

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

September 2, 1983

Mr. Chester LaDuke
7 Miller Circle
Newburgh, New York 12550

Dear Chet:

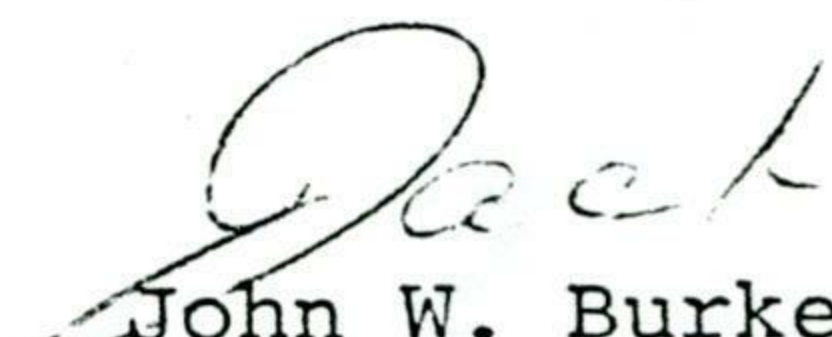
Enclosed please find form-type letters which will assist your Secretary/Treasurer or yourself in making out letters to be sent to past Executive Board members and Trustees of Local 399.

As you can see by these letters, they are requesting the individuals to submit explanations along with receipts for the items shown. If they do not submit acceptable supporting documentation to you or your Secretary/Treasurer by October 15, 1983, all funds for which no explanation is given must be reimbursed to the Local by the individuals.

I emphasize that the enclosed form letters should be retyped on stationary from your local before sending the letters to the individuals. I would also suggest that you send them to the individuals by certified mail, return receipt requested.

Enclosed you will also find a list of sixteen names of individuals in which the same documentation and receipts should also be requested from them. I wish to point out that with each individual request, you should attach a schedule of the dates and checks so the individuals will know what is being requested of them. If you have any questions, please feel free to contact me.

Fraternally,


John W. Burke
Executive Director

JWB/dmf

Encs.

cc: Steve Fantauzzo

Mr. Vincent Di Giorgio

Dear Brother DiGiorgio,

In August 1983 the trustees of AFSCME Local 399 conducted an audit of the local's books and records, covering the years 1979, 1980, 1981 and 1982. Only limited records and bank statements were available to the trustees for purposes of the audit.

The trustees have identified numerous violations of the AFSCME Financial Standards Code by Local 399. These include but are not limited to 1) checks to cash, 2) failure to maintain minutes, 3) disbursements without apparent authorization, 4) failure to maintain cash receipt or disbursement books, 5) failure to file IRS form 990, and 6) failure to have a semi-annual audit of the records of the Local. Local 399 maintained very few receipts and, further, does not have any minutes to substantiate that the expenditures were properly authorized.

From 1979 through 1982 you received a total of ~~\$6,441.88~~ ^{6133.28} in advances, allowances, reimbursements or checks to cash from Local 399. That total breaks down on an annual basis as follows:

1979 - ~~\$448.22~~ ^{280.22} including check #116 (\$168.00) drawn to cash
1980 - ~~\$175.67~~ ^{730.67} including check #222 (\$45.00) drawn to cash
1981 - \$894.99
1982 - ~~\$4,923.00~~ including check #535 (\$100.00) for auditing
4827.40 of local books

I have attached a schedule of those checks. Please provide explanations and receipts for each of the items shown. In the absence of acceptable supporting documentation, all funds for which no explanation is given must be reimbursed by you to the local.

Documentation should be provided to me no later than October 15, 1983. If you have any questions, please feel free to contact me.

Fraternally,

Secretary Treasurer

cc: Chester LaDuke
John Burke

Mr. Bruce Farrell

Dear Brother Farrell:

In August, 1983 the trustees of AFSCME Local 399 conducted an audit of the local's books and records, covering the years 1979, 1980, 1981 and 1982. Only limited records and bank statements were available to the trustees for purposes of the audit.

The trustees have identified numerous violations of the AFSCME Financial Standards Code by Local 399. These include but are not limited to: 1.) checks to cash, 2.) failure to maintain minutes, 3.) disbursements without apparent authorization, 4.) failure to maintain cash receipt or disbursement books, 5.) failure to file IRS form 990, and 6.) failure to have a semi-annual audit of the records of the Local. Local 399 maintains very few receipts and, further, does not have any minutes to substantiate that the expenditures were properly authorized.

From 1979 through 1982 you received a total of ~~\$8051.31~~ ^{6951.33} in advances, allowances, reimbursements and checks to cash. The total breaks down on an annual basis as follows:

✓ 1979	- \$868.48	
✓ 1980	- 2420.05 1920.05	including \$300.00 to cash (check #153) and \$200.00 to cash (check #184)
✓ 1981	- 4542.38 3942.38	including \$600.00 to cash (check #304); \$35.46 for local auditing (check #375) and \$50.00 for local auditing (check #377).
✓ 1982	- 220.40 220.42	

I have attached a schedule of those checks. Please provide explanation and receipts for each of the items shown. In the absence of acceptable supporting documentation, all funds for which no explanation is given must be reimbursed by you to the local.

Documentation should be provided to me no later than October 15, 1983. If you have any questions, please feel free to contact me.

Fraternally,

Secretary-Treasurer

cc: Chester LaDuke
John Burke

Mr. Marion Dantzler

Dear Brother Dantzler:

In August 1983 the trustees of AFSCME Local 399 conducted an audit of the local's books and records, covering the years 1979, 1980, 1981 and 1982. Only limited records and bank statements were available to the trustees for purposes of the audit.

The trustees have identified numerous violations of the AFSCME Financial Standards Code by Local 399. These include but are not limited to: 1.) checks to cash, 2.) failure to maintain minutes, 3.) disbursements without apparent authorization, 4.) failure to maintain cash receipt or disbursement books, 5.) failure to file IRS form 990, and 6.) failure to have a semi-annual audit of the records of the Local. Local 399 maintained very few receipts and, further, does not have any minutes to substantiate that the expenditures were properly authorized.

From 1979 through 1982 you received a total of ^{769.76} ~~\$786.86~~ in allowances and reimbursements. That total breaks down on an annual basis as follows:

1979 - \$53.66 ^{586.10}
1980 - ~~\$603.20~~ including \$17.10 for local auditing (check #225)
1981 - \$ 80.00, including \$50.00 for local auditing (check #376)
1982 - \$ 50.00

I have attached a schedule of those checks. Please provide explanations and receipts for each of the items shown. In the absence of acceptable supporting documentation, all funds for which no explanation is given must be reimbursed by you to the local.

Documentation should be provided to me no later than October 15, 1983. If you have any questions, please feel free to contact me.

Fraternally,

Secretary-Treasurer

cc: Chester LaDuke
John Burke

Mr. Raymond Tettier

Dear Brother Tettier,

In August 1983 trustees of AFSCME Local 399 conducted an audit of the local's books and records, covering the years 1979, 1980, 1981 and 1982. Only limited records and bank statements were available to the trustees for purposes of the audit.

The trustees have identified numerous violations of the AFSCME Financial Standards Code by Local 399. These include but are not limited to 1) checks to cash, 2) failure to maintain minutes, 3) disbursements without apparent authorization, 4) failure to maintain cash receipt or disbursement books, 5) failure to file IRS form 990, and 6) failure to have a semi-annual audit of the records of the Local. Local 399 maintained very few receipts and, further, does not have any minutes to substantiate that the expenditures were properly authorized.

2920.84 During 1981 you received \$175.00 and during 1982 you received *3095.24* ~~\$2,815.67~~ in advances, allowances or reimbursements from Local 399. I have attached a schedule of those checks. Please provide explanations and receipts for each of the items shown. In the absence of acceptable supporting documentation, all funds for which no explanation is given must be reimbursed by you to the local.

Documentation should be provided to me no later than October 15, 1983. If you have any questions, please feel free to contact me.

Fraternally,

Secretary Treasurer

cc: Chester LaDuke
John Burke

Mr. Ralph Cook

Dear Brother Cook:

In August 1983 the trustees of AFSCME Local 399 conducted an audit of the local's books and records, covering the years 1979, 1980, 1981 and 1982. Only limited records and bank statements were available to the trustees for purposes of the audit.

The trustees have identified numerous violations of the AFSCME Financial Standards Code by Local 399. These include but are not limited to 1) checks to cash, 2) failure to maintain minutes, 3) disbursements without apparent authorization, 4) failure to maintain cash receipt or disbursement books, 5) failure to file IRS form 990, and 6) failure to have a semi-annual audit of the records of the Local. Local 399 maintained very few receipts and, further, does not have any minutes to substantiate that the expenditures were properly authorized.

During 1980 you received \$889.29 in advances, allowances or reimbursements from Local 399. I have attached a schedule of those checks. Please provide explanations and receipts for each of the items shown. In the absence of acceptable supporting documentation, all funds for which no explanation is given must be reimbursed by you to the local.

Documentation should be provided to me no later than October 15, 1983. If you have any questions, please feel free to contact me.

Fraternally,

Secretary Treasurer

cc: Chester LaDuke
John Burke

Mr. Guy Hinkson

Dear Brother Hinkson,

In August 1983 the trustees of AFSCME Local 399 conducted an audit of the local's books and records, covering the years 1979, 1980, 1981 and 1982. Only limited records and bank statements were available to the trustees for purposes of the audit.

The trustees have identified numerous violations of the AFSCME Financial Standards Code by Local 399. These include but are not limited to 1) checks to cash, 2) failure to maintain minutes, 3) disbursements without apparent authorization, 4) failure to maintain cash receipt or disbursement books, 5) failure to file IRS form 990, and 6) failure to have a semi-annual audit of the records of the Local. Local 399 maintained very few receipts and, further, does not have any minutes to substantiate that the expenditures were properly authorized.

From 1980 through 1982 you received a total of ~~\$538.80~~ in advances, allowances, or reimbursements from Local 399. That total breaks down on an annual basis as follows:

1980 - \$45.00
1981 - \$50.00
1982 - ~~\$443.80~~ 383.50

I have attached a schedule of those checks. Please provide explanations and receipts for each of the items shown. In the absence of acceptable supporting documentation, all funds for which no explanation is given must be reimbursed by you to the local.

Documentation should be provided to me no later than October 15, 1983. If you have any questions, please feel free to contact me.

Fraternally,

Secretary Treasurer

cc: Chester LaDuke
John Burke

LOCAL 399

<u>PERSON</u>	<u>AMOUNT</u>	<u>YEAR</u>	<u>JUSTIFICATION</u>
William Carrol ✓	\$225.00	1979 ✓	
Harry Leonhardt ✓	110.00	1979 ✓	
Real Bouffard ✓	80.00	1979 ✓	
Howard Reese 0 ✓	110.00	1980 ✓	
Daniel Lenihan ✓	246.50	1980 ✓	
Ralph Andrez ✓	55.00	1980 ✓	
R. Quicksell 0 ✓	60.00	1980 ✓	#219 made to cash
	172.79		
William Byrnes ✓	232.50	1981 ✓	
William Byrnes ✓	100.00	1982 ✓	
Joseph Ventrice ✓	165.25 - 290.25	1981 ✓	
Joseph Ventrice ✓	160.00	1982 ✓	
Frank Colich ✓	100.00	1981 ✓	
R. Bentley ✓	20.00	1981 ✓	#305 made to cash
Marvin Flasher	60.00	1981	#408 local audit
Marvin Flasher	167.70	1982	#571 local audit } CPA
Ronald LaDuke ✓	150.00	1982 ✓	
Raymond MacDermott ✓	150.00	1982 ✓	
Mike Rooney ✓	200.00 - 100.00	1982 ✓	
J. Terwilliger ✓	150.00	1982 ✓	

DOWNSTATE CORRECTION OFFICERS LOCAL 399



DOWNSTATE
CORRECTIONAL
FACILITY

RED SCHOOLHOUSE ROAD
FISHKILL, NEW YORK 12524



COUNCIL 82
A. F. S. C. M. E.
A. F. L. - C. I. O.

September 9, 1983

President
C. LaDUKE

Vice President
R. LaRocca

Secretary
R. LaDuke

Treasurer
M. COOPER

Executive Board

R. ANDRADEZ
H. CHIN

Trustee
J. TERWILLIGER
R. FISKE
J. FLAHERTY

MINUTES OF MEETING HELD SEPTEMBER 8, 1983.

Meeting called to order at 7:50 P.M. 5 Executive Board and 58 Members present.

President LaDuke requested Vice-President LaRocca and Secretary LaDuke read the Audit Report to the membership- this was done. President LaDuke then read a letter from the Executive Director, Mr. John Burke, which directed President LaDuke to send, by Certified mail, a letter stating: 1. How much the Officer received in Union Funds, 2. that he must either produce a receipt for or an explanation of or return the said funds no later than October 15, 1983. These letters were sent to approx. 23 Members or former Members.

Discussion on the Audit Report lasted approx. two (2) hours.

Motion made by Brother Cook, seconded by Brother Bouffard stating that, "Whatever explanation is forth coming from the Members who received the Certified letters be accepted by President LaDuke as a full and acceptable explanation." During the discussion on the motion, President LaDuke stated, "I cannot speak for a higher authority, every since the Trustees completed the Audit and it was sent to the Council and AFSCME International, it has been out of our hands. When the higher authority is satisfied then the Audit is over." Motion carried. (Later ruling by Council 82 and AFSCME International that motion to curtail an Audit is illegal and so ruled the motion as such.

MINUTES OF MEETING HELD SEPTEMBER 8, 1983 (Con't)

Brother Rooney made motion, seconded by Brother B. Patrice that, "The Minutes of all Union Meetings be posted on Union B.B." Motion carried. (Later ruling by Council 82 and AFSCME International stated that said motion would be construed as the Union working in collaboration with the Administration as the Union B.B. are in an area where they can be read not only by the Administration but also by the Inmates. The motion was therefor ruled out of order.) The Minutes therefor will be read at the next meeting and either approved, corrected and approved or disapproved.

Motion made by Sister B. LaDuke, seconded by Brother LaRocca, that meeting be adjourned- Motion carried. Meeting adjourned at 11:02 P.M.

Respectfully submitted,

Ronald LaDuke

Ronald LaDuke, Secretary
Local 399

cc: Union Files

STATE OF NEW YORK
PUBLIC EMPLOYMENT RELATIONS BOARD

In the Matter of :
STATE OF NEW YORK, DEPARTMENT OF :
CORRECTIONAL SERVICES and STATE OF :
NEW YORK, OFFICE OF EMPLOYEE RELATIONS, : NOTICE OF
Respondents, : MOTION FOR
 : INTERVENTION
- and - :
THE UNION OF FEDERATED CORRECTION : Case No.
OFFICERS, : U-7385
Charging Party. :
:

PLEASE TAKE NOTICE that upon the annexed affidavit of Brian J. O'Donnell sworn to April 5, 1984, the undersigned hereby moves the Public Employment Relations Board for an order granting New York State Inspection, Security and Law Enforcement Employees, District Council 82, American Federation of State, County and Municipal Employees, AFL-CIO, as bargaining agent for the employees in the Security Services Bargaining Unit of the State of New York for permission to intervene in the above-captioned proceeding and to consolidate it with PERB Case No. U-7375.

DATED: April 5, 1984
Albany, New York

ROWLEY, FORREST AND
O'DONNELL P.C.
Attorneys for Intervenor
Office and P.O. Address
90 State Street
Albany, New York 12207
(518) 434-6187

4-9-84
cc: Holly
Jack B.
Frank

STATE OF NEW YORK
PUBLIC EMPLOYMENT RELATIONS BOARD

In the Matter of :
STATE OF NEW YORK, DEPARTMENT OF :
CORRECTIONAL SERVICES and STATE OF :
NEW YORK, OFFICE OF EMPLOYEE RELATIONS, :
Respondents, : AFFIDAVIT
- and - :
THE UNION OF FEDERATED CORRECTION : Case No.
OFFICERS, : U-7385
Charging Party. :

STATE OF NEW YORK)
) ss.:
COUNTY OF ALBANY)

BRIAN J. O'DONNELL, being duly sworn, deposes and says
that:

1. I am an attorney duly licensed to practice law in the
State of New York. I am a member of Rowley, Forrest and
O'Donnell P.C., attorneys for New York State Inspection,
Security and Law Enforcement Employees, District Council 82,
American Federation of State, County and Municipal Employees,
AFL-CIO (hereinafter Council 82). I make this affidavit in
support of the application of Council 82 to intervene in this
proceeding and to consolidate this proceeding with PERB Case
No. U-7375.

2. Council 82 is the employee organization duly certified
as the exclusive representative of the employees in the New
York State Security Services Bargaining Unit and is a party to
a collective bargaining agreement covering those employees
until March 31, 1985.

3. Council 82 has a right to unchallenged representation status pursuant to N.Y. Civil Service Law, Section 208.

4. The State of New York has promulgated Uniform Rules and Regulations governing elections and campaigns for certification in the New York State bargaining units, a copy of which are annexed to the proposed answer as Exhibit 1.

5. Upon information and belief the facts alleged in this charge also constitute the basis for the charge in PERB Case No. U-7375.

6. Upon information and belief PERB's determination of this proceeding by any other means than dismissal of the charge will necessarily affect Council 82's rights to unchallenged representation status and its rights under its collective bargaining agreement with the State of New York.

7. I am enclosing with this affidavit a proposed answer to the charge in Case U-7385. I respectfully request the Public Employment Relations Board to grant an order permitting Council 82 to intervene in this proceeding and to consolidate this proceeding with PERB Case No. 7375.


BRIAN J. O'DONNELL

Sworn to before me this
6th day of April, 1984.


NOTARY PUBLIC

CAROL DAVIS
Notary Public, State of New York
Qualified in Rensselaer County
No. 4759936
Commission Expires March 30, 1986

STATE OF NEW YORK
PUBLIC EMPLOYMENT RELATIONS BOARD

In the Matter of :
STATE OF NEW YORK, DEPARTMENT OF :
CORRECTIONAL SERVICES and STATE OF :
NEW YORK, OFFICE OF EMPLOYEE RELATIONS, :
Respondents, : INTERVENOR'S
 : ANSWER
- and - :
THE UNION OF FEDERATED CORRECTION : Case No.
OFFICERS, : U-7385
 :
Charging Party, :
- and - :
NEW YORK STATE INSPECTION, SECURITY :
AND LAW ENFORCEMENT EMPLOYEES, DISTRICT :
COUNCIL 82, AMERICAN FEDERATION OF :
STATE, COUNTY AND MUNICIPAL EMPLOYEES, :
AFL-CIO, :
Intervenor. :

Intervenor, by its attorneys, Rowley, Forrest and O'Donnell P.C., for its answer to the charge in this proceeding:

1. Admits the allegations contained in paragraphs "7", "13" and "19".
2. Denies the allegations contained in paragraphs "20", "26", "27", "28" and "29".
3. Denies knowledge sufficient to form a belief as to the allegations contained in paragraphs "1", "2", "3", "9", "10", "11", "15", "16", "17", "18", "22", "23" and "24".
4. With respect to paragraphs "4", "5" and "6" of the charge, intervenor denies the allegations and respectfully

refers the Public Employment Relations Board to its rules and regulations for their content and meaning.

