

JUNE 2022

BOLDEST NEWS



THE BOLDEST HERO EDITION: COBA PROUDLY SALUTES & HONORS OUR BOLDEST HEROES

Pictured Above: COBA President Benny Boscio, Queens Borough Trustee Neil Renois, Brooklyn Borough Trustee Edward Yates, Sergeant-at-Arms Felix Sanchez, Delegate Anthony Scoma, Delegate Melinda Martinez, Delegate Laron McKoy, Delegate Lateesha Harris and Correction Officer Quaniece Shearin joined Correction Officer Shannon Fulford and Correction Officer Shanell Harris at the 2022 Corrections USA Valor Awards Dinner, honoring Correction Officers from around the nation who demonstrated exemplary bravery both on and off duty.



Benny Boscio Jr.
President

COBA EXECUTIVE BOARD MEMBERS



Joseph Bracco
1st Vice President



Glenn Morgan
2nd Vice President



Keisha Williams
3rd Vice President



Michael Maiello
Treasurer



Lionel I. Cumberbatch
Financial Secretary



Herman Jiminian
Legislative Chairman



Antoinette Anderson
Corresponding Secretary



Angel Castro
Recording Secretary



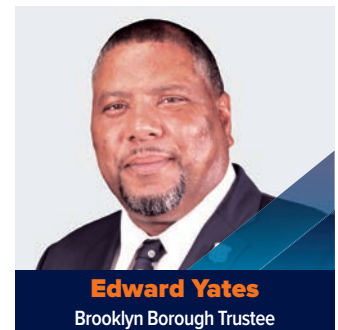
Felix Sanchez
Sergeant-At-Arms



Ashaki Antoine
First City-Wide Trustee



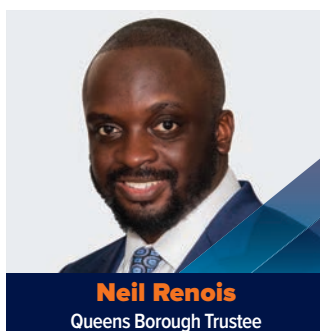
Charles J. Wingate
Manhattan Borough Trustee



Edward Yates
Brooklyn Borough Trustee



Matthew Romano
Bronx Borough Trustee



Neil Renois
Queens Borough Trustee

**CORRECTION OFFICERS'
BENEVOLENT ASSOCIATION, INC.**

"PATROLLING THE TOUGHEST PRECINCTS IN NEW YORK"



COBA HEADQUARTERS

77-10 21ST AVENUE, EAST ELMHURST, N.Y. 11370
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FOLLOW YOUR UNION!



THE BOLDEST UNION

WWW.COBANYC.ORG

Message from **COBA PRESIDENT**

Benny Boscio Jr.

Correction Officers' Benevolent Association President Benny Boscio, Jr. speaks at a rally on August 16 in support of hiring more Correctional Officers.



**FIGHTING
FOR EVERY
CORRECTION
OFFICER IN
CHALLENGING
TIMES AND
ACHIEVING
REAL RESULTS**

Dear Brother/Sister Officer,

First and foremost, I hope you and your loved ones are healthy and well. As we all know, this past year has been one of the most challenging years in the history of our union. The gross mismanagement committed by former Mayor de Blasio and his Correction Commissioners caused an unprecedented amount of pain and suffering to the lives of our fellow officers. Guided by their ideological pursuit of closing Rikers, they did everything possible to destroy our workforce and our union.

> **HERE'S JUST A FEW
EXAMPLES OF WHAT WE
FACED AS A RESULT OF
THE DE BLASIO
ADMINISTRATION:**

- In 2016, the former Mayor ended punitive segregation for inmates 21 and under which lead to skyrocketing jail violence year after year for the following six years. This resulted in thousands of our officers being brutally assaulted, including over 1,500 officers assaulted just last year alone.
- From February 2019 to January 2022, the city, under former Mayor de Blasio's leadership, refused to hire a single new Correction Officer, even as our workforce was on the brink of disaster with COVID-19 soaring in the jails, triple shifts, gang violence, inoperable cell doors, and the continued assaults on our members. And during that time, we lost nearly 2,800 officers due to resignations and retirements, while only 75 officers graduated from the academy.





Lawsuit to stop correction officer mandate

fox5ny.com



- Faced with a severe staffing shortage, de Blasio saw an opportunity to attempt to privatize 150 of our officers' jobs from the Special Operations Division, despite the fact that COBA had passed an anti-privatization law many years ago.
- As if all that wasn't bad enough, de Blasio actually sued our union and falsely alleged that we were in violation of the Taylor Law by supposedly encouraging our members to call out sick. This meritless suit was admonished by the Judge and the Mayor was forced to withdraw it completely just two days later.
- In addition to Mayor de Blasio's efforts to systematically destroy us, the Federal Monitor released report after report depicting our officers as either incompetent or abusive towards inmates.

When some people ask what's the union doing, or why do we even need a union, it's important to open your eyes and take a hard look at all the critical challenges we faced. Despite all of this chaos, turmoil and continued attacks on our employment rights, this union, under my leadership, and the leadership of your Executive Board,

has never stopped fighting to protect and defend your rights. No matter what crisis we faced, we confronted it head on. We stood our ground against the former Mayor and the past two Commissioners and we prevailed time and time again.

Here's just a few examples of the progress we've made despite everything that has transpired.

THE PROBLEM: CITY HALL THREATENED LAYOFFS IN ORDER TO GAIN CONCESSIONS FROM COBA

Soon after COBA's union election in 2020, City Hall used the threat of layoffs in an attempt to get COBA and other municipal unions to give back the benefits they negotiated in their last contract agreements. We were facing layoffs and the elimination of our retro-pay and the city's contributions to our health and welfare funds that pay for your optical, dental, and prescription drug benefits.

WHAT COBA DID: Rather than cave in to the city's outrageous demands, we stood our ground. We went to Arbitration and we gave up nothing!

THE RESULT: We secured retro payments for EVERY Correction Officer. We also secured, for the first time in our union's history, a "no layoff" clause that prevented layoffs. And the contributions to our health and welfare funds that provides critical benefits for you and your families were made.

THE PROBLEM: TRIPLE SHIFTS

As a result of not hiring Correction Officers for three years, the Department forced our officers to work triple shifts. This was a crisis that we inherited on day one. City Hall had no intentions to hire more Correction Officers. In fact, as part of the city's plan to close Rikers Island, the city planned to have 2,000 LESS officers beginning last summer.

The only reason the previous administration agreed to hire more officers was because of our relentless advocacy for hiring more officers, which was widely covered in the media.

WHAT COBA DID: We brought together Correction Officers who were subjected to performing triple tours of duty to tell their story to the public. We did a three-part series with Sarah Wallace from WNBC News Channel 4, who helped us expose the department's lies, hypocrisy, and



gross mismanagement. We also took the city to court. We testified at multiple New York City Council hearings, including a preliminary budget hearing, where we called for more officers to be hired and educated the council members about the many problems we were facing.

THE RESULT: For the first time in the history of our Department, COBA was successful in getting New York State Senator Jessica Ramos, who is Chair of the Senate Committee on Labor, and Senator Diane Savino to introduce legislation that would make it illegal to force municipal workers to work triple shifts. Councilman Robert Holden recently introduced similar legislation on behalf of Correction Officers in the New York City Council. While triple shifts have not been completely eliminated, there are fewer instances of officers having to work 24 hours straight than there were last year.

THE PROBLEM: **CHRONIC ABSENCE DESIGNATIONS RELATED TO COVID-19**

Hundreds of Correction Officers who took sick leave as a result of their COVID-19 related illnesses were punished by the Department with a chronic absence designation and many of them had their chronic absence appeals denied even after having them approved by HMD.



WHAT COBA DID: After exposing their chronic absence denials in the media, we partnered with New York State Senator Diane Savino, who sponsored unprecedented legislation that prohibits any public employer in the State of New York, including the DOC, from taking any disciplinary action against public employees for taking sick time because of their COVID-19 illness. This legislation is retroactive to March 2020.

THE RESULT: This legislation passed the New York State Senate unanimously and former Governor Cuomo signed it into law.

THE PROBLEM: **SEXUAL ASSAULTS AND SEXUAL HARASSMENT IN THE JAILS**

WHAT COBA DID: Led by 3rd Vice President Keisha Williams, First City-Wide Trustee Ashaki Antoine, and Corresponding Secretary Antoinette Anderson, COBA exposed in the media the Department's epic failure to hold sexual predators in our jails accountable for their crimes. We held a press conference in conjunction with Council Speaker Adrienne Adams in front of Rikers Island, which was covered by every media outlet in the city. Board Members Williams, Antoine, and Anderson also spear-headed a grassroots campaign to educate City Council members, state legislators and other policy makers about the sexual assault crisis in the jails.



THE RESULT: For the first time ever, legislation drafted by Senator Diane Savino and Assemblyman David Weprin has been introduced in both houses of the state legislature that would make the forcible touching of a New York City Correction Officer a Felony instead of a Misdemeanor.

THE PROBLEM: **THE DEPARTMENT'S PUNITIVE AND INEFFECTIVE SICK LEAVE POLICY**

WHAT COBA DID: The sick leave policy created by former Commissioner Vincent Schiraldi was both punitive and ineffective and actually resulted in Correction Officers having to be out sick longer than necessary. From the very beginning, COBA pledged to fight that policy and we never stopped. As soon as Commissioner Molina took over as the head of our agency, I outlined the negative impact this policy had on our membership and vigorously urged him to reverse it.

THE RESULT: As a result of our advocacy, all members calling out sick, regardless of leave duration, are no longer required to make an appointment with the HMD sick desk and or report to HMD when reporting sick for two days or less. Officers must report to duty on the next scheduled tour following the excusal. This new policy is much more fair to our officers' personal health needs and more efficient as well.



THE PROBLEM: **THE DOC'S HEAVY - HANDED DISCIPLINARY SYSTEM**

WHAT COBA DID: Since her appointment, former Deputy Commissioner for Trials and Litigation Serena Townsend set out on a mission to destroy the careers of as many Correction Officers as possible by hitting them with frivolous disciplinary charges and then punishing them with automatic 30-day suspensions. Her efforts may have won praise by the Federal Monitor overseeing Rikers, but the results were disastrous. She not only destroyed our morale, her heavy-handed suspensions also exacerbated our staffing shortage by keeping healthy officers home who could have been relieving the officers working triple shifts. We took a very aggressive approach to dealing with the DOC's disciplinary system. COBA's attorneys at the Joey Jackson Law Firm have been extremely aggressive in pushing back against DOC's excessive and questionable discipline.

THE RESULT: By persistently taking these cases to trial, and exposing their flaws and inconsistencies, our attorneys were able to protect our officers from needless discipline. Just recently, approximately 100 Correction Officers had their disciplinary charges dismissed. Each case that gets dismissed is yet another Officer who is saved from an unjust suspension. In conducting an



internal review, DOC now realizes, what we already knew, that many of the disciplinary charges leveled against Correction Officers could not be sustained.

THE PROBLEM: **GANG-AFFILIATED HOUSING**

WHAT COBA DID: For years, the de Blasio administration continued to house inmates according to their gang-affiliation, which was one of the primary reasons why assaults on officers rose every year in addition to inmate-on-inmate violence and stabbings and slashings. When Commissioner Molina took over, we vigorously advocated for the Department to break up gang affiliated housing areas.

THE RESULT: For the first time in eight years, the DOC has begun breaking up gang-affiliated housing areas. While this process has just recently begun, the early indications are that this has already resulted in a small decline in assaults on Correction Officers. This is the first time in years when the number of inmate assaults are trending down as opposed to trending upwards.

