices. He will be referred promptly to the appropriate OER staff member.

If one of the local or central office's designees has disposed of a complaint which he feels is particularly significant, a report of such disposition should be sent to OER.

In connection with the disposition of complaints, local supervision should exercise its best judgment in applying the following guidelines:

1. Disposition of complaints should be handled quickly by informal contacts, such as a telephone call or, if essential, by an informal meeting of as small a group as is necessary to dispose of the matter.

2. The general standards for disposition are (a) even-handed treatment of interested employee organizations, (b) avoidance of annoyance to the public and (c) avoidance of interference with the agency's operation.



Steve Pageau

THOMAS A. COUGHLIN III

COMMISSIONER

March 8, 1984

MEMORANDUM

TO: ALL SUPERINTENDENTS, DISTRIBUTION LIST #3

FROM: Charles M. Devane, Deputy Commissioner *CMD*

SUBJECT: REPRESENTATION CAMPAIGN ACTIVITIES

During the last several weeks, questions have been raised concerning employee organization activities during a challenge period under the Taylor Law. As you are probably aware, a challenge to most of the incumbent employee organizations for rights to represent unit employees may be filed in August of this year.

Organizational campaigns are subject to the State's policy and guidelines set forth in Section 12 of the Employee Relations Manual. Section 12 provides that the position of the State during any organizational campaign, pre-election period or election period is one of complete neutrality, and establishes limitations on employee organization activity to prevent undue interference with State operations.

While the guidelines contained in Section 12 allow certain organizational activities to take place, including the posting of meeting notices and the placement of manned tables in non-work areas for the distribution of literature, obtaining of signatures, etc., these activities are not permissible until the date recognized by the State as the commencement of the campaign period, May 1.

Please take whatever steps may be necessary to assure that the activities described in paragraphs 4, 6 and 7 of Section 12 are not permitted before May 1. Any complaints from employee organizations arising in connection with these matters should be handled in accordance with the procedure described in Section 12. Complaints should be referred to Mr. John J. Cassidy, Director of Labor Relations, at (518) 457-7383.

CMD/JJC/km

3/20/84

cc: H. Chase, F. Benedetto,

D. Bischoff, & J. Puma

3/27/84

All C82 Staff Reps.

COUNCIL 82

RECEIVED
MAR 19 1984

AFSCME AFL-CIO

GUIDELINES FOR ORGANIZATIONAL ACTIVITIES AND CAMPAIGNS

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JACK
AFSCME®

One Commerce Plaza, Suite 1012, Albany, New York 12210

Telephone: (518) 465-4585

March 21, 1984

Mr. John Burke
Director
AFSCME COUNCIL 82
63 Colvin Avenue
Albany, New York 12206

3/22/84
cc: H. Chase
F. Benedetto
R. Bischert
J. Puma
J. Burke

Dear Jack:

This letter is in response to your and President Bischert's request for information on services rendered from the International Union out of Washington, D.C.

In anticipation of increased TUFCO activity, I have asked each department to fully explain their area of expertise and to research their files. Hopefully, the research will provide actual examples of support provided to Council 82 from AFSCME International. This is a time consuming activity, as the information is not computerized and requires manual effort. In the meantime, I have prepared a brief summary of activities for use by your staff.

The issues of AFL-CIO "Article XX" protection and AFSCME'S committee structure are two areas which do not appear in the Appendix I Departmental Summary but should certainly be discussed. As an AFSCME council, all members of Council 82 are also members of AFL-CIO. This affiliation is paid for out of the regular Council 82 dues and results in no additional cost to your members. Article XX of the AFL-CIO constitution concerns raids by other unions and jurisdictional boundaries. In short, this article guarantees that no other AFL-CIO affiliates can ever attempt to represent workers now represented by Council 82. Further, should a group of employees decide to decertify, Council 82 would retain organizing rights to those workers and they would be barred from joining another AFL-CIO affiliate, even if they were no longer members of Council 82. Article XX prevents any union except the Teamsters or an independent union from representing your members. We should also stress that should New York State Correctional Officers choose to ever leave Council 82, they would be barred from later changing their minds and going with another union. They will be barred from the "House of Labor" unless they stay or go back with Council 82.