5. With respect to paragraph "8" of the charge, intervenor admits that on or about March 4, 1984 Officers Farrell and McKinney were soliciting cards pursuant to the allegations contained in paragraph "7" of the charge and denies knowledge sufficient to form a belief as to each and every other allegation contained in paragraph "8".

6. With respect to paragraph "14" of the charge, intervenor admits its allegations, denies that the quoted portion of the State's rules and regulations are the only pertinent part of those rules and regulations and respectfully refers the Public Employment Relations Board to the rules and regulations of the State of New York governing elections and campaigns contained in the Employee Relations Manual issued May, 1975, a copy of which is annexed to this answer as Exhibit 1.

7. With respect to paragraph "25" of the charge, intervenor denies the allegations and respectfully refers the Public Employment Relations Board to the document attached to the charge as Exhibit B for its content and meaning.

8. With respect to paragraphs "12" and "21" of the charge, the intervenor repeats and realleges its answers to the other paragraphs of the charge cited therein with the same force and effect as if each were more fully set forth herein.

WHEREFORE, the intervenor respectfully requests that PERB:

EXECUTIVE DEPARTMENT
OFFICE OF EMPLOYEE RELATIONS

EMPLOYEE RELATIONS MANUAL

MAY 1975

SECTION 12

ELECTIONS

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Exhibit T

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.

TUFCO QUESTIONS

If an Association, who are you associated with?

How will your Union be governed?

How soon after your challenge can I run for president?

How do I get nominated?

How will TUFCO people be appointed?

What members (direct or otherwise) have input to this elite selection process of TUFCO?

When you sign a TUFCO card, how do you know you are not joining their Union organization?

Why didn't TUFCO people bring their ideas to Council 82?

Why aren't the TUFCO people still part of Council 82?

Why are TUFCO people self-appointed for 5 year terms?

Why won't the TUFCO people provide members with copies of bylaws and the constitution?

Why don't the TUFCO people comply with the will of the majority (voted out) of Council?

Why does TUFCO want to keep the same dues structure?

Why staff with outside business agents?

Why does TUFCO only express concern for correction officers?

Why does the TUFCO information not have a Union label - Union made?

Why does the TUFCO people want to get rid of local unions?

How can workers be represented by non-working business agents?

Why is TUFCO run by Sergeants?

How will each member have 1 vote?

How will the Director and Associate Director be selected?

How much would it cost for a professional negotiator?
How much would it cost for regional offices and staff?
How would TUFCO get better benefits in State Contract?
What issues can they improve on? How?
Why did Fitzpatrick and Morrissey negotiate against Union brothers in Council 66?
Why did Fitzpatrick, as a Local President in Comstock, write up a transportation sergeant?
Why did Kevin Casey leave negotiations in 1979?
Why did Kevin Casey go to Vermont at start of strike?
Why was Fitzpatrick in Las Vegas at start of strike?
Why did Fitzpatrick get his strike fines back?
Why did Morrissey and Fitzpatrick use Assistant Deputy Commissioner Coleman, the Governor's Office of Employee Relations Director, Sandy Frucher, and the President of the Catskill Village Board, Joe Izzo, for references in their negotiating services resumes?
Why was a \$500,000 lawsuit filed against Morrissey at Auburn?
Who is paying the expenses of the TUFCO leaders throughout the State?
Why is the United Federation of Correction Officers paying the expenses for the Union of Federated Correction Officers?
Why did the TUFCO leaders file Union charges against Council 82 for 1 man, 1 vote on 1982-1985 Contract?
Where would the money come from for offices, staff, professional negotiations, insurance, benefits, servicing Contract?
Why didn't TUFCO leaders assist in lobbying days to save Brentwood?
What is TUFCO's Legislative Program?
How would this be done?

Would TUFCA support legislation for non-correction groups?

Would TUFCA be responsible for the loss of dues check-off?

Would TUFCA call for a strike to save contract benefits (i.e., Seniority, Job Bidding, Transfers, Worker's Comp., New Hires Personal Leave and Sick Leave)?

Why did Fitzpatrick as a Staff Rep of Council 82 settle a Discipline (Ford) Loss of Peace Officer Status for 2 years?

Why did Fitzpatrick and Meehan refuse to return \$150 each to the Sergeants Local after the Council 82 convention when the Vice President and Treasurer of the Sergeants Local complied with the vote of the Executive Board?

Why did Fitzpatrick quit as a Council 82 Staff Rep?

Why did Farrell quit the Negotiating Committee in 1982?

Why did Morrissey quit as Local President of Auburn?

Why did Morrissey quit as a Representative of Q.W.L.?

Why did Fitzpatrick quit as a Representative of Q.W.L.?

IMPROVEMENTS BY COUNCIL 82

A brief look at the positive improvements by Council 82 in the past year:

- Health insurance for our members was finalized with small cost increases for our members.
- Optical plan a first to all our members.
- Training seminars for Union leaders were conducted state-wide.
- O.S.H.A. upheld Council 82 position on outdated tear gas in many correction facilities.
- Council 82 was the first Union to protest the actions of the State concerning A.I.D.S. inmates.
- Council 82 filed O.S.H.A. complaints on A.I.D.S.
- Strike fines returned to 278 of our members.
- More field staff hired to lessen the work load and expand Council services (total of eight).
- Legislation assistant hired on a full time basis.
- Public relations specialist hired on a full time basis whose duties also include the full responsibility for the Council 82 Review.
- Legal assistants hired to assist our three full time attorneys.
- As a result of Council 82 actions on "overcrowding", the State continues to expand and has increased the funding by the legislature.
- On the legislative side, the Council did support Cuomo for Governor. The fruits of this was shown when we needed a message of necessity by the Governor, otherwise correction officers would have been left out completely by the legislature for Tier III retirement improvements.
- Legislation by the Council on Long Island Correctional Facility was not passed, but with lobbying efforts and continued pressure, the

deadline has been extended to October 1, 1984. (Court action possible.)

- Council 82 will be expanding the Legislative Action Committee's concept state-wide to all locals.
- Council 82, through negotiations with The Governor's Office of Employee Relations, reduced the impact of lay-offs within our units.
- Council 82's negotiations with The Governor's Office of Employee Relations also upgraded the starting salary and six month salary for trainees in the Department of Correctional Services from \$12,580 to \$14,200, 6 months \$15,000.
- Many more improvements are forthcoming in the future. The Council has expanded their office space, will be putting in a computer operation April of 1984, starting a retiree chapter for former employees, and several other concepts are being discussed for further improvements to our members (i.e., Scholarship Fund, Death Benefit Insurance, Awards Program, Phone Bank System for Legislative Committees).
- Deferred pay arbitration continues and will probably be finalized this summer.
- A consulting firm, Arthur Young Associates, was selected for our reclassification study.
- Legal action continues on the Military Leave issue.
- The E.A.P. Program and Q.W.L. continue to grow and improve.
- Establishment of a Camps Training Advisory Committee.
- Establishment of Labor/Management Committees for the Department of Correctional Services Training Academy.
- Establishment of E.A.P. Advisor for new hires of the Department of Correction Services.

- Another request for 1984 to upgrade correction officer trainees to GR 14 hiring rate.
- New N.O.D. Procedure for disciplines.
- Professor Peter Wickham's survey of correction officers' attitudes.
- Training tape on A.I.D.S. with a doctor from Atlanta Disease Control Center.
- Worker's compensation day 1 coverage.
- Seniority and job bidding provisions intact.
- Five personal leave days for new hires.
- Thirteen sick leave days for new hires.
- Time and attendance cases are still processed under Article 8 of the Contract.
- New York State/Council 82 Quality of Work Life has funded the following improvements to the members of Council 82:
 1. Employee Activity Centers
 2. Weight lifting equipment
 3. Officers mess equipment and furnishings
 4. Air conditioning and ventilation
 5. Officer locker rooms
 6. Showers for officers
 7. Athletic equipment (teams and individuals)
 8. Health and stress programs
 9. Police Olympus (correction officer participation)
 10. Kitchen equipment
 11. Microwave ovens and refrigerators for hot meals
 12. Driver training (reduces insurance rates and removes marks on license)
 13. Pavilions

14. Picnic areas
15. Athletic ball fields
16. Employee recreation areas
17. Employee housing
18. Hostage Survival Training
19. Hazardous Device Training
20. Labor Management Seminars
21. Health Risk Appraisal
22. Slide presentation to improve the correction officers' image
23. Exercise programs :
24. Food coops
25. E.A.P. assistance
26. Ongoing programs to inhance the working conditions and image of all employees

This list is a random sampling of funded projects.

COMPARE THESE BENEFITS WITH TUFCO

MAJOR 82 BILLS:

1. Omnibus peace officer bill (benefit to 85% of 82 membership)
2. 25 year half pay - no age requirement - correction officers
3. Retain Article 14 E.R.S. and eliminate social security disability requirement and own retirement section.
4. Indemnification of all State employees in State and Federal courts both criminal and civil.
5. Defeating the volunteer police bill which could foreseeably mean the loss of up to 75% of our city, town, and village police officers.
6. Retaining the 50,000 death benefit of our members from the Federal program.
7. Mandatory training of county correction officers for permanent and part-time officers.
8. Consecutive sentence on assault of correction officers.
9. Peace officer status for S.H.T.A. (limited)
10. Appearance tickets - University Public Safety Officers
11. Appearance tickets - Safety Officers
12. Reinstatement of funds for violent felony warrant program - Deputy Sheriffs.
13. Reinstatement of funds for statewide deputy sheriffs for navigation and snowmobile enforcement programs.
14. Soft body armor for Encon Police, Capital Police, State Park Police, and Correction Cert teams.
15. Physical screening for correction officers.
16. 21 year age limit - correction officers.
17. Political activities for police officers.
18. Budget reinstatement of 50 Forest Rangers.
19. 207C of General Municipal Law for County Correction Officers.
20. Defeating the City of Albany Police Residency Bill.
21. Defeat of the attempted implementing of correctional service hiring and rules under ex-type law.
22. Additional training for safety officers above C.P.L. requirement.
23. Police officer status - State Park Police, 25 year half pay - State Park Police and reclass of 4 grades (in 1972) for 5 regions of the State Parks Office. Also reopener of 375H of P&F Retirement Plan.
24. Increase of vehicle allotment for patrol vehicles for Encon Police, Park Police and University P.S.O.
25. Many changes in the Penal Law and Criminal Procedure Law on bills that aid our members in the ability to perform their duties with safety, dignity and professionalism.

DOWNSTATE CORRECTION OFFICERS LOCAL 399



DOWNSTATE
CORRECTIONAL
FACILITY

RED SCHOOLHOUSE ROAD
FISHKILL, NEW YORK 12524



COUNCIL 82
A. F. S. C. M. E.
A. F. L. - C. I. O.

President

C. LADUKE

Vice President

G. HINKSON

Secretary

R. LARocca

Treasurer

M. COOPER

Executive Board

M. ROONEY

R. ANDRADEZ

H. CHIN

Trustee

J. TERWILLIGER

R. FISKE

J. FLAHERTY

23, 1983

To: Members of Local 399
From: Trustees, Local 399
Subject: Audit of Financial Records for Local 399 AFSCME

Brothers and Sisters:

The following is the Audit Report for Local 399, dating from April 1979 thru December 14, 1982.

This Audit was conducted according to the "Financial Standards Code", as set forth by AFSCME, AFL-CIO.

Respectfully submitted,

J. Terwilliger, Trustee *J. Terwilliger*

R. Fiske, Trustee *R. Fiske*

J. Flaherty, Trustee *J. Flaherty*

Records From Check Book ONLY Beginning With Check # 101 Dated 6/20/79
Thru Check # 152 Dated 12/17/79. NO OTHER RECORDS AVAILABLE.

CASH RECEIPTS:

- 1) NO CASH RECEIPTS BOOK.
NO DEPOSIT SLIPS.
NO BANK STATEMENTS.
- 2) NO DOCUMENTATION OF CASH RECEIVED
NO PER CAPITA REPORTS FROM COUNCIL 82, WERE RETAINED BY LOCAL OFFICERS.
- 3) NO RECEIPTS
NO CASH RECEIPTS BOOK
- 4) NO CASH RECEIPTS BOOK
- 5) NO RECORD OF DEPOSITS IN THE CHECK BOOK.

CASH DISBURSEMENTS:

- 1) NO BANK STATEMENTS.
- 2) NO CASH DISBURSEMENT BOOK.
CANCELLED CHECKS DO COMPARE WITH CHECK BOOK.
- 3) NO CASH DISBURSEMENT BOOK
PAYEE ON CHECK SAME AS CHECKBOOK.
- 4) ENDORSEMENT AGREES WITH THE PAYEE.
- 5) SIGNATURES ON CHECKS SIGNED BY OFFICERS
NO VALID LOCAL CONSTITUTION.
- 6) NO INVOICES
NO EXPENSE REPORTS.
- 7) SAME AS # 6 ABOVE.
- 8) NO CASH DISBURSEMENT BOOK.
- 9) SAME AS #8 ABOVE.
- 10) BALANCE CARRIED IN CHECKBOOK USED ONLY FOR NINE ENTRIES.

BANK RECONCILIATION:

- 1) NO MONTHLY BANK RECONCILIATION DONE.
NO CASH RECEIPTS OR CASH DISBURSEMENT BOOKS.
- 2) NO FINANCIAL STATEMENT DONE.
- 3) NO CANCELLED OR STOP PAYMENT ON CHECKS.

SAVING ACCOUNT:

- 1) NO RECORD OF ANY SAVING ACCOUNT.

REIMBURSED EXPENSES:

- 1) NO EXPENSE REPORTS WERE DONE.
NO SUBMITTED LIST FOR THE FOLLOWING:
 - A) AUTHORIZATION
 - B) SUPPORTING DOCUMENTATION
 - C) AS PER CHECKBOOK ONLY FOR NATURE OF EXPENSE
 - D) AS PER CHECKBOOK ONLY FOR SIGNATURE OF INDIVIDUAL
- 2) NOTHING TO COMPARE FOR COMPLIANCE WITH LOCALS POLICY FOR REIMBURSEMENT.
- 3) NO VOUCHER TO COMPARE AMOUNT OF ACTUAL CHECK PAID.
- 4) NO MINUTES FOR AUTHORIZATION OF EXPENSES.

EXPENSE ADVANCE:

- 1) NO MINUTES FOR EXPENSE ADVANCE.
- 2) NO SUBMISSION OF VOUCHERS WITH SUPPORTING DOCUMENTATION.

WAGES:

NO EV DENCE TO SHOW ANY WAGES PAID.

ALLOWANCES:

- 1) NO MINUTES OR CONSTITUTION FOR APPROVAL.
- 2) UNABLE TO VERIFY THAT IRS FORM 1099 HAS BEEN FILED WITH IRS.

LOST TIME:

NO RECORD FOR LOST TIME PAYMENTS.

FINANCIAL REPORTING:

- 1) NO MINUTES TO INDICATE MONTHLY FINANCIAL REPORT.
- 2) SAME AS #1 ABOVE.
- 3) SAME AS #1 ABOVE.

GOVERNMENTAL REPORTING:

- 1) NO REPORT TO SHOW THAT IRS FORM 990 HAS EVER BEEN FILED.
- 2) NO POLITICAL CONTRIBUTIONS.

LOCAL UNION REPORTING:

- 1) NO RECORD OF "LOCAL UNION ANNUAL FINANCIAL REPORT".
- 2) SAME AS #1 ABOVE.

MAINTENANCE OF RECORDS:

- 1) RECORDS OF LOCAL UNION NOT RETAINED.

AUDITS:

- 1) NO RECORD TO SHOW THAT AUDIT WAS DONE.
- 2) SAME AS #1 ABOVE.

REPORT OF FINDINGS:

- 1) NO REPORT OF AUDIT GIVEN- NO RECORD OF AUDIT DONE.
- 2) SAME AS #1 ABOVE.

Balance brought forward per checkbook -----	\$26.72
Total Income for 1979-----	UNKNOWN
Total expenses from checkbook as compared to cancelled checks-----	\$5788.33
 Balance as of 12/31/79 from records available-----	 UNKNOWN
Checks paid out with <u>no</u> supporting receipts -----	\$5788.33
Checks made out to "CASH":	
#116- 7/26/79- Cashed by V. DiGiorgio -----	\$168.00
#150- 12/11/79- Cashed by V.F.W.#5913-----	\$35.00
Checks written to Union Officers and/or Members;	
Bruce Farrell-----	\$868.48
Vincent DiGiorgio-----	\$280.22
William Carrol-----	\$225.00
Harry Leonhardt-----	\$110.00
Real Bouffard-----	\$80.00
Marion Dantzler-----	\$53.66
Total;	\$1563.70

AUDIT REPORT

CASH RECEIPTS:

- 1) NO CASH RECEIPTS BOOK.
 - A) AUGUST DEPOSIT SLIP MISSING.
 - B) JAN., FEB., MARCH, APRIL, MAY, JUNE, JULY, AND AUGUST BANK STATEMENTS MISSING .
- 2) NO PER CAPITA REPORTS FROM COUNCIL 82 WERE RETAINED BY LOCAL OFFICERS.
- 3) NO CASH RECEIPTS BOOK.
- 4) SAME AS #3 ABOVE.
- 5) NO RECORD OF DEPOSITS IN CHECKBOOK.

CASH DISBURSEMENTS:

- 1) CHECKS NOT KEPT WITH BANK STATEMENT.
- 2) NO CASH DISBURSEMENT BOOK
CANCELLED CHECKS DO COMPARE WITH CHECKBOOK.
- 3) NO CASH DISBURSEMENT BOOK
PAYEE ON CHECK-SAME AS CHECKBOOK.
- 4) ENDORSEMENT AGREES WITH THE PAYEE.
- 5) SIGNATURES ON CHECKS SIGNED BY OFFICERS.
NO VALID LOCAL CONSTITUTION.
- 6) NO INVOICES-NO EXPENSE REPORTS.
- 7) SAME AS #6 ABOVE.
- 8) NO CASH DISBURSEMENT BOOK.
- 9) SAME AS #8 ABOVE.
- 10) NO BALANCE CARRIED IN CHECKBOOK.

BANK RECONCILIATION:

- 1) NO MONTHLY BANK RECONCILIATION DONE.
NO CASH RECEIPTS OR CASH DISBURSEMENT BOOK.
- 2) NO RECORD OF FINANCIAL STATEMENT DONE.
- 3) NO CANCELLED OR STOP PAYMENT ON CHECKS.

SAVING ACCOUNT:

NO RECORD OF ANY SAVING ACCOUNT.