THE PROBLEM: **THE FEDERAL MONITOR**

WHAT COBA DID: Since 2016, the Federal Monitor overseeing the city's jails from the State of Texas has issued a dozen reports about the



conditions in the jails and blamed officers and jail management for those deplorable conditions. We were the only COBA Executive Board that decided to forcefully respond to the propaganda promulgated by the Monitor and his team, who were acting in concert with the de Blasio Administration. We issued a blistering report that you can find on the COBA website entitled "Who's Monitoring the Monitor?" This report was covered in the media and gradually more reporters began to take notice. Recently, it was revealed in the New York Post that the Monitor and his team received over \$10 million in taxpayers' money while never showing where that money went. We called on the City Council to immediately hold an oversight hearing and bring the Federal Monitor and his team before the City Council Committee on Oversight and Investigations.

THE RESULT: As a result of our advocacy and exposing the failures of the Federal Monitor to improve the conditions he has overseen for the past seven years, Council Member Gail Brewer, who heads the City Council Committee on Oversight and Investigations, has publicly pledged to hold oversight hearings where all the city's Federal Monitors, including Steve Martin, who oversees the jails, will be forced to testify about their operations, expenditures, and track record just like city agencies such as the Board of Correction and Department of Correction do on a regular basis.



MORE BENEFIT UPGRADES PROVIDE GREATER COVERAGE AND MORE SAVINGS

In addition, to the results, we have achieved in fighting to protect and defend your rights, and improving your working conditions, we have worked diligently to provide the best possible health benefits for you and your family. This year, we made a number of significant changes to enhance your optical, dental and prescription drug benefits. These benefit changes were the first major benefit improvements in years— a major accomplishment and one that I am personally proud of as your president.

First, since the beginning of this year, the COBA Health and Welfare Fund Trustees implemented a new enhanced dental program for active members with Healthplex. In doing so, the Trustees worked diligently to streamline all the prior dental plan programs available to active members into one comprehensive dental program.

Second, last year, we implemented a new enhanced prescription drug coverage option with the Humana Group Medicare Prescription Drug Plan (“PDP”) that resulted in meaningful savings for all Medicare-eligible retirees and their dependents. Such retirees also had the option of staying with the prescription drug option through EmpiRx.



Third, we increased the death benefit by 50% from \$5,000 to \$7,500 for retirees. This enhancement provides more money for your designated beneficiaries and helps cover the costs of funeral expenses.

Fourth, we recently partnered with Payer Matrix to offer assistance to members and retirees in obtaining financial relief for your high dollar specialty drug costs. Payer Matrix works with you to advocate with the pharmaceutical manufacturer (and other entities) in order to obtain alternative funding for specialty drugs through the manufacturer, foundations, and grants. Under Payer Matrix’s advocacy program, which took effect on April 1, 2022, eligible members and retirees can apply for alternative funding for high-cost specialty drugs in order to reduce their cost-sharing obligations under the Fund for such drugs.

As part of our continuing commitment to improve benefits, the Trustees have recently negotiated enhanced vision/optical benefits for the active members and retirees. As a result, effective as of June 1, 2022, active members and retirees and their eligible dependents will have increased allowances for frames, lenses, and contact lenses, and lower out-of-pocket costs for standard progressive lenses and single vision polycarbonate lenses. In addition, eligible dependent children will be covered until age 26 regardless of their student status, and polycarbonate lenses will be fully



covered for eligible children up to 19 years old. Also, members will have the opportunity to download the GVS mobile application to: (i) view their optical benefit coverage under the Funds, (ii) find participating network optical providers and schedule appointments, and (iii) view the GVS frame collection. Members can also access a virtual benefits ID card under the GVS mobile application.

All the new benefit upgrades are outlined in greater detail in this magazine.

Finally, the theme of this edition of Boldest News is “Saluting Our Boldest Heroes.” As we all know, we are the unsung heroes of law enforcement. We are essential first responders, who not only maintain public safety, we are also social workers, counselors, program supervisors, psychologists, life-savers, and much more given all that we are tasked to do on a daily basis.

For far too long, our narrative about who we really are has been dictated by those in power who will never value and appreciate the tremendous sacrifices we make every day. That’s why we wanted to take this opportunity to salute the heroes that represent the very best qualities of the Boldest Correction Officers in the world. Thank you for all that you do for your fellow officers, our facilities, our communities and our city.

In Solidarity,

Benny Boscio Jr., President



Glenn Morgan
2nd Vice President
gmorgan@cobanyc.org



Let's Work Together to Ensure Our SAFETY!

**COBA
CONTINUES
TO FIGHT
AGGRESSIVELY
TO IMPROVE
THE SAFETY
OF ALL
OUR
MEMBERS**

By: Glenn Morgan
COBA 2nd Vice President

Correction Officers have suffered greatly under the previous administration and our conditions are slowly improving. Our communication with the current administration has improved dramatically. We are working with Commissioner Molina's Administration to address and resolve our health, safety, and security concerns. The COBA continues to fight aggressively to improve the safety of all our members.

Workplace violence concerns are a top priority for us. Please help us advocate to put a stop to workplace violence by informing us as soon as possible when you are assaulted. If we are not aware of any violation that rises to the level of workplace violence, we cannot assist you and hold assaultive inmates accountable.

When you witness unsafe working conditions, illegal practices, policy violations, or when you are asked to perform a function typically within the scope of your job duties but are not given the proper equipment (i.e., proper protective equipment or damaged/faulty/expired equipment), included, but not limited to: Riot Vests, Helmets, Gas Masks, Baton, Chemical Agents, Hard Hats, Gloves, TYVEC Suits, CPR Masks, AED, Firearms, Ballistic Vests, Stab/Slash Vests), or any other safety equipment, you should contact your COBA Delegate immediately, or contact the COBA Offices at: 212-274-8000 or 718-545-COBA.



BELOW ARE A FEW EXAMPLES OF RECENT VIOLATIONS ADDRESSED BY THE COBA:

SECURITY RISK GROUP HOUSING UNITS

Housing inmates by gang affiliation is unsafe for Correction Officers and violates the Workplace Violence Prevention Law. This practice removes the authority from Correction Officers and empowers the inmate population.

UPDATE: The COBA successfully negotiated the phase-out of inmate “Gang” houses starting in RNDC.

INOPERABLE/BROKEN CELL DOORS

Inoperable and broken cell doors have been a reoccurring issue in most housing units throughout the DOC. The COBA has filed several actions such as Grievances, PESH Complaints, and Workplace Violence Violations. **Update:** As a result of these actions, new cell doors are being installed in RNDC.

INITIATIVE TO PREVENT ASSAULTS ON CORRECTION OFFICERS

The COBA has been meeting with the Department to enforce NYS Law and post signage that would serve as a deterrent for inmate assaults on Correction Officers. (i.e., WARNING: NYS Law deems that Assaults on a Correctional Employee is a Class C Felony punishable by up to 15 years in prison.

WARNING Pursuant to NYS Law: Any Assault on a Correctional Employee that results in Conviction MUST be served consecutively to the inmate's current sentence).

AREA TOURS

Unmanned posts and cross tours are policy breaches that DOC has implemented due to the staffing crisis. These policies created hazardous and unsafe conditions for Correction Officers and inmates alike. Such practices hold Correction Officers liable for any incident that may occur as a result of an unmanned post or a cross tour. Such practices have also resulted in damage and manipulation to security devices, cameras, and fire safety systems, inmate escapes, officer injuries, violent encounters, or even death in extreme cases.

UPDATE: The COBA has filed several actions against the department, addressing unmanned posts and cross-touring to eliminate these practices and advocated for more staff.

PUBLIC EMPLOYEES SAFETY AND HEALTH

In 2012, the COBA won a decision from PESH (Public Employees Safety and Health), forcing the Department to purchase all new Gas Masks. Inadequate gas masks for our members have become an issue once again.

UPDATE: The COBA is working on a proposal that will ensure that every Correction Officer assigned to every facility will be issued their own gas masks to ensure your safety, as well as to prevent the spread of hazardous viruses/infections.

CHEMICAL AGENTS

All Chemical Agents Department-wide are reaching their expiration date. Please check the expiration dates and examine your equipment thoroughly. Please make proper and legible logbook entries, proper notifications of any deficiencies, and document and forward all pertinent information accordingly. It will protect you and your fellow officers. You do your part and we will do ours.

In closing, your COBA Delegates are just a phone call away and they are your first line of defense. If your COBA Delegate has not addressed the issue at hand, or if a serious situation arises with no abatement in sight, please call the COBA Office and ask for me, Glenn Morgan, 2nd Vice President.

Let's continue to work together to ensure we are safe, as we patrol the toughest precincts in New York City every day. Protect yourselves and each other!



Our Fight Against SEXUAL ASSAULTS & SEXUAL HARASSMENT in NYC's Jails

By: **Keisha Williams**
Third Vice President

Antoinette Anderson
Corresponding Secretary

Ashaki Antoine
First City-Wide Trustee

Following our election to the COBA Executive Board in July 2020, we observed an increase in sexual assaults and sexual harassment against female Correction Officers that were largely ignored by the Department of Correction. For years, the Department of Correction refused to track these heinous and humiliating acts. As female Correction Officers, who have also experienced incidents of sexual assault and sexual harassment ourselves, this pervasive culture that allowed sexual predators to commit crimes behind bars was abhorrent and unacceptable.

We knew something needed to be done and time was of the essence. We held several meetings with DOC management under Commissioners Brann and Schiraldi to address these issues. Yet our concerns continued to fall on deaf ears. Recognizing that if we wanted to create change, then change needed to start with a movement to initiate that change. It was in that moment the #USTOO movement was formed. The #USTOO movement mirrored the #MeToo movement, a zero tolerance for sexual assault and sexual harassment against Correction Officers in their work place. We sent numerous letters to city officials and held numerous meetings to discuss and expose the Department's failure to address this critical issue.

Since January 2021, twenty-two Correction Officers have been sexually assaulted by inmates and less than half of those predators have been indicted for their crimes.

This doesn't even include the hundreds of incidents of sexual harassment and indecent exposure that occur daily.



On October 25, 2021, we held a press conference at the entrance to Rikers Island with Council Member Adrienne Adams (now City Council Speaker), Assembly Member David Weprin and COBA President Benny Boscio to support the countless Correction Officers who have been victims of sexual assault and sexual harassment and to call for major changes in the penal code to start holding sexual predators accountable for their crimes. Council Member Adrienne Adams stated, “Part of the problem is that the Department of Correction does not publicly report on the sheer volume of sexual violence that takes place inside our jails, whether it’s against detainees or staff. That needs to change. These women have been completely traumatized by what happened to them and they never received the services, the care or the compassion that they needed, still need and deserve. Instead, they were expected to show up for their next shift as if nothing happened. As if their well-being did not matter.”

On December 9, 2021, Council Member Adrienne Adams introduced a resolution, calling for critical changes in our penal code that will make forcible touching a Felony and aggravated sexual harassment a Misdemeanor. This resolution marked a significant turning point in our collective fight to change the culture that has accepted these criminal acts as being somehow normal.

After we created public awareness about this issue, the Correction Department decided to join the Correction Officers' Benevolent Association by finally addressing this issue and formulated a plan to assist Correction Officers with support, resources, and holding the inmates accountable. This accountability also included an immediate rearrest for any sexual assault committed on Rikers Island.



On January 21, 2022, a “**Day of Awareness**” was launched. On this day, we recognized Correction Officers who are survivors of sexual assault and raised awareness about the issue of sexual assaults and sexual harassment in the jails. Posters and literature with support information and other resources were distributed to our members. In addition, in each facility, an area is designated with important information as well. The Department of Correction also forwarded a teletype detailing step by step instructions on what to do if you are a victim of sexual assault or sexual harassment.