As you know, by virtue of your membership on the committee, AFSCME International is also the only international union with a

-1-

in the public service

corrections policy committee. The committee allows state/local members to have direct input into forming national policy on issues which directly affect them. Through the committee, correction officers are able to determine the union's position and lobbying direction in Congress and the White House. Further, the committee meeting regularly, offers correction officers from around the country the opportunity to exchange information, ideas and experiences. The ability to know how other correctional systems operate, nationwide, has proved invaluable in preparing for negotiations or presenting solutions to difficult problems during labor/management meetings. I should also point out that it was this committee which recommended and pushed for AFSCME'S study on stress and correction officers. To my knowledge, this is the most comprehensive study of its kind and has proved extremely useful in lobbying around the country for better pensions and/or correctional officer heart bills.

The theory behind any federation, such as AFSCME, is that by many groups standing together, the individual groups can offer services for their members which would otherwise be too costly. This year's operational budget for the International Union is about \$50 million, which does not include major equipment investments such as the television studio. Council 82 is able to access the varied services which these millions provide by virtue of their \$1/2 million annual per capita. Appendix I entitled "Summary of Departmental Services-AFSCME International," briefly describes these services and is attached to this letter. Of course, all services are available without additional charge to Council 82 and your members.

I hope the information proves useful in further acquainting Council 82's members with services as well as helping to point out the "hidden benefits" which TUFCO cannot provide at any cost. If you need additional information please feel free to contact me.

Fraternally,

Steve Fantauzzo (LB)

Stephan Fantauzzo
International Union Area Director

SF:lg

cc: Harold Teague
Elizabeth Brickman

APPENDIX I
SUMMARY OF DEPARTMENTAL SERVICES - AFSCME INTERNATIONAL

I. BUSINESS OFFICE

This department coordinates all dollar-related activities. Local treasurer training is conducted from the Business Office and Council 82 received such training during the fall of 1983. Training classes cover all aspects of IRS law, form filing, and proper expenditure/accounting. The U.S. Department of Treasury mandates locals to file extensive reports and a large portion of training is designed to prevent later problems with the IRS.

The Business Office also provides field auditors to councils and locals when there is a suspicion of misappropriations. As in the case of AFSCME Local 1255, an auditor will be assigned to investigate the financial records and determine if union dues have been properly spent. The International Union also maintains bonds for all locals. If money appears to have been misappropriated, the International Union will act on behalf of the local's members and file a bonding claim with the insurance agent. Recently, the members of AFSCME Local 826 in Binghamton, New York, received over \$11,000 based on an Internationally filed bonding claim against former officers. In addition to demonstrating that the process works, it also shows that our procedures are strict enough to detect and correct problems, internally.

The new computer system which Council 82 is in the process of installing also comes from our Business Office. When a council is determining its computer needs, a computer expert is sent in to assist with planning and design. Through the International, a council can purchase new, advanced quality computers at about 60% retail cost. More importantly, the International Union has developed all the necessary software programs and this technology is available to your members free of charge. Typically, the software will run as much as the hardware; in the case of Council 82 - \$75,000. Additionally, when the equipment is installed, training of office staff is also provided free of charge.

The Business Department is also responsible for review of constitutions and helping the president establish jurisdictions as well as issuing membership cards. The jurisdictions issued make that local the sole and exclusive agent for workers covered.

II. COMMUNITY SERVICES AND WOMEN'S ACTIVITIES

While not a critical department to the membership of Council 82, even this department is relevant. Community Services and Women's Activities (CSWA) assist councils and locals in developing or strengthening existing EAP programs. Individuals who specialize in EAP programs are available to assist your members during negotiations and labor/management meetings. This department is also concerned with increasing

APPENDIX I (CONTINUED)

II. COMMUNITY SERVICES AND WOMEN'S ACTIVITIES (CONTINUED)

the union's visibility and promoting its image in the community. For example, the AFSCME/COUNCIL 82 booth at the State Fair results from this department. As we move more and more into legislative lobbying and press relations, the union's image becomes increasingly important and CSWA has been created (in 1983) to meet that need.

