

DECEMBER 2024



BOLDEST NEWS

HAPPY

Holidays
from COBA



Benny Boscio Jr.
President

COBA

EXECUTIVE

BOARD MEMBERS



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1st Vice President



Herman Jiminian
2nd Vice President



Antoinette Anderson
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Lionel Cumberbatch
Financial Secretary



Daniel Monaco
Legislative Chairman



Kamaal Moore
Corresponding Secretary



Neil Renois
Recording Secretary



Edward Yates
Sergeant-At-Arms



Rodney McQueen
First City-Wide Trustee



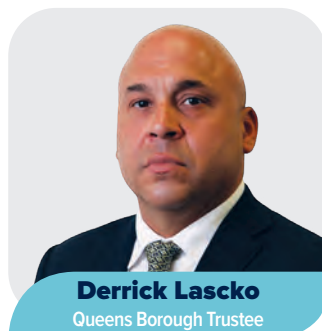
Lateesha Harris
Manhattan Borough Trustee



Christopher Cruz
Brooklyn Borough Trustee



Vanessa Quiñones
Bronx Borough Trustee



Derrick Lascko
Queens Borough Trustee

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



COBA HEADQUARTERS
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THE BOLDEST UNION

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MESSAGE FROM THE PRESIDENT

Benny Boscio Jr.



WISHING
YOU A
JOYFUL
HOLIDAY
SEASON
AND A
HAPPY
NEW
YEAR!

Dear Brother and Sister Officer,

First and foremost, I hope you and your loved ones are healthy and well. As the year comes to a close, it's important to reflect on the progress we continue to make despite the immense adversity we have faced.

At the very end of last year, the City Council passed a law that would essentially ban punitive segregation in our facilities. The Council even over-rode the Mayor's veto of this reckless legislation, which has only happened a few times in the past twenty years. Despite this development, Mayor Adams issued a Mayor's Emergency Executive Order to prevent the Department from having to implement the provisions of this legislation, especially the provision that would have allowed inmates to ride on DOC buses to and from their court appointments without any restraints.

While Mayor Adams continues to vigorously support Correction Officers, the vast majority of the City Council continues to put their misguided personal political ideologies over the safety and security of everyone in our jails. In fact, when a City Council member recently toured Rikers, she was sexually assaulted and it took several Correction Officers to come to her rescue and remove her assailant from the vicinity. Rather than having this incident serve as a wake-up call, the Council Member downplayed the severity of the incident. I highlight this incident to illustrate exactly who we are dealing with as far as the policy makers, who continue to put our lives in jeopardy.



ELECTIONS HAVE CONSEQUENCES!

This upcoming June, there will be a primary election where you will have an opportunity to cast your vote for candidates running for Mayor, Comptroller, Public Advocate and the City Council. If you don't vote or if you are not even registered to vote, your voice will not be heard and you will not be able to help us change the status quo. And most importantly, it will not improve our working conditions and our safety.

CONTRACTUALLY GUARANTEED POST AWARDS

As you know, COBA members overwhelmingly ratified our contract with the City of New York on June 12, 2024. We negotiated unprecedented contractually guaranteed post awards for the first time in our union's history to help improve your quality of life. COBA is pleased to share that, in mid-October 2024, over 90 posts

were posted Department-wide. These posts will be the first batch of post awards in compliance with COBA's contract. The awards of the first 90+ posts are expected to occur soon. After the first batch of post awards is complete, the Department must continue to post new and vacant posts to comply with COBA's contract. Post awards will continue in batches on a rolling basis from this point forward, rather than being posted all at once, due to the staffing crisis.

We fought very hard at the bargaining table to ensure you can enjoy the consistency and quality of life that comes with a steady job assignment. COBA continued that fight from the day the contract was ratified, insisting that the DOC begin to post and award posts as soon as feasible. We negotiated post awards not only because we believe that Officers deserve and will thrive with consistency, but we also know that steady job assignments are best for running a safe and

secure correctional facility. All stakeholders on Rikers Island benefit when Correction Officers have steady job assignments. We are proud, as your union, to have been able to convince all parties at the collective bargaining table of that reality. For those COBA members who were not previously aware, but are interested in applying for an awarded post in your command, please speak to your COBA Delegate or Executive Board member immediately.

You MUST already be assigned to the command in which the post is posted to be able to apply for the awarded post. As you consider applying for post awards, please be sure to note the factors and criteria under which posts are awarded. COBA representatives are also now guaranteed a meeting with Department leadership prior to any of the posted posts being awarded to ensure that the post award is decided fairly and consistent with the established factors.



FOR YOUR CONVENIENCE, COBA'S CONTRACT LANGUAGE REGARDING CONTRACTUALLY GUARANTEED POSTS IS REPRODUCED IN FULL BELOW:

"When filling new and vacant job assignments within a command, the Department shall post the vacant job assignment to allow all Correction Officers within the command an opportunity to apply for the vacancy and assign the job assignment within a reasonable time after the application period is closed, consistent with existing policies established by the Department. The determination of the Department as to assignment to a Post shall not be grievable.

Authorized union representatives may request to meet with facility leadership in the event that the Department's determination as to the posted job assignment is not consistent with the criteria established in policy (e.g. seniority, work performance, attendance record, special skills or required clearances)".

CHANGES TO TIER 6 (CF-22 MODIFIED TIER 3 PENSION PLAN)

When the Tier 6 pension system (CF-22 MODIFIED TIER 3 PENSION PLAN) was formed in 2012, it also created an unfair division in our public pension system that provided better pension benefits to public sector workers who were hired prior to 2012, while providing diminished benefits for workers hired after 2012.