In March, COBA President Benny Boscio and Legislative Chairman Herman Jiminian joined us for an important meeting held in Albany with Senate Majority Leader Andrea Stewart-Cousins to discuss a Bill that was introduced by Senator Diane Savino (S8027) and Assemblyman David Weprin (A8647) which would amend the criminal penal code to make the forcible touching of a Correction Officer a Felony instead of a Misdemeanor.

The fight to get these Bills signed into law is an uphill battle. We will not stop fighting until the penalties for inmates who sexually assault and sexually harass our Correction Officers are increased. With your support and solidarity, we collectively proclaim to the sexual predators in our jails, “your time is up!”



NEWS COVERAGE OF OUR CAMPAIGN AGAINST SEXUAL ASSAULTS

The New York Times

Sexual Assaults Are Worsening a Crisis at Rikers, Jail Officers Say

Female officers, who make up nearly half of the uniformed staff at New York City's jails, said they were at particularly high risk of being attacked.



Adrienne Adams, a City Council member from Southeast Queens, has called on state officials to toughen penalties for assaults on correction officers. Anna Watts for The New York Times

The Chief

A VOICE FOR WORKERS

Female COs Ask Albany To Curb Sex Harassment



PUNISHMENT TO FIT THE CRIME: State legislation pushed for by the then-Chair of the City Council's Public Safety Committee and now Council Speaker, Adrienne Adams, at lectern, would increase penalties for sexual harassment and other sex crimes committed against city correction officers. Ms. Adams, shown at an October rally addressing the issue, said the matter was a personal one: Her mother retired as a Captain after nearly 20 years with the Department of Correction.

Posted Tuesday, February 1, 2022 3:23 pm

By RICHARD KRAVONNE richardk@thechiefleader.com

City female correction officers are hopeful that recently introduced state legislation will provide a measure of deterrence and reduce incidents of sexual harassment and other crimes by inmates.

NEW YORK POST

APRIL 7, 2022

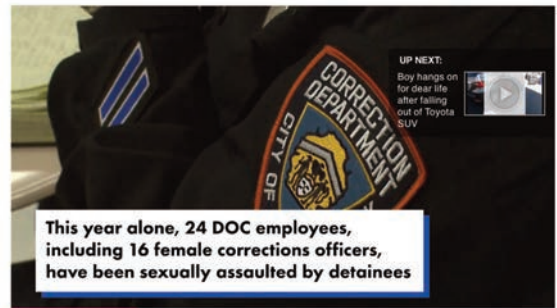


METRO EXCLUSIVE

Female workers at Rikers Island reveal sex assaults by inmates

By Julia Marsh

October 25, 2021 | 6:00am | Updated



MORE ON: RIKERS ISLAND

Rikers jailers accused of smuggling contraband to Bloods gang members

NYC inmates miss medical visits thanks to DOC court order violation: data

One female correction officer at Rikers Island walks around the troubled jail complex with her back to the wall after a male inmate grabbed her rear end.

Another wakes up in cold sweats, reliving the assault and attempted rape by one of her charges. She's contemplated suicide.

The two women, single moms in their 30s, returned to duty at the beleaguered jail so they could continue providing for their

DAILY NEWS

Council resolution, state bill proposed to upgrade charges for groping and harassing correction officers

By GRAHAM RAYMAN
NEW YORK DAILY NEWS | DEC 08, 2021 AT 10:00 PM

By Graham Rayman
New York Daily News • Dec 08, 2021 at 10:00 pm



Listen to this article

Groping a city correction officer would add more time to a prisoner's sentence under a bill to be proposed Thursday by a Queens city councilwoman.

Councilwoman Adrienne Adams, a Democrat, wants to raise the charge of forcible touching where a correction officer is the victim from a misdemeanor to a felony punishable by more than one year in prison.

COBA LEGISLATIVE REPORT

By: Herman Jiminian
Legislative Chairman

With the Mayor’s race and City Council races over, we have worked very hard to forge new alliances with lawmakers at all levels of city and state government. Our legislative agenda is heavily focused on enacting legislation that, if passed and signed into law, would make a significant impact in the lives of all COBA Members.

It’s no secret that as law enforcement officers, living in a city and state where there is so much anti-law enforcement sentiments, the challenge to get meaningful legislation passed is profoundly difficult. Yet the adversity we face has not hindered our lobbying efforts whatsoever. In fact, as the legislation outlined below reveals, we have been moving very aggressively and strategically to move our legislative agenda forward. But we cannot do this alone. We need your help. We need your participation and your activism. If you believe our legislative agenda is critical, then you too can play a role. Find out who is your local Council Member, State Senator, and Assembly Member. Reach out to them or visit their district office. Reach out to City Hall and the Governor’s Office. Together, the COBA Executive Board and I comprise 15 individuals. Collectively, our active and retired combined membership is a force of nearly 20,000 people.

BELOW ARE RESOURCES FOR YOU TO FIND YOUR LOCAL REPRESENTATIVE: SCAN THE QR-CODES BELOW:



NYC COUNCIL



NYC STATE SENATE



NY STATE ASSEMBLY



NY MAYOR'S OFFICE



NYC GOVERNOR'S OFFICE

NYC COUNCIL

council.nyc.gov/districts/

NY STATE SENATE

nysenate.gov/senators-committees

NY STATE ASSEMBLY

nyassembly.gov/mem/

NY GOVERNOR'S OFFICE

governor.ny.gov/content/governor-contact-form

NY MAYOR'S OFFICE

1.nyc.gov/office-of-the-mayor/contact-the-mayor.page



Herman Jiminian
Legislative Chairman
hjinian@cobanyc.org



**LET'S
START
MAKING
OUR
VOICES
HEARD
IN CITY
HALL AND
IN ALBANY!**



COBA'S 2022 LEGISLATIVE AGENDA



SEXUAL ASSAULTS ON CORRECTION OFFICERS LEGISLATION

(S8027 Senator Savino/A8647 – M of A Weprin) Codes Committee in Senate & Assembly. This Bill amends Penal Law §§ 130.52-a by creating the crime of forcible touching of a Correction Officer when a person intentionally, and for no legitimate purpose forcibly touches the sexual or other intimate parts of a Correction Officer.

This crime would be an E felony. This legislation will create stronger laws that will better protect Correction Officers and will help in the prosecution of those who abuse them.

Recently, President Benny Boscio, 3rd Vice President Keisha Williams, First City-Wide Trustee Ashaki Antoine, Corresponding Secretary Antoinette Anderson, and Legislative Chairman Herman Jiminian, traveled to Albany to meet with state legislators over two days to lobby in support of this legislation.

LISTED BELOW IS A LIST OF EVERY STATE LEGISLATOR WE MET WITH TO LOBBY FOR OUR LEGISLATION:

NEW YORK STATE SENATE

- Senate Majority Leader **Andrea Stewart Cousins**
- Senator **Jamaal Bailey**
Chairman, Senate Codes Committee
- Senator **Brad Hoylman**
Chairman, Committee on Judiciary
- Senator **Roxanne Persaud**
- Senator **Anthony H. Palumbo**
Ranking Republican Member,
Senate Judiciary Committee
- Senator **Diane Savino**

NEW YORK STATE ASSEMBLY

- Assemblyman **Peter Abbate**
Chairman, Governmental
Employees Committee
- Assemblyman **Keith Brown**
- Assemblymember **Maritza Davila**
Chair, Puerto Rican/Hispanic
Task Force
- Assemblyman **Jeffrey Dinowitz**
Chair, Codes Committee
- Assemblyman **Edward Gibbs**
- Assemblymember **Judith Griffin**
- Assemblyman **Charles D. Lavine**
Chair, Judiciary Committee
- Assemblyman **Phil Ramos**
Assistant Speaker of the Assembly
- Assemblymember **Gina L. Sillitti**
- Assemblyman **David Weprin**
Chairman, Corrections Committee
- Assemblyman **Jamie Williams**

In addition, we met with Governor Kathy Hochul to discuss our Sexual Assault Legislation. It is critical that every COBA member, their families and friends join us in these lobbying efforts. Please reach out to the legislators noted above and tell them to support this Bill!

TRIPLE SHIFT LEGISLATION - NYC COUNCIL

- Int. No. 107 – in relation to prohibiting triple tours of duty for department of correction custodial officers. Introduced on March 24, 2022.
- This bill would limit the assignment of tours of duty for Department of Correction (“DOC”) custodial officers to not more than two consecutive tours of duty. The bill would establish a tour of duty as consisting of not more than 8 consecutive hours. Assignment of additional hours into a third consecutive tour of duty would be prohibited.
- Sponsored by Council Member Robert Holden.
- Referred to the Committee on Criminal Justice.

TRIPLE SHIFT LEGISLATION – NEW YORK STATE LEGISLATURE:

S6688a Ramos
A7763a Jones in Labor Committee –
requires NYC Home Rule
Message
S7435 Savino (safe staffing)
(Civil Service)
A8308 Weprin (Consumer’s affairs)

SOCIAL SECURITY OFFSET REPEALER – NYS LEGISLATURE:

A6955a–Abbate
S6371a Gounardes 2022 Fiscal Note
received, requires NYC Home
Rule Message

COBA is currently negotiating support from Mayor Adams. This legislation would cost approximately \$20 million in the first year rising to \$30 million per year in the tenth year.

COBA FIGHTS, YOU WIN!!

RECENT LEGAL VICTORIES ON BEHALF OF COBA MEMBERS



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NEW YORK CITY CORRECTION

COBA's labor attorneys have a proven track record in vigorously defending the employment rights of New York City Correction Officers. Our labor and employment attorneys are available to assist you if you feel the Department of Correction has violated your legal rights. **They can be reached at the law firm Karasyk & Moschella at 212-233-3800.** Below are just a few examples of their recent legal victories on behalf of COBA members.

CORRECTION OFFICER WINS PENSION BATTLE V. NYCERS

A Correction Officer recently won a Decision in which a Judge declared that NYCERS application of a social security offset to Petitioner's pension benefits violates RSSL 511(f). The Judge enjoined NYCERS from applying the social security offset and ordered NYCERS to recalculate his pension. **As a result, the Correction Officer received a pension of \$76,303 per year vs. \$62,404 (with the offset), a difference of \$13,899 per year.**

When the officer officially retired in May 2021, NYCERS insisted that his pension benefits were subject to a social security offset. COBA's attorneys argued that in 1989, the legislature amended Tier 3 to eliminate the social security offset for general Tier 3 correction members, like this officer. COBA's attorneys pointed out that, since then, NYCERS never applied the social security offset to general Tier 3 members. Thirty years later, NYCERS argued that the 1989 amendment only eliminated the social security offset for general tier 3 members receiving early retirement benefits and that it just realized its "mistake" in 2019. NYCERS announced that starting with retirement applications received on or after July 19, 2019, it would apply the social security offset to general Tier 3 members.

In his decision, the Judge noted that the Court must uphold an administrative agency's interpretation of the statutes and regulations it administers if that interpretation is not irrational or unreasonable and does not run contrary to the clear wording of a statutory provision.

CORRECTION OFFICER REINSTATED WITH BACK PAY AND BENEFITS

COBA's attorneys demonstrated that the court erred when it failed to find that an officer's termination violated Civil Service Law Section 75, as it was carried out without charges or a hearing. A proper application of Military Law Section 243 and the Uniformed Services Employment and Reemployment Rights Act (USERRA) mandates a finding that the officer's three-month USERRA leave counted toward and did complete his 24-month probationary period prior to his termination. Therefore, the Department's summary termination of the officer with no due process, violated his rights under Civil Service Law Section 75. DOC's claims of improper uses of force by the officer must be resolved in a due process hearing, which DOC never afforded to the officer.