III. EDUCATION

The function of the Education Department is critical if we are to have a strong and effective union. It is this department's responsibility to ensure that training is received at the local union level. Because the responsibility is so important, especially in New York, a full time Education Coordinator (Shirley Reeder) has been assigned by the International to New York and Council 82. Beyond Sister Reeder, additional trainers and resources are available from Washington, D.C. Educational classes can be tailored to meet the specific needs of a local union or council. However, programs in the following areas are always available--Steward Training, Officer Training, How to Write a Newsletter, Grass Roots Lobbying, Safety and Health, Union History, and Grievance Handling. During 1983, the International Union, with Council 82, conducted a series of education classes statewide for both corrections and law enforcement. Every local within Council 82 was notified and most chose to take advantage.

Through the Education Department, the Union also maintains a film library, boasting over 100 different Educational Union films. The films are available for local union meetings upon request. Also, the International Union publishes on a monthly basis the Steward's Magazine which is sent to every registered steward in the country. This magazine further fine tunes the skills learned through the educational classes.

Council 82 regularly sends its staff to the George Meany Labor Studies Center for additional training in areas such as arbitration preparation and video-techniques. The college is open to Council 82 staff and members by virtue of their affiliation with AFSCME.

IV. FIELD SERVICES

Field Services is responsible for overall direction of all International staff operated in an area and for any new organized activity. In New York, thirteen (13) International staff presently service the five AFSCME councils (at a payroll cost of about \$1/2 million). At present, most organizing is taking place in California, Illinois, and Ohio, where AFSCME is organizing the correctional unit, among others.

In addition to overall direction and organizing, the Field Services Department acts as a funnel for all requests and services between Council 82 and the International Union.

APPENDIX I (CONTINUED)

IV. FIELD SERVICES (CONTINUED)

Department personnel are also responsible for resolving internal problems brought forth by members and for combatting decertification attempts.

V. JUDICIAL PANEL

The Judicial Panel is the internal dispute resolution procedure for the entire Union. Its impartial makeup and procedural requirements have been upheld, thus preventing the various courts from intervening in Union affairs. At present, eight rank and file AFSCME members are selected to sit on the Judicial Panel, hearing cases around the country.

The Judicial Panel rules on the validity of elections, making sure that the procedure is fair and democratic. Recently, the panel was called upon to hear an election protest filed by Brother Hickey in Local 1790. This panel also presides over all charges filed by AFSCME members against other members, staff, or officers. The AFSCME constitution is the only major constitution containing a bill of rights for union members. That bill allows members to file charges and eventually have those charges heard and ruled on by this independent body. In this manner, the rights of the individual are protected against abuse of power by union officials.

VI. LEGISLATIVE AFFAIRS

As you know, the International Union maintains two full time lobbyists on staff to assist Council 82 in Albany, New York. Additionally, as many as five temporary staff are now assigned to New York, working on the Presidential and Congressional races. The in-state staff works very closely with Council 82 and in the last five years, has achieved major legislative advances on behalf of public employees in general and correction officer's in specific. These include reform of the Tier 3 pension system, early retirement for correction officers, and binding arbitration for law enforcement. Presently, the staff is acting to keep Brentwood open. The International Union annually sponsors one or two lobbying days for Council 82, with the 1983 lobbying session being the most successful in the Council's history. With the assistance of International staff, Council 82 has become one of the most respected lobbying forces on Capitol Hill--a respect which far exceeds the Council's actual members.

In addition to the state staff, twenty lobbyists work in Washington, D.C. making sure that Congressional legislation and programs favorably affect our members around the country and in Council 82. Those lobbyists have been instrumental in passing LEAA and general revenue sharing funds which are directly used by the state and the provision of correctional services. In addition to the actual lobbying effort, the Legislative Affairs Department also maintains voting records on all New York congressmen and has the computerized ability to tell Council 82 or its members how an individual congressman voted

APPENDIX I (CONTINUED)

VI. LEGISLATIVE AFFAIRS (CONTINUED) on a specific issue of concern.

The Legislative Department also serves as Council 82's representative on New York's public employee conference. The Public Employee Conference is the major lobbying effort of public service unions in New York State and serves to further the programs put forth by Council 82. PEC, as well as AFSCME and Council 82 were the moving force behind the election of Governor Cuomo, which has proved generally beneficial to the Council.

