



# 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

August 31, 1983

Mr. Bruce Farrell  
2 Hudson View Drive  
Newburgh, New York 12550

Dear Brother Farrell:

Enclosed you will find your grievance which was received in our office on August 25, 1983.

We must return this grievance because you have not cited any contract article which you allege to have been violated. If it is to be considered a non-contract grievance you must check the appropriate box. As a former local president, you should be aware of the procedures to be followed in filling out grievances.

I feel I must also note that insofar as you have no right to solicit for TUFCO Insurance while on duty, it appears that your counselling memo is appropriate, and thus, your grievance is without merit. We do not make it a habit of supporting opposing organizations by defending the actions in our grievance procedure.

If you have any questions concerning this matter, please do not hesitate to call.

Fraternally,

Hollis V. Chase  
Associate Director

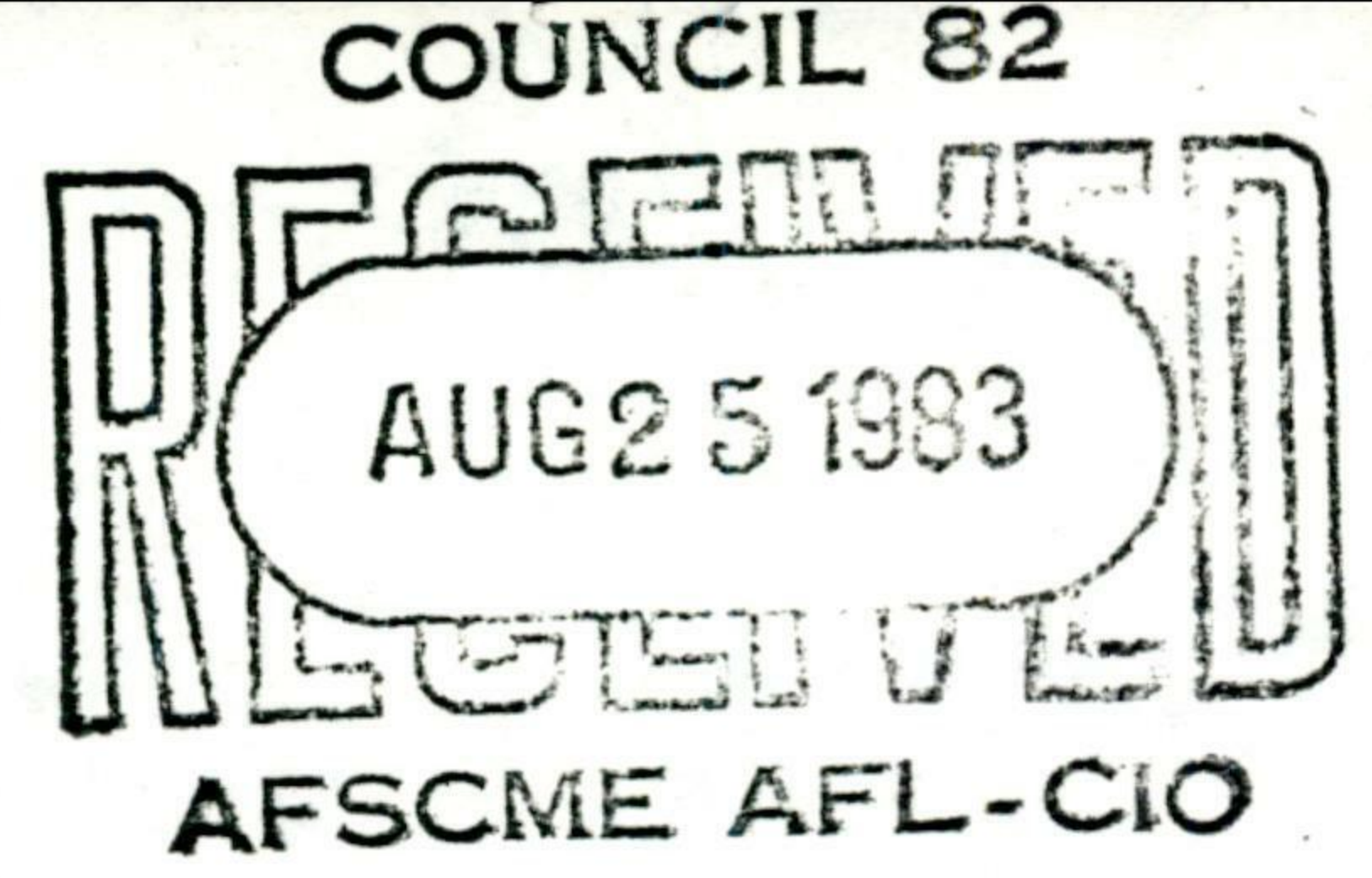
HVC/dmf

Enc.

cc: John Burke ✓  
Richard Bischert



GRIEVANCE FORM  
STATE - COUNCIL 82  
Security Services Unit  
Security Supervisors Unit



Department or Agency D. O. C. S. Grievance Nos. (Local 1871)  
(Agency \_\_\_\_\_)  
(OER \_\_\_\_\_)

Prior to initiating a formal written grievance pursuant to this Article, the employee or the Union is encouraged to resolve disputes subject to Article 7 informally by reviewing them with the appropriate immediate supervisor.