CORRECTION OFFICER WINS \$50,000 SETTLEMENT AGAINST DOC

In this Article 78 proceeding, COBA's attorneys alleged that the DOC terminated an officer in violation of his rights as an employee with a "disability" under the New York City Human Rights Law. DOC hired the officer on 2/11/19 and he completed the Correction Academy and began working on Rikers without incident. About nine months into his two-year probationary period, Elmhurst Hospital admitted the officer for 10 days and diagnosed him with Bipolar Affective Disorder, a "disability" under the City HRL. After his release from the hospital, HMD decided to return the officer to work in a light duty status. However, HMD decided he could not supervise inmates alone, so they

assigned a Correction Officer as his "helper." This arrangement went on for about one year, during which HMD met with the officer at monthly intervals and received updates from his therapist on his status and progress.

While working light duty, the officer reported for work reliably with one exception. His medication caused side effects and when he discontinued it, HMD put him on sick leave for a short period of time until he found a new medication. HMD returned him to work in the same light duty status as before.

DOC put the officer's employment status on shaky ground when they designated the officer as chronic absent based on his sick leave from being hospitalized and changing his medication. COBA's attorneys argued that the chronic status put him at greater risk of termination based on his disability. The officer appealed the chronic absent designation, which DOC ignored.

Throughout the year that he worked light duty, the officer met with a therapist and, over time, achieved a full recovery. DOC returned him to full duty, no helper, on September 8, 2020. Over a month later, on October 23, 2020, DOC terminated him for no reason other than his past disability-related absences and MMR assignment. COBA's attorneys argued that DOC had no legitimate non-discriminatory reason for terminating him and that terminating him based on disability related-absences and light duty work amounted to termination because of his disability in violation of the City HRL. COBA's attorneys argued that his absences and light duty were reasonable accommodations that DOC later terminated him for using, which amounted to a failure to provide reasonable accommodation for a disability. We were able to get DOC to change the termination to a resignation and reach a \$50,000 settlement.

CORRECTION OFFICER WINS \$58,000 SETTLEMENT AGAINST DOC

This case settled for \$58,000 including back pay and changing a termination status to a resignation status. In this case, COBA's attorneys argued that DOC terminated the officer in bad faith based on past disability related absences, despite that, at the time of termination, the officer had resumed working full duty. On October 22, 2019, the officer witnessed an inmate slashing, which caused her anxiety that led her to call out sick and seek treatment. She received a diagnosis of adjustment disorder mixed anxiety and depression. She was out sick from November 5, 2019 until March 1, 2020 (4 months) at which point she returned to work light duty. She reported her status and progress periodically to HMD. By April 2020, the therapist reported that she was in remission and by June 1, the therapist had discharged her as a patient. DOC returned her to full duty on June 22, 2020. DOC then terminated her a month later, on July 20, 2020, despite that she recovered and was performing her full duties satisfactory.

PROBATIONARY CORRECTION OFFICER WINS REINSTATEMENT AND FULL BACK PAY TOTALING \$45,000

COBA's attorneys filed an Article 78 proceeding on November 17, 2021 to challenge DOC's termination of a probationary Correction Officer.

We alleged that DOC violated the officer's rights as a disabled employee under the NYC Human Rights Law when it based the

officer's termination on her absences and light duty assignments. She first needed sick leave and light duty after she fractured her ankle during academy training. She was put on sick leave for about two weeks, followed by seven months of light duty, during which she had crutches and wore a boot. She healed, returned to full duty, and completed her Academy training.

Her second period of sick leave was due to the pandemic. She reported to full duty on March 21, 2020 with flu-like symptoms. When a Captain toured the area and observed the officer's symptoms, he arranged to send her home with instructions to call HMD. HMD then required her to get a COVID test, which she did, but two weeks passed before she got the negative result. When she contacted HMD to return, its phones and staff were overwhelmed with sick officers. It took HMD at least two more weeks to return the officer to full duty on April 14, 2020.

Her final absences/light duty were caused by a car accident on July 12, 2020, when she fell asleep at the wheel after working an overnight shift and part of the next day tour. She suffered a derangement of the thoracic and lumbar spine and was on sick leave for just 10 days, followed by seven months of light duty, while she received physical therapy. On March 1, 2021, HMD cleared the officer to return to full duty. For the next five months, the officer performed the full duties of her position, working copious amounts of overtime, including triple tours of duty, all of which she managed without incident until her termination on July 16, 2021.

We argued that her history of absences and light duty were caused by actual or perceived disabilities under the City's Human Rights Law

and that although DOC initially accommodated her disabilities with sick leave and light duty - which enabled her to return to full duty - DOC ended up repudiating those accommodations when it terminated the officer for using them. This, we argued, amounted to a failure to provide reasonable accommodation. We demonstrated that the officer did everything in her power to recover from her disabilities, and the DOC punished her success with termination. DOC agreed to reinstate the officer on April 25, 2022 with full back pay totaling \$45,120.57. DOC also agreed to credit her vacation leave balance with 13 days that she would have accrued during the termination period.

HAVE YOU BEEN FORCED TO WORK OVERTIME WHILE IN A MEDICALLY MONITORED STATUS?

In some, but not all, cases, Officers who are returned to work by HMD in a "Medically Monitored" status are not allowed to be assigned overtime based on an explicit overtime restriction in their HMD paperwork. When returning officers to work in an MMR status, HMD will complete a "Medically Monitored Return" form so that supervisors know what posts to avoid based on work limitations noted. In addition, HMD will indicate whether the officer is allowed to work overtime. Therefore - **Don't leave HMD without a copy of your MMR restriction form.**

To protect yourself, you are responsible for having the MMR Restriction Form **with you, on your person, when you return to work.** If a supervisor attempts to assign you to a post that is contrary to the restrictions noted, this is when you pull out the form.

COBA has received information that **MMR officers have been forced to work overtime, despite that HMD noted "no overtime" on their restriction form. If this recently happened to you, please reach out to Executive Board member Neil Renois to be part of a class action grievance to put a stop to these improper assignments.**

VACCINE MANDATE INFORMATION AND LITIGATION UPDATE FOR UNVACCINATED OFFICERS

COBA continues to fight legal battles on multiple fronts to uphold your right to the freedom of choice over the vaccine mandate. COBA recently submitted its latest reply brief in its vaccine mandate challenge in NYS court.

COBA, through its attorneys, argued to the judge that the NYC vaccine mandate has become arbitrary and capricious since the judge last heard our arguments in December for the following reasons: (1) NY resident athletes and entertainers are now exempt and it's unfair to exempt multimillionaire performers while holding a double standard for thousands of first responders under the guise of "health and safety"; (2) The FDA recently pulled authorization for the Johnson & Johnson vaccine, admitting that it leads to a risk of blood clots, "the science" is still emerging so the vaccines shouldn't be mandated; (3) various studies have emerged providing data that the vaccines may have short and/or long term adverse health effects; and (4) Pfizer's own documents submitted to the FDA for emergency approval have been released pursuant to a federal lawsuit and Pfizer's own data included thousands of adverse

effects from the vaccine, including 1,200 fatalities observed.

COBA also added to its lawsuit the lack of due process in the City's treatment of unvaccinated Officers, a fact that had not occurred yet back in December. It is COBA's position that it is illegal for the City to just separate unvaccinated Officers from employment without a hearing. The City likens the vaccine requirement to a residency requirement, but a residency requirement is established BEFORE the employee takes the job, the vaccine requirement became a condition of employment AFTER Officers provided years of service. While the due process argument was brought unsuccessfully by the MLC on behalf of all NYC municipal labor unions in early 2022, now COBA is adding it to our standalone lawsuit to bring it our way, in our own words, on behalf of our Officers.

COBA will continue to update you on both litigations as information emerges. In the meantime, the following is an update on the latest vaccine mandate information for all unvaccinated COBA members in regard to Reasonable Accommodation requests, appeals, and further options should your RA and/or appeal get denied.

For all unvaccinated Officers with a Reasonable Accommodation pending:

Should DOC deny your Reasonable Accommodation request, you **must** appeal the denial within three (3) days. The denial notice of your Reasonable Accommodation from DOC will contain the email address that you should submit your appeal to. Previously, appeals have been submitted to www.nyc.gov/vaxappeal. However, you should follow the specific instructions on any RA denial notice you receive from DOC.

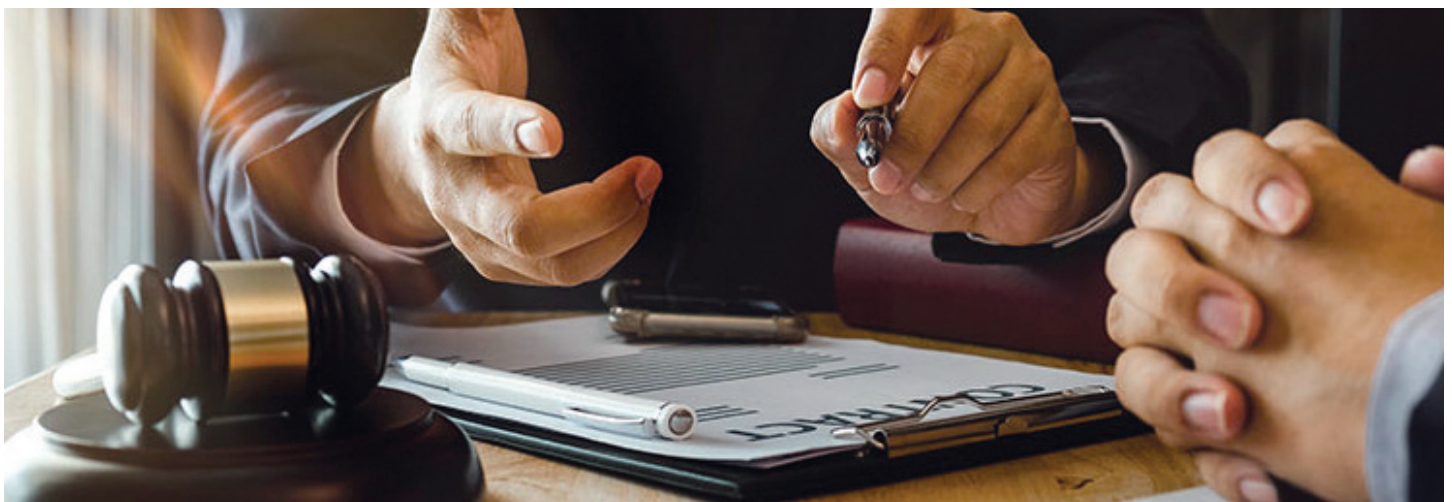
Appealing your RA denial from DOC:

Your appeal will be determined through a joint panel of NYC Agencies. There is no timeline for your appeal to be heard, but you will be able to keep working through the appeal process. Should your appeal also be denied, you will then have three (3) days to receive your first vaccination dose. If you get vaccinated, you should submit proof of vaccination to crushcovidupdates@doc.nyc.gov. Failure to submit proof of vaccination status to DOC at the end of the three (3) days will result in DOC seeking to separate you from employment. While it is possible that DOC places you on LWOP prior to separation, DOC is not obligated to do so. Once

your RA appeal is denied, you risk being separated from employment and required to seek reinstatement after the 3rd day.

Seeking reinstatement after being separated:

If you are separated from employment due to failure to comply with the vaccine mandate, you have twelve (12) months from your separation date to apply for reinstatement under NYS law. Should you become vaccinated or should COBA's various legal battles yield an end to the NYC vaccine mandate for public sector employees within 12 months of your separation date, you will be able to apply for reinstatement. However, you are not guaranteed to be reinstated at all. Reinstatement is in DOC's sole discretion. DOC has reinstated some Officers who submitted proof of vaccination after being separated, but note that DOC can evaluate additional factors other than vaccination status while considering reinstatement (i.e. disciplinary and attendance records).



