

June 2011

Official Publication of the Correction Captains' Association, Inc.

FRONTLINE



CORRECTION CAPTAINS' ASSOCIATION

Department of Correction City of New York



**PRESIDENT FERRAIUOLO & TEAM
RE-ELECTED FOR NEW TERM**

see page 7 for story



PRESIDENT PATRICK FERRAIUOLO

There is an all-out attack on the working middle class throughout this country that is spreading like wildfire. I am, of course, referring to the union busting that started in Wisconsin, spread to Ohio and has now made its way to New Jersey.

While Governor Scott Walker said the assault was about lowering taxes and helping his state close a budget gap, nothing could be farther from the truth. What really bothers me the most about the politicians involved in this union busting is that they fail to realize that even their ancestors came from a country that was built on the backs of unions.

Men and women lost their lives in the early 1900s because we had no unions. Just look at the recent 100 year memorial of the Triangle Shirtwaist Fire. The sewing factory employed more than 500 people who worked long hours for low wages, in wretched and unsanitary conditions. They turned out “shirtwaists” — blouses with puffed sleeves and tight bodices. The factory owners had locked the fire-escape doors. The seamstresses were trapped when fire raced through the sweatshop just before closing on March 25, 1911.

In less than 20 minutes, 146 people, mostly Italian and Jewish immigrant women and girls, were dead. The last six victims were officially identified just recently. Triangle outraged the public and offered a grisly example of how powerless

workers were without collective bargaining, because unionized garment workers received better pay and had safer conditions.

In 1911, more than 100 workers were estimated to have died on the job each day. In 2010, 4,340 workers were killed on the job — and more than 3.3 million were seriously injured.

Even Hilda Solis, the United States Secretary of Labor, knows that we need unions. In a recent article she wrote in March, she said that if the Triangle workers had a voice — a union — and the ability to speak up about conditions, the fire probably could have been prevented, because unions play an important role in making workplaces safer. In both cases, they had tried to organize and faced virulent opposition.

“Today, workers and their allies are being met with that same kind of opposition. In states nationwide, working people are protesting the actions to strip them of collective bargaining. The Triangle fire makes clear to me that workers want and need that voice — about wages and benefits, yes, but about more, too. Collective bargaining still means a seat at the table to discuss issues such as working conditions, workplace safety and workplace innovation, empowering individuals to do the best job they can. And it means dignity and a chance for Americans to earn a better life, whether they work in sewing factories or mines,

build tall buildings or care for our neighbors, teach our children, or run into burning buildings when others run out of them.”

At the end of the day, besides collective bargaining which is extremely important, we are here to preserve and protect individual rights. If it was up to our politicians, we’d be working in sweatshops. Collective bargaining doesn’t save money in and of itself. When you sit down with Office of Labor Relations (OLR) and you get into the process of collective bargaining, you are sitting down with budget people who don’t just waive a magic wand and come up with a raise. These budget people decide if the requests made by unions for raises and money into health and welfare funds are feasible and affordable. Collective bargaining is a very important tool when it comes to balancing budgets. I can’t even fathom how a union would survive without it, which is why we the labor movement in New York will fight to the bitter end to ensure we don’t end up like workers in Wisconsin. New York is a union state and our politicians better remember that.

This is a battle about union busting and privatization and getting rid of unions. That’s the bottom line. When we all started our careers, we made a choice to work as a civil servant. We knew we would never get rich at our jobs. We did know that we would make a decent salary and have decent health coverage. If you

Frontline is produced by the Correction Captains' Association, Inc. Entire contents copyrighted.

