

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



**FIGHTING FOR
THE BOLDEST:**

**Our Results for
YOU and
YOUR FAMILIES
Over the
PAST 10 MONTHS**

**"A HOUSE DIVIDED AGAINST
ITSELF CANNOT STAND"**

-ABRAHAM LINCOLN

Benny Boscio
President



Benny Boscio
President

COBA EXECUTIVE BOARD MEMBERS



Joseph Bracco
1st Vice President



Glenn Morgan
2nd Vice President



Keisha Williams
3rd Vice President



Michael Maiello
Treasurer



Lionel 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 Wingate
Manhattan Borough Trustee



Edward Yates
Brooklyn Borough Trustee



Matthew Romano
Bronx Borough Trustee



Neil Renois
Queens Borough Trustee

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THE BOLDEST UNION

FOLLOW YOUR UNION!



THE PROBLEM: Soon after COBA's union election last summer, City Hall was using the threat of layoffs to attempt to get COBA and other municipal unions to give back the benefits they negotiated in their last contract agreements. We were facing not only layoffs, but 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 to the city's outrageous demands, we stood our ground. We went to Arbitration and we gave up nothing.

THE RESULTS: We secured the first 50% retro payment last fall for EVERY Correction Officer, with the remaining 50% to be paid in July. We also secured, for the first time in our union's history, a "no layoff" clause that guarantees no COBA member will be laid off through June 30, 2022. We obtained, through the Arbitration, the very "no layoff" clause that the City refused to put on the table during collective bargaining negotiations. And the contributions to our health and welfare funds that provides critical benefits for you and your families will be made.



THE PROBLEM: TRIPLE SHIFTS As a result of not hiring Correction Officers for over two 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 this summer.

WHAT COBA DID: We brought together Correction Officers who were subjected to Triple shifts 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 to block Triple shifts as an inhumane working condition and are awaiting a judge's decision. COBA President Benny Boscio also testified at multiple New York City Council hearings, including a preliminary budget hearing, where he called for more officers to be hired and educated the council members about the many problems we are facing. For the first time in the history of our Department, COBA is working with New York State Senator Jessica Ramos, who is Chair of the Senate Committee on Labor, to propose a state law that would outlaw Triple shifts altogether. We have also communicated with New York City Council Members to pass legislation in support of a prohibition on Triple shifts. We also filed class action Grievances and PESH Complaints, all of which address additional issues caused primarily by Triple shifts (i.e. delays in overtime payment, missed meals, lack of response time for support, various unsafe working conditions and Officers unable to be at their best because they are overworked and undermanned against the most violent of the violent inmates). These filings are all designed to improve the overall quality of working conditions for Officers – whether there are Triple shifts or not. Finally, we sounded the drum on all fronts – to the Mayor's Office, DOC, OLR and in the media about permanently relieving the staffing strain on Officers by authorizing an academy class.

THE RESULT: For the first time in over two years, the department is going to be hiring a minimum of 400 more correction officers. While the City's guarantee of 400 Officers is not anywhere close to the 2,000 we asked for, it is an important first step that we achieved in just a matter of months. Rest assured, we continue to fight for more, demanding that the City evaluate DOC's staffing issues on a daily basis. As a result, the Mayor's Office has assembled a committee whose sole responsibility is to evaluate DOC staffing levels in what we hope will result in additional academy classes.

THE PROBLEM: CHRONIC ABSENCES DESIGNATIONS RELATED TO COBA

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 been 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 will prohibit 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 NY State Senate unanimously and we expect it to pass the Assembly very soon.

THE PROBLEM: Adequate Training for Correction Officers

WHAT COBA DID: We exposed in the media the department's epic failure to provide continued training for Correction Officers in suicide prevention, firearms, fire safety, CPR, and crisis response.

THE RESULT: COBA is working with the NYC Council to pass legislation that would create stringent legal mandates that would force the Department to ensure that a sufficient percentage of Correction Officers were qualified to respond to the most challenging circumstances they face.

THE PROBLEM: Over 1,700 Correction Officers contracted COVID-19 and nine of our officers tragically lost their lives to the virus. When the COVID-19 vaccine became available, the City of New York was slow to make the vaccine available to our officers who continued to serve on the frontlines.

WHAT COBA DID: We fought the City and pressured City Hall to make vaccinations available to every Correction Officer who wanted one. We also filed emergency litigation in New York State Court to prevent the Department from closing jails and compel it to use all facilities at its disposal.

THE RESULT: The City has made vaccinations available for every CO who wishes to take it, which is available at GRVC. Additionally, the City cancelled its plans to close OBCC and MDC by the end of November 2020 and even reopened EMTC in order to spread out the inmate population and decrease density Department wide.



ONGOING FIGHT FOR SAFER JAILS

We met several times with the Bronx DA and are working with the Bronx DA's Office to swiftly indict and charge assaultive inmates with consecutive sentences. We are also fighting to break up gang affiliated housing. We filed a Public Employee Safety and Health (PESH) Complaint on March 29, 2021 that identifies safety hazards at GRVC, RNDC, and AMKC – and we are finalizing a class action Grievance addressing the same issues. These safety hazards include: Inmates housed inside cells with inoperable locking mechanisms, cells that have unsecured food slots, and inmates housed together in the same SRG affiliation. The notice of our PESH complaint must be posted at each of these facilities until the DOC proves corrective action has been taken. We continue to file PESH Complaints to address the working conditions of our officers in their facilities.



LEGISLATION WE ARE LOBBYING FOR:"

- Removing Social Security Offset for CF-22 NYCERS MEMBERS
- Police Officer Status
- Child Care Leave Buyback
- Consecutive Sentences for Assaultive Inmates