BOARD OF CORRECTION REPORT

By: Ashaki Antoine
First City-Wide Trustee

The Board of Correction is an oversight and rulemaking agency. The Board consists of nine members. Three members are appointed by the Mayor, three members are appointed by the City Council, and three members are appointed by the Mayor upon the joint nomination of the presiding justices of the appellate division of the Supreme Court for the First and Second Judicial Departments. They are tasked with overseeing the safety and well-being of Correction Officers working in the jails and the inmates detained in the New York City jail system. Section 626 of the New York City Charter, outlined five major responsibilities of the Board. To ensure compliance with minimum standards, investigate any matters within the Department, review grievances from Correction Officers and inmates, evaluate the performance of the Department of Correction, and to make any recommendations in these key areas.

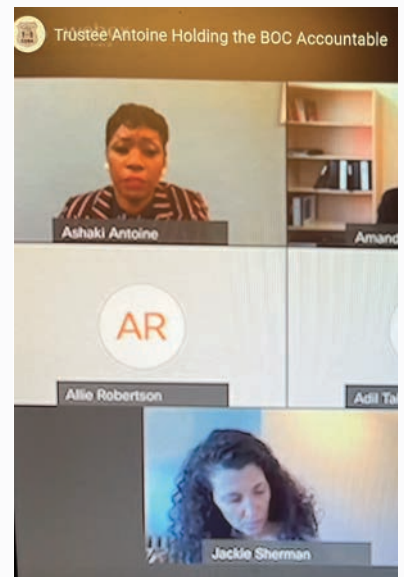
The Board of Correction holds public meetings at 9:00am on the second Tuesday of each month except April, August, and December.

Every month, I provide public testimony, pointing out that the Board of Correction has exclusively focused on the interests of the inmate population with no attention paid to the well-being of our officers. I have raised several concerns, including the continued unprovoked physical assaults on officers, the throwing of unknown substances resulting in serious physical injuries, broken cell doors, housing by gang affiliation, the difficulty in maintaining safety and security, the steady increase of sexual assaults and sexual harassments against our female officers and in some cases, male Correction Officers, and the lack of discipline and accountability for the inmates who commit crimes while incarcerated. As I stated during my testimony delivered to the BOC on February 8, 2022, *“Disciplining Correction Officers appears to be one of your highest priorities, yet you fail to address the countless crimes committed by the inmates and the weapons displayed daily in the housing areas, which are all captured on Genetec video. This double standard once again illustrates your selective activism.”*

I ask each of you to join my advocacy at these hearings to demand accountability and push the BOC to do its job and keep us safe. You can participate in the public meetings via web ex and/or provide written testimony. Please submit all written testimony to BOC@boc.nyc.gov. Make your voices heard!



Ashaki Antoine
First City Wide Trustee
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COBA OATH REPORT



Neil Renois
Queens Borough Trustee
nrenois@cobanyc.org



By: Neil Renois
Queens Borough Trustee

Last year, on December 15, 2021, Judge Swain's Third Remedial Order required the Department of Correction to schedule at least 150 use-of-force disciplinary matters at OATH every month. OATH began doing this immediately, and only days later, starting on December 20th, OATH Pre-Trial Conferences (PTCs) jumped from 6 days a month to 16 days a month.

In the span of just one year, OATH PTCs increased from being held 4 times a month—which had been the norm for Correction Officers for 20 years, to 6 times a month in November, 2020, to 16 times a month in December, 2021. As such, COBA's Criminal & Disciplinary Law Firm, JOEY JACKSON LAW went from representing 31 Officers a month at Pre-Trial Conferences (PTCs) to approximately triple that amount—about 90 cases per month.

Despite this tremendous increase in volume, COBA's attorneys have worked seven days a week to continuously fight for even better disciplinary settlement offers and case outcomes. This has been achieved by persistently taking cases to trial and aggressively fighting for Officers' rights. To provide some context, the union's previous law firm took 14 cases to Trial in 5 years. JOEY JACKSON LAW has done well over 50 trials in 16 months, and has almost 70 trials currently pending. **Knowing the aggressive manner in which the Firm is pushing back, DOC recently announced that they're dismissing disciplinary charges against approximately 100 Officers.**

Because of the amount of push back the DOC has been getting, results for Officers are not only being achieved at the Trial level, but DOC is presenting much better settlement offers as well. For example, although the average settlement offer given by DOC is a 30-day suspension for alleged Officer misconduct, the final resolution is for far less time. In fact, on average, we are saving Officers about two weeks worth of pay, thereby enabling them to meet their financial obligations and put food on the table for their families.

In fact, to date in 2022, from January to May, COBA Attorneys negotiated 348 settlement offers. And to provide further context, of those settlements, 99 included an R&R component and 96 were reduced to a CD. Besides leaving Officers with better disciplinary

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records, these results provide Officers with more money in their pockets to pay important bills that affect their daily lives.

Additionally, fighting back also means a decrease in senseless, meritless and otherwise frivolous charges. COBA has held DOC accountable for bringing baseless charges, which are not supported by the Directives.

DOC periodically shifts its focus on administrative charges they deem "important." At the end of 2021, they were focusing on Absent Without Leave (AWOL) matters. In doing so, they were summarily suspending Officers. COBA carefully evaluated each of these charges to ensure that no Officers were being wrongly or unfairly targeted or punished. DOC

has now shifted their focus to charges of Medical Incompetence. We are carefully evaluating each of these cases. Generally, these charges stem from an on-the-job accident related to a use of force. An Officer, injured at some point after the injury, takes sick leave to seek treatment. The Directives note that Officers may only take 40 days of sick leave within one calendar year or they may face termination. COBA's attorneys have taken multiple steps to save the jobs of these hard-working Officers who are injured during a use of force.

In so doing so, COBA's attorneys first analyze the facts of each case to determine whether the Directive has actually been violated. Additionally, after interviewing the Officers, DOC is

contacted in an effort to resolve cases favorably. In many instances, the case is able to be adjourned for a sufficient period of time to allow Officers to recover and get back to work, thereby saving their job. It's also important that COBA's attorneys continue to work with COBA Delegates and HMD to see if charges can be avoided in the first place. And where that's not possible, and the alleged medical incompetence is significant, Officers are referred to a Disability Attorney to assess disability retirement and pension options.

For more information about protecting your legal rights during disciplinary proceedings, please call COBA's attorneys at Joey Jackson Law at 833-563-9522.

Follow Your Union!

-  **@cobanyc**
-  **@cobanyc1**
-  **@nyccoba1**
-  **@cobatv**
-  **@cobanyc**

FIREARMS REVIEW BOARD: WHAT EVERY CORRECTION OFFICER NEEDS TO KNOW



Matthew Romano
Bronx Borough Trustee
mromano@cobanyc.org



By: Matthew Romano
Bronx Borough Trustee

First and foremost, I hope you are all doing well and your families are in good health. I wanted to take a moment to talk about a few things that happened recently regarding training. Last December, the department intended to put the most recent recruit class into the jails four weeks early. This would have cut two weeks of on-the-job training and phase two of recruit firearms training. All training is vital, but an officer's initial training is the foundation of their career. COBA took immediate action and successfully had the training restored to ensure the recruits got what they were entitled to, in order to be able to perform at the top of their game.

Secondly, I wanted to inform you about everything you need to be aware of if you need to appear before the Firearms Review Board. COBA has put together a check list of the reasons why you would appear before the Board, what your responsibilities are, and what the department's responsibilities are. This way we can help prepare you to maintain your firearm privileges.

FIREARMS REVIEW BOARD

A member of service whose firearm privileges have been revoked due to any of the following four criteria, must apply and receive approval for the restoration of those privileges. This must be completed prior to retirement and prior to submitting a written request for a Firearm Endorsement. Failure to do so will result in the denial of the officer's Firearm Endorsement/Good Guy Letter.

IF THE OFFICER MEETS THE BELOW CRITERIA, REGARDLESS OF ANY CIRCUMSTANCE, THE OFFICER MUST ATTEND THE FIREARMS REVIEW BOARD.

1. Lost, confiscated, or otherwise surrendered by the officer as a result of failing to exercise the highest degree of care in handling or safeguarding of any weapon.
2. Confiscated or otherwise surrendered by the officer as the result of an arrest by that officer by any law enforcement agency.
3. Confiscated or otherwise surrendered by the officer as the result of being placed on modified duty status from which he/she has since been restored to full duty status.
4. Any firearm discharge.

MAINTAIN YOUR FIREARM PRIVILEGES



FIREARMS REVIEW BOARD CONTINUED

A. THE OFFICER'S RESPONSIBILITY

1. Complete Section A of Form 4511-F, "Request for Restoration of Firearm Privileges" (Attachment K).
2. 600 AR request to restore firearm.
3. Copy of Police Department's complaint/arrest report and/or Incident Report.
4. Copy of Desk appearance ticket (D.A.T.)
5. Copy of court order of protection.
6. Certificate of Disposition from the Concerned Court if any arrests occur.
7. The member must be psychologically evaluated and cleared by HMD.
8. Any other pertinent documentation related to the member of service.
9. Contact the Executive Board Member that covers Firearms Review Board.

B. PERSONNEL RESPONSIBILITY

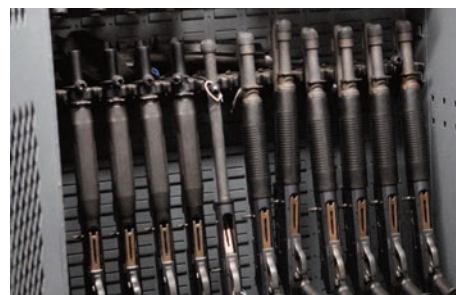
1. Unusual incident report (form #168, Parts A-D) with all relevant reports if applicable.
2. A current form #22R.
3. Copy of charges, specifications and disposition (#454) if applicable.
4. Copy of memorandum of complaint and/or Negotiation Plea Agreement if applicable.
5. Package all pertinent documentation along with 4511-F Attachment K, COD and 22R and deliver to the Warden's Office.

C. WARDEN'S OFFICE

The Warden's Endorsement to Firearms Review Board must be received by the Firearms Review Board Secretary within 30 business days of receipt of request from the member.

D. CHIEF OF ADMINISTRATION'S OFFICE

1. Schedule appointment with HMD for Member of Service within 3 months prior to the members appearance before the FRB.
2. Reviews the package.
3. Schedule a date for the Officer to meet with Firearms Review Board.
4. All appropriate requests for restoration privileges shall be scheduled as agenda items no later than 90 calendar days from the date submitted. The requests are received by the FRB secretary assuming all documentation is IN ORDER that was provided by the Member of Service.



Download You COBA App Today!

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COBA MAKES BIG UPGRADES TO YOUR DENTAL, OPTICAL/VISION AND HEALTH BENEFITS!

FIRST MAJOR BENEFITS ENHANCEMENTS IN SEVERAL YEARS, BENEFITING ALL COBA MEMBERS AND YOUR FAMILIES

COBA is proud to announce a number of important health and welfare benefit changes that the Board of Trustees (“Trustees”) were able to implement under the Correction Officers’ Benevolent Association Security Benefits Fund – Actives and Retirees for our hard-working active members and retirees. These benefit changes were the first major benefit improvements in several years – a major accomplishment! The benefit enhancements are described below and set forth in a chart on page 27.

I. DENTAL BENEFIT IMPROVEMENTS – AVAILABLE FOR ACTIVE MEMBERS ONLY

Since the beginning of this year, the Trustees implemented a new enhanced dental program for active members with Healthplex. In doing so, the Trustees worked diligently to streamline all the prior dental plan programs available to active members into one comprehensive dental program. Some of the key advantages of this new dental program are as follows:

- Large network of providers with over 30,000 access points in the tri-state area, and over 740,000 nationally.
- No longer have to be assigned to a primary care dentist, and referrals are not required.
- No annual maximum (previous \$3,000 per person) very general dental services.
- Orthodontic Maximum Limit: Increased to \$4,000 per child up to age 19, or per adult (subject to medical necessity).
- Dependent Coverage: Dependents covered through age 26 – student status no longer required.
- Alternate Benefits: As medically necessary, coverage allows for porcelain crowns, white fillings on all teeth and fixed bridges in lieu of partials.