COBA, along with many of New York's public sector unions, led a vigorous advocacy campaign, calling on the Governor and the legislature to make meaningful pension reforms, to "Fix Tier Six." As a result of our efforts, the Governor's budget, passed by the state legislature this past year, includes long overdue changes to the Tier 6 (CF-22 MODIFIED TIER 3 PENSION PLAN) pension system. For example, all CF Modified Tier 3 Members'

pension benefits will now be based on their three years final average salary instead of their five years final average salary.

These are important first steps in what we expect will be an ongoing effort to achieve equity in the pension system.

WE HAVE A ROBUST LEGISLATIVE AGENDA FOR 2025, WHICH INCLUDES THE FOLLOWING BILLS:

- Legislation to Remove the Social Security Offset for COBA Members in the CF-22 Modified Tier 3 Pension Plan for Correction Officers Hired After 2012
- Legislation to increase penalties for all types of Sexual Assaults against NYC Correction Officers
- Legislation to Ban Triple Shifts in NYC's Jails
- Legislation to Make Assaults on Correction Officers a Class C Felony



- Legislation That Permits Tier 3 Officers (CO-20 & CF -22) to borrow from their additional member contributions (currently allowed to borrow basic contributions)
- Legislation that allows Correction Officers to receive VSF payments after 20 years while still in service
- Legislation to Grant Police Officer Status to NYC Correction Officers
- Legislation That Provides NYC Correction Officers With the Ability to File for Disability Without 10 Years of Service
- Legislation that Provides additional service credit for Correction Officers After 25 years
- Legislation That Provides PTSD Workers Compensation to Correction Officers

- Legislation That Removes post-retirement earning restrictions for Tier 3 COBA Members.

In closing, I want each of you to know that your union is as committed as ever to defending and protecting your rights, enhancing your safety and improving your quality of life.

We have already made great strides towards those endeavors, as evidenced by the success of our contract, numerous class action grievances that have been filed, as well as Department of Labor complaints. The Executive Board and the Delegate Body are fully aware of the uncertainty and anxiety that you are feeling. None of us can predict the future, but what is crystal clear is that with your continued support and solidarity, the COBA will continue to prevail over any adversity that comes our way.

From our families to yours, we wish each of you a safe and joyous holiday season and God's continued blessings in the New Year!

Sincerely,

Benny Boscio Jr.
President



COBA APP

COMING SOON!



MESSAGE FROM
1ST VICE PRESIDENT
Glenn Morgan



I HAVE
CONTINUED
TO MAKE
SAFETY FOR
CORRECTION
OFFICERS MY
TOP **PRIORITY**
IN THIS NEW
TERM AS COBA
1ST VICE
PRESIDENT.

Before ending the previous term, I was tasked under the leadership of President Boscio with advocating for staff opportunities for more MEO-16 interviews prior to receiving charges. COBA, in no way, advocated for discipline but rather for further due process.

The MEO-16 is important. It allows staff to provide clarity for the investigation that might help clear up any misconceptions regarding the incident.

There were far too many officers removed from specialty units for alleged charges that could possibly have been resolved in an MEO-16 interview. Since that process started, with the additional assistance of the Joey Jackson law firm, it has led to an additional day per week of MEO-16 interviews.

At the time of this publication, I was one of the two members of COBA, along with Executive Board member Lateesha Harris, who represented COBA on the Splashing Committee, along with the members of the Department of Correction, Labor Relations, and one member from each union rank.

COBA advocated that the facilities managers were not adhering to departmental policy after officers were splashed with a liquid substance, as the basic policy was not being followed, such as simply relieving an officer off post after being splashed, creating a crime scene, searching the inmate, generating an infraction, and, if found guilty, requiring the inmate to pay restitution for whatever item was soiled.

With the depleting tools given to maintain control of inmates in our custody, we fought to uphold policy as a deterrent to hold inmates accountable for their misbehavior.

As a result, we are currently drafting our request to be added to the departmental policy for splashing. To continue the fight for a safe work environment, I have filed a class action workplace violence complaint to force an investigation of numerous splashing incidents to bring officers into workplace violence hearings to share their experiences with the hopes of continuing to forge change.

In the spirit of quality of life for the workspace of Correction Officers, I have turned my focus to simple things such as **"Quality of Life"** projects. For example, at RNDC, I have filed a complaint to address the rodent infestation, which is currently a work in progress, along with several other facility maintenance violations, such as the repair of the stairway in Building 4 leading to the lower level. The top step is elevated, which has caused a trip and fall hazard.



Inside RESH, the repair of the broken sink in a staff bathroom and the broken tiles in the intake bathroom has now been completed. The focus has to be not only on the well-being of Correction Officers but also on the workspace in which they work, so I urge all officers in areas where departmental items are broken or inoperable to submit work orders and notify your delegate or any COBA Board Member.

LET'S FOCUS ON CREATING A SAFER WORK ENVIRONMENT FOR THIS AGENCY.

Lastly, the current project I'm tasked with is advocating to the Investigations Division and the Correction Academy to create a report-writing in-service course for Use of Force reports. Staff members are expected to produce reports that meet departmental standards, but currently, the department's approach to report writing training is insufficient, offering only a one-time session, with retraining occurring only after a member is involved in a bad incident that requires receiving charges. I'm advocating for the introduction of a daily report-writing course as part of in-service training.

This proactive measure would ensure that officers are consistently equipped with the necessary skills to produce accurate reports that meet departmental standards.

INTRODUCING NEW BOARD MEMBER LEGISLATIVE CHAIRMAN **Daniel Monaco**



Daniel Monaco began his career 12 years ago at the Eric M. Taylor Center (EMTC), where he had the privilege of working in the Mess Hall, serving approximately 1,200 inmates daily. This experience instilled in him a profound respect for the humbling nature of working within the jails and the importance of remembering one's roots throughout their Department of Correction journey.