STEP 1

(To be presented in writing to the facility head within 10 days\* of grievance)

PLEASE PRINT OR TYPE

Date submitted 8/12/83  
Aggrieved employee(s) Bruce J. Farrell  
Work location Downstate Corr Facility  
Employee's representative, name and title Tommy Meehan Pres Local 1871  
Provision of Council 82 Agreement involved: Article \_\_\_\_\_ § \_\_\_\_\_ None   
Date grievance occurred 8/8/83

Statement of facts:

*See attached*

Remedy sought:

*see attached*

Signature of aggrieved employee or union representative:

*Bruce J. Farrell*

STEP 1

DECISION

Date received 8/12/83 BA Date of review meeting 8-16-83

(Facility head or designee shall meet with the union within 7 days of receipt of grievance; decision to be presented in writing within 7 days of meeting.)

Decision:

Grievance denied. The counseling memo was appropriate and will not be removed at this time. The grievant, while on duty for the Transportation Unit, was involved in an unauthorized activity.

Date decision presented 8/17/83

*S. Dell* Superintendent  
Signature and Title

\* Days shall mean calendar days.



GRIEVANCE

STATE \_ COUNCIL 32

I WISH TO FILE A GRIEVANCE CONCERNING THE COUNSELLING MEMORANDUM WHICH I RECIEVED, DATED AUGUST 8, 1983, GIVEN TO ME BY F.E. NUITE, JR. ON THE FOLLOWING GROUNDS:

THE COUNSELLING MEMORANDUM STATES: " THIS IS TO CONFIRM OUR DISCUSSIONS OF 8/8/83 REGARDING A COMPLAINT RECIEVED BY CENTRAL OFFICE LABOR RELATIONS ... CONCERNING YOUR ALLEDGED PROMOTION OF " TUFCO " WHILE ON TRANSPORTATION ASSIGNMENTS AT OTHER FACILITIES."

" I MUST ..., ADVISE YOU THAT SUCH DISCUSSIONS OF THE " TUFCO " ORGANIZATION ...MUST BE LIMITED TO OCCASIONS WHEN YOU ARE OFF DUTY AND OFF THE PREMISES OF FACILITIES OF THIS DEPARTMENT AND YOUR FAILURE TO COMPLY MAY WELL RESULT IN ADDITIONAL ADMINISTRATIVE ACTION BEING TAKEN AGAINST YOU."

I BELIEVE THAT THIS COUNSELLING MEMORANDUM FAILS TO STATE HOW I HAVE IN ANY WAY VIOLATED ANY RULES OR REGULATIONS PROMULGATED OR ENFORCED BY MY EMPLOYER. I WISH TO BE INFORMED OF THE REGULATION WHICH I HAVE VIOLATED.

I FUTHER BELIEVE THAT THIS COUNSELLING MEMORANDUM VIOLATES THE SPIRIT AND INTENT OF THE COUNSELLING PROCEDURES BECAUSE COUNSELLING IS SUPPOSED TO BE DIRECTED AT CORRECTING AN EMPLOYEES BEHAVIOR AND IMPROVE HIS JOB PERFORMANCE AS A PROFESSIONAL CORRECTION EMPLOYEE. THIS COUNSELLING MEMORANDUM DOES NOT DO THIS. IN MY OPINION THE MEMORANDUM WAS ISSUED BECAUSE THE LABOR RELATIONS DEPARTMENT WISHES TO RESTICT MY FIRST AMENDMENT RIGHT TO FREEDOM OF SPEECH; AND FURTHERMORE HAS VIOLATED MY RIGHTS TO BE AN INDIVIDUAL; AND CONSTITUTES THE MOST BLATANT FORM OF GOVERNMENT HARASSMENT AND CENSORSHIP.

REMEDY SOUGHT:

I WANT THIS " COUNSELLING MEMORANDUM " REMOVED FROM MY PERSONNEL FOLDER AND ALL COPIES OF IT GIVEN TO ME PERSONALLY SO THAT I CAN DESTROY THEM? I ALSO WANT A WRITTEN MEMO FROM LABOR RELATIONS STATING SPECIFALLY THAT I WILL BE ALLOWED TO TALK ABOUT " TUFCO " ON STATE PROPERTY.





Jack's Copy



# 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

May 20, 1983

Dr. Alan S. Chartock  
Project Director  
Professor of Political Science  
The Legislative Gazette  
Room 015 - Draper Hall  
135 Western Avenue  
Albany, New York 12203