II. RETIREE PRESCRIPTION DRUG IMPROVEMENTS

As a reminder, last year, the Trustees implemented a new enhanced prescription drug coverage option for retirees with the Humana Group Medicare Prescription Drug Plan (“PDP”) that resulted in meaningful savings for all Medicare-eligible retirees and their dependents. Such retirees also had the option of staying with the prescription drug option through EmpiRx. The plan improvements under the PDP include:

- ✓ **Elimination of the \$7,500 prescription drug cap.**
- ✓ **More prescription drugs being covered including Non-part D and lifestyle drugs.**
- ✓ **Reduction of copays for all Tiers of prescription drugs:**
- ✓ **Generic Prescription Drugs: 30-day copay was reduced to \$5 per copay (previously \$6), and \$0 for 90-day Mail Order.**
- ✓ **Tier 2 Prescription Drugs: 30-day copay was reduced to 20% (previously 30%).**
- ✓ **Tier 3 and Specialty Prescription Drugs: 30-day copay was reduced to 25% (previously 30%).**

III. FINANCIAL RELIEF FOR PRESCRIPTION DRUGS – AVAILABLE TO ELIGIBLE ACTIVE MEMBERS AND RETIREES

Most recently, effective April 1, 2022, the Trustees recently partnered with Payer Matrix, LLC (“Payer Matrix”) to offer assistance to active members and retirees who receive prescription drug benefits with EmpiRx (not available for those retirees with Humana) in obtaining financial relief for your high dollar specialty drug costs. Generally speaking, Payer Matrix works with you to advocate with the pharmaceutical manufacturer (and other entities) in order to obtain alternative funding for specialty drugs through the manufacturer, foundations, and grants. Under Payer Matrix’s advocacy program, members and retirees can apply for alternative funding for high cost specialty drugs in order to reduce their cost-sharing obligations under the Fund for such drugs. For instance, this program can assist eligible retirees who have to pay for prescription drug costs

in excess of the Fund’s annual prescription drug coverage limit with EmpiRx. Payer Matrix helps by applying to manufacturer assistance programs on your behalf to achieve these goals. In the coming weeks, Payer Matrix will be reaching out to eligible members and retirees who currently take high cost prescription medications and receive coverage through the Fund’s prescription drug program with EmpiRx. To this end, Payer Matrix will assign you a Care Coordinator who will explain the details of this program, and to obtain important information from you to start this process.

IV. RETIREE DEATH BENEFIT IMPROVEMENTS

The Trustees increased the death benefit for retirees by 50% from \$5,000 to \$7,500. This enhancement provides more money for a retiree’s designated beneficiaries and helps cover the costs of funeral expenses.

V. OPTICAL/VISION BENEFIT IMPROVEMENTS - AVAILABLE TO ELIGIBLE ACTIVE MEMBERS AND RETIREES - EFFECTIVE JUNE 1, 2022

The Trustees have recently renegotiated its service contract with General Vision Services (“GVS”) to provide enhanced vision/optical benefits to the active members and retirees. As a result, effective as of June 1, 2022, active members and retirees and their eligible dependents will be covered under a new vision plan administered by GVS that has the following new enhancements.

- **Dilation is covered for eye exams when professionally indicated**
- **Frame and Single Vision Lenses allowance increased to \$400 (previously \$345)**
- **Frame and Multifocal Lenses allowance increased to \$450 (previously \$390)**
- **Decrease in the fixed cost of Standard Progressive Lenses**
- **Decrease in the fixed cost of Single Vision Polycarbonate Lenses**
- **Polycarbonate Lenses for children up to 19 years is now covered in full**
- **Non-plan contact lens benefit increase to \$200**
- **Eligible dependent children are now covered until the age of 26 regardless of student status. Coverage will expire at the end of the month of their 26th birthday.**

In addition, GVS will provide its new GVS Mobile Application to active members and retirees. Through this mobile application, you can view your optical benefit coverage offered under the Funds through GVS, have a virtual ID benefits card, find participating network optical providers and schedule appointments, and view the GVS frame collection. To access your optical benefits, you can register on GVS’ website at www.generalvision.com or download the GVS app on your Apple or Android phone.

VI. GOING FORWARD

In terms of future possible changes, the Trustees continue to explore options to improve dental, prescription drug, and vision benefits in a prudent and reasonable way. We also are working hard to evaluate every possible option including implementing cost-saving measures that can help support future benefit changes. But, we are limited by the amount of funding that we currently receive from the City for active and retiree benefits, and have to cope with the high cost of providing benefits within that budget especially for retirees.

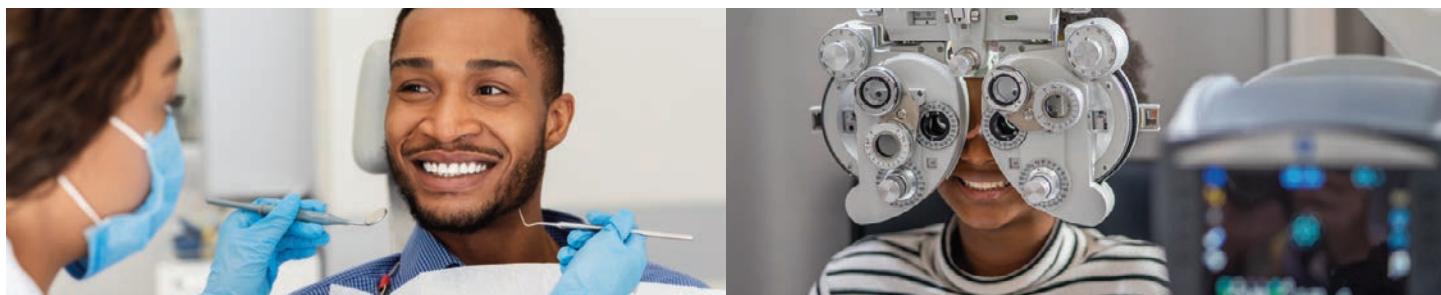
In addition, when considering retiree benefit improvements, we must ensure that any such benefit changes do not pose a risk to the Fund’s overall fiscal status of its full plan of benefits and can be maintained for the long term. Otherwise, we run the risk of a benefit improvement having to be scaled back shortly after its implementation or, even worse, having to reduce other retiree benefits in the future. In short, we can not always implement a benefit improvement unless it is in a prudent and measured way.

As a reminder, there are two separate trusts and assets/contributions are accounted for separately for actives (“Active Trust”) and retirees (“Retiree

Trust”). As such, contributions to cover retiree benefits are applied to the account for the Retiree Trust and benefits utilized by retirees are paid from the Retiree Trust – there is no commingling of monies or assets between the Retiree Trust and the Active Trust. For this reason, the Retiree Trust is situated differently from a financial and fiscal standpoint, and has different reserve levels that are lower in relation to those for the Active Trust. In addition, as might be expected, the Retiree Trust typically has more utilization and the cost to provide retiree health benefits is much higher than that for active members. As such, the Trustees have to account for different financial considerations when implementing benefits for retirees versus active members, and cannot always implement similar benefit improvements at the same time.

For these reasons, the Retiree Trust was not able to implement the new dental benefit program and related changes that were recently made available to active members and paid for by the Active Trust. Nevertheless, we believe that we are providing competitive and meaningful retiree benefits at a low-cost to our retirees with the money that we have and continue to receive from the City. In addition, as discussed above, we continue the hard work to find ways to enhance retiree benefits in a prudent and feasible manner. In doing so, we will be guided by professionals when implementing benefit changes and with the aim of safeguarding the long-term financial integrity of the full spectrum of benefits currently available to active members and retirees. We will also work hard to negotiate contribution rate increases with the City as part of the upcoming bargaining negotiations.

We will keep you posted on any upcoming developments.



> DENTAL BENEFITS - ACTIVE MEMBERS ONLY

PREVIOUS PLAN BENEFITS

- Before - Managed Care Plan (MCP) or ASO Plan
- Need Primary Care Dentist
- Referrals required
- No out-of-network coverage on MCP
- Limited Network - 6,000 dentists for ASO Plan, 1,200 dentists for MCP and only permitted to use one dentist
- Annual Maximum Dollar Limit: \$3,000 individual/\$6,000 family for ASO Plan; No maximum for MCP
- Orthodontic Maximum Limit: \$2,140 per individual up to age 19 for the ASO Plan; No maximum dollar or age limits for MCP
- Implant Benefits: Not covered under ASO Plan and MCP
- White Fillings: Covered under ASO Plan; Not covered on posterior teeth under MCP
- Fixed Bridges: Covered under ASO Plan; Not covered on MCP
- Dependent Coverage: Age 19 or 23 if student status for enrollment in a post-secondary school

NEW ENHANCED BENEFITS

- Enhanced Changes - Maximum Care PPO Plan - Fully Insured
- No longer have to be assigned a Primary Care Dentist
- No referrals required
- Out-of-network coverage now covered
- Over 30,000 access dentists in tri-state area
Over 740,000 access dentists nationally
- Unlimited - No maximum annual dollar limit for dental benefits
- \$4,000 per dependent child up to age 19 (or per adult, upon medical necessity)
- \$3,000 implant maximum with a limit of 2 implants per year
- White fillings on all teeth
- Fixed bridges in lieu of partials
- Age 26 - no student status needed

> OPTICAL/VISION BENEFITS ACTIVE MEMBERS AND RETIREES BENEFIT ENHANCEMENTS EFFECTIVE JUNE 1, 2022

PREVIOUS PLAN BENEFITS

- Exam: Dilation, when professionally indicated: Not Covered
- Allowance: Frame & SV Lenses: \$345
- Allowance: Frame & Multifocal Lenses: \$390

NEW ENHANCED BENEFITS

- Covered
- \$400
- \$450



> FIXED DISCOUNTED PRICING SCHEDULE

PREVIOUS PLAN BENEFITS

- Polycarbonate for children (up to 19): \$129
- Polycarbonate (Single Vision): \$129
- Standard Progressive Lenses: \$170

NEW ENHANCED BENEFITS

- Included
- \$99
- \$150

> CONTACT LENSES (IN LIEU OF EYEGLASSES):

PREVIOUS PLAN BENEFITS

- Allowance: Contact Lens (excludes plan contacts): \$175 allowance

NEW ENHANCED BENEFITS

- \$200 allowance

> DEPENDENT COVERAGE:

PREVIOUS PLAN BENEFITS

- Age 19 or 23 if student status for enrollment in a post-secondary school

NEW ENHANCED BENEFITS

- Age 26 - no student status needed

> RETIREE DEATH BENEFIT IMPROVEMENT

PREVIOUS PLAN BENEFITS

- Old Death Benefit: \$5,000

NEW ENHANCED BENEFITS

- New Death Benefit: \$7,500

> RETIREE PRESCRIPTION DRUG IMPROVEMENTS - NEW OPTION: HUMANA GROUP MEDICARE PRESCRIPTION DRUG PLAN

- No annual dollar limit (versus EmpiRx \$7,500 annual limit)
- More prescription drugs covered including Non-Part D and lifestyle drugs

> REDUCED COPAYS:

- Generic Prescription Drugs: 30-day copay \$5 per copay (versus \$6 per copay under EmpiRx) - No copay for 90-day mail order
- Tier 2 Prescription Drugs: 30-day copay is 20% (versus 30% under EmpiRx)
- Tier 3 Prescription and Specialty Drugs: 30-day copay is 25% (versus 30% under EmpiRx)

CORRECTION OFFICERS

SHANNON FULFORD & SHANELL HARRIS

ARE HONORED AT THE 2022 CORRECTIONS USA (CUSA) 'VALOR AWARDS' DINNER GALA FOR DISPLAYING EXEMPLARY ACTS OF BRAVERY



Pictured Above: COBA President Benny Boscio and Correction Officer Shannon Fulford with Corrections USA Treasurer Todd Dunn (far left) and Corrections USA Chairman Jimmy Baiardi (far right)



Pictured Above: COBA President Benny Boscio and Correction Officer Shanell Harris with Corrections USA Treasurer Todd Dunn (far left) and Corrections USA Chairman Jimmy Baiardi (far right)

COBA President Benny Boscio, Members of the Executive Board and COBA Delegates joined correction union leaders from around the nation to salute twenty-two correction officers who went above and beyond the call of duty.