Monaco was later transferred to the Correction Intelligence Bureau (CIB), where he served as the Arresting Officer for OBCC and AMKC. During his tenure in CIB, he was directly responsible for the re-arrest of nearly 1,000 inmates for assaulting fellow officers. His goal has been to leverage his experiences to effect change in the workplace, whether through testifying for legislative changes or supporting staff in court to enhance their security.

In his eighth year, Monaco's unit elected him as their union Delegate and first line of defense. Under President Benny Boscio's leadership, he achieved permanency for 24 TDY officers, ensured fair overtime distribution, increased inmate arrests by 12%, and developed a training curriculum to better inform staff of the

laws protecting them. He also advocated for improved training and equipment for officers across CIB and other facilities, driven by his belief that officers, as knowledgeable insiders, are best suited to enhance training programs and advance their careers. As a Delegate, Monaco felt supported by the COBA and sought to contribute to the dedication he observed in his colleagues daily. He prioritized the safety and security of officers, advocating for significant changes using the skills and knowledge he acquired over his career.

As an officer who is directly impacted by the modified CF-22 Tier 3 pension, Monaco would like to be the person who takes the fight to Albany in order to affect pension reform for our members. Monaco is committed to achieving pension reform in order to create a more secure life for both our members and their families. He is also dedicated to pursuing COBA's extensive legislative agenda to enhance the safety and security of all Correction Officers.

Daniel Monaco
Legislative Chairman
dmonaco@cobanyc.org



INTRODUCING NEW BOARD MEMBER CORRESPONDING SECRETARY **Kamaal Moore**



Kamaal Moore began his career with the New York City Department of Correction in 2008 at the Robert N. Davoren Center (RNDC). He embraced the challenges of the job, quickly mastering his role as a Correction Officer. At RNDC, known for its diverse inmate population, Moore developed skills in maintaining order, building strong relationships with fellow officers, and ensuring facility safety. His ability to manage and de-escalate volatile situations, particularly with high-classification adults and adolescents, earned him a reputation as a reliable and effective CO.

In 2011, Moore transferred to the Vernon C. Bain Center (VCBC), where he continued his dedicated work. Volunteering in housing area 3C, he focused on understanding inmate needs and maintaining a safe environment. Despite frequent management changes and stricter policy enforcement that led to increased tension and lowered morale among staff, he managed to defuse many threatening situations.

Motivated by discrepancies in policy enforcement, Moore scrutinized management practices and, finding

inconsistencies, and decided to run for delegate at VCBC in 2020. Upon election, he immediately began advocating for his colleagues, creating labor management agendas, conducting command discipline hearings, and successfully reducing many penalties. His efforts extended to assisting officers with appeals and overturning suspensions.

Selected multiple times to represent officers at Health Management Division hearings, Moore fought to overturn suspensions, saving thousands of work days for his colleagues. In October 2023, he joined the Correction Officers' Benevolent Association (COBA) to help hold management accountable, visit facilities, participate in meetings, and advocate for his fellow officers at OATH hearings. He was elected Corresponding Secretary in 2024.

Kamaal Moore
Corresponding Secretary
kmoore@cobanyc.org



INTRODUCING NEW BOARD MEMBER FIRST CITY-WIDE TRUSTEE **Rodney McQueen**



Rodney McQueen began his career in August 2007 at the Anna M. Kross Center. He started producing an underground newsletter called Officers First which spoke about the needs of his fellow brothers and sisters in blue to be respected by the administration and the City of New York.

In 2009, He was appointed as a COBA Delegate of AMKC. As a Delegate, he recognized that the challenges of Correction Officers needed to be aligned with the current situations we face daily.

He has done thousands of CD hearings over the 13 years as a Delegate and vigorously advocates for the fair treatment of all officers.

In 2015, McQueen started a weekly podcast called "Officers First" that has been on for over 9 years, dedicated to New York Correction Officers and has thousands of followers, who watch to get the latest information that affects Correction Officers and their families.

As the First-Citywide Trustee, McQueen will remain committed to advocating for the fair treatment of all Correction Officers.

Rodney McQueen
First City-Wide Trustee
rmcqueen@cobanyc.org



INTRODUCING NEW BOARD MEMBER MANHATTAN BOROUGH TRUSTEE **Lateesha Harris**



Lateesha Harris began her career in February 2006 at the Otis Bantum Correctional Facility (OBCC), driven by a desire to make a difference. Early in her career, she honed her skills as a Correction Officer and recognized that the challenges of her profession extended beyond managing individuals in custody. This realization led her to educate herself on the governing rules and regulations, empowering her to unite her colleagues and vigorously advocate for fair treatment.

In 2011, Harris transferred to the Bronx Criminal Court of Justice, where she continued to stand up against poor management practices and learned the intricacies of court procedures. Her advocacy efforts grew, and she consistently fought against unfair treatment to protect herself and others. This journey brought her to the Vernon C. Bain Center Facility (VCBC) in 2015.

Initially hesitant, Harris eventually ran for a Delegate position after observing positive changes in COBA's leadership that aligned with her vision in 2020. Her candidacy received broad support, and she won the Delegate position at VCBC in 2021.

During her tenure, Harris navigated some of the most challenging times in the Department's history, including frequent management changes and the impact of COVID-19. She focused her efforts on preventing job losses and ensuring fair treatment for all officers.

With a success rate of 82% in hearings, Harris has been effective in advocating for minimal discipline and has vigorously defended the rights of her fellow officers. Her activism has extended to City Hall and the Board of Corrections, where she has campaigned for policy changes to address assaults on staff and sexual harassment.

As she continues her role as a board member, Harris remains committed to advocating for fair treatment and the well-being of all officers, utilizing her extensive experiences and the support of the COBA Board to effect meaningful change for the membership.