REIMBURSED EXPENSES:

- 1) NO EXPENSE REPORTS DONE.
NO SUBMITTED LIST FOR THE FOLLOWING;
 - A) AUTHORIZATION
 - B) SUPPORTING DOCUMENTATION
 - C) PER CHECKBOOK ONLY FOR NATURE OF EXPENSE
 - D) PER CHECKBOOK ONLY FOR SIGNATURE OF INDIVIDUAL.
- 2) NOTHING TO COMPARE FOR COMPLIANCE WITH LOCALS POLICY FOR REIMBURSEMENT.
- 3) NO VOUCHER TO COMPARE AMOUNT OF ACTUAL CHECK PAID.
- 4) NO MINUTES FOR AUTHORIZATION OF EXPENSES.

EXPENSE ADVANCE:

- 1) NO MINUTES FOR EXPENSE ADVANCE.
- 2) NO SUBMISSION OF VOUCHERS WITH SUPPORTING DOCUMENTATION.

WAGES:

NO EVIDENCE TO SHOW ANY WAGES PAID.

ALLOWANCES:

- 1) NO MINUTES OR CONSTITUTION FOR APPROVAL.
- 2) UNABLE TO VERIFY THAT IRS FORM 1099 HAS BEEN FILED WITH IRS.
- 3) ONLY MINUTES OF ONE LOCAL MEMBERSHIP MEETING 10/18/80 IN RECORDS.

LOST TIME:

NO RECORD OF LOST TIME PAYMENTS.

FINANCIAL REPORTING:

- 1) NO MINUTES TO INDICATE MONTHLY FINANCIAL REPORT.
- 2) SAME AS #1 ABOVE:
- 3) SAME AS #1 ABOVE.

GOVERNMENTAL REPORTING:

- 1) NO REPORT TO SHOW THAT IRS FORM 990 HAS EVER BEEN FILED.
- 2) NO POLITICAL CONTRIBUTIONS.

LOCAL UNION REPORTING:

- 1) NO RECORD OF "LOCAL UNION ANNUAL FINANCIAL REPORT".
- 2) SAME AS #1 ABOVE.

MAINTENANCE OF RECORDS:

RECORDS OF LOCAL UNION RETAINED IN PART.

AUDITS:

- 1) AUDIT DONE ON 8/8/80 BY MARION DANTZLER, TREASURER OF LOCAL 399,
-PER CHECK #225 FOR \$17.10
- 2) NO RECORD OF RECOMMENDATIONS,

REPORT OF FINDINGS:

- 1) NO EVIDENCE OF ANY AUDIT REPORT.
- 2) SAME AS #1 ABOVE.

Balance brought forward as per checkbook-----	UNKNOWN
Total income for 1980 <u>from deposit slips</u>	
(August deposit slip missing)-----	\$10816.97
Total expenses from checkbook-----	\$11949.49
Balance as of 12/31/80 as stated in checkbook-----	\$1100.79
Checks paid out with supporting receipts-----	\$3026.00
Checks paid out <u>without</u> supporting receipts-----	\$8923.49
Checks made out to <u>CASH</u> ;	
#153-1/7/80 Cashed by Bruce Farrell-----	\$300.00
#184-4/24/80 Cashed by Bruce Farrell-----	\$200.00
#219-7/26/80 Cashed by R. Quicksell-----	\$60.00
#222-3/4/80 Cashed by V. DiGIORGIO-----	\$45.00
#233-9/9/80 Cashed by "UNKNOWN"-----	\$45.00
Checks written to Union Officers and/or Members;	
Bruce Farrell-----	\$1920.05
Ralph Cook-----	\$ 889.29
Marion Dantzler-----	\$ 586.10
Daniel Lenihan-----	\$ 246.50
Vincent DiGIORGIO-----	\$ 130.67
Howard Reese-----	\$ 110.00
Ralph Andradez-----	\$ 55.00
Guy Hinkson-----	\$ 45.00
Total	<u>\$3982.61</u>

CASH RECEIPTS:

- 1) AMOUNTS IN CASH RECEIPTS BOOK DO COMPARE WITH DEPOSIT SLIPS.
NOVEMBER DEPOSIT SLIP MISSING AND SEPT. BANKSTATEMENT MISSING.
- 2) PER CAPITA REPORTS FOR AUGUST, NOVEMBER AND DECEMBER MISSING.
- 3) CASH BOOK AGREES WITH RECEIPTS.
- 4) CASH BOOK WAS CORRECTED BY PREVIOUS OFFICERS BECAUSE OF
INCORRECT ADDITION.
- 5) DEPOSIT NOT RECORDED IN CHECKBOOK.

CASH DIBURSEMENTS:

- 1) CHECKS NOT WITH BANK STATEMENTS.
- 2) CHECKS COMPARE TO CHECKBOOK AND LEDGER BOOK.
- 3) PAYEE ON CHECK SAME AS CHECKBOOK AND LEDGER BOOK.
- 4) ENDORSEMENT AGREES WITH THE PAYEE.
- 5) SIGNATURES ON CHECKS ARE SIGNED BY OFFICERS
NO VALID LOCAL CONSTITUTION.
- 6) SOME EXPENSE REPORTS AND/OR RECEIPTS ARE IN RECORDS.
- 7) SAME AS #6 ABOVE.
- 8) EXPENSES ARE CLASSIFIED IN GENERAL TERMS.
- 9) ADDITION OF FIGURES HAS BEEN CORRECTED BY PREVIOUS OFFICERS.
- 10) BALANCE NOT CARRIED IN CHECKBOOK.

BANK RECONCILIATION:

- 1) NO MONTHLY BALANCING OF BANK STATEMENT.
- 2) NO FINANCIAL STATEMENT DONE.
- 3) A CHECK FOR \$3,900.00 WAS DRAWN ON THE LOCALS ACCOUNT ON 12/22/81.
ON 12/23/81 AS PER BANK STATEMENT, THE CHECK FOR \$3,900.00 WAS
CLASSIFIED AS A REVERSING ENTRY BY THE BANK.

SAVING ACCOUNT:

NO RECORD OF ANY SAVING ACCOUNT.

REIMBURSED EXPENSES:

- 1) SOME EXPENSES CARRY SUPPORTING RECEIPTS;
 - A) NO POLICY FOR AUTHORIZATION
 - B) SOME SUPPORTING DOCUMENTATION(RECEIPTS)
 - C) SAME AS "B" ABOVE
 - D) SAME AS "B" ABOVE.

(REIMBURSED EXPENSES con't)

- 2) NOTHING TO COMPARE FOR COMPLIANCE EXCEPT PAST PRACTICE OF UNION OFFICERS.
- 3) OF THE RECORDS ON FILE, AMOUNT OF CHECK COMPARES WITH RECEIPT.
- 4) MINUTES FOR MEETINGS OF 1/31- 3/10- 4/14- 5/14- AND 6/9/81 ARE ON FILE, REMAINDER FOR THE YEAR ARE MISSING. MINUTES OF 6/9/81 INCLUDE THE ACCEPTED TREASURER'S REPORT. THE MINUTES ONLY AUTHORIZE A SUM OF \$60.00 TO BE SPENT FOR A CONTRIBUTION.

EXPENSE ADVANCE:

- 1) NO MINUTES FOR EXPENSE ADVANCE
- 2) SOME SUBMISSION OF RECEIPTS WITH SUPPORTING DOCUMENTATION.

WAGES:

NO EVIDENCE TO SHOW ANY WAGES PAID.

ALLOWANCES:

- 1) NO MINUTES OR CONSTITUTION FOR APPROVAL.
- 2) UNABLE TO VERIFY THAT IRS FORM 1099 HAS BEEN FILED WITH IRS.

LOST TIME:

NO RECORD OF LOST TIME PAYMENTS.

FINANCIAL REPORTING:

- 1) NO RECORD TO INDICATE MONTHLY FINANCIAL REPORT.
- 2) SAME AS #1 ABOVE.
- 3) SAME AS #1 ABOVE.

GOVERNMENTAL REPORTING:

- 1) NO REPORT OF RECORD TO SHOW THAT IRS FORM 990 HAS BEEN FILED.
- 2) NO RECORD OF POLITICAL CONTRIBUTIONS.

LOCAL UNION REPORTING:

- 1) NO REPORT OR RECORD OF "LOCAL UNION ANNUAL FINANCIAL REPORT".
- 2) SAME AS #1 ABOVE.

MAINTENANCE OF RECORDS:

RECORDS ON FILE OF LOCAL UNION ARE WHAT WERE TURNED OVER AT ELECTION TIME.

AUDITS:

- 1) AUDIT DONE BY MARVIN FLASHER ON 11/2/81, CHECK #408- \$60.00- NO NO RECORD ON FILE.
- 2) NO RECORD OF RECOMENDATIONS.

REPORT OF FINDINGS:

- 1) NO RECORD ON FILE.
- 2) NO RECORD ON FILE.

Balance brought forward as per checkbook-----	\$1100.79
Total income for 1981, from deposit slips----- (November's Deposit Slip Missing)	\$17354.25
Total expenses from checkbook-----	\$19346.03
Balance as of 12/31/81 from ledger book-----	\$ 2049.31
Checks paid out with supporting receipts-----	\$ 7072.95
Checks paid out <u>without</u> supporting receipts-----	\$ 8183.89
Checks writted-but NO cancelled checks in files-----	\$ 4089.19
Checks made out to "CASH";	
#304-5/18/81- Cashed by Bruce Farrell-----	\$ 600.00
#305-5/17/81- Cashed by R. Bentley-----	\$ 20.00
#326-8/18/81- Cashed by Frank's Tavern-----	\$ 50.00
#343-8/5/81- Cashed by S. Deli.-----	\$ 20.00
#353-8/13/81- Cashed by Frank's Tavern-----	\$ 23.88

Checks written to Union Officers and/or Members;

Bruce Farrell-----	\$3856.92
Vincent DiGIORGIO-----	\$ 894.99
William Byrnes-----	\$ 232.50
Joseph Ventrice-----	\$ 290.25
Raymond Tettier-----	\$ 175.00
Frand Colich-----	\$ 100.00
Guy Hinkson-----	\$ 50.00
Marion Dantzler-----	\$ 30.00
Total	<u>\$5629.66</u>

Checks written for audit of Local'S Books, Information taken from
Checkbook (NO DATE IN CHECKBOOK)

#375- Paid to Bruce Farrell-----	\$35.46
#376- Paid to Marion Dantzler-----	\$50.00
#377- Paid to Bruce Farrell-----	\$50.00

DURING THE YEAR OF 1981, LOCAL 399 BORROWED \$1500.00 FROM GREEN HAVEN
LOCAL 152. THIS MONEY WAS DEPOSITED IN THE LOCAL 399 ACCOUNT IN JAN. 1982.

AUDIT REPORT

CASH RECEIPTS:

- 1) AMOUNTS IN CASH RECEIPTS BOOK DO COMPARE WITH DEPOSIT SLIPS.
ALL DEPOSIT SLIPS AND BANK STATEMENTS ARE ON FILE FOR 1982.
- 2) PER CAPITA REPORTS FROM COUNCIL 82 ARE ON FILE FOR 1982.
- 3) CASH BOOK AGREES WITH RECEIPTS.
- 4) CASH BOOK FOR THE FIRST EIGHT MONTHS OF YEAR HAS BEEN CORRECTED
REMAINDER OF YEAR CORRECT.
- 5) DEPOSIT NOT RECORDED IN CHECKBOOK.

CASH DISBURSEMENTS:

- 1) CHECKS FOR THE FIRST EIGHT MONTHS OF YEAR NOT WITH BANK STATEMENTS.
REMAINDER OF YEAR - CHECKS ARE WITH BANK STATEMENTS.
- 2) CHECKS COMPARE TO CHECKBOOK AND LEDGER BOOK.
- 3) PAYEE ON CHECK SAME AS CHECKBOOK AND LEDGER BOOK.
- 4) ENDORSEMENT AGREES WITH THE PAYEE.
- 5) SIGNATURES ON CHECKS ARE SIGNED BY OFFICERS-
NO VALID LOCAL CONSTITUTION.
- 6) SOME EXPENSE REPORTS AND/OR RECEIPTS ARE IN RECORDS.
- 7) SAME AS #6 ABOVE.
- 8) EXPENSES ARE CLASSIFIED IN GENERAL TERMS.
- 9) ADDITION CORRECTION IN FIRST EIGHT MONTHS OF LEDGER--REMAINDER
OF YEAR ALL IS IN ORDER.
- 10) BALANCE NOT CARRIED IN CHECKBOOK.

BANK RECONCILIATION:

- 1) NO MONTHLY BALANCING OF BANK STATEMENTS.
- 2) NO FINANCIAL STATEMENT DONE FOR FIRST EIGHT MONTHS OF YEAR-
REMAINDER OF YEAR DONE IN GENERAL LEDGER.
- 3) REVERSING ENTRIES IN JANUARY OF \$205.02---IN MARCH OF \$216.00
AND \$100.00.

SAVING ACCOUNT:

NO RECORD OF ANY SAVING ACCOUNT.

REIMBURSED EXPENSES:

- 1) SOME EXPENSES CARRY SUPPORTING RECEIPTS;
A) NO POLICY FOR AUTHORIZATION
B) SOME SUPPORTING DOCUMENTATION (RECEIPTS)

(REIMBURSED EXPENSES con't)

- C) SAME AS "B" ABOVE.
- D) SAME AS "B" ABOVE.

- 2) NOTHING TO COMPARE FOR COMPLIANCE EXCEPT PAST PRACTICE OF UNION OFFICERS.
- 3) OF THE RECORDS ON FILE, AMOUNT OF CHECKS COMPARE WITH RECEIPTS.
- 4) MINUTES OF MEETING HELD 11/9/82 ONLY ONE ON FILE-TREASURERS REPORT ACCEPTED BY PROPER PROCEDURE.

EXPENSE ADVANCE:

- 1) NO MINUTES FOR EXPENSE ADVANCES.
- 2) SOME SUBMISSION OF RECEIPTS WITH SUPPORTING DOCUMENTATION.

WAGES:

NO EVIDENCE TO SHOW ANY WAGES PAID.

ALLOWANCES:

- 1) NO MINUTES OR CONSTITUTION FOR APPROVAL.
- 2) UNABLE TO VERIFY THAT IRS FORM 1099 HAS BEEN FILED WITH IRS.

LOST TIME:

NO RECORD OF LOST TIME PAYMENTS.

FINANCIAL REPORTING:

- 1) NO RECORD TO INDICATE MONTHLY FINANCIAL REPORT FOR FIRST EIGHT MONTHS OF YEAR. REMAINDER IS IN GENERAL LEDGER.
- 2) FIRST EIGHT MONTHS NOT DONE- REMAINDER OF YEAR DONE.
- 3) NO MINUTES FOR AUTHORIZATION.

GOVERNMENTAL REPORTING:

- 1) NO REPORT OR RECORD TO SHOW THAT IRS FORM 990 HAS BEEN FILED.
- 2) NO RECORD OF POLITICAL CONTRIBUTIONS.

LOCAL UNION REPORTING:

- 1) NO REPORT OR RECORD OF "LOCAL UNION ANNUAL FINANCIAL REPORT".
- 2) SAME AS #1 ABOVE.

MAINTENANCE OF RECORDS:

RECORDS ON FILE OF LOCAL UNION ARE WHAT WERE TURNED OVER AT ELECTION TIME.

AUDITS:

- 1) AUDIT OF LOCAL BOOKS BY V. DIGIORGIO AND W. BYRNES-9/10/82-CHECK# 535 FOR \$100.00 AS PER CHECKBOOK.
AUDIT OF LOCAL BOOKS BY MARVIN FLASHER 10/26/82-CHECK#571 FOR \$167.70 AS PER LEDGER.
- 2) NO RECORD OF RECOMMENDATIONS.

REPORT OF FINDINGS:

- 1) READ AT MEETING IN NOVEMBER BY W. BYRNES-TREASURER.
- 2) NO RECORD ON FILE.

Balance brought forward as per ledger-----	\$ 2049.31
Total income for 1982, from deposit slips-----	\$24570.91
Total expenses from checkbook, ledger and cancelled checks-----	\$21290.58
Balance as of 12/14/82, from general ledger-----	\$ 3335.60
Checks paid out <u>with</u> supporting receipts-----	\$ 5715.13
Checks paid out <u>without</u> supporting receipts-----	\$15575.45

Checks made out to "CASH"; #445-1/12/82-cashed by V.F.W. 5913-----	\$ 55.05
Checks written to Union Officers and/or Members;	

Raymond MacDermott-----	\$ 150.00
Raymond Tettier-----	\$ 2815.65
Joseph Ventrice-----	\$ 160.00
Bruce Farrell-----	\$ 220.42
Marion Dantzler-----	\$ 50.00
Guy Hinkson-----	\$ 443.80
Mike Rooney-----	\$ 200.00
Bill Byrnes-----	\$ 100.00
Vincent DiGiorgio-----	\$ 4823.00
Ronald LaDuke-----	\$ 150.00
J. Terwilliger-----	\$ 150.00

Total \$9325.75

Checks #476,479,480-missing, no date and blank entry in checkbook.
\$1500.00 loan repayed to Green Haven Local 152.

FACTS YOU SHOULD KNOW

Sergeant's Local

Did not elect delegates to the Convention.

Two officers are scabs -- Tessier & Block

Two officers are T.U.F.C.O - Meehan & Fitzpatrick

T.U.F.C.O

Directors: Fitzpatrick a Sgt.
Casey a Sgt.
Farrell a Sgt.

Many T.U.F.C.O supporters are sergeants and involved. Tessier, Block, Meehan and B. Smith.

Goal to Replace Council 82

Morrissey - President of Auburn - is now being sued for failure to represent female employees - \$500,000 suit

Negotiated a contract for management at Catskill - against Council 66 employees. Letters of protest filed by Council 66 members to AFSCME and Council 82.

Requested the Department of Correctional Services send him to a management school that was conducted by CSEA.

Made job request to Commissioner Coughlin

Make job request to Commissioner Coleman

Lost Correction Policy election in 1981

Casey - Non productive member for years

Left 1979 negotiations 2 days before a settlement was reached

Went to Vermont to hide out at the beginning of the strike

Fitzpatrick - Signed a statement on Sgt F. Sulka - Sulka was disciplined by the Department of Correctional Services

Negotiated a contract for management in Catskill against Council 66 employees, this action was protested by members of Council 66 to AFSCME and Council 82

Make a job request to Meyer Frucher

Fitzpatrick Con't Went to Las Vages during strike

As a Council 82 staff representative he gave up a C.O's peace officer status for 2 years

EnCon settlement labor/management setting gave up the right of employees to live in home area, now the agency can make an ENCON officer live in a specified area.

Gave away seniority for campus security - only officers on the day shift can bid on day shift jobs.

Lost election bid for Council 82 Vice President at the 1981 convention.

Slattery - Sent letters to Commissioner Coughlin wanting a Sgts. appointment.