Corrections USA (CUSA), a non-profit national advocacy organization representing thousands of Correction Officers from across the nation, honored twenty-two Correction Officers with the "CUSA Valor Award" at the annual CUSA Awards Gala held on February 16, 2022 at Harrah's Las Vegas Hotel. Among this year's award recipients were two New York City Correction Officers, Shannon Fulford (RNDC) and Shanell Harris (GRVC). Joining them were honorees representing the states of California, Florida, Washington State, Indiana, New York, and New Jersey. This year's Keynote Speaker was Sheriff Errol Toulon from Suffolk County, New

York. North Las Vegas Mayor John Lee and Clark County Sheriff Joe Lombardo also delivered remarks at the gala.

"Every year, Corrections USA pays tribute to the country's boldest Correction Officers, who displayed exemplary bravery both on and off duty," said Corrections USA Chairman Jimmy Baiardi, who is also the head of the State Corrections Chapter of the Florida PBA. "The valor displayed by this year's twenty-two outstanding honorees serves as a shining example of the essential services performed by Correction Officers in cities and states all across the country. They will never

receive the full recognition they deserve for their part in keeping our communities safe, so our annual awards gala is a particularly meaningful recognition of their dedication and commitment to public safety." "Correction Officers Shannon Fulford and Shanell Harris are perfect examples of the very best of New York City's Boldest," said COBA President Benny Boscio. "Their acts of bravery both on and off duty demonstrate the personal sacrifices we make every day serving our city and the public. It was an honor to salute them and their fellow honorees at the annual CUSA Valor Awards Dinner."

Correction Officer**SHANELL HARRIS**

George R. Vierno Center
Rikers Island, NYC
Medal of Valor

In October 2020, Correction Officer Shanell Harris was attempting to separate a gang melee that had erupted in a housing area of her facility. In the middle of the melee, she was seriously assaulted when she was stabbed in the left hand by an inmate. Officer Harris' instincts and training allowed her to still perform her duties to take control of the situation, securing the inmates to prevent any further injuries to the inmates or any other officers. Officer Harris' bravery, despite sustaining a serious injury to herself, exemplifies the courage and professionalism of all NYC Correction Officers.

Correction Officer**SHANNON FULFORD**

Robert N. Davoren Complex
Rikers Island, NYC
Medal of Valor

In November of 2021, Correction Officer Shannon Fulford was off duty on the William Floyd Parkway and was stopped at a roadblock. While stopped, a drunk driver ran directly into his truck. Officer Fulford was hit so hard that the driver's side door wouldn't open. Officer Fulford had to exit through a side window. Once out of the truck, Officer Fulford noticed a Suffolk County Deputy face down under his truck's driver side tire. Officer Fulford exercised his EMT training.

The Deputy was not responsive but still breathing. Officer Fulford checked the Deputy's body for a broken back or

neck. He then pulled the Deputy out from under his truck. The Deputy was covered with blood. Officer Fulford called 911 and ran down the road to the next light to inform the other Deputies of what had happened. The injured Deputy was air lifted to the hospital for life saving medical treatment. Without the quick thinking and training of Officer Fulford, a Suffolk County Deputy may not have survived.



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COBA SALUTES OUR BOLDEST HEROES!

DAILY NEWS

It's 'one big family with common goal'

Veteran Rikers officer leads disaster relief organization

Correction Officer Jessica Davis and her fellow law enforcement officers provide earthquake and hurricane disaster relief, with funds coming out of their own pockets. Communities in Haiti, Puerto Rico and Florida have been helped.

BY KERRY BURKE
NEW YORK DAILY NEWS

It began with another mother's tears. "I saw a mother crying on TV," said Correction Officer Jessica Davis, founder and head of the New York City Department of Correction Disaster Relief Association. The woman was cradling her brain-damaged baby, a casualty of the ongoing contaminated water crisis in Flint, Mich. "It tore my heart to pieces," Davis said. "I just couldn't sit back and do nothing. I couldn't just let it happen."

Spending 14 of her 16 years with the Correction Department patrolling New York City's toughest environs — those inside Rikers Island — wasn't enough service for Davis. "I created the organization inside my home because I wanted to deal with the Flint, Mich., water crisis," Davis said. "So, I gathered my correction officer friends."

And she harnessed the might of the internet. "I did a challenge over social media," she explained. "If you donate a case [of bottled water], challenge someone to match it."

"At the end, we had a tractor trailer full of water, diapers and Simlac. That and two full vans. We went to Flint three times."

"That was the start of something amazing," Davis said. The organization she kick-started in her living room in 2016, has provided disaster relief for earthquake- and hurricane-struck communities in Haiti, Puerto Rico, Louisiana, Florida and the U.S. Virgin Islands.

What started as a circle of concerned colleagues has become a force for good involving more than 75 uniformed and nonuniformed law enforcement officers across five boroughs, she said. "We host baseball games, basketball tournaments, other events, but it's all law enforcement," Davis said. "It all comes out of our paychecks."

Their mission isn't limited to supply distribution. Joining with renowned international disaster relief organization All Hands and Hearts, Davis and her colleagues partnered with skilled carpenters, electricians and plumbers to help reconstruct battered communities. "We rebuilt a school in Haiti," she said. "We rebuilt seven homes in Puerto Rico after Hurricane Maria. Overall, we have rebuilt about 45 homes in Florida, Louisiana and the U.S. Virgin Islands."

Meanwhile, Davis and Co. have never left New York's behind. Their disaster relief has included providing food, coats and care packages for the homeless. They hold an annual Mother's Day self-love event, a walk for women and other events focusing on issues ranging from breast cancer to domestic violence. "During the worst of COVID-19 we helped feed nurses and doctors at hospitals in Brooklyn," she said. "We went from facility to facility feeding correction officers hot meals."

Her members cite Davis' leadership and commitment as the reason why she has been nominated for a Daily News Hometown Heroes award in the First Responder category. "Jessica goes far beyond the call of duty when it comes to giving back," said retired warden Rich Palmer. "She personally calls all our members every Wednesday."

"Jessica's drive makes our events successful," Palmer explained. "She works a 16-hour day and doesn't raise a head."

For Davis it's more than a mission, it's about family. "We're one big family with a common goal," Davis said. "Sharing what we have so people don't have to go without."

"There's so much more to do," she added. "We're just getting started."

Nominate a hero

Do you know a Hometown Hero? Every Monday, the Daily News will run a weekly feature in print and online profiling a Hometown Hero in several categories — first responders, police officers, firefighters, EMTs, health care workers, mental workers, educators and extraordinary everyday citizens — nominated by our readers.

The top nominees will be presented with a Daily News Hometown Heroes Award and honored in a special section twice a year.

For more information on how to nominate a Daily News Hometown Hero, complete the online form at www.nydailynews.com/news-nyork/hometown-heroes.



CORRECTION OFFICER COLLYMORE, EMTC

COBA would like to recognize Officer Collymore from EMTC. Officer Collymore courageously risked his life to save an inmate who had been stabbed. Thank you Officer Collymore for your steadfast commitment and dedication.



CORRECTION OFFICER CALDERON, VCBC

Correction Officer Calderon at VCBC responded to an unresponsive inmate in his cell. Immediately, Officer Calderon called for assistance and began performing CPR on the individual until medical attention arrived about 30 minutes later. Officer Juan Calderon has been recognized as our Boldest Hero for his heroic actions that saved this inmate's life.



CORRECTION OFFICER VIRUET, RNDC

Correction Officer Viruet helped save the life of a suicidal inmate with two other Officers at RNDC. Officer Viruet was able to secure the inmate in restraints at the time of the event, saving his life. COBA is grateful for Officer Viruet and the other heroic Officers just like him, who put their lives on the line every single day to keep everyone in our jails safe.

We Honor Our Heroic Correction Officers Who Put Their Lives on the Line Everyday!

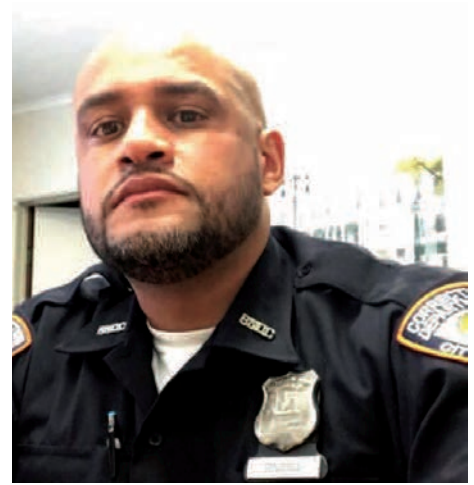


CORRECTION OFFICER HENLEY, GRVC ESH

While Officer Henley worked short-staffed on a 4-person post in a gang housing area with fellow Correction Officer Jacquet at GRVC ESH, inmates tried to take advantage of the Officers while they conducted a search. Two inmates surrounded Officer Jacquet, held her, and stole her keys in an attempt to enter a rival gang quad to assault another inmate. Officer Henley helped release Officer Jacquet from the inmate and they courageously worked together to prevent the inmates from injuring anyone. Our bold Officers were able to contain both of the inmates until help arrived. COBA is proud of these two Boldest Heroes.



CORRECTION OFFICER JACQUET, GRVC ESH



CORRECTION OFFICER MASON, NIC

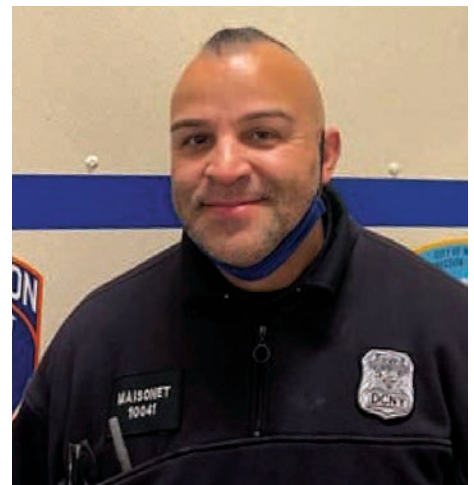
NIC Officer Mason aided an Officer as she was being assaulted by an inmate, receiving a concussion during the scuffle. He was later treated for head and knee injuries at the hospital. Upon his return, the same inmate followed Officer Mason into the staff kitchen and attempted to assault him once more. However, Officer Mason anticipated the assault and utilized chemical agents in his defense. We proudly salute Officer Mason for his quick-thinking and diligence in the face of great adversity.



CORRECTION OFFICER BURNETT, SFE



CORRECTION OFFICER MENSCHÉ, SFE



CORRECTION OFFICER MAISONET, SFE

Correction Officers Burnett, Mensche and Maisonet were assigned to an SFE. Upon arriving to GRVC, an inmate and known SRG Crip member was strip searched and found to have a 3 inch double edge blade wrapped in black electrical tape. Had the weapon not been discovered by our heroic Correction Officers, serious injuries could have been inflicted upon Officers and inmates. Thank you for your steadfast commitment to protecting our jails!