Lateesha Harris
Manhattan Borough Trustee
lharris@cobanyc.org



INTRODUCING NEW BOARD MEMBER BROOKLYN BOROUGH TRUSTEE **Christopher Cruz**



Christopher Cruz began his career as a New York City Correction Officer in 2008. Over his 16 years of service, he worked at Anna M. Kross Center (AMKC) and the New York City Department of Correction Academy.

During his time at Anna M. Kross Center (AMKC), he worked with every classification of persons in custody. Most of his time at AMKC was spent working in the Harts Island specialized clinic for the persons in custody with mental illness.

SAVE the DATE

**FRIDAY 20
APRIL 11 25**



COBA
**WIDOWS' &
CHILDREN'S**
FUND



**27TH ANNUAL
DINNER DANCE**

In 2014, he was assigned to the Correction Academy as a General Topics instructor where he developed and delivered curriculum on topics such as Use of Force, Chemical Agents and Defensive Tactics.

Over the past decade, he has trained staff of all ranks, both uniform and non uniform, to bridge the gap between policy and practice.

In 2020, Cruz was elected as a Delegate to the Correction Officers' Benevolent Association (COBA) representing the NYC Department of Correction Academy. In this role, he represented and mentored the recruits and also served as a resource for the Correction Officers in the facilities.

In 2024, Cruz was elected as Brooklyn Borough Trustee to the Correction Officers' Benevolent Association (COBA).

Christopher Cruz
Brooklyn Borough Trustee
ccruz@cobanyc.org



INTRODUCING NEW BOARD MEMBER BRONX BOROUGH TRUSTEE **Vanessa Quiñones**



Vanessa Quinones has served as a Correction Officer for 16 years, dedicating her career to the Rose M. Singer Center (RMSC), a facility primarily housing female inmates.

Over the years, Quinones has taken on various roles within the facility, which has provided her a platform to advocate for and support her fellow officers.

About six years ago, Quinones was elected by her fellow officers to the position of Delegate at the Rose M. Singer Center, further solidifying her commitment to improving the workplace environment.

As a Delegate, she has consistently emphasized the importance of holding the administration accountable and fighting for the rights and welfare of her colleagues in blue.

Her ultimate goal as a member of the Executive Board is to make a lasting positive impact on the department.

Dedicated to creating a safer and more supportive workplace for all members of the NYC Correction Officer family, Quinones strives to be a beacon of hope, always standing by her colleagues in their time of need.

She encourages her fellow officers to continue striving for excellence and to support each other throughout their journey, emphasizing that no matter how tough the road may be, we are stronger together.

Vanessa Quiñones

Bronx Borough Trustee
vquinones@cobanyc.org



INTRODUCING NEW BOARD MEMBER QUEENS BOROUGH TRUSTEE **Derrick Lascko**



Derrick Lascko began his career as a Correction Officer and earned his Bachelor of Science in Police Administration with a minor in counseling in 2006. After academy graduation, he was assigned to EMTC (CIFM), where he diligently worked in various high intensity housing areas, including Admin seg, PC, Category 1, and EMTC punitive segregation unit.

Several years later, Lascko transitioned to the Transportation Division, managing the transport of PICs throughout the NYC metropolitan area. His leadership skills were further honed in 2012, when he was accepted into the Hostage Negotiation Unit, learning the importance of reliability, empathy, patience, and the understanding to deal with people in crisis.

In 2013, disturbed by ongoing contract and policy violations, Lascko decided to become a COBA Delegate, a role he held for 8 years. Lascko has generated dozens of grievances with successful results leading to new locker rooms for the TD, and the reimplementation of cargo pants for the TD and the department.

Lascko also circulated a petition to lessen the number of female officers working at NIC with highly sexually assaultive inmates. In addition, Lascko, upon being released to the Executive Board, has generated over 27 grievances in 30 days, leading to 3 building bathrooms at GRVC being fixed as well as getting the CDU Rec Booth abated.

Lascko has a hands-on personable approach that has consistently provided his officers with the emotional and practical support needed to manage their daily responsibilities effectively while he focuses on delivering real results.

As he seeks to continue his service, Lascko is committed to bridging divides while addressing all concerns brought to his attention.

Derrick Lascko
Queens Borough Trustee
dlascko@cobanyc.org



COBA IN YOUR LEGAL CORNER

WHEN COBA FIGHTS, OUR MEMBERS WIN!

COBA ATTORNEYS SUCCESSFULLY DEFEND YOUR RIGHTS AT OATH

1. Handled over 900 Disciplinary Pre-Trial Hearings.
2. Based upon the Federal Monitor, DOC no longer permits R&R. COBA's attorneys are working to change this, however, and were still able to get 15 MOCs Removed from Officers' Disciplinary Records.
3. Over 240 cases reduced from MOC to a CD.
4. Shaved off more than 4,120 Days in penalties sought by DOC at OATH.
5. Kept almost \$1,451,000.00 in Officers' pockets.
6. Presided over 275 administrative cases being Dismissed and 119 where prosecution was Deferred.
7. Achieved Dismissal in almost 20 Medical Incompetence Cases.
8. Saved more than 45 Officers from Termination
9. Scheduled approximately 200 OATH Trials, 5% of which went to trial, and achieved extraordinary settlements in the others.

CORRECTION OFFICER MIDDLETON FOUND NOT GUILTY ON ALL CHARGES!

On July 21, 2022, at approximately 1 a.m., Correction Officer Dion Middleton was walking to a parking garage near his home in the Bronx to retrieve his car. During this time, he became the victim of an unprovoked assault with an air rifle, launched by the occupants of an SUV passing by. Fearing for his life, Officer Middleton discharged a single round from his 9mm firearm in self-defense, resulting in the death of his assailant.