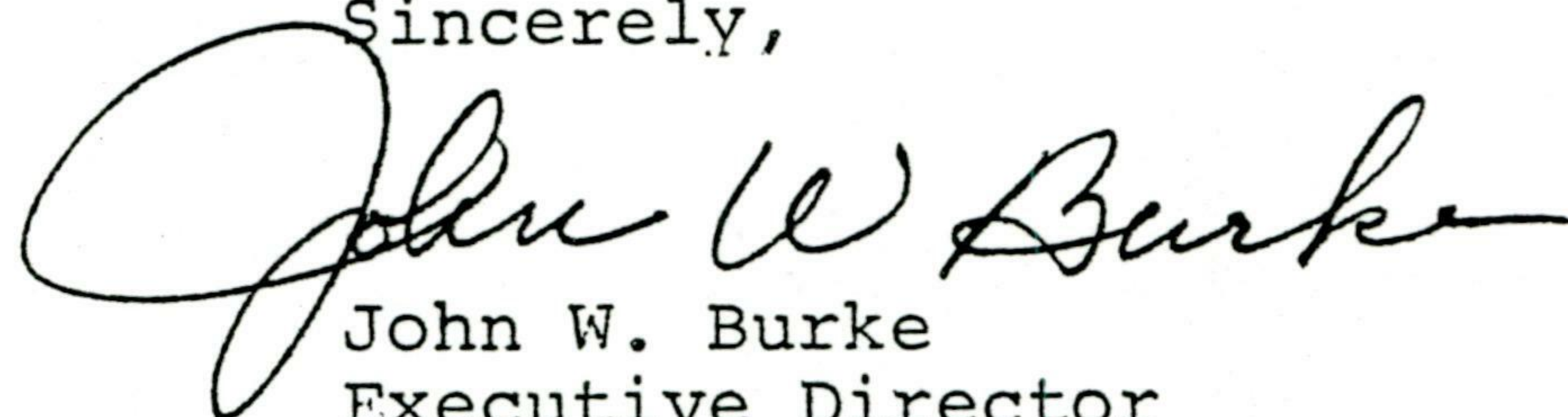
Dear Sir:

I am writing this letter in regard to an article which was published in Vol. 6, No. 15, May 16, 1983 issue of The Legislative Gazette entitled "TUFCO denies challenge to Council 82", by Lori Van Auken.

It has been my understanding that The Legislative Gazette is a newspaper for articles of interest pertaining to the State Legislature and pending legislation. I was very disturbed when I reviewed this issue and read the above named article.

The same day this reporter was gathering information on this article, we had 200 State correction officers at the Capitol lobbying for a change in the Tier III Retirement System. There was no mention whatsoever of this printed in The Legislative Gazette. This is irresponsible journalism, and certainly does nothing for the credibility of The Legislative Gazette.

Sincerely,

  
John W. Burke  
Executive Director

JWB/dmf



the independent sector, they are so outstanding that they might serve as models for the state and nation.

You may be interested in a report that I was privileged to write, entitled, "On-Campus Child Care at Independent Colleges

EIK Street, detail, the wide range of services available in the independent sector.

**Lawrence Podell, Ph.D**  
**Professor of Management**

## *The Legislative Gazette*

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**Gazette Accountant**  
Wilen and Klapper, CPA



# The Evening News

NEWBURGH-BEACON, N.Y., SUNDAY, OCTOBER 2, 1983

Jack

## Corrections union formed

The Union of Federated Correction Officers Association (TUFCA) has announced the establishment of a new union in the Hudson Valley area.

Dennis J. Fitzpatrick of Colonie, head of the TUFCA, said "it is TUFCA's intent and purpose to challenge district Council 82 of the American Federation of State, County and Municipal Employees, AFL-CIO, as the exclusive bargaining agent."

Fitzpatrick said this action is being undertaken by TUFCA due to the widespread rank and file dissatisfaction with Council 82. The Union of Federated Officers believes that Council 82 has lost the support of rank and file membership and TUFCA fully intends to petition the Public Employees Relation Board (PERB) for a representation election that will allow the rank and file the opportunity to decide who will represent them in collective bargaining with the State of New York, Fitzpatrick added.

Also in Poughkeepsie Journal





Today's State Briefing — See Page 5A



# The Knickerbocker News

Vol. 47 No. 235 25c Albany, N.Y., Thursday, April 5, 1984

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Home Final ★

## Unions in bitter war for state jail guards

By ERIC FREEDMAN  
Knickerbocker News Capitol Bureau

A no-holds-barred battle is under way for the hearts, minds and dues of about 15,000 state correction officers and security personnel.

On one side is the incumbent union, Council 82 of the American Federation of State, County and Municipal Employees, which contends it is an effective advocate for its members.

On the other is TUF~~CO~~, The Union of Federated Correction Officers, which asserts Council 82 lacks independence and is "ruled by an elite."

Although challenging petitions can't be filed until August, harshly worded charges and countercharges are already flying.

And the controversy could delay the anticipated fall opening of negotiations for a contract to take effect April 1, 1985.

In addition, both TUF~~CO~~ and Council 82 have filed improper practice charges with the Public Employment Relations Board (PERB) stemming from the conflict.

As an example of how heated the debate already is, a flyer from the Council 82 local at the Fishkill Correctional Facility in Dutchess County questions the commitment of TUF~~CO~~ organizers to the well-being of correction officers and

suggests TUF~~CO~~ leaders may be "just power hungry."

The handout also says a TUF~~CO~~ victory means "our existing contract is no longer in effect." But according to the Governor's Office of Employee Relations, although the existing contract would be technically void, all its terms would continue in effect.

TUF~~CO~~ lawyer Jeffrey Brozyna asserts Council 82 has "lost touch" with its members and has been "passive" in its negotiations with the state. "There's general discontent. Council 82 has not been a strong professional advocate in dealing with the state," Brozyna said.

TUF~~CO~~'s five directors have held leadership positions

within Council 82, and president Dennis Fitzpatrick, former head of the Council 82 Correction Policy Committee.