Newsletter Design/Production: Marci Rosenblum RWD Group (845) 364-0222 www.rwdgroup.com

Department of Correction City of New York

189 Montague Street, Suite 400 Brooklyn, NY 11201 Ph: (718) 243-0222 Fx: (718) 243-0228

Hotline (Emergencies Only): (888) 707-3213 E-mail: ccany@aol.com Website: www.nyccca.org

PATRICK FERRAIUOLO President

William Inman 1st Vice President

Guy W. Brown 2nd Vice President

Rodney E. Albury Treasurer

Kathynn Fergus Secretary

Franky Soto Financial Secretary

Joseph Ferramosca Legislative Chairman

Otis Blount Sergeant-at-Arms

Administrative Services Only, Inc. Benefit Funds Consultant

Harry Greenberg, Esq. Special Counsel

Frankie & Gentile, P.C. Legal Counsel

Fusco, Brandenstein & Rada Workers' Compensation Counsel

Gould, Kobrick & Schlapp, P.C. Accountants

Peter D. Meringolo Legislative Director/Consultant

George Auffero Office Administrator/ Retiree Consultant



1ST VICE PRESIDENT BILLY INMAN

All of us at one time or another has had a difference of opinion with someone else. Everyone does. That's reality. What's concerning me, however, is the recent increase of incidents involving Captains in the jails.

All too often, I have received a phone call from a Captain telling me about a dispute with another Captain or staff member. While there may be validity to some of these disagreements, most are blown out of proportion and turn into something more than what they actually are. Most of these disagreements never should have occurred in the first place.

This phenomenon is not exclusive to Captains. Incidents have occurred among all ranks. What everyone needs to be reminded of is we work in a para-military organization with a specific rank structure. All MOS, in the performance of their duty, must follow the orders of a superior officer. We don't need to like the order, but we must follow them. If there is a discrepancy with the instructions given, the time to rectify any misgivings is after following the direction.

At the end of a day, as hard as a Captain's job is, it's becomes more difficult when staff can't work together. The effort in resolving this kind of behavior has become a full-time job for your Delegates and the entire Executive Board. I often find myself acting as a referee between staff in matters that all too often comes down to a personality clash. As you know, in these types of situations, there is no right or wrong and nobody wins.

There are several issues here I think are important to point out. As a member of the Executive Board, I am responsible for helping deal with a number of issues of importance to our Union. We are facing a constant onslaught of union busting from the newspapers and the Mayor's Office, making our job more difficult. Now throw in the refereeing I do with Captains, and there isn't enough time to fight the real battles that could destroy our union. When staff cannot work together professionally, it sends a message to the Department that we are weak and they can conquer and divide. The bottom line is simple - we all need to re-dedicate ourselves to our chosen profession.

Another thing I'd like to mention is that the CCA has lawyers on retainer to represent our Captains in work-related legal matters. The problem is that one lawyer cannot represent two Captains on opposite sides of the same dispute. With situations like this, the CCA is forced to hire separate counsel to represent each Captain, which is an added expense we can do without. The easiest way to rectify this problem is simple and it applies to everyone. We don't have to be best friends with each other. We don't have to socialize off the job. However, when we go behind the gate, we all must get along. Respect the fact that we are all doing the same job and face the same hazards. Everyone is being asked to do more with less, but that's not a reason to fight. You don't have to like everyone you work with; you just have to cooperate and be respectful. In a word, be professional.

Continued on page 6

Continued on page 6

Continued on page 6

AROUND THE CONGRATULATIONS



Delegate and Captain Sonia Upchurch-Green (NIC) and spouse Captain Robert Green (BKCT) are very proud of their daughters (Crystal and Colby). On January 29, 2011, Crystal and Colby competed in the Colgate Woman's Games finals held at Madison Square Garden. They beat out thousands of girls during four weeks of preliminary meets finishing in 3rd Place (Colby) and 4th Place (Crystal) in the 55 meter hurdles.



Congratulations to CCA President Patrick Ferraiuolo and his wife Tina on the birth of their first grandchild, Frederick Henry Gunsch IV. He was born on April 23, 2011, weighing 8 lbs. and he was 21". Frederick is the son of Nicole and Frederick Gunsch.