Legal Proceedings and Trial Outcome

Following the incident, the New York State Attorney General's Office indicted Officer Middleton on one count of Murder and two counts of Manslaughter. More than two years later, his trial commenced in Bronx Supreme Court on September 3, 2024. After seven weeks, the trial concluded on October 17, 2024, with all twelve Bronx jurors unanimously finding Dion Middleton NOT GUILTY on all charges. This defense would not have been possible without the full support of the Correction Officers' Benevolent Association President Benny Boscio and the COBA Board. President Boscio ensured Officer Middleton had the necessary resources for a strong defense and demonstrated steadfast commitment throughout both the preparation and the trial.

We are deeply grateful to Officer Middleton for his resilience in the face of adversity and to his mother, family, and local church for their unwavering faith, belief, strength, and trust in this journey.



COBA Working for YOU!

PESH AT EMTC

COMPLAINT

- Broken, chipped, cracked and missing cement and missing metal coverings on each step leading to 11/12 Lower 11/12 Upper 9/10 Upper
- Raised metal covering on 3rd step, raised uneven metal covering on step leading to 9/10 upper
- Cement missing on 6th step leading to 9/10 Upper
- Missing 38 tiles in front of landing of 5/6 Lower stairway
- Broken, chipped, cracked and missing cement and missing metal coverings on 5th step leading to 5/6 Upper
- Raised metal coverings on 5/6 Upper and 7/8 Upper
- Missing metal covering leading to 7/8 Lower
- Raised metal covering leading into the foyer area of the Northside

RESULTS

Repairs at EMTC have started.

PESH AT WEST FACILITY

COMPLAINT

There are loose and missing tiles in the men's locker room, women's locker room & program trailer creating an uneven and unstable walking surface.

RESULTS

After a review of the material that officers submitted, and an initial on-site inspection of the workplace revealed violations related to items listed in your complaint. Your complaints are sustained. A Notice of Violation and Order to Comply (NOV) has been issued to the employer responsible for the facility.

Repairs at West Facility have started.

FIREARMS REVIEW BOARD

There were ten Correction Officers initially slated to appear in front of the Firearms Review Board on 9/24/2024.

Before the meeting began, COBA not only prepped the majority of Officers, but also got TWO more Officers added to the agenda.

RESULTS

COBA was able to assist 11 of the 12 officers get immediate firearm privileges restored.



GRVC FACILITY REPAIRS

COMPLAINT

Inoperable showers, missing floor tiles, inoperable urinals, chipped paint, poor lighting, rusted lockers, water intrusion, light fixtures detached and more in both the men and women's locker rooms.

RESULTS

COBA worked with Warden Carter to speed up the repairs. GRVC Delegates, FMRD, DC Benn and DC Saunders also assisted with the process of getting repairs started.

Repairs at GRVC have started.

SPLASHING INCIDENTS

COMPLAINT

At times, nothing within the written policy addresses staff being relieved for medical attention or inmates being searched after a splashing incident.

RESULTS

After over 300 splashing incidents, COBA attended a splashing committee meeting that COBA had been advocating for. Departmental managers will now be reminded to adhere to the policy outlined in Operation Order 19/17.

COBA will be closely following splashing incidents holding both the department and inmates accountable.



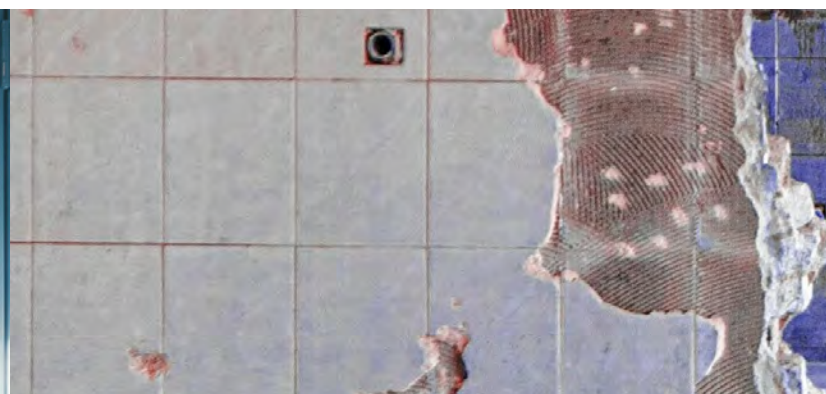
PESH AT OBCC

COMPLAINT

The front entrance restroom and corridor are missing tiles. There are large gaps creating uneven walking surfaces. The corridor to the 2nd floor locker room is missing tiles and there are large gaps creating an uneven walking surface. The stairway to the 2nd floor locker room has a loose step.

RESULTS

Citation Issued – at the time of this inspection, the PESH inspector observed several missing tiles and potholes on the floor, broken tiles in several places and large gaps on the floor at the entrance corridor creating uneven walking surface. The male restroom had large gaps on the floor. The female restroom was observed to have missing ceiling tiles.



COBA

Proudly Salutes Our

BOLDEST HEROES



On May 23, three **CIB Investigators (Deliotte, Dockery, and Troche)** were honored by the Council For Unity for their efforts in helping the next generation of leaders.

From @jointheboldest - "During a special ceremony on May 23, the three Boldest members were recognized by council officials for partnering with them to lead gang, gun violence and bullying prevention initiatives in NYC schools, as well as for their efforts to educate high schoolers about a rewarding career in law enforcement."



Correction Officer Jalloh of OBCC, recovered narcotics during a cell search within his facility.

We commend him on his diligence and attention to detail, resulting in removing narcotics from our jail!



COBA Proudly Salutes Three Boldest Heroes for Saving the Life of a One Year Old Baby Who Was Choking. "As first responders, Correction Officers help save lives everyday and we often do not receive the recognition we rightfully deserve for acts of heroism.