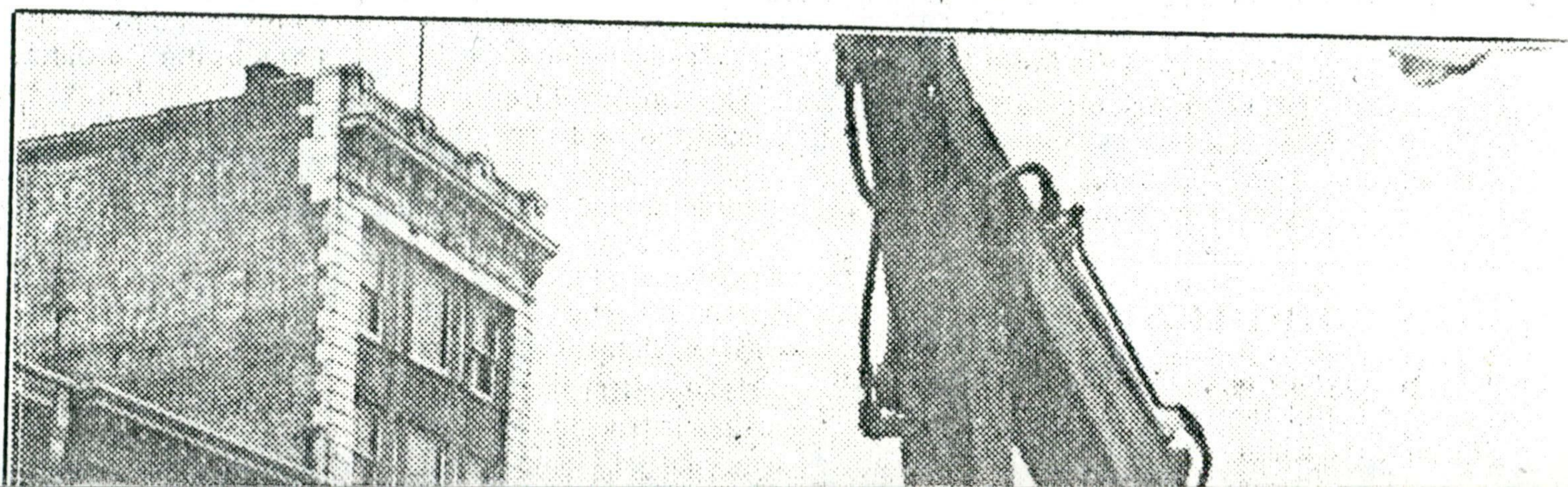
Council 82 Executive Director John Burke counters that union has negotiated better contract settlements than other state union.

Calling TUF~~CO~~'s leaders "losers" and a "misguided c of malcontents," Burke said some correction officers joined TUF~~CO~~ when it was a fraternal organization misled or even betrayed.

"It was Council 82 alone — other public sector unions

Continued on Page

## Congress fires back: Reagan 'trigger happy'





## FROM PAGE ONE

# Battle rages over correction aides...

### CONTINUED

that resisted any erosion and kept time and attendance disciplinary proceedings in our own arbitration jurisdiction," Burke also said.

He continued, "The state tried to reduce workers' compensation leave. We would not let them. Other unions also failed in this regard."

Under the Taylor Law, TUFCO's petition to force a representational election must be supported by at least 30% of the members of the bargaining unit.

TUFCO is now soliciting petition cards to file with PERB in August. Negotiations on a new contract would be delayed until the question of who represents the bargaining unit is resolved.

In its PERB charges, TUFCO accuses the state of improperly confiscating 30 signed and 41 unsigned confidential union membership authorization cards at Fishkill. The state defends the seizure as legal under an Office of Employee Relations policy that does not require the state to give a challenging union

equal access to government facilities until May 1.

A state Supreme Court hearing is scheduled in Albany Friday on the same issue because a TUFCO lawsuit contends it will take too long for PERB to decide the question.

The attorney general's office will ask to have the suit dismissed on the ground that PERB has exclusive jurisdiction over the controversy.

The lawsuit doesn't name Council 82 as a defendant, but Council 82 attorney Richard Rowley said, "We're examining the (legal) papers and preparing to take appropriate action."

The improper practice charge filed by Council 82 accuses TUFCO and the Department of Correctional Services of illegally acting "in concert" to allow the challengers to solicit signatures on prison property.

Correctional Services information officer Lou Ganim said his department is "absolutely neutral. We've got both sides after us. You can't be more neutral than that," Ganim said.

## Congress fires back: Reagan 'trigger happy' ...

### CONTINUED

The attack on the congressional role in foreign affairs was the strongest assertion yet of a theme that Secretary of State George Shultz and other administration officials have been sounding.

Reagan also criticized as "not helpful" moves in Congress to restrict his power to send troops to El Salvador. Questioned about developments in Central America, he declined to say whether the United States supported the mining of Nicaraguan harbors by CIA-backed rebels trying to overthrow the Sandinista government.

In the Senate, Barry Goldwater, R-Ariz.,

into certain combat situations. They must be withdrawn within 90 days unless Congress declares war or approves the action.

Last year, Congress granted Reagan 18 months to keep the Marines in Lebanon as part of an international peacekeeping force to back up President Amin Gemayel in his efforts to forge a broad based government.