VII. PEOPLE/POLITICAL ACTION

This department is responsible for determining actual dollar contributions to be made to Congressional candidates. In addition to Congressional contributions, the Political Action Department was also responsible for a major funding effort on behalf of Governor Cuomo. As you know, federal restrictions prohibit the use of general dues money for political contributions for candidates at the federal level. Therefore, the collection of people money to a voluntary mechanism is the only system which allows Council 82 to contribute to Congressional/Presidential candidates.

In addition to determining and funding political candidates the People/Political Action Department is also responsible for field workshops throughout the nation. These workshops focus on how to prepare and run an effective political campaign and include such specifics as phone banking, preparation of leaflets and palm cards, how to write a letter to your representative, and how to lobby.

VIII. PUBLIC AFFAIRS/PUBLIC EMPLOYEE

The Public Affairs/Public Employee Department is the International Union's major communications department. The monthly newspaper, which is received by every member of Council 82, is produced from this department. In addition to the Public Employee which is produced in Washington, two public affairs associates are assigned specifically to New York to meet with the needs of our councils and John Funicello was previously responsible for the production of Council 82's newsletter. Brother Funicello, as well as the other members of the Public Affairs Department, are available and have, conducted all aspects of communication from leaflet and letter writing producing to public speaking.

One of the International Union's most recent focuses has been to thrust the Union into the age of communications. This has been done in a number of significant ways, foremost with the actual production in Washington, D.C. of a television studio. The studio has been used not only by AFSCME but by other unions (we are the only union with a television studio facility) as well as councils to produce tapes dealing with specific problems that can be tailored specifically to your members. Several councils have already taken advantage of the International Union's television studio as a means of

APPENDIX I (CONTINUED)

VIII. PUBLIC AFFAIRS/PUBLIC EMPLOYEE (CONTINUED)

communicating more effectively with their members on issues of general concern. The Public Affairs Department has also been responsible for the production of the various AFSCME commercials which have been running on and off in New York for the past two years. The purpose of those commercials is to increase the Union's visibility to the general public who pay the taxes which produce our salaries. Overall, reaction to the commercials has been very favorable and has been beneficial. Through the studio facilities, the International Union also retains the capabilities to produce radio actualities for use by Council 82, your locals, and members. Radio actualities are produced in Washington by use of tapings which then can be relayed to all the major radio stations in a given area (i.e. upstate New York, Albany, Buffalo, etc.). The radio actualities have been used to address specific issues, such as the closing of Brentwood on Long Island, and to present the Union's views instantaneously to the public.

IX. PUBLIC POLICY

The Public Policy Department is one of two major resource arms of the Union. Public Policy concentrates its efforts on researching various tax efforts/incentives and institutional problems. For the first time in the history of any union, the Public Policy Department recently produced a county by county analysis of the impact of Reaganomics in New York. This analysis details on a county by county basis every federal source of revenue which the state's (corrections) or local government may receive, describing the cuts which have taken place since 1980 in that specific program and county.

Through the Public Policy Department, the International Union has access to economic forecasting data which is essential during negotiations. The Public Policy Department is capable and has been used to forecast what state revenues will be over the next three years, the increase in the consumer price index, the impact of proposed tax cuts, and, the local impact of an institutional closing (such as Brentwood).

X. RESEARCH DEPARTMENT

The Research Department is responsible for providing a number of skilled technicians in specialized fields. For example, the correction officer stress study was conducted through the Research Department by Francis Cheeks. In addition to technicians versed in the area of stress, the Research Department maintains two professional staff whose sole and exclusive function is the analysis of pension and health care programs. Typically, these individuals are called into bargaining to analyze pension proposals or health care proposals submitted across the table by the employer.

The computer system has allowed the Research Department to dramatically update and improve its wage and benefit information.

APPENDIX I (CONTINUED)

X. RESEARCH DEPARTMENT (CONTINUED)

At present, the Department is capable of providing information to Council 82 and your members on wages received by correctional officers or other classifications around the country. The computer is also capable of providing contractual language, (i.e. sick leave, vacation, holidays) from other contracts around the country which should prove invaluable in your upcoming negotiations. As with the pension and health benefits specialists, this information and technicians are available to assist Council 82 with onsite contract negotiations.