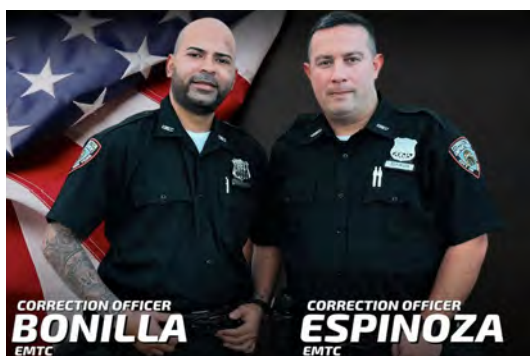
Correction Officer Barbosa's quick thinking and life-saving efforts to save the life of a one year old baby that wasn't breathing, following a visit with the baby's father, embodies the very best qualities of our essential work force. **Correction Officers McQueen and Stanislaus** also jumped in and played an important role in responding to this medical emergency. We are proud to salute them for a job well done."



COBA is proud to honor **RESH Correction Officer Williams!**

On THREE separate occasions, Correction Officer Williams removed handmade weapons from the facility.

Working as a Security Officer within the RESH intake, Correction Officer Williams' job is paramount in preventing deadly weapons from entering our facilities. We proudly salute CO Williams for demonstrating the utmost diligence and professionalism during the course of his duties to help keep our facilities safe.



We are proud to recognize **Correction Officers Bonilla and Espinoza of EMTC** as two of NYC's BOLDEST HEROES!

During two separate incidents, these two Correction Officers saved an inmate's life by administering narcan during medical emergencies. Both Correction Officers are new to the BOLDEST family, but relied on their training to save lives!



COBA is proud to recognize **Correction Officer Browning** as one of NYC's BOLDEST HEROES! When another Officer noticed a person in custody attempting to commit suicide with a bedsheet, notifications were made and CO Browning responded to the call for help. Without hesitation, CO Browning made the scene safe by removing the bedsheet and noticing the inmate was unresponsive, began chest compressions. Due to his unwavering ability to assist other Officers and performing CPR, CO Browning saved the life of the inmate.



As part of the **RND Security Team, Correction Officers Darbouze & Qayyum** have assisted in finding 12 phones and countless pieces of "grey death". Please join us in acknowledging two of our BOLDEST HEROES!



COBA is proud to recognize **Correction Officer Valdez** as one of NYC's BOLDEST HEROES!

Leading up to court hearings, CO Valdez began to check an inmate's belongings. Within the inmate's court documents, CO Valdez found a 9 inch knife - like weapon.

Because of his diligence and experience, CO Valdez not only retrieved the weapon, he also prevented court staff and visitors from being victimized by a possible attack.



We are proud to recognize these BOLDEST HEROES!

When a NYC Council Member was sexually assaulted by an inmate during a visit to Rikers Island, Correction Officers **Caesar, Lowndes, Preston, as well as Dep. McZick** immediately intervened, protecting the Council Member as well as others on the tour from imminent danger.

Due to their fast response and diligence, these BOLDEST HEROES protected the visitors.

A SMARTER MORTGAGE SOLUTION FOR COBA MEMBERS

📞 833.724.8700

✉ union@ccm.com



How the Affinity Lending Division at CrossCountry Mortgage Is Helping Correction Officers Save Big and Protect Their Families

Buying a home is one of the most significant financial decisions you'll make, and at the Affinity Lending Division of CrossCountry Mortgage, we're committed to ensuring that COBA members get the best possible benefits for your hard-earned money. These benefits include no fee loans, free credit repair, and rate buydowns— all at **no cost** to you.

Our 1-1 Temporary Buydown Program and exclusive Line of Duty Death Benefit are tailored specifically for law enforcement professionals, offering financial flexibility, peace of mind, and unmatched savings.

SAVE BIG WITH THE 1-1 TEMPORARY BUYDOWN PROGRAM

The 1-1 Temporary Buydown is designed to lower your monthly mortgage payments during the first two years of your loan, making homeownership more affordable right from the start. Even better? The cost of the buydown is covered by the CrossCountry Mortgage— leaving you with more money in your pocket.

For the first two years, you'll enjoy reduced interest rates, helping you ease into homeownership. Plus, there's no cost to you— CrossCountry Mortgage covers the savings as part of your agreement.

BUILT-IN FLEXIBILITY FOR CHANGING RATES

In addition to these benefits, CCM also retains your loan— meaning you can refinance with minimal fees when interest rates drop. By keeping your loan with us, you'll continue to enjoy lower payments and maintain your exclusive Line of Duty Death Benefit.

	Effective Rate	Monthly Savings	Total Savings
Year 1 and 2	5.875%	\$340.03	\$4,080.40
Year 3 and after	6.875%	\$0	\$0
Total savings and seller credit			\$8,160.80

Example:

Sale Price: \$650,000 | Down Payment: \$130,000 | Loan Amount: \$520,000
30-Year Fixed Rate: 6.875% | Annual Percentage Rate (APR): 7.031%

This program makes it easier to manage your mortgage payments upfront while planning for long-term financial stability.

PROTECTING YOUR FAMILY WITH THE LINE OF DUTY DEATH BENEFIT

Your service in law enforcement comes with risks, and we believe it's essential to protect your loved ones from financial burdens in case of tragedy. That's why loans through the Affinity Lending Division include the Line of Duty Death Benefit.

What It Covers:

In the event of a line of duty death, this benefit cancels the remaining mortgage balance, up to \$525,000. This ensures your family can stay in their home without the added stress of mortgage payments during an already difficult time.

WHY CHOOSE THE AFFINITY LENDING DIVISION?

As a COBA member, you deserve programs that recognize the sacrifices you make every day. With the Affinity Lending Division, you're not just getting a mortgage—you're getting a financial partner dedicated to your success and security.

If you're considering buying a home or want to learn more about how these programs work, reach out to us today. We're here to help you achieve homeownership with confidence and peace of mind.