Reagan also used a new peace overture to Moscow to turn up the heat on Congress to authorize more than \$1.1 billion for an intensified program to develop and stockpile chemical weapons.

Reagan opened the news conference by announcing plans to offer the Soviet Union a

On Friday, a PERB administrative law judge will meet with representatives of Council 82, TUFCO and the state to discuss the improper practice charges.

In the debate over representation, Brozyna said TUFCO's status as an independent union means dues Council 82 now pays to AFSCME and the AFL-CIO can be spent to provide better services and local programs.

Brozyna also said TUFCO would allow all members to vote directly for officers, a change from the Council 82 procedure of having delegates elect the union's statewide officers.

Charles R. Booth, the Council 82 public relations director, said, "Our union and our convention are every bit as constitutional and a heck of a lot more democratic than many other unions."

According to Booth, Council 82 officials will be "going on the road" to meet with employees units and answer questions. "We're going to emphasize our achievements. We think we can do the job better than anyone else," he said.

The offer of a global ban on chemical weapons came two days after Reagan, citing the difficulty of verification compliance, ruled out any negotiations with the Soviets on a similar agreement governing anti-satellite systems.

Reagan cited the alleged use of chemical weapons by the Soviets in Southeast Asia and Afghanistan and by Iraq against Iran in advocating a worldwide ban on production, possession and use.

"The use of these terrible weapons," he said, "has serious implications for our own security."

"The Soviet Union's extensive arsenal of

## CAMP

## Monday

## in ba

Walter F. Mondale, Pennsylvania, the presidential contender attacking both the for backing more m

"We must learn t in Philadelphia on V butter. We do not systems."

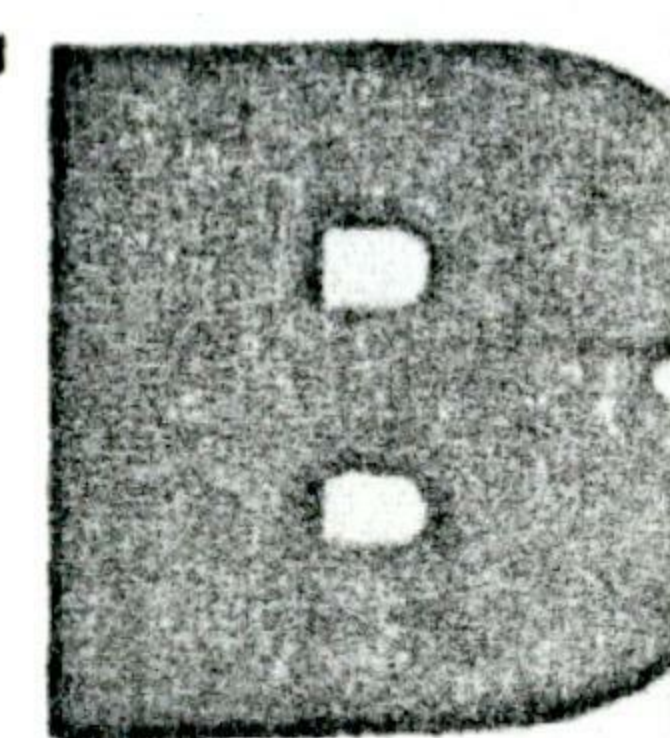
Jackson was en showing in New Yo who finished barely percentage points tried to recast his ca

All three candid converging today in in a nationally telev of Women Voters.

A total 172 delega State primary, and Mondale and Hart.

First, Wisconsin allot 78 delegates, Tuesday was won b

Besides the critic Hart needs a good long run against M in San Francisco th





# Prison guards adopt TUFCO representation

AUBURN — State correction personnel, including workers at Auburn Correctional Facility, are joining a new union.

The union is The Union of Federated Correction Officers (TUFCO). Dennis J. Fitzpatrick, TUFCO head, stated in a press release provided to The Citizen: "TUFCO is formed with the intent and purpose to challenge District Council No. 82 of the American Federation of State, County, and Municipal Employees union, as the exclusive bargaining agent."

AFSCME spokespeople, when contacted by The Citizen, today and this past weekend, were unavailable for comment.

The formation of the union has led to the resignation of a local president. James Morrissey, formerly president of the Corrections Local 1447, resigned last week and now is with TUFCO.

"The majority of the correction personnel in Auburn now are members of TUFCO," Morrissey said. He said he believes the AFSCME council has "lost

touch" with its members. He said about 250 people now are associated with TUFCO.

Fitzpatrick stated TUFCO intends to petition the Public Employees Relation Board for a representation election that will allow rank and file members the opportunity to decide which union will represent them in collective bargaining with the state of New York. Fitzpatrick said TUFCO members are not pleased with AFSCME's previous collective

bargaining efforts.

Morrissey said the union also has a fraternal organization, The United Federation of Correction Officers.

Morrissey said the fraternal organization is committed to helping correction officers with insurance premiums, and with legal matters pertaining to work at correction facilities. The not-for-profit organization originally was chartered in 1982 and is exclusively for the benefit of its members and their families.

## New prison guards union to form

By Gary Kane  
Staff Writer

AUBURN — A statewide prison guards' association announced Saturday it is forming a new union to represent the state's 10,000 corrections officers because of rank and file dissatisfaction with existing representation.