The Research Department also maintains information on a number of other subjects including, contracting out, safety and health, recent settlements, and new technological advances. This department of the International Union was responsible for producing the Oren's Safety and Health booklet as well as books on Passing the Buck (contracting out), and Facing the Future (new technology).

One of the most widely requested services provided by the International Union is a provision of budget analysis. These analyses are performed by experts in the Research Department and typically the provision of this single service by an outside consultant may run anywhere from \$3000 to \$20,000. The budget experts have the ability to analyze the state's budget as well as the Department of Corrections budget to determine where expenditures have been overestimated and, revenues underestimated or potential surpluses. The budget analysis in many cases proves the most valuable tool during contract negotiations. As with the other experts in the Research Department, the budget experts are available to assist Council 82 in negotiations and have been called in the past.

Dick

TUFCO MEETING

Howard Johnson, Syracuse, N.Y.

FEBRUARY 20, 1984

PM-10:45PM

INFORMATIONAL MEETING:

An informational flier was passed out and then an open discussion took place. to PP.

1. Council 82 has kicked back \$5.5 million to AFSCME over 15 years and the return has been zero. Refer to AFSCME letter

2. Presently TUFCO would gain \$500,000 a year not being a member of AFSCME. Money to invest and grow into Union benefits for the members.

Bonding, Judicial Panel Raid of Local Unions, NO protection, Constitution

3. Major discipline is a Notice of Discipline requesting dismissal. Then an attorney will be available. CASE REVIEW

4. Contract stays in tact and in force 100%. Then after April 1st, the Triborough Bridge doctrine keeps the contract in force until a new agreement is reached. OER - NO CONTRACT WITH 482 NOT WITH T.V.F.C.O.

5. TUFCO has 30% of the required number of signatures for a challenge. But we want 70% to guarantee a vote because Council 82 will try anything to stop us. The signature card must be signed and collected immediately. No one is allowed to keep a card. Council 82 must not know who signed a card. The cards have a printer's mark so Council 82 can not make counterfeits and if they do we can sue. NOT Union Made Cards by T.V.F.C.O.

6. By October 1st the challenge will be over and then if Council

82 wins then we go back into the brotherhood and wait until
next time.

7. Dues will remain the same, the By-laws allow dues increases based on contract % increases.

QUESTIONS
BY
MEMBER

8. Q Can I get a copy of the By-laws and constitution? No.

You're not a member. Second, Constitution and By-laws are ~~89~~ 39 pages long and printing costs are too much at this time for the

Union to pay out. Q Do you have a copy of Council 82's By-laws and Constitution? Yes. You're lucky. We have to be very careful to show what is concrete and what our goals are.

9. Organization breakdown:

NO LOCAL UNIONS
1 AIB CENTRAL OFFICE

1. Divide the state into 4 regions.

2. Open regional offices.

3. Regional Executive Boards that will meet once a month.

Each region will have a budget. Per capita payments will be made

to the regional office. Regional offices will make payments to

locals to operate and will make investments. All trips to Albany

will be paid by the regional office on a voucher system. Someone

from Albany will be at regional meetings to inform and hear complaints.

A monthly paper will let the members know who was there and what
information was presented, making everyone accountable.

4. Chief Steward will be elected on a facility wide basis.

He will be the Union's business agent. The Union will pay the

state his salary so he will be excused to do Union work 8 hours

a day. SALARY COST PLUS BENEFITS APP 40%

5. Regional offices will have staff, and members can go

directly to regional office for information on benefits, grievances,
etc.

6. A computer system will tie all grievances and labor/managements together statewide. The system will show presidents and chief stewards how to write grievances up.

10. One-man, one-vote puts the members in control. Members will also have a say when it comes to issues dealing with the Director and Associate Director. Like in the case with Burke taking over Council 82 and installing Chase after he was dismissed. What say did the members have?

11. If you have any questions, write us. You have our address.

Meeting conducted by Fitzpatrick, Morrissey and Farrell were present. Total number of people present was 11. Facilities present were Pharsalia, Georgetown, Auburn, and Watertown.