Contact the Affinity Lending Division of CrossCountry Mortgage to learn more about these, and **more**, exclusive benefits for COBA members at 833-724-8700.



SCAN to get started

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HAVE YOU SUFFERED A RE-INJURY ON THE JOB?



NO OTHER LAW FIRM WILL FIGHT FOR YOUR RE-INJURY LIKE ARONOVA & ASSOCIATES

Other law firms may turn your case down or tell you that your re-injury can't be compensated. Not Aronova & Associates. Whether you used Aronova & Associates for your original injury or not, Aronova & Associates will fight for your re-injury case just as hard as Aronova & Associates fights for original injury cases. **Re-injury compensation is important to COBA members, so it is a priority for Aronova & Associates.**



WHAT IS A RE-INJURY?

A re-injury occurs when an employee sustains a new injury or exacerbates an existing injury after returning to work. This can happen for various reasons, such as inadequate recovery time, a return to demanding physical tasks, or a new separate, and distinct accident can occur. In New York, it's essential to know that you are still eligible for workers' compensation benefits if you experience a re-injury.

YOUR RIGHTS AS AN INJURED WORKER

If you experience a re-injury, you have specific rights under New York law:

1. MEDICAL COVERAGE:

You are entitled to receive medical treatment for your re-injury, provided it is related to the corresponding workplace accident.

2. LOST WAGES:

If your re-injury prevents you from working, you may be eligible for wage-loss benefits.

3. REHABILITATION SERVICES:

If you need additional therapy or rehabilitation, workers' compensation can cover these costs.

4. POSSIBLE MONETARY COMPENSATION:

If your re-injury causes you to have a greater loss of use of an extremity than you were previously compensated for, you may be entitled to a monetary award.

If you suffer a re-injury, it is very important to disclose your prior injury to all parties. This includes noting it on page two (2) of the Employee Claim Form (C-3.0), advising your treating providers, and notifying the carrier's consultant (IME). Failure to report prior injuries you suffered to overlapping body parts will result in the defense attorney raising fraud.

HOW DOES MY SUBSEQUENT ACCIDENT AFFECT MY FIRST CASE?

1. If you are actively treating on the earlier case at the time of the re-injury; both cases can only be closed once the treatment is done under both of those claims.
2. If the earlier case is closed by the treating doctor but you haven't seen the IME yet; the new injury should be disclosed to the IME doctor and the IME Doctor should not comment on permanency due to a new active claim. The claimant should wait to complete treatment under the new case before closing the earlier case.
3. If you saw both the treating doctor and IME; any subsequent injury is irrelevant, and the earlier case can proceed with permanency based on the existing reports/opinions on file.

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TOP 10 FAQs REGARDING RE-INJURIES & WORKERS' COMPENSATION



ARONOVA & ASSOCIATES: THE ATTORNEYS NEW YORK CORRECTION OFFICERS CAN TRUST!

1. WHAT SHOULD I DO WHEN I RE-INJURE THE SAME BODY PART AT WORK?

A: You should seek medical attention, report within 24 hours per DOC requirement, fill out all paperwork, request a time-stamped copy signed by a captain, and file a claim within 2 years.

2. HOW DO I KNOW IF MY RE-INJURY IS A NEW ACCIDENT OR AN EXACERBATION OF A PRIOR INJURY?

A: This requires an individual medical analysis of your treatment prior to the re-injury, the scope of the original treatment, the duration of treatment, and the details surrounding your return to work.

3. MY EMPLOYER IS TELLING ME THAT THIS IS AN EXACERBATION, DO I NEED TO FILE THIS AS AN EXACERBATION OR A NEW CLAIM?

A: You are entitled to file as a new accident regardless of what your employer tells you. Your employer does not represent your interest in filing a claim, they have limited insight into the matter with a conflicting interest in limiting their exposure to the effects of a new accident being filed.

4. IF I RE-INJURE THE SAME BODY PART AT WORK, DO I HAVE TO REPORT THE PRIOR INJURY?

A: Yes, you must report all prior injuries related to the same body part at the outset of the claim on the C-3 form. Failure to report prior injuries has been found as grounds for fraud in Workers' Compensation claims. If this happens it will negatively impact your current claim.

5. IS A RE-INJURY CLAIM RESOLVING ON A LUMP SUM SCHEDULE LOSS OF USE AFFECTED BY PRIOR CLAIMS FOR THE SAME BODY PART?

A: Yes, there can be an issue of apportionment which divides the overall liability of the lump sum award between multiple cases involving the same body part. This often involves a detailed analysis and argument based on the facts of the claims and established case law surrounding the issue. Aronova & Associates have successfully litigated and won claims in which the employer and/or carrier have attempted to establish apportionment on cases that, ultimately due to our advocacy, have been found not to have any apportionment apply.

6. WHEN I RE-INJURE THE SAME BODY PART, DO I STILL NEED TO BE TREATED UNDER THE WORKERS' COMPENSATION CLAIM FOR THE ORIGINAL INJURY?

A: No, if the current re-injury is being reported as a new accident it is very important to notify all treating providers that this is a new claim even if you had been treated with the same providers for the original injury.

7. DOES A RE-INJURY AFFECT THE TIMELINE OF RESOLVING THE ORIGINAL INJURY WHEN IT INVOLVES THE SAME BODY PART?

A: Yes, re-injury of the same body part may delay the resolution of any lump sum schedule loss of use award because the same body part has been re-injured. Aronova & Associates can advise you on the specific details of your claim and whether or not that will be the case.

8. IS THERE A LIMIT ON HOW MANY TIMES I CAN RE-INJURE THE SAME BODY PART AND FILE A NEW CLAIM?

A: No, there is no limit, the same analysis on whether or not it is a new injury will apply regardless of how many times in the past the same body part has been injured.