Sent letters to Commissioner Coughlin requesting the Department to re-examine their position on hiring female correction officers - does not want them in the prisons

Testified at Ossining hearings on

- (1) Against seniority
- (2) Freeze on transfers
- (3) Wanted nationwide T.V. inside facility to meet inmates - was in agreement with riotous inmates

STATE OF NEW YORK - DEPARTMENT OF CORRECTIONAL SERVICES
GREAT MEADOW CORRECTIONAL FACILITY
INTERDEPARTMENTAL COMMUNICATION

DATE July 27, 1981

TO: Dep. Supt. Winch
FROM: C.O. D. Fitzpatrick

SUBJECT: Incident in Chart Office on 7-23-81

I was assigned to the Chart Office on 7-23-81, at approximately 12:15 p.m. a transportation Sgt. entered the Office and requested to use the phone. Someone commented to the Sgt. that things were not going too well. He was referring to the Commitment papers being left at Fishkill. He indicated not very well and made the inference of using vulgarity. Someone spoke up and stated, "Becareful, there is a Lady present." The Draft Sgt. stated, "If she is working for the Department of Corrections, she's no Lady, and besides I hate female Corrections Officers."

Officer Behr stated, "I beg to differ with you, and who asked for your opinion?"

To my knowledge, nothing more was stated by either party. There was a host of uniform and civilian employees present along with a Federal Marshall who was serving papers on Great Meadow employees.



Dennis Fitzpatrick

SING SING LOCAL 1413

P.O. BOX 510
OSSINING, NEW YORK 10562

ROBERT B. SLATTERY
PRESIDENT

THEODORE EDLOW
SECRETARY TREASURER

MICHAEL STOKES
VICE PRESIDENT

JAMES HAYWOOD
RECORDING SECRETARY

September 2, 1980

Thomas Coughlin III
Commissioner, D.C.S.

Sir:

I realize that you may be tired of seeing this stationery, but, when I think of Albany, I think "who can I trust for a straight answer?", and I keep coming up with you.

My problem is this. I was evaluated for Sergeant by Sgt. Robert Jackson here at Ossining. This fact was uncovered during my appeal process. I had not, to that moment, EVER been under his supervision, or near his working area, in my entire career! It staggers me to think that he would do an evaluation of such importance under those circumstances, and moreso, that he was even assigned the task in the first place. In a personal confrontation, he said, "Yeah, I've spoken with other supervisors, and, if I could do it over, you would rate higher." He added that, if I ever mentioned that conversation, he would deny it took place. I do not know which Lieutenant took part in my evaluation. I'm almost afraid to know. Pending your reply, I will ~~withhold my~~ complaint to an "outside" agency.

Hoping to hear from you soon, I remain,...

Respectfully,

ROBERT B. SLATTERY
PRESIDENT LOCAL 1413
SING SING OFFICERS
25-01 45th ST.
L.I.C. N.Y. 11102



* SEE "A", ENCLOSED

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

Dear Member

We the Directors of T.U.F.C.O. are looking forward to the upcoming Council 82 Convention in September.

As we have expressed in the past, the Department of Correctional Services, and the present Council 82 leadership, must be replaced. This Union is in collusion with management, examples of which appear daily, military leave, time abuse and promotional exams. Why hasn't the State implemented the loss of dues checkoff?

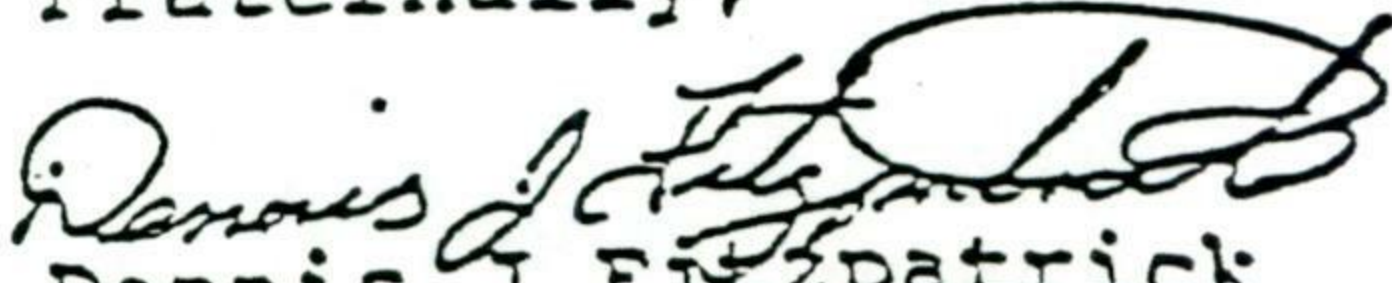
We believe changes can come about if we all band together, with a coalition of borther dedicated to the cause, that correction officers should have their own union, separate and apart from others.

We request your support for the following T.U.F.C.O. candidates:

Dennis Fitzpatrick
Kevin Casey
Bruce Farrell
Jim Morrissey
Marion Danzler
Thomas Meehan
Jim Shannon

Bernie Smith
Ron Wert
Don Hall
Phil Dobie
Jim Brooks
Sal Florio
Leander McCall

Fraternally,


Dennis J. Fitzpatrick

Chairman of The Board

The United Federation of Correction Officers, Inc.

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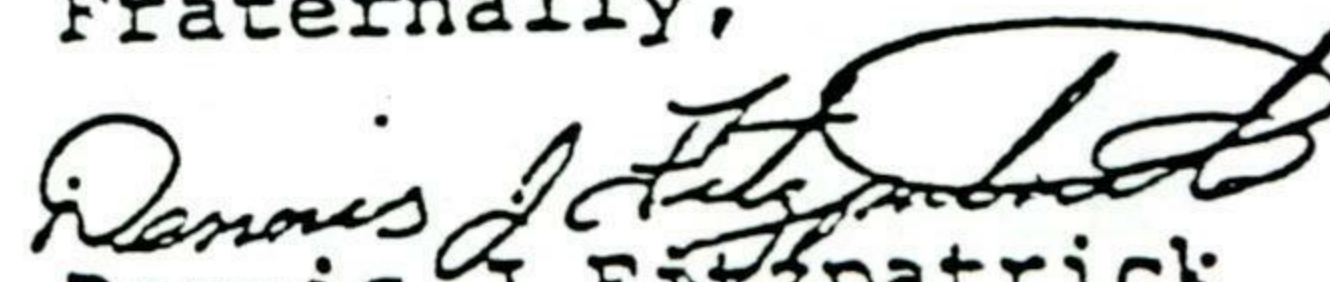
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Fraternally,


Dennis J Fitzpatrick

Chairman of The Board

LOCAL PRESIDENTS INFORMATIONAL MEETING
APRIL 23, 1984

D. Bischert ^{members} A copy of Executive Board ~~activities~~ and hand ^{outs} as ^{was} ~~to Executive Board members and presidents.~~ ^{LOCAL PRESIDENT} responsibility to each local present also ^{given} AFSCME manuel, on what it does for members. ^{Discussion on} ^{Handout of a}

Explanation of how local Unions should structure activity on TUFCO and who to contact by area of state to report to Council to Frank Benedetto.

Council 82's responsibility to local presidents and local presidents to the local members. If there is anyone present advocating TUFCO get out of Council 82.

C. Abraham
Long Island C.F. Requested regional presidents meeting as per handout breakdown.

D. Bischert If there is a meeting a person should be there from Council. If a meeting is scheduled to notify Council 82.

F. Benedetto Explanation as to his area of responsibility as special staff. Double agents must go. Entering period of open access where locals are open to be addressed by unions.

Daily business will be conducted as usual Council 82 will still be responsive to the needs of its members. Look to local leaders to keep Council 82 informed on TUFCO activity. To report grievances and problems within Council 82.

What we need is a small test for each local as to services and problems.

LOCAL PROBLEMS
LOCAL 1240
Elmira

No L/M problems. No TUFCO activity.

Local 152
Green Haven

George Schneider - more notice as to this process of problems address to J. Burke as per Review article. What are we going to do exactly when a strong statement is made. Be more specific.

*keep open communications to Council.
*No response as per cancellation of meeting or appointments.
*Some TUFCO literature being passed but members don't know why.

LOCAL PRESIDENTS INFORMATIONAL MEETING
APRIL 23, 1984

J. Burke stated he must give priority to certain areas be it Albany or work cites. If staff representatives are not responsive to inform him and they will be dealt with.

Local 2458
R. McCarthy
Building Gds. No problems. Atmosphere getting better. Some will sign cards to break buns.

Local 1040
J. Mann
Attica Problems being dealt with OK. Staff representative at facility very responsive to local. TUFCA very small problem. Good response from Council 82.

Local 1792
J. Emmett
SUNY No problems. No report of TUFCA activity.

Local 1872
Lynn Day
Forest Rangers Members have just rejoined because of good response.

Local 1873
Larry Johnson
Conservation No problems. No TUFCA activity. Asshole back on street

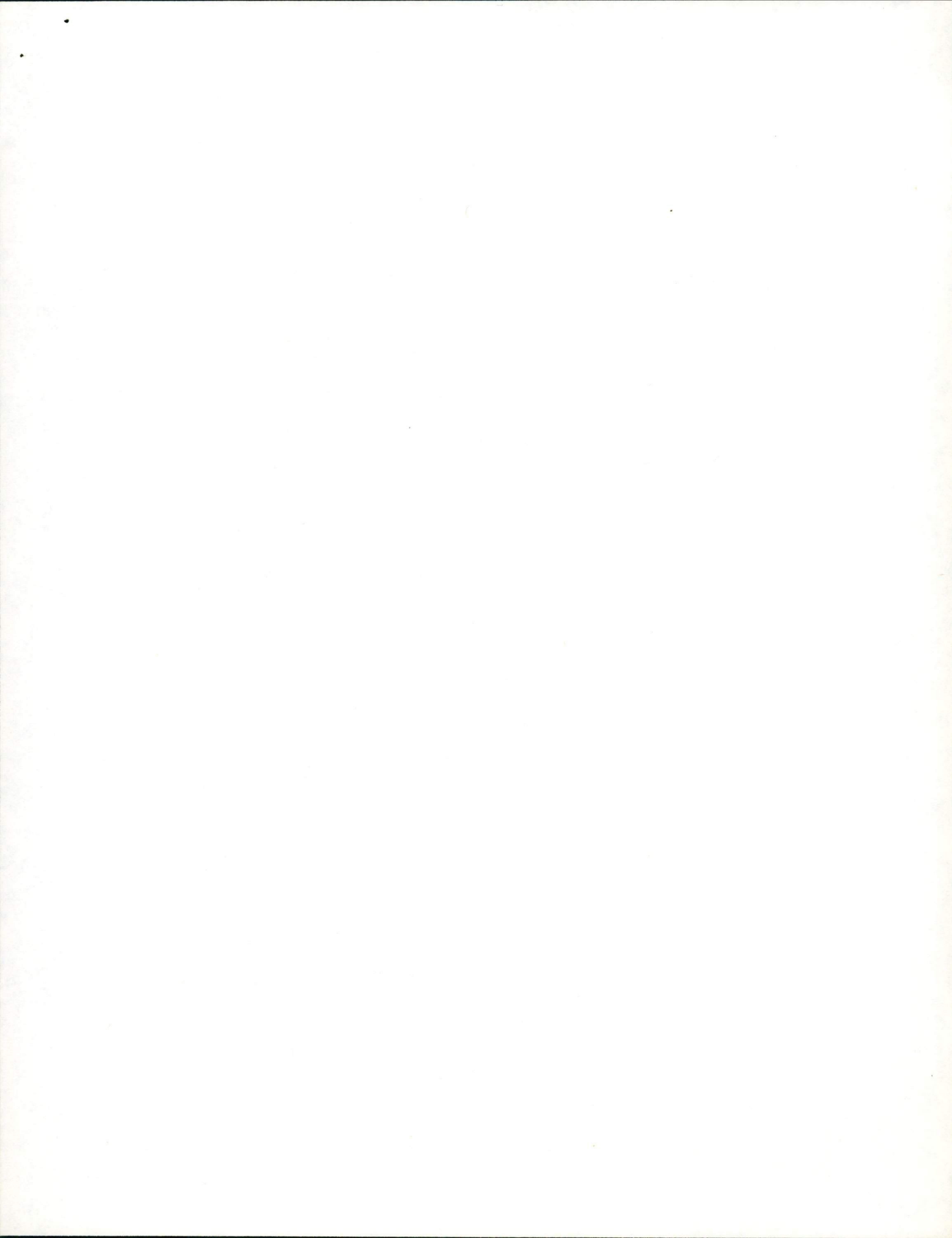
Local 2655
C. Cambareri
Mid-Hudson Psy Problem of title change

Local 2965
V. Sparace
C.N.Y.P.C Problem of title change. No TUFCA activity

Local 738
J. Halvorsen
Hudson TUFCA past president tried to get them in. Lack of communication from Council 82 but getting better.

F. Benedetto asked what are needs. Contact Joe Puma. Past practice was problem now Council 82 is responding.

Local 300
Lyon Mt. Carl Rounds - No problems but is glad Council 82 Executive Board has changed. See Council 82 address New recruits. No TUFCA problems.



LOCAL PRESIDENTS INFORMATIONAL MEETING
APRIL 23, 1984

Local 1272
T. Rounds
Clinton

Grievance about Master Joseph
female correction officer who
is screwing who contractually.
Wants to see I.P. on this
problem because agency backs
off but Clinton is not in support
of TUFCCO as per mail gram

Local 1653
C. Abraham
Long Island

TUFCCO in back yard. Only friends of
TUFCCO are signing cards. Some of
these are coming back due to Larry
Germano. Keep facility opened.

Local 1413
W. Jakes
Ossining

Communication problem. Information
not being distributed. No feed back
on contract, if seniority is lost the
members would walk. Having problems.

Local 1041
Eastern
Karl Simons

TUFCCO some curiosity about TUFCCO
Some people trying to use TUFCCO to
make out for personal benefits.
Looking to Council 82 for the outcome
on Time class, Military leave, etc.
Some disappointment with QWL.

Local 1871
Sgt.
Herb Jones

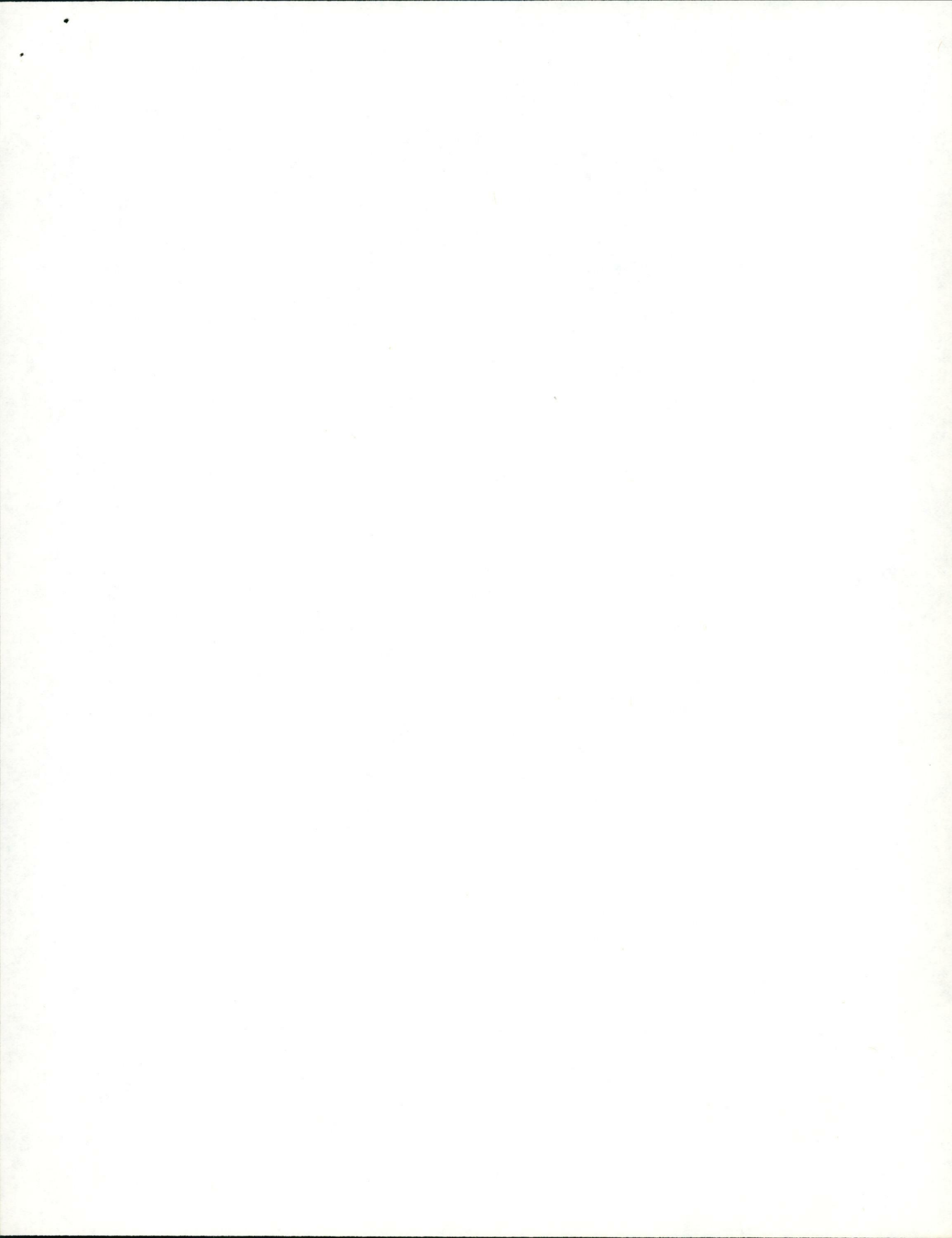
First six months of new Board TUFCCO
really worked on Council 82. Turned
this around by active assistance.

Local 923
Albion
D. Seefeldt

No major problems. some involvement
due to ignorance. Staff representative
excellent response.

Local 1406
Collins
R. Lomanto

Needs more information as to open
period. Rules to take and show
superintendent as to open period.
GIVEN COPY BY WOODBOURNE



LOCAL PRESIDENTS INFORMATIONAL MEETING
APRIL 23, 1984

Local 2556
Groveland
M. Clark

No TUFCO at all. 7 old members question on new recruits. Some questions by new employees as to benefits pay increases. Staff representative good response. New Board coming on soon.

Local 1447
Auburn
Ed Brewster

Along with Dave DeChick and Mr. Holmes alot of turmoil due to boss. Council 82 handled their meeting well. TUFCO very strong. Possibly under control. Would like to see more regional activity.

Local 866
Adirondack
P. Dobie

The law firm is the problem as far as Council 82. TUFCO some movement to get Council 82 off ass to wakeup.

Local 1285
Gabriels
C. Hugaboom

New board here. Needs to get information on how union things get done. Some TUFCO move since the end of March. TUFCO is due to curiosity. Council 82 is the main stay as far as members need.