The United Federation of Correction Officers Inc. (TUFCO) will challenge District 82 of the American Federation of State, County and Municipal Employees for the right to represent the state's corrections officers, said Dennis Fitzpatrick, a leader of the new union movement and an officer at the Great Meadow Correctional Facility in Comstock.

"In our opinion, there is widespread dissatisfaction with Council 82 AFSCME," said Fitzpatrick Saturday. "The rank and file have no way to control their destiny."

Fitzpatrick charged that the existing union has taken a passive approach to such critical issues as overcrowding and AIDS (ac-

quired immune deficiency syndrome). He complained that Council 82 has deserted retired correction officers. He said union members get little for their \$224 annual dues.

"People don't like paying dues to an organization that doesn't represent them," said Fitzpatrick.

Newly elected Council 82 President Richard Bischert said he was not surprised by the announcement of the union challenge and attributed it to TUFCO's failure to elect its candidates to Council 82 offices during the union's convention last month in Albany.

"TUFCO had a slate of candidates to run, but the delegates who came didn't support their positions," said Bischert. "I'm not really worried about this challenge."

About 131 delegates and 47 alternates from across the state attended the recent union convention, he said.

Auburn corrections officer James Morrissey said Saturday he has re-

signed from his position as head of the Local 1447 of Council 82. He charged that Council 82 leaders are elected by delegates and not by the union membership.

"They've lost sight of the individual member," he said. "That's the reason I resigned. Things need to be done that aren't being attended to."

Morrissey charged that the existing union is failing to ensure that assaults against guards are being prosecuted. He complained that the union is slow to act on guards' grievances against management.

TUFCO intends to petition the state Public Employees Relations Board for an election among corrections officers to decide which union shall represent the prison guards, said Morrissey.

The new Council 82 president denied the charge that the union has lost touch with its members. He said he has conducted training seminars on grievances and state leg-

islation affecting guards at facilities across the state during the past year. The sessions are forums for the concerns of union members, he said.

Bischert said that as president he intends to conduct monthly or bi-monthly meetings of local presidents to improve communications within the union. Council 82 is made of 63 locals, he said.

Council 82, which was established more than a decade ago, will survive the challenge from TUFCO, he predicted.

"The only problem I see is that it may create a split within the union that will not go away," he said.

Bischert said that virtually nothing can be done to speed the grievance problem.

"If we had good labor-management relations, the grievance procedures wouldn't be overloaded," he said. "What has to be done is improve labor-management relations."



# TUFCO denies challenge to Council 82

By LORI VAN AUKEN

A fraternal organization of corrections officers has denied speculation that it is trying to undermine the officers' current contract with Council 82.

However, Council 82 Policy Chairman Richard Bischert said The United Federation of Corrections Officers (TUFCO) was organizing with the chief goal of "de-certifying" Council 82.

"Perhaps that is wishful thinking on someone's part," TUFCO organizer Dennis Fitzpatrick said.

"TUFCO, Inc. is and will always be a fraternal organization," Fitzpatrick emphasized, likening the fraternity to the Policemen's Benevolent Association.

TUFCO developed 15 months ago in an effort to supplement the benefits and programs currently offered by Council 82, according to Auburn Union President James Morrissey.

TUFCO offers a Visa Trust insurance policy, Fitzpatrick said. According to Bischert, this alternative insurance policy is about \$5 less than the policy offered to Council 82 by Mang Associates Agency of Albany.

"We don't feel threatened by TUFCO," Bischert said, but he added its development shows that Council 82 must discover better insurance and benefits packages.

The corrections officers are bound by contract to Council 82 as their bargaining agent until 1985. No organization can legally challenge the contract until

six months before the contract with Council 82 expires.

According to Coxsackie Union President Joseph Puma, TUFCO is accumulating membership and money to challenge Council 82 in 1985.

Puma criticized TUFCO for its attempts to splinter corrections officers into two factions.

"Council 82 is a pretty good organization, but it is

only as strong as its members make it. Any challenges only make us weaker," Puma said.

But according to Fitzpatrick, TUFCO's intention is to unite corrections officers in an organization they alone can identify with.

Council 82 represents all security and law enforcement officers in New York, which includes Environmental Conservation safety officers, police officers and

funding, she added.

even lifeguards.

"Because corrections officers constitute the majority of the Council's membership," Fitzpatrick said, "we need to generate a large, unified lobbying organization which will concentrate on our special interest."

"Corrections officers need to feel more of a common bond than they do with simply a monthly newsletter

Continued on Page 12

## ... Council 82 challenge denied

Continued from Page 6

or a gold pin" they now receive from Council 82, Fitzpatrick added.

According to Bischert, the council has recently tried to open communications with its members by hiring public relations coordinator Chuck Booth and publishing a monthly newsletter.

While current membership in TUFCO is approximately 10 per cent of all corrections officers,

Fitzpatrick said they hoped to provide additional dental and medical centers as well as lodges and vacation sites for members and their families.

But other corrections officers are reluctant to join. Greenhaven Union President Robert Zeller said TUFCO sent Greenhaven guards flyers and membership forms a couple of months ago.

"The majority of people did nothing with it," he said, "because the application said we had to abide by the by-laws. But we didn't get to see any of the by-laws."