9. CAN I STILL GET WEEKLY PAYMENTS UNDER THE NEW ACCIDENT WHEN I HAVE A PRIOR INJURY?

A: Yes. However, there cannot be payments under two cases, simultaneously. Aronova & Associates will ask for the payments on the case that is most beneficial for you.

10. MY DOCTORS ARE BILLING TREATMENT UNDER THE OLD CLAIM, BUT THIS IS A NEW ACCIDENT, WHAT DO I DO?

A: In those situations, we strongly recommend that you contact Aronova & Associates to represent your interests and make sure the doctors are properly documenting your re-injury as a new accident.

**CHOOSE ARONOVA &
ASSOCIATES FOR YOUR
RE-INJURY CASE!**

FOR MORE INFORMATION!

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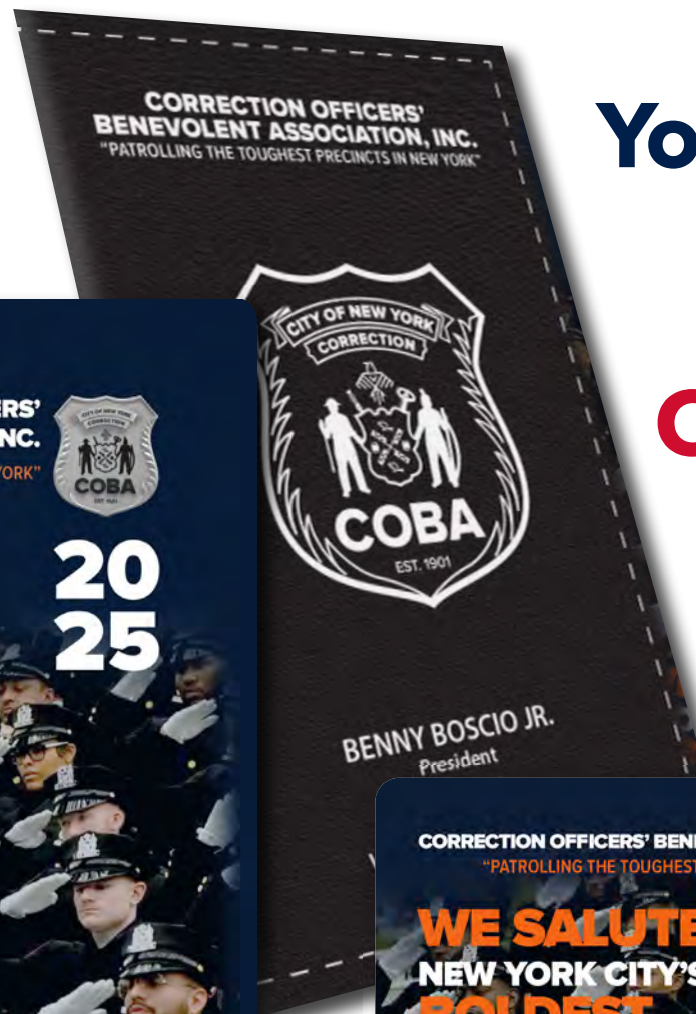
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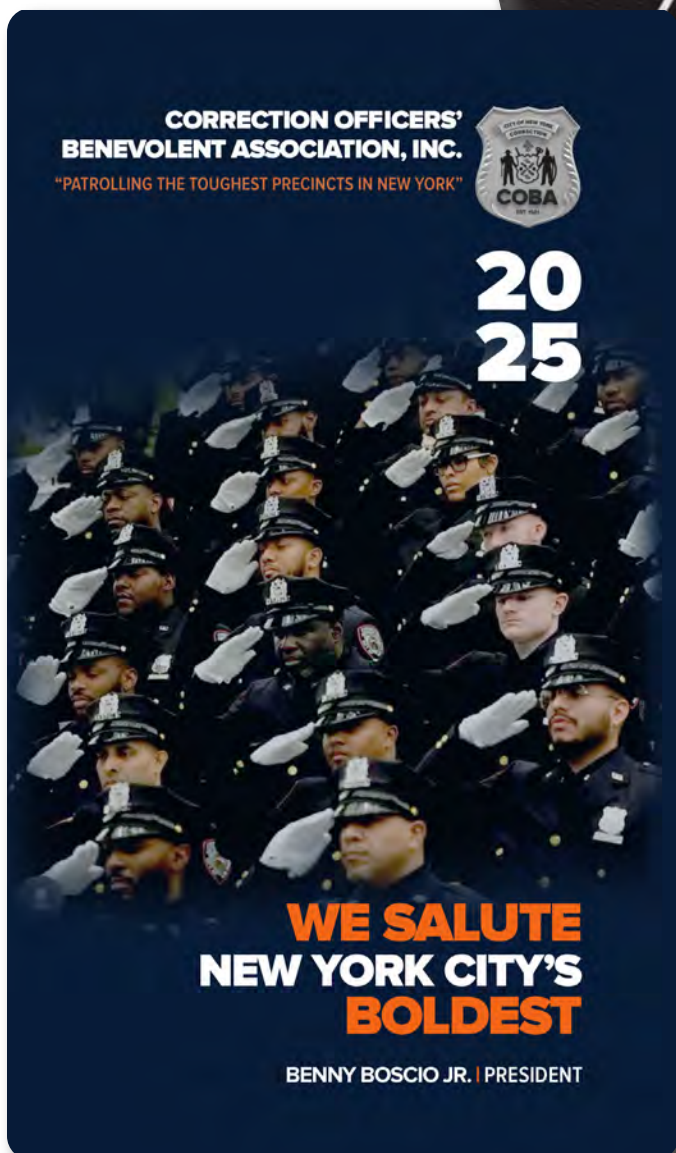
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