Local 1279
Great Meadow
T. Badman

Along with Dennis Fletcher and Nick Catalfamo. Staff representative good. Stewards on all shifts. TUFCO very big because of internal union. End is still Council 82. TUFCO because of health spa, fraternal order. This not a part of local business.

Local 2398
Arthurkill
N. Grinnage

TUFCO there on three occasions. Did not good response. Feeling that TUFCO is only dealing where people are in need.

Local 2967
Otisville
D. DiGerlando

Some small groups of problems. Council 82 there at any request.

LOCAL PRESIDENTS INFORMATIONAL MEETING
APRIL 23, 1984

Local 1264 Coxsackie J. Kraft	Few problems on TUFECO, very hazardous to TUFECO - Pro Council 82
Local 1798 OGS G. Floyd	no TUFECO Pro Council 82 always and forever. Some communication problems only on occasion.
Local 1876 Camps R. Fitch	Members undecided. Problem on grievance length of response.
Local 2825 Bayview B. Moses	TUFECO very quiet
Local 1996 Edgecombe, Lincoln, Fulton, Parkside W. Hill	TUFECO in Lincoln. Not in Edgecombe or Fulton
Local 1255 Fishkill R. Brown	No problem with Council 82. TUFECO intimidating new officers. TUFECO is now on defense.
Local 1548 Watertown M. Booth	Along with Frank Guerin and Lance Mason. Beginning to look like Auburn due to the transfers. Management some problem. Council 82 has begun to gain the confidence of members.
Local 1790 Safety Officers R. Lesniak	Not present
Local 781 Ogdensburgh M. Estes	Same as Watertown. Good response from staff and Clinton. No TUFECO there at all.
Local 1151 Woodbourne P. Healy	TUFECO trying hard with little success. Even young officers are rejecting. Problems are from Department not due to union. Grievance procedure at agency level. All in support of Council 82.



AFSCME
in the public service

American Federation of State, County and Municipal Employees

LOCAL 1406

TUFCO file

TO: The Membership DATE: April 9, 1984

FROM: R.T. Lomanto, President Local 1406

SUBJECT: Challenges To Council 82 Representation.

On Tuesday April 3, 1984, this Local attended a meeting chaired by the President of Council 82, Mr. Richard Bischert. Mr. Bischert addressed this Regional Policy Meeting consisting of representatives of the Attica, Albion, Alden, Groveland and Collins facilities regarding the impending challenge by an organization calling themselves THE UNITED FEDERATION OF CORRECTION OFFICERS, TUFCO for short. Also in attendance at this meeting was Bob Maloney, Field Rep from Council 82 for this area. Mr. Bischert pointed out that he is aware of TUFCO and TUFCO'S tactics to jump the gun by misrepresenting themselves to anyone who will listen to their propaganda. There is nothing wrong with a challenge for the sole bargaining rights currently enjoyed by Council 82. The problem lies in the fact that there is a certain time for this challenge, May 1, 1984 to be specific, and TUFCO has jumped the gun here as well as at other facilities. TUFCO has passed out literature maligning Council 82 here at this facility. Mr. James, the Superintendent has issued a memorandum directed at the individual responsible for these acts to stop this unlawful behavior immediately. Council 82 is fully prepared to file formal charges against any member who is found guilty of violating proper challenge procedures. Mr. Bischert and Mr. Maloney request our assistance in reporting any Pro-TUFCO activity at our facility prior to the beginning of the May 1, 1984 challenge period. These reports are to be specific, who did or said what, when and to who.

Any member of this Local who witnesses any Pro-TUFCO activity is directed to contact your Steward or any Executive Board Member as soon as possible. Remember, no literature is to be passed-out, petitions signed, notices posted prior to May 1, 1984. Your cooperation will insure that appropriate action is taken.

What is TUFCO, who is behind it, what does it stand for, what does it take ^{FOR} a successful challenge are questions that must be answered. Do not miss the next Union Meeting, Tuesday April 24, 1984 at 4pm on the second floor of Bldg. #12. A separate meeting will be held for the afternoon shift at 12:00 am, April 25, 1984 at the same location. Refreshments to follow both meetings.

Fraternally Yours,

R.T. Lomanto, Pres. Local 1406

- CC: Council 82-Jack Burke, Executive Director
 Dick Bischert, President
 Jim Mann, Exec. VP
 Joe Puma, Chairman Correction Policy
 Bob Maloney, Field Rep.

BUSINESS OFFICE

- Local treasurer training.
- IRS law.
- Form filing.
- Proper expenditure/accounting.
- Field auditors, Councils, Locals - suspicion of misappropriations.
- The International Union also maintains bonds for all locals.
- AFSCME Local 826 in Binghamton, New York, received over \$11,000 based on an Internationally filed bonding claim against former officers.
- Computer system - Council 82.
- Computer expert sent in.
- Council can purchase new computers at about 60% retail cost.
- International Union - necessary software programs - free.
- In the case of Council 82 - \$75,000. *was saved*
- Training of office. *staff also FREE*

COMMUNITY SERVICES

- The AFSCME/Council 82 booth at the State Fair.

EDUCATION

- Training is received at the local union level.
- Full time Education Coordinator (Shirley Reeder) assigned to New York and Council 82.

EDUCATION (cont'd.):

- Additional trainers and resources are available from Washington, D.C.
- Steward Training, Officer Training, Write a Newsletter, Lobbying, Safety and Health, Union History, Grievance Handling.
- During 1983, Council 82 conducted a series of education classes statewide for both corrections and law enforcement - Every local within Council 82 - except Auburn.
- Maintains a film library - Educational Union films.
- Available for local union meetings.
- Publishes a monthly Steward's Magazine.
- Council 82 regularly sends its staff to the George Meany Labor Studies Center - arbitration preparation and video-techniques.
- Open to Council 82 staff members.

FIELD SERVICES

- In New York, thirteen (13) International staff five AFSCME councils - payroll cost of about \$1/2 million.)
OUT

JUDICIAL PANEL

- The Judicial Panel, disputes resolution procedure.
- Preventing the various courts from intervening in Union affairs.
- Eight rank and file AFSCME members are selected to sit on the Judicial Panel.
- Judicial Panel rules on elections, procedure is fair and democratic.

JUDICIAL PANEL (cont'd.):

- The AFSCME constitution is the only major constitution containing a bill of rights for union members.
- The rights of the individual are protected against abuse of power by union officials.

LEGISLATIVE AFFAIRS

- Two full time lobbyists on staff to assist Council 82 in Albany.
- Five temporary staff are now assigned to New York.
- Major legislative advances - correction officers in specific.
- Reform of Tier 3 pension.
- Presently, the staff is acting to keep Brentwood open.
- International Union annually - one or two lobbying days for Council 82.
- With the assistance of International staff, Council 82 has become one of the most respected lobbying forces on Capitol Hill.
- Twenty lobbyists work in Washington, D.C. - Congressional legislation programs favorably affect our members around the country and in Council 82.
- Passing LEAA - general revenue sharing funds directly used by correctional services.
- Maintains voting records on all New York congressmen.
- Computerized ability to tell Council 82 or its members how an individual congressman voted.
- The Public Employee Conference is the major lobbying effort of public service unions.

POLITICAL ACTION

- Political Action field workshops throughout.
- Phone banking, preparation of leaflets and palm cards, how to write a letter to your representative, and how to lobby.

PUBLIC AFFAIRS:

- International Union's use of a television studio.
- Councils to produce tapes dealing with specific problems, tailored specifically to your members.
- Such as the closing of Brentwood on Long Island, and to present the Union's views instantaneously to the public.

PUBLIC POLICY

- Public Policy Department recently produced county by county analysis.
- Every federal source of revenue which the state's (corrections) local government may receive, describing the cuts which have taken place since 1980.
- Public Policy Department - access to economic forecasting data which is essential during negotiations.
- Forecast what state revenues will be over the next three years.

RESEARCH DEPARTMENT

- The correction officer stress study was conducted through the Research Department by Francis Cheeks.

RESEARCH DEPARTMENT (cont'd.):

- Two professional staff whose sole and exclusive function is the analysis of pension and health care programs.
- Analyze pension proposals or health care proposals submitted across the table by the employer.
- Computer system update and improve its wage and benefit information.
- Information to Council 82 and your members on wages received by correction officers or other classifications around the country.
- Computer is also capable of providing contractual language, (i.e., sick leave, vacation, holidays) from other contracts around the country.
- Assist Council 82 with onsite contract negotiations.
- Oren's Safety and Health booklet.
- Services provided by the International Union, a provision of budget analysis.
- Outside consultant may run anywhere from \$3000 to \$20,000.
- Budget experts ability to analyze the state's budget, Department of Correction's budget - determine where expenditures have been over-estimated, revenues under-estimated, or potential surpluses.
- Contract negotiations.

ORG

COUNCIL 82 FACT SHEET

THE FOLLOWING IS THE IMPORTANT FACTS THAT HAVE BEEN COMPILED TO DATE BY COUNCIL 82 IN ANSWER TO TUFCO ALLEGATIONS:

GENERAL DECLARATION:

It is easy for someone to make false and unfounded statements about an organization when they know they don't have to prove or substantiate those statements. It is easy to criticize and take "pot shots" at an organization, and then say how great the new organization is going to be without having to come out and explain their own structure. Council 82 was reluctant to even recognize TUFCO, but reconsidered when the lies and unfounded statements, half truths, and fairy tale fantasy woven by TUFCO reached a point to endanger the well being of every officer in the state.

One can ignore slander and lies for only so long. Hundreds of dedicated union leaders of Council 82 are being lied about, and knowing what is behind TUFCO and their intentions has brought Council 82 to the decision to let it be known to all its union members the truth and the facts they should know about TUFCO.

COUNCIL 82 WILL DO THIS TRUTHFULLY AND IRREGARDLES OF HURTING TUFCO'S FEELINGS. THE TRUTH IS THE TRUTH, AND A LIE IS A LIE, NO MATTER HOW HARD TUFCO TRIES TO TURN IT AROUND.

TUFCO ALLEGATION:

1. C82 cannot be challenged from within.
2. C82 is ruled by an elite.
3. C82 is controlled by a relatively small group of people
4. C82 members do not have a direct vote.

COUNCIL 82 FACTS:

The COUNCIL 82 structure and democratic election process answers the four allegations, but let it be known that the same present leaders or directors of TUFCO all have held office at one level or another within the COUNCIL 82 structure and had no objections to it. Infact, when another organization several years ago tried to challenge this same structure of democratic elections, those same leaders came out and fought against that alien organization. The TUFCO leaders didn't complain until they lost an election or were not even nominated to hold a position. Then the structure and democratic election process of COUNCIL 82 was inferior. It was no good because the present TUFCO leaders couldn't get elected through a democratic election process, couldn't get elected by the majority, couldn't get elected by their own peers, the hundreds of union leaders of COUNCIL 82 located throughout the state of New York. Oh, how bruised their egos must be.

Now the "malcontents" (their own definition) figured they could only hold high office in one way. Organize their own union, and they did. They self-appointed themselves as directors for a term of five years. Their first approach was to sell insurance. Not only did the member who signed up for insurance get insurance, he received membership into TUFCO. Only, in most cases he didn't realize his signature was for the latter.

This fact sheet will let you know why some of the present leaders of TUFCO had a hard time getting elected within the COUNCIL 82 structure. And it says a great deal for the democratic process of COUNCIL 82. Like

Watergate, they said it proves the system works.

The COUNCIL 82. structure and democratic election process (the same process TUFCO leaders became a part of and endorsed, until they couldn't get elected or couldn't hold high enough office in, or held high office only to be not elected next term) begins at the facility level. Each facility forms a Local Union called the Local, and is assigned a number. The MEMBERS of each facility elect their Local union representatives through an open election. All MEMBERS have the opportunity to vote and to nominate. From President to Exec. Board members. The Local union have their own autonomy. Their own constitution. The members of each facility discuss and vote on their own issues or issues that will go to the council level.

The local union leaders (elected by the members) participate in the Annual Council 82 Convention. At the Council 82 Convention the local union leaders attend with the local facility members position on Council 82 issues, amendments to Council 82 Constitution, on nominations, and the voting stand for Council 82 Convention elections.

This democratic process of local and council elections are conducted on an ongoing basis. New leadership, new concepts, all continue to improve the Council 82's responsiveness to membership concerns.

Does the system work? At the past Council 82 Convention in September of 1983 the Council Executive Board was changed with 15 new board members elected. Nine new members from corrections.

Correction leadership at Council 82 is comprised of hundreds of years of combined correction experience; democratically elected from the rank and file membership. Who better knows the problems confronting the correction officers.

In fact, Council 82 is comprised of 27 elected officials, 16 from

corrections, including the President, Vice President, and two trustees. The Exec. Director and Assoc. Director are appointed by the elected officials of the Exec. Board. Both of these positions are held by former correction officers with years of experience in corrections and unions. The same can be said for the other positions listed, including the President of the Council.

Overall! There are three hundred and ten plus (310 +) elected union leaders representing Council 82. Three hundred and twenty six (326 +) plus total!

TUFCO HAS FIVE DIRECTORS, ALL SELF APPOINTED FOR A FULL FIVE YEAR TERM. WHAT MEMBERS HAD INPUT, NOT TO SPEAK OF A DEMOCRATIC VOTE, TO THIS NICE SMALL ELITE GROUP?

WHAT ABOUT TUFCO STRUCTURE? WHY WON'T THEIR LEADERS PROVIDE MEMBERS WITH COPIES OF THEIR STRUCTURE, BY-LAWS, CONSTITUTION, HOW WILL THE MEMBERS GET TO VOTE, WHO WILL NOMINATE?

SOME REASONS TUFCO DOESN'T SPREAD THIS INFORMATION AROUND IS BECAUSE THEY DON'T WANT THEIR NEW MEMBERS (SIGNED INSURANCE CARD) TO KNOW HOW MANY JOBS AND DIFFERENT POSITIONS HAVE BEEN PROMISED THROUGHOUT THE STATE. IF TUFCO WERE TO HAVE AN ELECTION, ONE WONDERS WHAT THE ELECTION WILL BE ABOUT.

IF TUFCO LETS THE MEMBERS KNOW WHAT THEIR STRUCTURE IS GOING TO BE ONE MAY BE SURPRISED TO DISCOVER THE LARGE NUMBER OF ORGANIZED REGIONS, AND TERRITORIES, AND SUB-GROUPS, AND BUSINESS MANAGERS, AND ASSITANT TO ASSITANT, ETC. THERE ARE! MAYBE THIS WILL TELL YOU SOMETHING ABOUT THE

4

NUMBER OF POSITIONS THE PROMISES HAVE TO COVER.

COUNCIL 82 continues to be and always will be DEMOCRATIC in their elections. There are 326 plus union leaders representing you the member to be sure of that. HOW MANY WILL BE SURE THE TUFÇO ELECTIONS ARE DEMOCRATIC?

TUFÇO ALLEGATION:

1. Should you be loyal to a union that has been disloyal to you?
2. Council 82 has broken its covenant with its membership.

COUNCIL 82 FACTS:

Let's talk about loyalty.

COUNCIL 82 is comprised of dedicated union people elected by the members to represent them the best way they know how to make COUNCIL 82 a strong and credible union that cannot be treated but with respect by the State of New York. COUNCIL 82 is also comprised of the membership, for the membership. Anyone that says different is either blind or organizing their own union!

See the individual listing of benefits obtained by COUNCIL 82 and you will see what the loyal leadership of COUNCIL 82 has accomplished!

DARE WE ASK ABOUT THE LOYALTY OF SOME OF THE TUFÇO LEADERS, SOME OF THE PRESENT DIRECTORS OF TUFÇO? YES, AND WE ASK YOU TO ASK THEM, FACE TO FACE.

ASK THEM, WHO HAD FORMED A NEGOTIATING SERVICE WHILE HOLDING OFFICE

5

IN COUNCIL 82 AND THEN NEGOTIATED AGAINST OUR SISTER UNION, COUNCIL 66, BY REPRESENTING MANAGEMENT IN THE VILLAGE OF CATSKILL! MEMBERS OF COUNCIL 66 PROTESTED THIS ACTION THROUGH COUNCIL 82 EXECUTIVE BOARD AND AFSCME.

JIM MORRISSEY WAS CHAIRMAN OF CORRECTION POLICY AND ON THE COUNCIL 82 EXEC. BOARD WHEN HE CHAIRED A PARTICULAR MEETING IN WHICH DENNIS FITZPATRICK WAS PRESENT REPRESENTING GREAT MEADOW LOCAL. THE MEMBERSHIP OF CORRECTION POLICY ASKED MR. MORRISSEY TO STOP NEGOTIATING AGAINST CATSKILL AND COUNCIL 66.

MR. MORRISSEY AND MR. FITZPATRICK BOTH TOOK THE STAND THAT WHAT THEY DID OUTSIDE OF COUNCIL 82 WAS THEIR ~~OWN~~ *business* BUSINESS.

CLINTON CORRECTIONAL FACILITY EXEC. BOARD ASKED FOR THE RESIGNATION OF MR MORRISSEY. A COPY OF THIS LETTER WAS SENT TO ALL LOCALS IN THE STATE. MR. MORRISSEY REFUSED TO STEP DOWN AND CONTINUED TO NEG. AGAINST COUNCIL 66. MR. DENNIS FITZPATRICK ALSO CONTINUED.

THE FACT OF THE MATTER IS THAT BOTH JIM MORRISSEY AND DENNIS FITZPATRICK WENT ABOUT THE STATE OF NEW YORK ASKING OTHER VILLAGES AND COUNTIES FOR A JOB AS NEGOTIATORS USING THE FORMER DIRECTOR OF THE GOVERNORS OFFICE OF EMPLOYEE RELATIONS, SANDY FRUCHER, ASST. DEP. COMM. OF CORRECTION, WILLIAM COLEMAN, AND THE MAYOR OF CATSKILL, AS REFERENCES ON THEIR RESUME'S. THEY USED THEIR UNION BACKGROUND AND KNOWLEDGE FOR MANAGEMENT IN NEGOTIATIONS.

HOW CAN THESE TWO PEOPLE ASK COUNCIL 82 ABOUT LOYALTY, EVEN SUGGEST ANYTHING ABOUT COUNCIL 82 NOT BEING LOYAL. AND THEY WONDER WHY THEY COULD NOT GET ELECTED TO HOLD FURTHER OFFICE IN THIS UNION. MR. MORRISSEY WAS SUCESSFUL IN BEING RE-ELECTED AS PRESIDENT OF AUBURN, BUT LATER RESIGNED TO HELP ORGANIZE TUFCA.

BUT, WE CAN GO ON ABOUT LOYALTY. ASK MR. DENNIS FITZPATRICK, WHO

WHILE HOLDING OFFICE IN COUNCIL 82, AND BEING A MEMBER OF THE NEGOTIATING TEAM FOR THE 1979 - ⁸²~~81~~ CONTRACT DID IN FACT GO TO LAS VAGAS DURING THE 1979 STRIKE, AND DID NOT GET FINED FOR THE DAYS HE WAS IN LAS VAGAS. THIS IS A UNION LEADER?