TREASURER'S REPORT

CORRECTION OFFICERS' BENEVOLENT ASSOCIATION, INC.

STATEMENTS OF ACTIVITIES

FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

REVENUE:	2021	2020
Dues	\$ 9,105,709	\$ 10,020,233
Interest	28	48
Other	54,268	109,969
TOTAL REVENUE	9,160,005	10,130,250
EXPENSES:		
Program services:		
Membership	5,610,402	7,140,531
Supporting activities:		
Administrative	2,251,979	2,267,230
Total expenses	7,862,381	9,407,761
Change in net assets	1,297,624	722,489
Net assets without donor restrictions:		
Beginning of year	7,026,630	6,304,141
End of year	\$ 8,324,254	\$ 7,026,630

The COBA, Inc. has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the above Statements of Activities of the Correction Officers' Benevolent Association, Inc. for the years ended June 30, 2021 and 2020.



Michael Maiello
Treasurer
mmaiello@cobanyc.org



FINANCIAL REPORTS

TREASURER'S REPORT (CONTINUED...)**CORRECTION OFFICERS' BENEVOLENT ASSOCIATION
SECURITY BENEFITS FUND - ACTIVES**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR
BENEFITS FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

	2020	2019
ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:		
Investment income:		
Interest	\$ 95,340	\$ 115,709
EMPLOYER CONTRIBUTIONS:		
Health	23,057,666	19,631,930
Civil legal representation	150,481	543,572
COBRA participants	65,222	77,039
Total contributions	23,273,369	20,252,541
Prescription rebate income	291,050	263,538
Total additions	23,659,759	20,631,788
DEDUCTIONS FROM PLAN ASSETS ATTRIBUTED TO:		
Benefits paid to or on behalf of participants, beneficiaries and dependents:		
Group insurance premiums	4,228,461	5,022,180
Health and welfare benefits paid	12,643,158	12,467,665
Service fees	46,535	51,438
Total benefits paid to or on behalf of participants, beneficiaries and dependents	16,918,154	17,541,283
Administrative expenses	827,982	872,570
Total deductions	17,746,136	18,413,853
Net increase	5,913,623	2,217,935
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	17,356,466	15,138,531
End of year	\$ 23,270,089	\$ 17,356,466
<p>The COBA Fund has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the above Statements of Changes in Net Assets Available for Benefits of the Correction Officers' Benevolent Association Security Benefit Fund-Actives for the years ended December 31, 2020 and 2019.</p>		

TREASURER'S REPORT (CONTINUED...)**CORRECTION OFFICERS' BENEVOLENT ASSOCIATION
SECURITY BENEFITS FUND - RETIREES****STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019**

ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:	2020	2019
Investment income:		
Interest	\$ 90,042	\$ 104,552
Contributions:		
Employer	19,843,005	17,877,084
Prescription rebate income	1,610,501	1,159,958
Total additions	21,543,548	19,141,594
DEDUCTIONS FROM PLAN ASSETS ATTRIBUTED TO:		
Benefits paid to or on behalf of participants, beneficiaries and dependents:		
Group insurance premiums paid	3,618,713	3,801,516
Health and welfare benefits paid	15,251,061	13,709,770
Service fees	51,943	46,940
Total benefits paid to or on behalf of participants, beneficiaries and dependents	18,921,717	17,558,226
Administrative expenses	838,071	787,472
Total deductions	19,759,788	18,345,698
Net increase (decrease)	1,783,760	795,896
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	12,255,757	11,459,861
End of year	\$ 14,039,517	\$ 12,255,757

The COBA Fund has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the above Statements of Changes in Net Assets Available for Benefits of the Correction Officers' Benevolent Association Security Benefit Fund-Retirees for the years ended December 31, 2020 and 2019.

TREASURER'S REPORT (CONTINUED...)**CORRECTION OFFICERS' BENEVOLENT ASSOCIATION
ANNUITY FUND**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR
BENEFITS FOR THE YEARS ENDED DECEMBER 31, 2020 AND 2019

ADDITIONS TO PLAN ASSETS ATTRIBUTED TO:	2020	2019
Investment income:		
Net appreciation (depreciation) in fair value of investments	\$ 6,183,574	\$ 10,585,066
Interest and dividends	2,442,098	2,490,125
	8,625,672	13,075,191
Less: investment expenses	641,570	609,412
Net investment income	7,984,102	12,465,779
Employer contributions	10,285,265	10,312,483
Rollovers	20,429	29,327
Other	3,678	48,397
Settlement recovery	1,740,000	4,000,000
Total additions	20,033,474	26,855,986
Deductions from plan assets attributed to:		
Benefits paid to participants	8,484,471	9,887,863
Transfers to other plans	16,313	778,980
	8,500,784	10,666,843
Administrative expenses:	414,022	428,577
Total deductions	8,914,806	11,095,420
Net increase	11,118,668	15,760,566
Net assets available for benefits:		
Beginning of year	106,489,957	90,729,391
End of year	\$ 117,608,625	\$ 106,489,957

The COBA Fund has been audited by an independent accounting firm in accordance with its annual reporting obligation. The independent auditor has audited the above Statements of Changes in Net Assets Available for Benefits of the Correction Officers' Benevolent Association Annuity Fund for the years ended December 31, 2020 and 2019.

TIER RATS MC N.Y.

Metropolitan Chapter Will Be Known As The Mother Chapter



ABOUT TIER RATS MC:

Tier Rats MC was organized to unite our brothers and sisters active or retired from the Department of Correction, Police, Law Enforcement Officer or any honorably retired Military Veterans and all family members that share in the sport of motorcycling. The bylaws in this club make it simple for a correction officer who wants to belong to a motorcycle club but does not have the time that other clubs require. This club realizes that our family and career obligations come first.

This was all taken into consideration when the Tier Rats motorcycle club bylaws were written. As in our careers as Correction Officers SAFETY will always be our priority in all club events.

HISTORY AND ORIGIN OF THE TIER RATS MOTORCYCLE NAME:

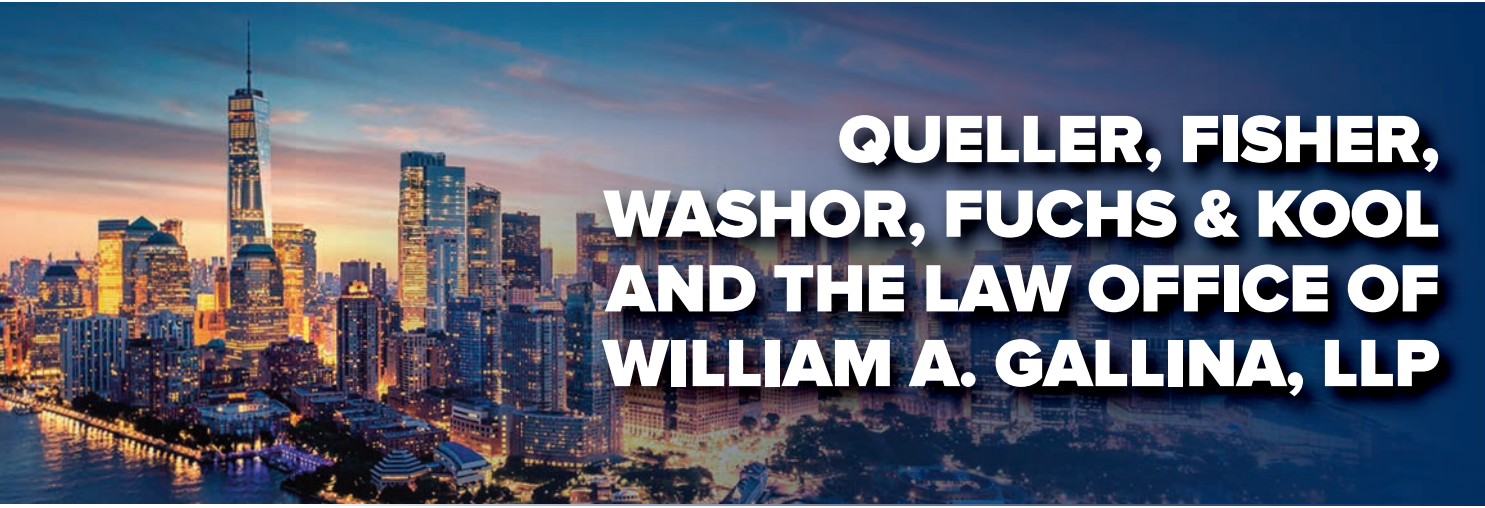
The TIER RATS MC was originally founded in 1992 by NYC Correction officers assigned to the Anna M. Kross Center (C-95) and the James A. Thomas Center (HDM) both located on Rikers Island. The design of the patch back then had a complete NYC shield and the rat on the bike covered the shield number. The name Tier Rats stands for the Tiers that correction officers walk to make their tours and while doing so the officer might run into an occasional rat. In 1994 after the last correction officer joined the club the City of New York told the club, that they could not use the words "City of New York" on the patch so the members removed the stitching and thus tearing the club apart. Most of the officers went into other law enforcement clubs. By 1995, the

club went into hibernation. In November of 2011, a former Tier Rats member participated in the NYC Veterans Day Parade. What was noticed was many types of MC clubs with no representation of the Department of Correction. After talking to other officers, they all agreed that it was time to bring back the Tier Rats MC. The President along with 9 other officers that believed in him, now form The Tier Rats 2011 ORIGINAL members.

GOAL:

The TIER RATS MC is formed for its members and their families to enjoy the pursuit of motorcycling and to help charitable causes as a club.

For more information visit:
www.tierratsmc.co



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For over 60 years, Queller, Fisher, Washor, Fuchs & Kool and The Law Firm of William A. Gallina, LLP, has served injury victims in New York City, the Bronx and the surrounding area. We focus our practice on complex cases involving catastrophic accidents and injuries, worker injuries, construction accidents, vehicle accidents, medical malpractice, premises liability and wrongful death. Today we are recognized as one of the premier personal injury and medical malpractice firms in the city.

Our firm is particularly aware of the difficulties and challenges that you, as New York City Correction Officers, face daily. We are here to help should you or a family member become involved in any type of catastrophic accident or are a victim of medical

malpractice and/or wrongful death. Having represented COBA members and their families for over 25 years, we are uniquely experienced and knowledgeable regarding the issues facing correction officers when injured on or off duty. We navigate the officer through the system involving issues of worker's compensation, medical separation, 3/4 pension rights and sick leave policies, relating to any third-party lawsuit. We have a wealth of relationships with the finest and best physicians and hospitals both downstate and upstate that we are able to refer officers and their families to for the best medical care. We offer our services not only to COBA members, but to their families and friends.

We have successfully litigated numerous cases for Correction Officers and members of law enforcement. Some of our verdicts / settlements include:

- || **\$4,000,000.00** for a Correction Officer's child born with cerebral palsy following a negligent delivery;
- || **\$3,800,000.00** to a Correction Officer's family for the death of a Correction Officer who died on Riker's Island after being administered improper medication after an asthma attack;
- || **\$2,250,000.00** for the death of a Correction Officer whose pulmonary embolism wasn't timely diagnosed and treated;

- || **\$2,500,000.00** to a Correction Officer's mother whose leg was amputated as a result of medical negligence;
- || **\$6,000,000.00** to the family of Correction Officer killed in an automobile accident;
- || **\$2,400,000.00** to a retired Correction Officer whose daughter died after receiving negligent medical care;
- || **\$15,900,000.00** awarded to two widows of detectives killed as a result of municipal negligence;
- || **\$6,000,000.00** to a profoundly brain damaged child of a firefighter whose daughter was deprived of oxygen at birth

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