"I'm not 100 per cent satisfied with Council 82 and the people there," Coxsackie union leader Puma said. "But we are not going to turn around and join a 'Mickey Mouse' organization."

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# Guard's goal is overthrow of AFSCME

By MARY HEDGLON  
Auburn

A self-styled labor organizer, Jim Morrissey is out to boldly impeach a union he thinks works against prison guards.

"I want to restore some of the good old unionism, when the union took care of the people and the people didn't take care of the union," he said.

Morrissey quit as president of the Auburn Correctional Facility local the day he came back from the annual convention of District 82 of the American Federation of State, County and Municipal Employees in October.

"Not one resolution was passed," he said, noting 12 sergeants-at-arms stood by to control the internal fighting.

The United Federation of Correc-

## CLOSE-UP

tion Officers Inc. was born when Morrissey and four other disgruntled guards working at other prisons banded together shortly after the convention. Before the union becomes official, the old union has to be decertified by the membership, which also would vote whether to form TUFCO.

Gearing up for the fall decertification vote, Morrissey, an Auburn High School graduate, has been traveling statewide on his days off to stump his case against AFSCME.

He stresses that guard safety within the walls of their workplaces

**Concluded on page 7**



**'I want to restore some of the good old unionism, when the union took care of the people and the people didn't take care of the union.'**

**— Jim Morrissey**

Photo by Debbie Leone



# He aims to oust guard union

From page 1

is threatened by what he considers an ineffective, lackadaisical union.

"There's more violence than ever before in prisons and more rights and freedoms for prisoners. Somewhere, someone has to stop," he said. "Each time there's a new ruling by a judge, it limits our authority."

TUFCO would hire top-notch lawyers to litigate for stricter laws, the 34-year-old Morrissey said.

"Council 82 has lost almost every court case," he said, adding that the poor quality of AFSCME lawyers eased passage of a new law which halted some prisoner friskings.

Previously, prisoners transported between prisons were searched before leaving, then at the end of the trip, he explained. Now, they cannot be searched a second time.

Under the new law, it is possible for inmates to pass and conceal contraband on trips, said Morrissey, who became a guard at age 20 because he needed a job.

TUFCO also would give the state's 10,000 prison guards an identity, he said, and arrange for a separate union for state park lifeguards, sheriff's deputies and capital police officers.

Thousands of those employees are mixed into Council 82, which cannot negotiate well for any of its factions because it is too diversified, Morrissey said.

"We want the union to wear one hat. Now, our image is diluted," said Morrissey, who would become a union executive in Albany if TUFCO is voted in.

The new bargaining unit would push for a work schedule of four days on, two days off for all guards to relieve tension buildup, he said. Now, Auburn Correctional Facility guards work a schedule of four days on, two days off, followed by five days on and one day off.

Although he never has been injured by an inmate, Morrissey said he always is concerned about the potential for an incident while on the job. But, to him, working with prisoners is a way of life. He grew up around the prison talk of four guards, his father and three uncles.

Another reason to oust Council 82, which defeated a similar decertification challenge in 1977, is to negotiate the 1985 contract under TUFCO, he said.



**Auburn Correctional Facility guards went on strike in both 1974 and 1979.**

File photo

Morrissey promises to hold a hard line for wage increases. Now, guards' salaries start at \$14,200 yearly. Top pay for a guard is \$24,000 annually.

In 1979, Morrissey helped negotiate the end of a 15-day strike by the prison guards. National Guardsmen took over when the union walked out.

Morrissey, who says running and racquetball help him work off work tension, said most union members were shocked when he resigned.

"You can't say a union is good, though, when you don't believe it yourself," he said.