ALSO, MR KEVIN CASEY, ANOTHER MEMBER OF GREAT MEADOW LOCAL UNION, A MEMBER OF THE NEG. COMMITTEE, AND ONE OF THE LEADERS OF CORR. POLICY LEFT ~~FOR VERMONT~~ TWO DAYS BEFORE THE TENTATIVE AGREEMENT WAS REACHED. ALSO, DURING THE STRIKE, WHERE WAS HE? MR. CASEY WANTED THE STRIKE, BUT COULD HE FACE IT? *He was in Vermont.*

THIS IS A UNION LEADER?

GETTING BACK TO MR. MORRISSEY, THERE IS AT PRESENT A LAWSUIT OF \$500,000 DOLLARS AGAINST MR. MORRISSEY FOR FAILURE TO REPRESENT FEMALE CO'S AT AUBURN.

BRUCE FARRELL, ANOTHER TUFACO LEADER, WHEN A MEMBER OF 1982-85 NEGOTIATING TEAM LEFT TO BECOME SGT. PRIORITIES? A UNION LEADER?

It is possible the State of New York wants a challenge so they can improve their bargaining position during the next negotiations. Remember the pressure is on concerning C.O. transfers, seniority, job bidding, workers compensation, article 8, discipline, and new hires at 5 pl's. Just to name a few. We must maintain these benefits!

Most of the TUFACO leaders held positions in this council. If their ideas had merit and their leadership valid; then the Local Unions of Council 82 would not have voted them out of office. This happen, and it was done in a democratic manner so change could be made. THE FACT IS, TUFACO LEADERS were ineffective while holding office in Council 82.

What covenant was broken with membership? All issues presented to the COUNCIL have been addressed. Maybe not all resolved to our satisfaction, but efforts have been and will continue to be made through Grievances, Labor Management, and by Legal means whenever possible.

If we were always successful, then there wouldn't be a need for a union or a contract. COUNCIL 82 Staff work on a full-time schedule addressing membership needs.

TUFCO ALLEGATION:

1. COUNCIL 82 HAS LOST TOUCH WITH ITS MEMBERS.

COUNCIL 82 FACTS:

Just the opposite! COUNCIL 82 has increased its communications with the membership and local leadership. They publish the Review, along with the Quality of Work Life insert, "The Connection". They have hired a full-time Public Relations man, increased staff, conduct Presidents meetings, Policy meetings, Legislative meetings, Local union seminars, Exec. Board meetings. Also, Council 82 staff attend grievance hearings, local labor/management meetings, and membership meetings. Staff are on call seven days a week.

TUFCO ALLEGATION:

1. COUNCIL 82 dues are excessive.
2. What do you get for your money?

8

COUNCIL 82 FACTS:

COMPARE COUNCIL 82 DUES with other unions, the Teamsters, auto workers, trades, etc. The COUNCIL 82 dues are much lower.

COUNCIL 82 dues maintain the staff and office space needed. Pays for the increased communications with its members, the Review, etc. Pays for the large legal expenses (~~two~~ ^{three} in-house attorneys, plus the services of the best Labor Attorneys in the country, Rowley & Forest), the increased Public Relations staff, negotiations, field staff, new computer operations to be installed in near future, grievance expenses, legislative staff, and arbitrations, to name a few.

Also, monies are returned on a monthly basis to each local union for their operational and service costs. The money reimbursed is computed on a per capita formula.

Another percentage is sent to the International union. Council 82 will issue a special listing of the benefits, both monetary and in services received.

Even though dues for membership with Council 82 is low for the services and expenditures needed for maintaining a strong and financially responsible union, TUFECO has painted a picture of fantasy in regard to what they will give in benefits and charge in dues. Infact, if you read their literature carefully, they contradict themselves: Under additional benefits to be provided by Tufco Union, section #5, it states, "TUFECO Union will provide its members with a statewide prepaid legal program." Now they stated, PREPAID, that should mean a legal program paid by the union. Yet, in the next two sentences they state with key words, "This program will provide group rates for legal representation.....," and, "Such a program will guarantee you legal representation by a competent attorney practicing in your area at reasonable rates." The PREPAID program is prepaid except

for the group rates and the reasonable rates.

Throughout the TUFECO literature we will ask the questions that need to be asked, then you make your own analysis about their benefits, services, and dues structure.

TUFECO ALLEGATION:

1. C82 is controlled by a chosen few, thus excluding the rank and file from meaningful input into the workings of the Union.

COUNCIL 82 FACTS:

We have already addressed this above, but it should be said that COUNCIL 82 is controlled by the ELECTED LEADERSHIP, LOCAL AND COUNCIL LEVEL, ^{Also} ~~the~~ the Exec. Board, which reviews all policy and procedures of the Council, and by the Constitution with its amendments and by-laws.

COUNCIL 82 will not be controlled by a select few, self-appointed, with no known established Constitution or structure.

TUFECO ALLEGATION:

1. C82 is a passive union with no specialized representation for specialized needs of co's.

COUNCIL 82 FACTS:

COUNCIL 82 is not a passive union, we have taken many legal actions against the State of N.Y. and OSHA, and will continue to do so. A review of the 1982 - 85 Contract would show the difference between COUNCIL 82 and other Public employee unions. We maintained 13 sick days, 5 personal leave days, Workers Compensation from day one, seniority, and job bidding system. Including additional wages. *Just to name a few.*

With membership support we have become a union that will stand up

for its rights and has spent millions of dollars in legal actions to prove it. 1979)

surely has many connotations, but passive isn't one of them.

Specialized services? We read what TUFSCO'S is going to be: They say they will be a specialized union, a union which can provide for the specialized needs of a specialized group. Sorry, but once again TUFSCO makes a statement with no detail or structure. Maybe the non-union printer they use for their publications left something out?

You can see and read our combined list of services and benefits compiled on a separate sheet.

TUFSCO ALLEGATION:

1. Representation provided by COUNCIL 82 on the local level has been inconsistent and passive.

COUNCIL 82 FACTS:

The Local Union members elect their local leaders and they are given the best of representation by the Council. Experienced field staff are on daily call for assistance, and will supply professional assistance when requested by the local. The action and attitudes of the council are not passive as detailed above. There is no deviation of action or attitude toward the local union when help is requested.

TUFSCO ALLEGATION:

1. COUNCIL 82 has failed to deliver the best possible package of benefits for its members.

COUNCIL 82 FACTS:

Just read the last contract, and compare to any other public

employee union. Infact, compare the wages and benefit package with the auto unions, the other private sector unions, compare with the steel industry. ^(1982 to 85) Compare this present contract with the one before, ~~the one in~~ the one in which present TUFCO leaders were members of the negotiation team. Go back farther, COMPARE!

ONCE AGAIN TUFCO TALKS WITH FOOT IN MOUTH. ISN'T IT EASY TO SPREAD LIES ON PAPER AND NOT HAVE TO PIN POINT YOUR ALLEGATIONS.

TUFCO ALLEGATION:

1. COUNCIL 82 has failed to provide adequate wages and benefits for those correction officers with less service.

COUNCIL 82 FACTS:

New Hires have not lost any benefits under the present contract. Starting salary is \$14,200, after 6 months \$15,000. After one year grade 14 hiring rate \$20,000 plus in 1984. Receives uniform allowance, line-up pay, nite differential, \$150.00 after 10 weeks, and whatever other benefits provided by contract to all employees. Only article 8 does not apply to the new hire.

TUFCO ALLEGATION:

1. TUFCO is led by a dedicated group of correction officers with many years of union service.

COUNCIL 82 FACTS:

This has already been addressed, but lets review the dedicated group of leaders of TUFCO: Jim Morrissey: Neg. contract against sister

union council 66 for management of the village of Catskill. Also, being sued for not representing the female C.O.'s at Auburn.

Dennis Fitzpatrick: Negotiated contract against sister union council 66 for management of the village of Catskill. Ask him where he was during the 79 strike, even though he was the union leader at Great Meadow, Correction Policy, and on the negotiation team. Now a sgt. at Great Meadow.

Also, signed a statement concerning an incident by a DOCS transportation Sgt.

The signed statement helped the Sgt. to be charged and was disciplined.

Bruce Farrell, left the negotiation team to become Sgt.

Kevin Casey, ask him where he was during the strike.

Compare the years of correction experience ~~at~~ ^{OF} COUNCIL 82S *Present* (leadership), to the leadership of TUFACO. How about over 500 combined years just on the Exec. Board alone.

TUFACO ALLEGATION:

- 1. TUFACO can serve you better within its dues structure (does not have to send vast sums of money to a national of international union.

COUNCIL 82 FACTS:

AFS CME info

TUFCO ALLEGATION:

1. TUFCO has established a streamlined legal structure. Will be an open system controlled by the members themselves, not a chosen elite. Will guarantee a democratic one man - one vote system of union government.

COUNCIL 82 FACTS:

COUNCIL 82 has one of the best legal structured systems now in place. COUNCIL 82 already has a democratic one man, one vote system of union government.

WHAT IS THE TUFCO LEGAL STRUCTURE?
NOT SHARE IT FOR COMPARISON.

IF IT HAS BEEN

~~IT HAS BE~~ ESTABLISHED, SO WHY

TUFCO ALLEGATION:

1. TUFCO 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.

COUNCIL 82 FACTS:

WHAT IS THE SPECIALIZED STRUCTURE? HOW WILL TUFCO BE CONTROLLED? WILL IT BE CONTROLLED BY BUSINESS AGENTS, OR A REGIONAL OFFICE THAT WILL COMMUNICATE WITH THE HOME OFFICE AND THE BUSINESS AGENTS, AND THE GUY IN BETWEEN THEM. MAYBE THE HOME OFFICE WILL COMMUNICATE WITH THE BUSINESS

14
AGENT WHILE THE REGIONAL LEADER IS DEALING WITH THE OTHER GUY?

COUNCIL 82 does provide specialized services and needs to its members. Each groups problems are assessed and responded to accordingly. Distant bureaucracy? Every facility has a local union that is elected by the rank and file membership. They have years of experience in dealing with the problems of corrections and they are available at all times to give the services and needs of the local membership.

TUFFCO ALLEGATION:

1. TUFFCO provides a comprehensive system of local representation to be staffed by professional business agents. There will be frequent access and communication between the locals and Union Headquarters in Albany.

COUNCIL 82 FACTS:

TUFFCO JUST MADE AN ALLEGATION THAT COUNCIL 82 IS CONTROLLED BY A DISTANT BUREAUCRACY. CRITICIZED COUNCIL 82'S STRUCTURE. BUT YES! TUFFCO WILL HAVE A UNION HEADQUARTERS IN ALBANY (DISTANT BUREAUCRACY?) ^{BUT NOT} WILL/HAVE LOCALS. ^{UNIONS.} ^{FACILITY} THE ~~LOCAL~~ WILL HAVE BUSINESS AGENTS, HOW MANY, WHO WILL THEY BE, ARE THEY GOING TO BE PAID A SALARY? SINCE THEY ARE PROFESSIONAL PEOPLE THEY MUST BE HIRED, AND BE NON-CORRECTION PEOPLE, BUT THEY WILL BE THE ONE HANDLING YOUR PROBLEMS IN THE PRISONS. JUST ONE TO A LOCAL? COUNCIL 82 believes the local elected officials should also be co-workers with the membership.

COUNCIL 82 is located throughout the state of New York! COUNCIL 82 has a min. of seven union representatives at each local. In most cases at least ten or more. Forty-four locals plus in corrections. At present, with the field staff on daily call, every region of the state is covered with its own staff representative.

The central office in Albany is installing a computer system that will improve services and communications with all union leaders throughout the state. *Computer System has been in development for over 12 years.*

AAFCME has offset cost to us by over 50%

TUFCO ALLEGATIONS:

1. TUFCO can provide tax attorneys, certified public accountants, and pension consultants, a comprehensive program of insurance coverage and other benefits at great savings to the membership.

COUNCIL 82 FACTS:

#4 covered

NOT A FREE SERVICE

TUFCO ALLEGATIONS:

1. TUFCO will be sensitive to the needs of all of its members,

regardless of length of service or rank.

COUNCIL 82 FACTS:

out

TUFCO ALLEGATION:

1. COUNCIL 82 is uncomfortable as this challenge period approaches.

COUNCIL 82 FACTS:

Summary
—

TUFCO SERVICES:

TUFCO will provide you with an attorney to represent you at all major disciplinary proceedings. Will provide a professional outside negotiator at contract time. Council 82 has been outgunned and outmanned by experts who have provided service to the State. TUFCO will establish a statewide "disaster fund" in order to assist correction officers and their families who are in need. Will establish a system of Educational Scholarships. Will provide its members with a statewide prepaid legal program. Will provide a comprehensive program of tax and retirement planning services. Will provide lower rates for life insurance and disability insurance. Will undertake a comprehensive public relations campaign. Will have a computer system. Will have a one man one vote State-wide election for our State-wide leadership.

COUNCIL 82 FACTS:

COUNCIL 82 SERVICES:

Did TUFCD

TO: FRANK
FROM: JOE PUMA
SUBJECT: TELEPHONE CONVERSATION WITH CINDY TRIMBLE 4/11/84

— TRAINEE LOUIS JOSEPH : O.J.T. @ AUBURN INTIMIDATED INTO SIGNING T.U.F.C.O. CARD BY J. MORRISSEY SR. JOSEPH HEARD THAT THERE ARE INTERNAL PROBLEMS IN T.U.F.C.O. LEADERSHIP

— DOWNSTATE C.O. BOUFFARD IN CONVERSATION W/ J. VASILE - (EX. BO. MEMBER FISHKILL) @ A LOCAL BAR MADE COMMENTS TO THE EFFECT THAT FITZPATRICK + FARROW ARE FIGHTING CONSTANTLY. FITZPATRICK TELLING FARROW HE SHOULD KEEP HIS MOUTH SHUT OR HE WILL HURT THE ORGANIZATION (T.U.F.C.O.)

— RON EDWARDS BROTHERS WORK @ SING SING (NOT UNION OFFICIALS) BUT WELL RESPECTED IN SING SING. WENT AROUND FACILITY + DID A INFORMAL SURVEY. LITTLE OR ^{NO} ~~NONE~~ T.U.F.C.O. SUPPORT. BUT NOT MUCH PRO C-82 EITHER.

— DOROTHY CANDELO (V.P. CANDELO @ HUDSON) SENT A LETTER TO CINDY ASKING FOR A COPY OF HER LIST OF C-82 FACTS FOR HER HUSBAND UP NORTH TO POST. DIDN'T MENTION WHERE HE WORKS. (WE KNOW ITS HUDSON)

— CINDY SPOKE TO 20 TRAINEES @ FISHKILL THEY WANTED MORE INFO ON T.U.F.C.O. — THEY FELT THEY WERE MISINFORMED. TRAINEE MCKINNY WANTED TO KNOW HOW SHE COULD REVOKE HER MEMBERSHIP. SHE WAS INTIMIDATED INTO ~~SHE~~ SIGNING A CARD.

2

(cont...)

— TRAINEE'S SPOKE OF PIZZA PARTIES BEING THROWN BY T.U.F.C.O.

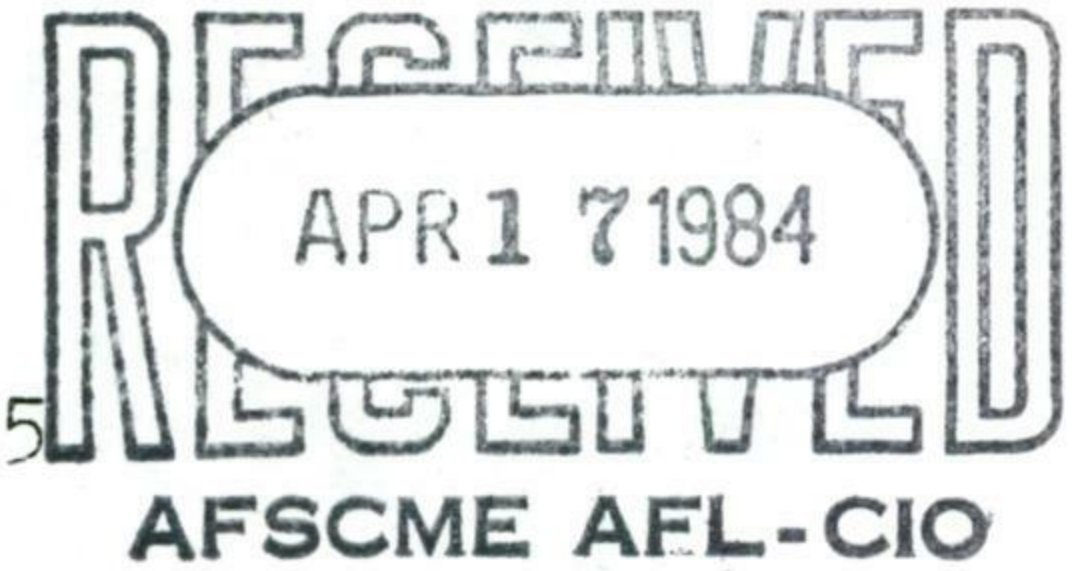
— C.O. MIGLIANTI (FISHKILL) CONFRONTED E. DEAN, R. EDWARDS + CINDY TRIMBLE WHILE TAKING A TOUR OF FACILITY. HE'S OUT OF AUBURN (NICKNAME AUBURN HANK) COMMENTS MADE CINDY - SCAB, EDWARDS - NOT ELECTED HE IS REID'S FLUNKY. — THIS HAPPENED IN THE MESS HALL IN FRONT OF INMATES AND MIGLIANTI WROTE TO/FROM TO WATCH COMM. SAYING E. DEAN + CO. INTERFERED WITH HIS DUTIES AS A C.O. — HASN'T GONE ANYWHERE

— WHEN E. DEAN CONFRONTED SHANNON ON MIGLIANTI HE SAID HE IS AN ASS HOLE — "TUTORED IN AUBURN NOT FISHKILL."

— VAN HOUTEN (FISHKILL T.U.F.C.O.) : I.G. DOWN TO ?
3 C.O.'S ON VAN HOUTEN — PERSONAL FOLDER TAKEN BY I.G. — MIGHT MEAN CHARGES —

File 7040

COUNCIL 82



TO: Theodore C. Reid, Superintendent
FROM: Ronald Edwards, Acting President/Local 1255
DATE: April 5, 1984

Sir: I am writing to thank you for allowing our Staff Representative, Mr. Edward Dean to tour the facility yesterday afternoon.

Mr. Dean was escorted by myself, Cindy Trimble and James Vasile. When the tour was over, we all felt that it was a success.

There is, however, one incident I would like to make you aware of, just as a point of information.