DESIGNATION CARD THE UNION OF FEDERATED CORRECTION OFFICERS

I hereby designate The Union of Federated Correction Officers as my agent for bargaining with the State of New York for all matters permitted by the Taylor Law, and I support its filing of a petition for a secret ballot election for the right to represent my bargaining unit. This card may be used to secure such an election.

NAME (Please Print): _____

ADDRESS: (Street & No.) _____

(City) _____ (State) _____

HOME PHONE: () _____

DEPARTMENT: _____

FACILITY: _____

JOB TITLE _____

SIGNATURE _____

DATE OF SIGNATURE (IMPORTANT: This date must be filled in): ____ / ____ / ____

NOTICE: The Union of Federated Correction Officers was established by the same men who founded the United Federation of Correction Officers, Inc. However, the two organizations are totally separate legal entities, with separate purposes. Only the Union of Federated Correction Officers can bargain with the State of New York pursuant to the Taylor Law.

NEW YORK STATE AFL-CIO

Executive Council

EDWARD J. CLEARY
President

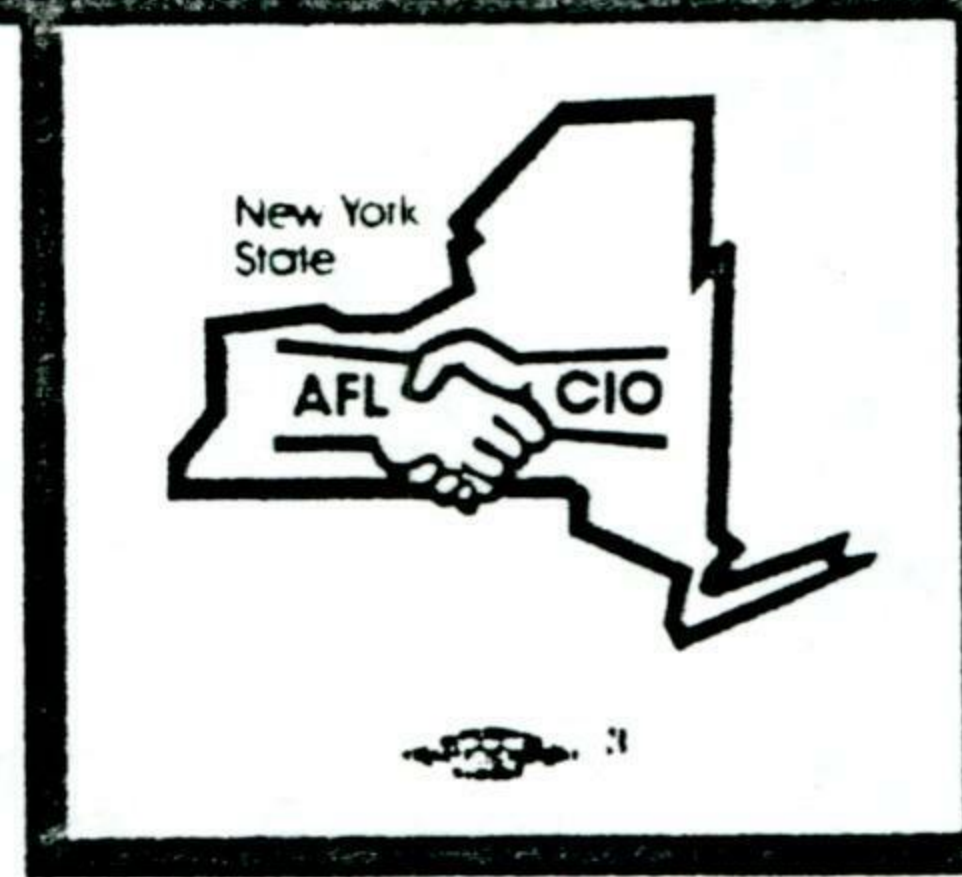
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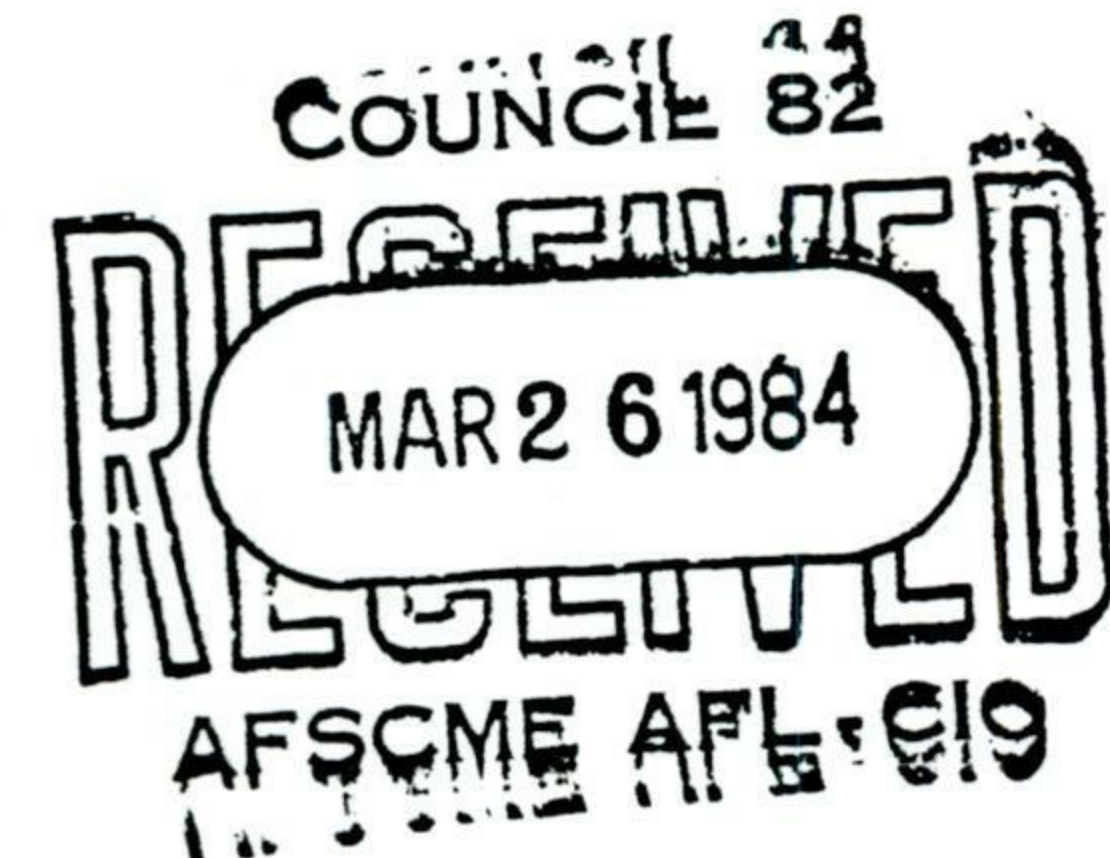