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Department

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Department

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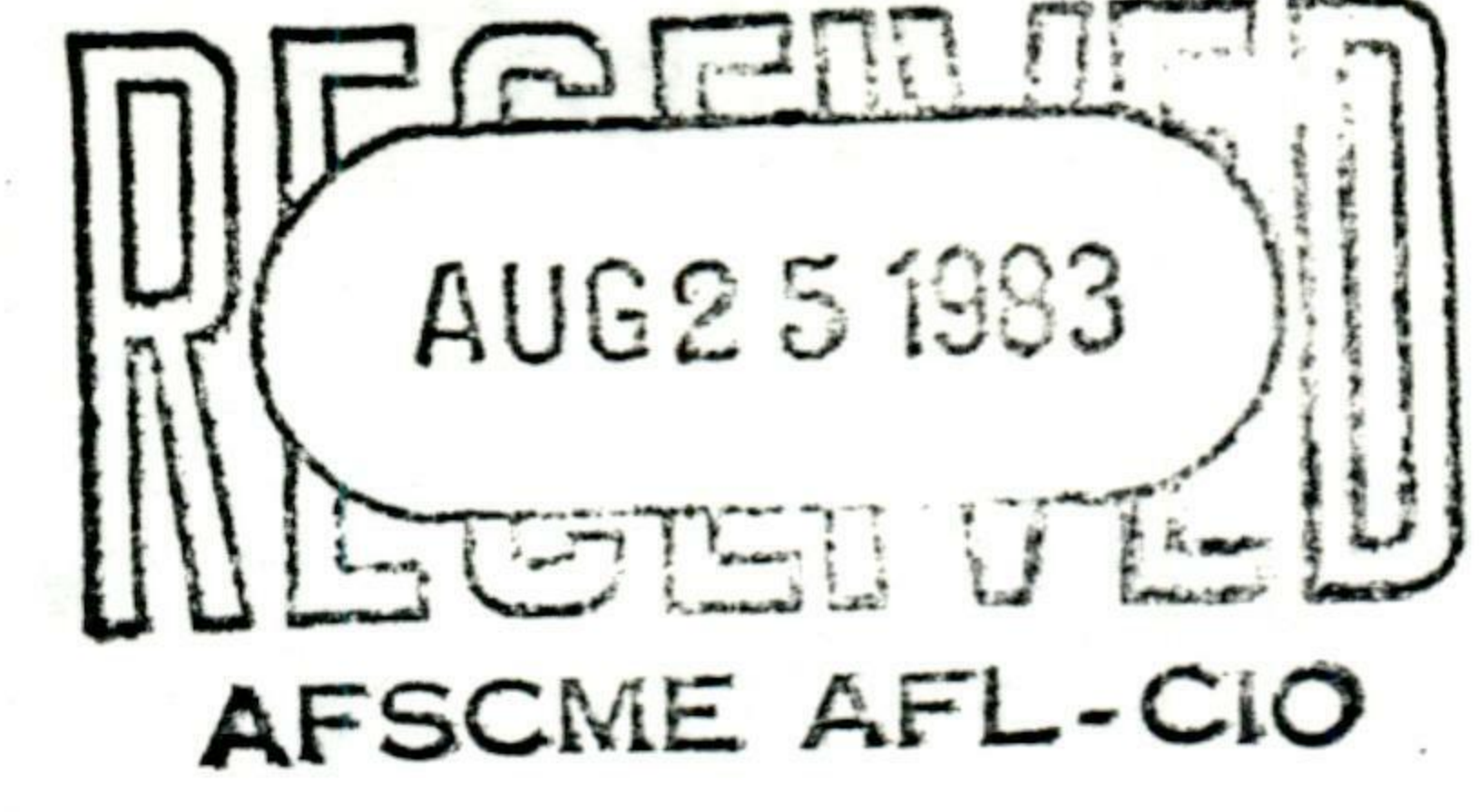
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GRIEVANCE FORM  
STATE - COUNCIL 82  
Security Services Unit  
Security Supervisors Unit

(Local 1871)  
Grievance Nos. (Agency \_\_\_\_\_)  
(OER \_\_\_\_\_)

Department or Agency D. O. C. S.

Prior to initiating a formal written grievance pursuant to this Article, the employee or the Union is encouraged to resolve disputes subject to Article 7 informally by reviewing them with the appropriate immediate supervisor.

STEP 1

(To be presented in writing to the facility head within 10 days\* of grievance)

PLEASE PRINT OR TYPE

Date submitted 8/12/83

Aggrieved employee(s) Bruce J. Farrell

Work location Downstate Corr Facility

Employee's representative, name and title Tommy Meehan Pres Local 1871

Provision of Council 82 Agreement involved: Article \_\_\_\_\_ § \_\_\_\_\_ None

Date grievance occurred 8/8/83

Statement of facts:

*See attached*

Remedy sought:

*see attached*

Signature of aggrieved employee or union representative: *Bruce J. Farrell*

STEP 1

DECISION

Date received 8/12/83 BA Date of review meeting 8-16-83

(Facility head or designee shall meet with the union within 7 days of receipt of grievance; decision to be presented in writing within 7 days of meeting.)

Decision:

Grievance denied. The counseling memo was appropriate and will not be removed at this time. The grievant, while on duty for the Transportation Unit, was involved in an unauthorized activity.

Date decision presented 8/17/83 *S. Dell* Superintendent  
Signature and Title

\* Days shall mean calendar days.



STEP 2  
APPEAL

(To be presented in writing to agency head or designee within 10 days of receipt of Step 1 decision or date Step 1 decision was due, whichever is earlier.)

The decision at Step 1 of the grievance described above is unsatisfactory. This is to request a review of that decision because:

*Answer doesn't satisfy remedy sought.*

Date appealed 8-19-83

*Francis W. Tessier Vice President*  
Signature of Union Representative 1871

STEP 2  
DECISION

Date received \_\_\_\_\_

Date of review meeting \_\_\_\_\_

(The agency head or designee shall meet with Union within 10 days of date appeal was received. Decision shall be rendered within 10 days of review meeting.)

Decision:

Date \_\_\_\_\_

Signature of Agency Head Or Designee \_\_\_\_\_

STEP 3  
APPEAL

(To be presented in writing to the Director of the Governor's Office of Employee Relations within 15 days of receipt of Step 2 decision or within 15 days of the date the Step 2 decision was due, whichever is earlier. Attach copy of Step 2 decision.)

The decision at Step 2 of the grievance described above is unsatisfactory. This is to request a review of that decision because:

Date appealed \_\_\_\_\_

Signature of Union Representative \_\_\_\_\_

(The Director of Employee Relations or designee shall meet with the Union within 20 days of date appeal was received. Decision shall be issued within 20 days of review meeting.)

Date of review meeting \_\_\_\_\_