We toured the Main Building last. Our tour began at approximately 2:35 p.m. and was completed at approximately 4:00 p.m. As we entered the Dining Room of the Main Building, Officer Henry Miglianti was obviously prepared for us to arrive. He began by calling Cindy Trimble a scab, followed by telling me I was not an elected official of the local, but rather appointed along with other insinuations. He continued with statements regarding T.U.F.C.O. and among other accusations, directed toward the four (4) of us, he announced loudly in front of several inmates that we were, "Reid's flunkies". He finished with thumbing his nose at us and making further remarks as he walked away.

The reason I would like to make note of this, is that I am annoyed that it was done in the presence of several inmates.

I would also like to bring to your attention, the attached posters, of which I have taken down from several areas of the facility, including the Key Office window and our bulletin boards.

Perhaps a rule should be instituted that all material to be posted on the miscellaneous bulletin board, such as advertisements, announcements for parties, etc. should be signed or initialed by the Watch Commander to avoid further suggestive remarks.

Respectfully submitted,


Ronald Edwards
Acting President/Local 1255

RE/cmt

Ed Dean notified, letter read to him and he concurs. 4/5/84

SEE J. P. MALLOTT
ENTIRE PIZZA
ENTIRE PIZZA

BEEER + PIZZA
SPRING

SHIFT PARTY

FRIDAY, APRIL 13 10:30PM

FIND OUT
THE SECRET
OF THE
WIFE.

ALL THE BEEER + PIZZA YOU CAN EAT.

\$4.00

According
To Fishkill
Directive
#61.

LOCATION: TWIN OAKS. (MANZOS PLACE) RT 9W. ^{north}

~~ENTIRE~~ ENTIRE SHIFT ENCOURAGED TO COME!!
APPROX 2 MILES FROM BRIDGE EXIT

CONTACT: HANK MIGLIANTI MAIN BLDG.
JIM SANFORD. 21-21A

WHO
HASTHE
HAINES + BURNS?
B.E. WALSH on moonbeam
MIKE DURRICK
COME + FIND OUT!!

TO: Richard J. Bischert, President/Council 82

FROM: Ronald Edwards, Acting President/Local 1255
James Daniels, Treasurer/Local 1255
Cindy M. Trimble, Executive Board Member/Local 1255

DATE: April 16, 1984

SUBJECT: Security Procedures at Fishkill Correctional Facility

Please be advised that on Saturday evening, April 14, 1984, we, as officials of Fishkill Local 1255 received telephone calls informing us that officers on our afternoon shift were utilizing a security procedure to solicit for The United Federation of Correction Officers.

Attached is a memorandum from our former Deputy Superintendent for Security Services, Roy E. Black pertaining to Half Hour Security Calls. In this memorandum, you will note, numbers are to be used as codes. Since 1974 this policy has been in effect at this facility. Up until this time, this procedure has been followed with no problem or confusion.

Both Saturday, April 14, 1984 and Sunday, April 15, 1984 this procedure was changed by the followers of T.U.F.C.O. The word was put out by them to pay close attention to the Security Calls as there was a message in them. On Saturday evening, the message was T.U.F.C.O. and on Sunday evening, the message was C.O.N.V.I.C.T.

On Monday, April 16, 1984, Ronald Edwards, James Daniels and Cindy Trimble went to see Superintendent Theodore C. Reid and Deputy Superintendent Carmine Piacente. We made them aware of the situation and provided both of them with copies of the memorandum, in addition to the log sheets which are kept for these half-hour Security Calls (please see attached).

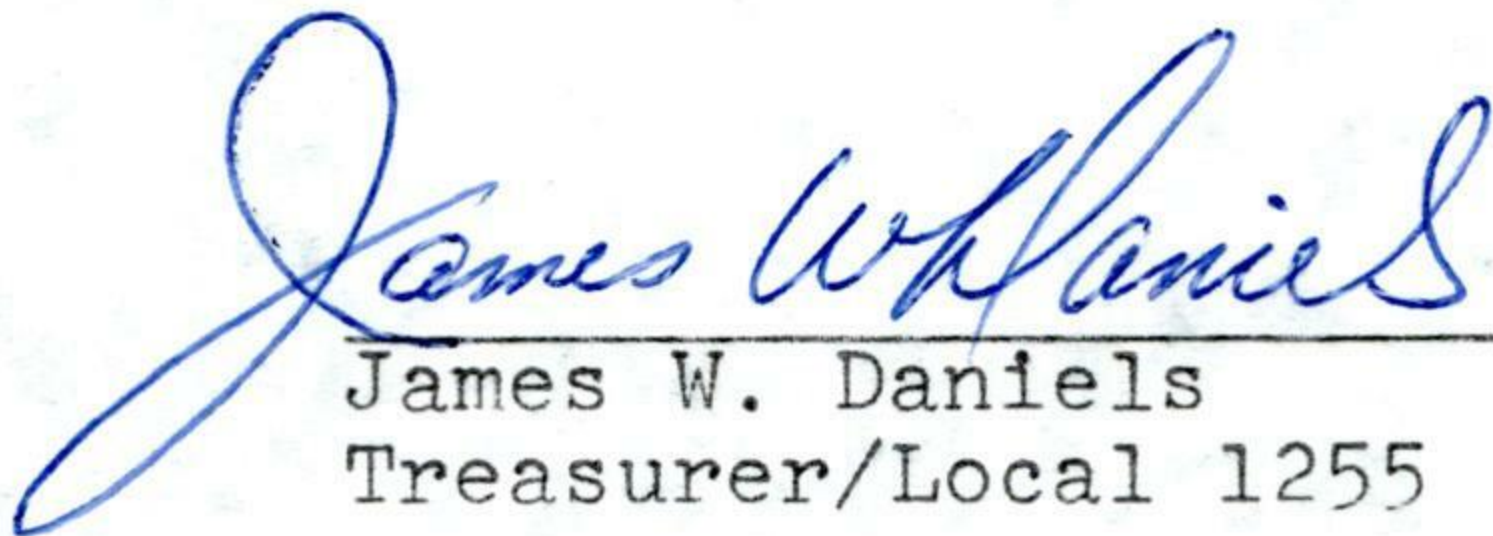
We explained to them our feelings regarding this issue. We also stressed the importance of correcting matters which violate facility security procedures. They were both in full agreement with us and stated that something would be done.

In addition to bringing this matter to their attention, Ronald Edwards presented a sign which he removed from the Mess Hall wall early on the morning of April 16, 1984. The sign had obviously been made from materials obtainable in our Industry Shop. The sign stated, "VOTE T.U.F.C.O." and was surrendered to the Superintendent.

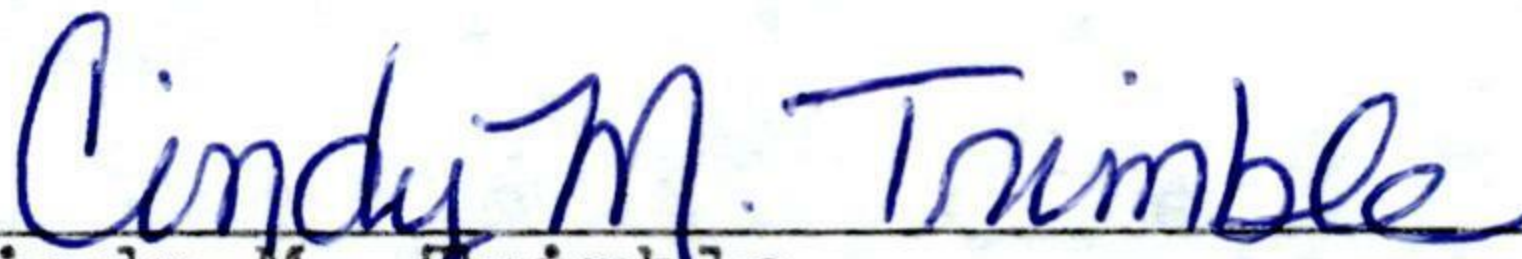
The information provided as to the officer making the Security Calls on Saturday evening was that of one female officer, Alicia Boyce. This female officer was received at Fishkill Correctional Facility on January 13, 1983 and was given Facility Orientation by Cindy Trimble at which time was instructed on the proper procedure for Half-Hour Security Calls.



Ronald Edwards
Acting President/Local 1255



James W. Daniels
Treasurer/Local 1255



Cindy M. Trimble
Executive Board Member/Local 1255

/cmt

cc: John W. Burke, Executive Director/Council 82
Joseph Puma, Correction Policy Chairman/Council 82
Edward Dean, Staff Representative/Council 82

cc Mr. Maty, and ...
see () is in effect.

7/3/74

bil - Procedures
② Security

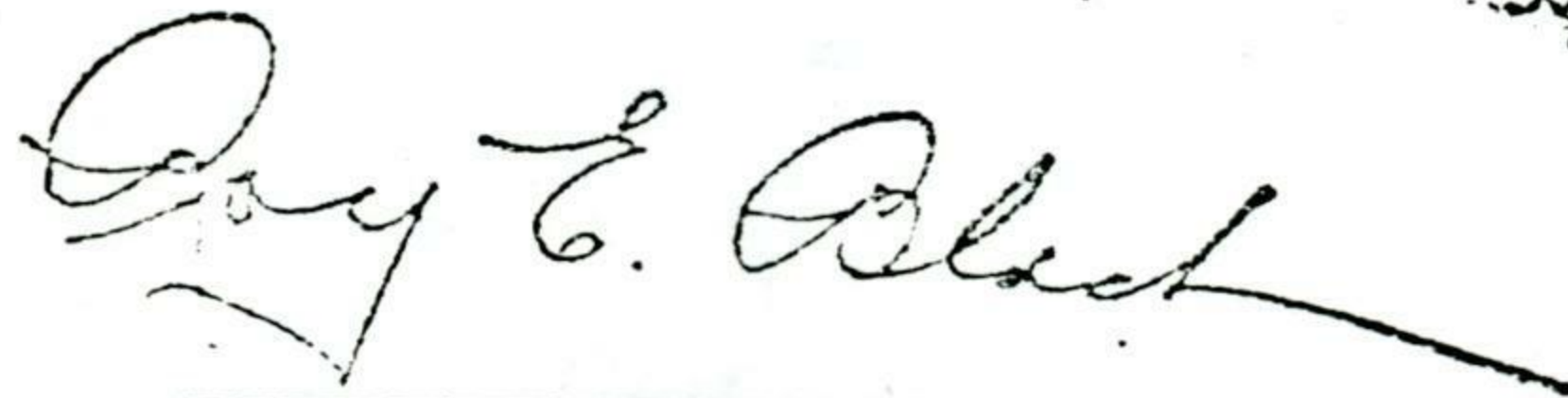
SECURITY RECOMMENDATIONS

1. Security Calls (Code answering system)

- a) Security Calls are to be made to the Key Office each half hour from 7:00 P.M. to 6:00 A.M. seven days a week.
- b) Each half hour when the ward officer calls the Key Office, the switchboard operator will tell the ward officer a number. Numbers should not be in any numerical sequence and a different number will be used each half hour to maintain confidentiality. Each time the ward officer makes a security call to the switchboard he will give the ward # and the code # (Wd 11-23). The switchboard operator will then give the ward officer a new security code # to be used for the next security call. A memo was issued on June 5, 1974 regarding security calls: "Whenever a ward does not make a security call to the switchboard operator, the switchboard operator will immediately notify the supervisor, the switchboard operator will not call the ward. The supervisor on duty will immediately investigate to determine why the required security call was not made."
- c) One officer will be in the immediate vicinity of the phone at all times, so that in the event of an emergency he can use the phone without unnecessary delay.
- d) Other custodial personnel assigned to ward will continue normal activities concerning welfare and safety of patients.
- e) At no time should all the officers assigned to the ward congregate in one area.

- 2. a) Recommendation is made that on each ward's dayroom and dormitory there be constructed a screened in area 6 feet by 6 feet enclosing the office door. This enclosure should be of chain link fencing or a similar material and should have a door made of the same material as an enclosure. The door will be equipped with a lock and this lock should have a keyhole on the inside and a blank plate on the outside, so that it can be opened only by the officer inside the enclosure.

- b) In case of an incident, the officer in the enclosure will call for help first, and if needed will assist, if possible.
- c) Alternate - On some wards the enclosed area would not be situated properly to observe the ward. In this case the phone could be moved to a better location and the enclosure built at this location.



ROY E. BLACK
Deputy Superintendent for
Security Services

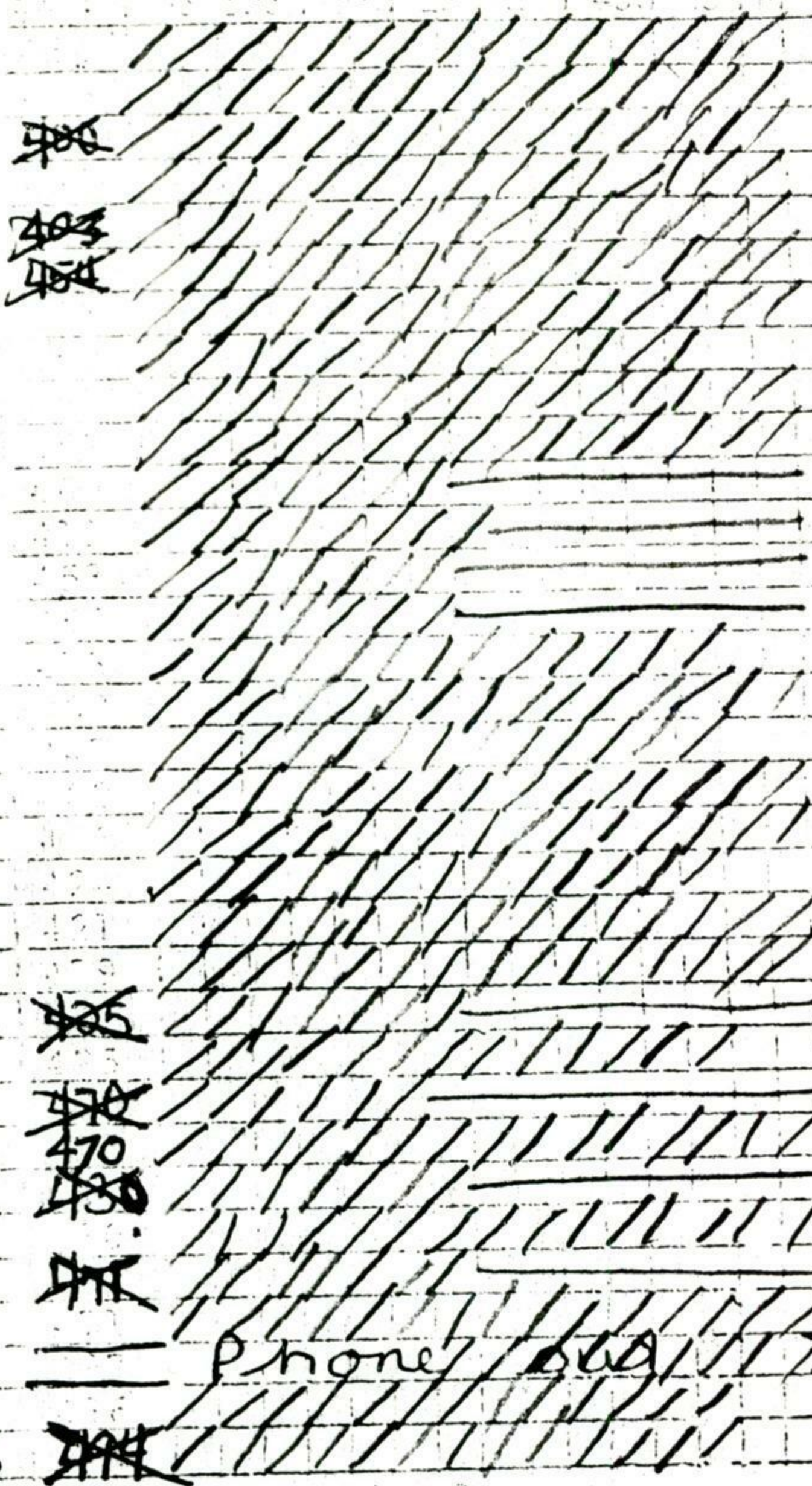
REB:by

4-14-84

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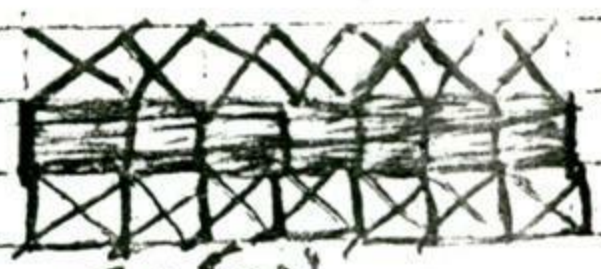


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Phone 604

F.R.P.