451 Park Avenue South
New York, N. Y. 10016
(212) 689-9320

99 Washington Avenue
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(518) 436-8516

March 23, 1984

Hon. Mario M. Cuomo
Governor
State of New York
Executive Chamber
The Capitol
Albany, N.Y. 12224



Dear Governor Cuomo:

I take this opportunity on behalf of the New York State AFL-CIO to earnestly urge reconsideration of your decision to close the Long Island Correctional Facility.

When all relevant factors are considered we believe continued operation of the Long Island facility to be in the public interest. Clearly, our State prison system is faced with a severe and dangerous problem of overcrowding. Meeting this problem with increased prison construction obviously represents additional costs to the State. It is estimated that closing LICF and replacing its 1,000 bed capacity with new construction will cost over \$150 million. At present, New York has 2,500 beds under construction and closing LICF would increase by almost 40% the dollars necessary to place the dislocated inmates without exacerbating already overcrowded conditions.

There is also a human need for maintaining this medium security correctional facility on Long Island in view of the population densities of the New York and Long Island areas. Moving prisoners to locations hundreds of miles from their homes places an undue hardship on their families and the inmates themselves. It makes visiting extremely more difficult and unnecessarily heightens tensions in an already unnatural situation. In addition, closing of LICF will entail relocation for correctional staff who moved to that area with the understanding that LICF would be a permanent facility. Thrusting correction officers into further overcrowded conditions and uprooting their families can only result in severe morale problems.