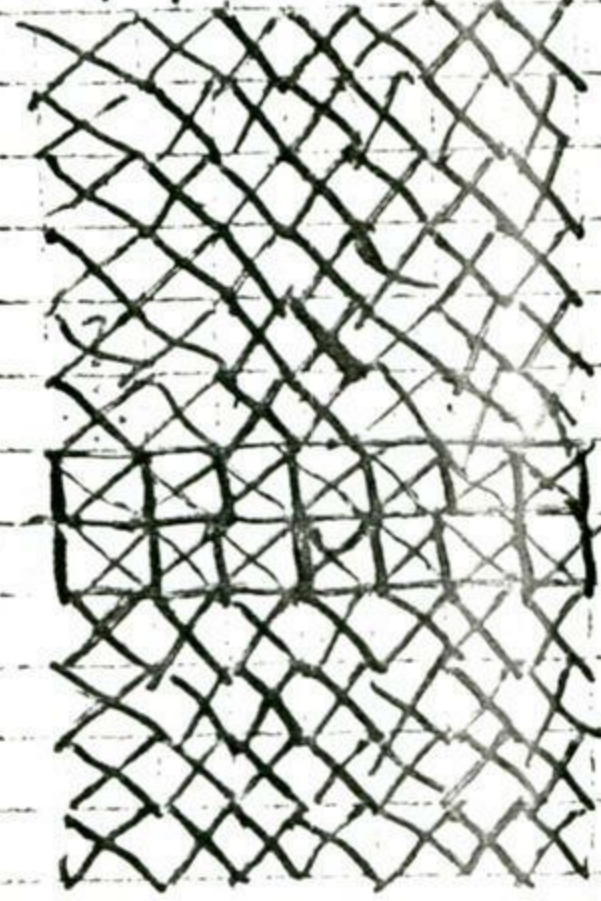
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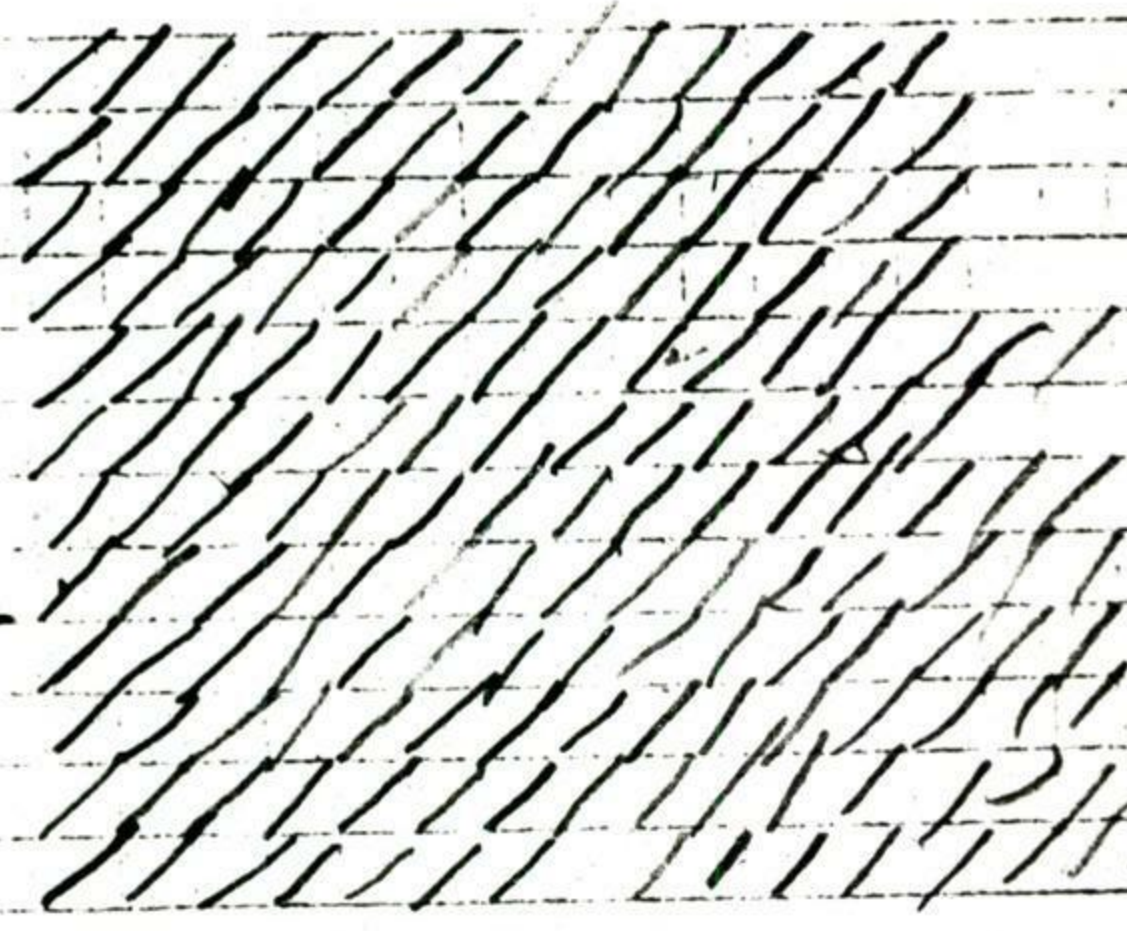
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W.R.

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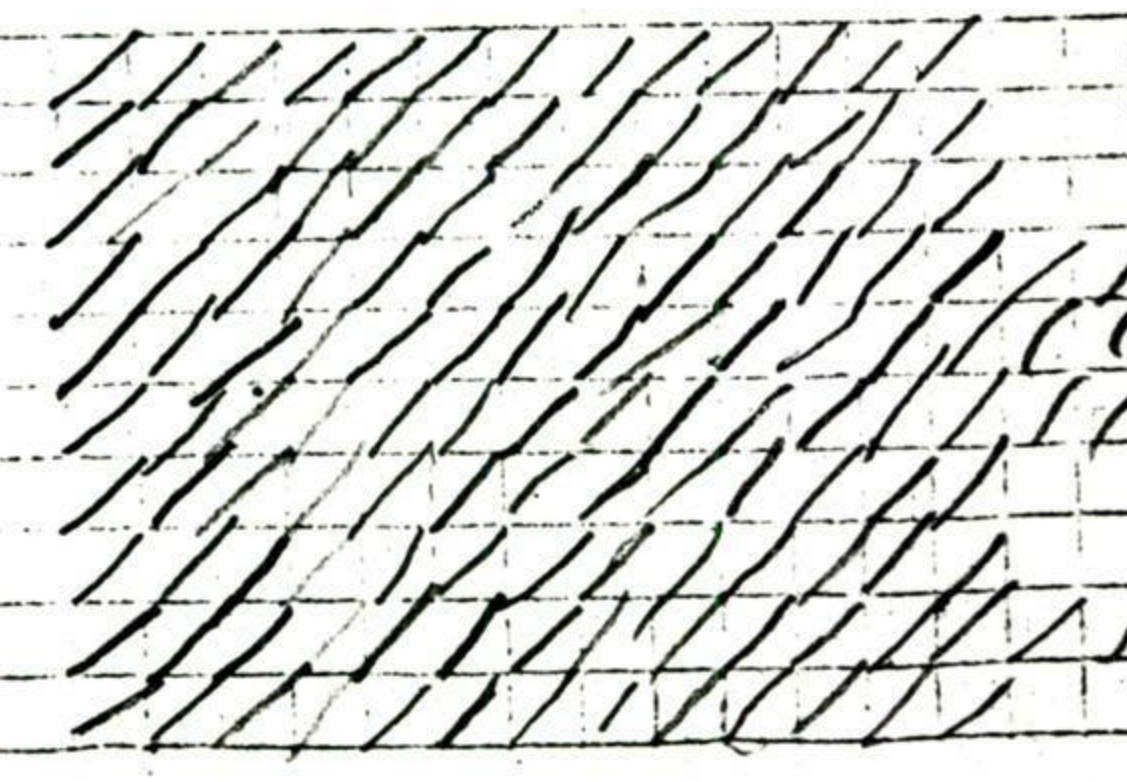


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TUFCOMM3

- ✓ A/C
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- ✓ B/C
- ✓ B/W
- ✓ C/C
- ✓ L/E
- ✓ L/W
- ✓ L/C



OFFICER OF THE...
DIRECTOR OF...

C.O. OR (2-20): Schm
 (2-20): Taylor
 2-10: Lope

April 15, 84

CONVICT

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[Cross-hatched area]

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16/20

13/17
14/18
15/2
16/20
21
F.R.P.

[Diagonal hatched area]

22
23

[Cross-hatched area]

22
W.R.

[Diagonal hatched area]

CONVICT

U
V
W
X
Y
Z
A/E
A/W
B/E
B/C
E/W
C/C
1/E
1/W
1/C

[Cross-hatched area]

[Diagonal hatched area]

A/E
A/C
A/W
B/E
B/C
E/W
C/C
1/E
1/W
1/C

[Cross-hatched area]

[Diagonal hatched area]

G
G

[Cross-hatched area]

[Diagonal hatched area]

OFFICER IN CHARGE
DEPARTMENT OF
CORRECTIONS

Capl. Boyd-831-4942
January 528 7246

IV

LOPEZ
Ferdham



AFSCME®

1625 L Street, N.W., Washington, D.C. 20036
Telephone (202) 429-1000

To: Ed Dean From: Jim Sprada Date 4/2/84
Re: Training Programs Local No. Cn 82

Attached are the copies of the sign-in sheets I told you I'd send. I'm also enclosing a copy of the TUFCA handout I picked up at the Fishkill program. Thanks for helping out.

Call on me again.

JS:eg
cc: John P. Dowling

Attachments



*4/6/84 cc file
Original to Ed Dean*

*cc: Frank D.
Holly C.
Robert
Puma*

in the public service

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?

TO THE MEMBERS OF LOCAL 1255:

RECENTLY A LOT OF T.U.F.C.O. LITERATURE HAS BEEN CIRCULATED. ARE YOU AWARE, SHOULD THEY EVER BECOME YOUR BARGAINING AGENT IN PLACE OF COUNCIL 82, THAT #1 - THE AGREEMENT BETWEEN THE STATE OF NEW YORK AND COUNCIL 82, REFERRED TO AS OUR CONTRACT IS NO LONGER IN EFFECT, WHICH RESULTS IN #2 - HAVING TO RE-NEGOTIATE THE ENTIRE PACKAGE. BELOW IS A LIST OF SOME OF THOSE AGREEMENTS THAT IT TOOK COUNCIL 82 APPROXIMATELY FOURTEEN (14) YEARS TO ATTAIN FOR THEIR MEMBERS AND ARE SUBJECT TO LOSS SHOULD T.U.F.C.O. TAKE OVER:

- | | |
|--|------------|
| 1. Union Rights . | Article 5 |
| 2. Grievance and Arbitration Procedures. | Article 7 |
| 3. Disciplinary Procedures. | Article 8 |
| 4. Out of Title Work. | Article 9 |
| 5. Compensation. | Article 11 |
| 6. Health Insurance. (Optical Plan) | Article 12 |
| 7. Dental Insurance. | Article 12 |
| 8. Prescription cards. | Article 12 |
| 9. Vacation Leave. | Article 14 |
| 10. Personal Leave. | Article 14 |
| 11. Sick Leave. | Article 14 |
| 12. Workers Compensation. | Article 14 |
| 13. Time off for Civil Service Exams. | Article 15 |
| 14. Uniform allowance. | Article 20 |
| 15. Indemnification. | Article 21 |
| 16. Reimbursement for property damage. | Article 23 |
| 17. <u>SENIORITY (Think about it!)</u> | Article 24 |

ARE YOU WILLING TO GIVE UP ANYTHING WE ALREADY HAVE? T.U.F.C.O. MUST START FROM THE VERY BEGINNING WITH NOTHING AND TRY TO GET US SOMETHING WE ALREADY HAVE. GOING BACKWARDS IS NOT THE ANSWER. WE'VE GOTTEN THIS FAR, WE SHOULD MOVE AHEAD.

WHAT HAS COUNCIL 82's bargaining done for you?

A hell of a lot. Let's just capsulize the highlights:

★ In 1957, our job rate was keyed to grade 11. In 1966, we pushed it to grade 12; in 1970, to grade 13; in 1972, to grade 14.

★ In 1971, our job rate was \$9,000 a year. In October it will be \$24,827 including line-up pay, which Council 82 negotiated, and uniform allowance, which Council 82 negotiated. For officers with longevity, it will be \$27,095, more than **triple** the 1971 rate.

★ Council 82 increased the trainee scale stunningly. Now an officer starts at \$14,200, gets 5.6 per cent more (\$800) in six months and another 34.8 per cent (\$5,214) at the end of a year. This \$6,014 raise amounts to \$115.65 a week. Such increments are almost unheard of in any other union, public or private sector!

★ An officer hired in April, 1982, for \$12,920 is now earning \$20,572, a 59.2 per cent increase. Do you know any one of your neighbors who got a 60 per cent raise in the last two years?

JUST OFF THE PRESS

As of April 1, 1984, New Recruits:

15,052 First 13 Payroll Periods

15,900 Second 13 Payroll Periods

★ Because of the effort of your Council 82 negotiating team, the present contract increases base salaries 30 per cent in 30 months. No other public employee union can make that boast. It would be ludicrous to think a new bargaining unit without depth of experience and extremely limited financial resources could come anywhere near this figure, much less surpass it.

★ Governor Cuomo, addressing our 1983 convention, said he knew of "no union that did more for its members" than Council 82. That's hardly something he'd say about an idle or do-nothing union.

★ Health insurance, dental plan, GHI allowances, one-dollar co-pay drug prescriptions and fully paid vision care: all were either initiated or vastly upgraded by Council 82 negotiators in the current contract. And that's just the frosting on a tremendous economic cake. Spell that y-o-u-r s-a-l-a-r-y.

HOW ACCESSIBLE IS COUNCIL 82 ASSISTANCE TO YOU?

Totally accessible. Through your president, shop steward or an executive board member on your shift, you can contact the Council's staff representative for your region. For questions on insurance, publications (such as the Review or assistance on local newsletters) or unusual problems, you can call Council 82 headquarters at (518) 489-8424 and talk to a union officer.



COUNCIL 82, Security and Law Enforcement Employees
John W. Burke
Executive Director
63 Colvin Avenue
Albany, New York 12206
(518) 489-8424

Richard J. Bischert
President

That's the Truth

Governor Cuomo, in his recent address to the Public Employees Conference, described a government employee. One of his few choices for a portrait: "the government (employee) is the correction officer who isn't paid enough to walk through Auburn without a weapon among criminals who have proven their capability to kill."

And who was the Governor addressing?
Officers of major state public employee unions. Particularly, your Council 82.

Council 82

STAMP

130

Red
THE ^{Blue} BOTTOM LINE.

Address
space

It's US Against the Losers
^{Blue}

I've worked as a New York State correction officer for 23 years. Eighteen of these years have been here in Attica. When I started out in the correctional system, we didn't have a union. Officers were underpaid and completely under management's control. Really, there was only one difference between the way they treated us and the way they treated the prisoners. . . They let us go home at night.

AFSCME has more than doubled our pay. The union has brought some fairness into shift assignments, grievance systems, and promotions. Above all, the union has given us a sense of dignity on the job. We're free working people, not prisoners ourselves. We've made important progress with AFSCME, but we still have a long way to go. This is one of the toughest jobs in America. I'm glad we have a tough union representing us."

— Charles Biggins
Correction Officer
Attica

Post Star
Oct. 5

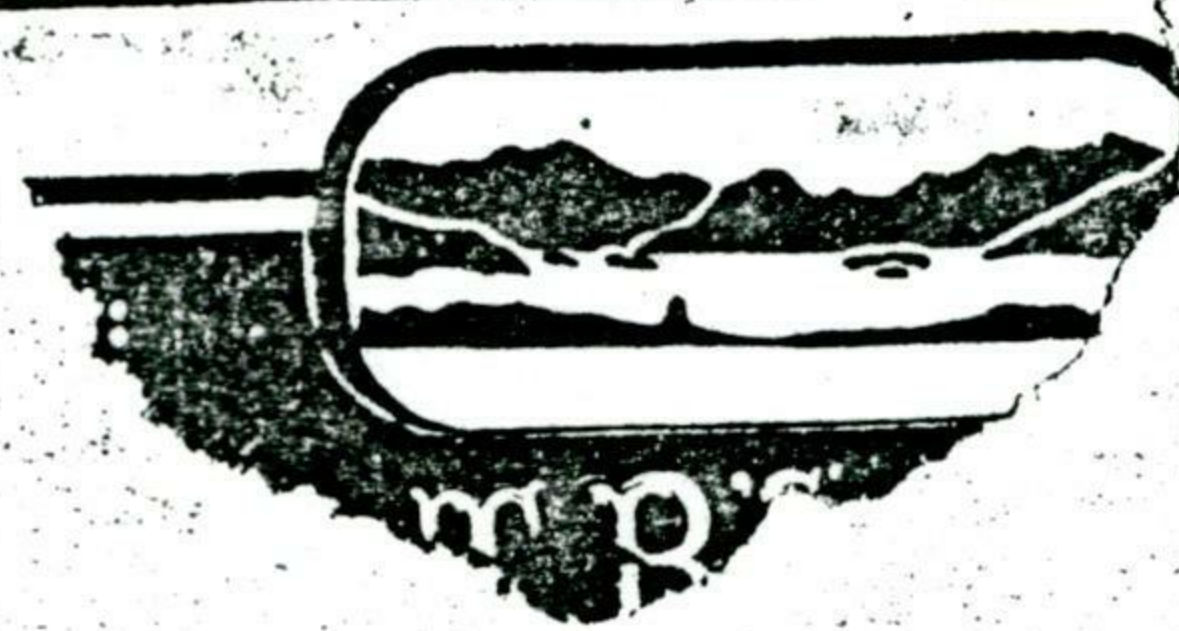
director

e retarded people, and he said
e also allowed him to return to a
n region he loves.

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In The **STUDY HALL LOUNGE**
At **TUFCO** Center
THURSDAY & FRIDAY NITE
**"FRANKIE AND
THE HUB CAPS"**

Sunday & Monday Night
WATCH YOUR FAVORITE
FOOTBALL TEAM ON
OUR 45" SCREEN
Plenty of Food &
Drink for Your
Enjoyment.

FRIDAY
ROCK
NIGHT
DRINK
The oldest
with



TUFCO installs

HUDSON FALLS — Lodge 1 of The United Federation of Correction Officers (TUFCO) recently installed officers at a recent meeting.

Elected officers are: Arthur Byers, president; Robert LaFrance, vice president; Nick Catalfamo, treasurer; and John Brooks, secretary. Dennis Fitzpatrick is chairman of the board, and Thomas Campbell is delegate at large.

The Board of Directors are: Ron Butler, Reginald Cote, Walter Mylott Sr., Dave Williams and Doug Williams. Trustees are: Kevin Casey, three-year term; Joseph Trackey, two years; and William Ryerson, one year.

Public relations officers are: Robert Doll, Mount McGregor; Matt Cronin, Great Meadow; and Keith Brunelle, Washington County facility.

Approximately 70 attended the installation, held at the TUFCO lodge, Main Street. TUFCO Lodge 1 meets at 7:30 p.m. the third Tuesday of each month at the lodge.

Census slated

FORT EDWARD — Jane Roberts, census enumerator for Fort Edward Public Schools, will conduct the school district census during July and August.

Don't Miss Our 13th Season! OF DANCE & AEROBICS

Classes in

- Tap
- Modern Jazz
- Classical Ballet
- Aerobics

- Gymnastics energetics

AT TUFCO

Professional Instruction
in Dance Education

Certified Instructors

Darlene Bowe

Heidi Frantsi

**CLASSES START
SEPT. 30th**

For Registration CALL

THE STUDIO — 183 Broadway, Fort Edward
(for Dance & Aerobics) 792-0273

TUFCO CENTER - 92 Main St., Hudson Falls
(For Gymnastics & Energetics Only) 747-6903

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WORKSHOP
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D
A
C
K**



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- * Production Line work
- * Stage Presence
- * Choreography


Post Star 9-30-85

Posted on Bulletin Board
in Lunch Room at Wash. Cent. Fac.
9-23-85

T.U.F.C.O. Lodge #1

Solid Gold Productions

and
Presents
An Evening of Solid Gold
Volume V

 Starting
The Garris
Doing there Million Dollar Hit
Horns a Noon Out Tonight

Saturday October 26, 1985

at T.U.F.C.O. Center
92 Main Street
Hudson Falls, N.Y.

Hot & Cold
Hors D'oeuvres
2 Complete one hour
Shows.
Starting at 8:00pm.

Tickets: \$13.00 per person
or
\$10.00 per person { 2 shows only }
Balcony seating }
Reserved seating will be taken for
full complete tables of 8 or 16 people only.

Tickets available at T.U.F.C.O.'s Study
Hall Lounge, 747-0122 or call
Bob Doll at 696-4152
DAVE WILLIAMS
EXT. 339 - Iridian