My name is Trinity Russell, I am the daughter of proud parents and retired Correction Captains, Jeannette and Dexton Russell. I am currently a sophomore at Commack High School, and I am enrolled in the schools Science Research Program. This year I conducted an experiment to ascertain the differences in behavioral phenotype of laboratory reared fruit flies (*Drosophila melanogaster*) and descendents of flies caught outdoors. I discovered flies from the outdoors had a behavioral phenotype which was different, and favorable when compared to the behavioral phenotype of laboratory reared flies. I competed in the New York State Science and Engineering Fair and won first place in the Andromeda Animal Science Division. Next year, I intend to continue my passion to work with fruit flies and I will work to develop a way to challenge a fly's brain with the process of associative learning.



Congratulations to Executive Board member and Financial Secretary Franky Soto and his wife Marisol on celebrating their daughter Gabriella's Sweet 16 on Saturday, April 9, 2011.



On January 9, 2011, Capt. Kate Williams (EMTC) and her daughter Kara Siddall ran the Walt Disney Full Marathon (yes, that's 26.2 miles!) in Orlando, FL. They trained for the event with The Leukemia & Lymphoma Society's Team In Training, a comprehensive endurance training program for runners, walkers, cyclists and triathletes that benefits The Leukemia & Lymphoma Society. The Leukemia & Lymphoma Society (LLS) is a highly respected national health agency dedicated to finding a cure for the number one killing disease of children, leukemia, and to improving the quality of life for patients and their families. Since its inception, Team In Training has raised more than \$500 million in the fight against Leukemia. They ran in memory of their cousin Malcolm, whose life was cut short by Leukemia.



They want to thank all those members of the Department of Correction who made donations. "This race was the perfect way to end the emotional and physical journey that we have been on during these past few months. As a result of all the prayers, encouraging words, and financial support from all of you, we were able to raise a total of \$6,350 toward the goal of finding the cure for Leukemia and Lymphoma. Your generosity has helped and inspired more people than you will ever know. We sincerely appreciate everything you have done and we hope that we have made you proud. On behalf of all those individuals whose lives have been touched by any form of blood cancer, THANK YOU!"

PERIMETER



Congratulations to 1st Vice President Billy Inman and his wife CO Selene Inman on the christening of their son Tyler on May 1, 2011. The baptism took place at Our Lady of Light Church in St. Albans, Queens. In photo at top left are Billy; Reverend William G. Smith, Pastor; Selene with Tyler; De'veon (Selene's son); Melanie Wright, Godmother; Patrick Ferraiuolo, Godfather; and Hatti Inman, Grandmother. In bottom left photo, proud Godfather Ferraiuolo holds Tyler, who is the spitting image of his father and should have been named Billy Jr.



CONDOLENCES

- To Ret. Capt. Edward Moane on the passing of his wife, Ret. Correction Officer Yvonne Powell, October 30, 2010.
- To Ret. Capt. John Pizzano on the passing of his wife Barbara, November 7, 2010.
- To Capt. Agatha Harrell (Delegate-GRVC) on the passing of her husband, Gene E. Farrell, November 24, 2010.
- To Ret. Capt. Djenane Dalencour on the passing of her husband, Dr. David B. Murray, December 16, 2010.
- To CCA President Patrick Ferraiuolo on the passing of his father Pasquale on December 17, 2010.
- To Ret. Capt. Bernard Zeisel on the passing of his wife Sheila, December 22, 2010.
- To Capt. Tasheil Knight (RNDC) on the passing of her husband, Ret. Capt. Harold Erskine, April 14, 2011.
- To the family of Capt. Mona Gay (GRVC), who passed away on May 23, 2011.

The following five members were promoted to the rank of Assistant Deputy Warden effective Wednesday, February 2, 2011.

Gary Giorgi	Naomi Langford
Horace Hill	Brian Sullivan
Angelo Jamieson	

EMPLOYEES OF THE MONTH

October 2010

Rod Marcel	GRVC
Dionne McKenzie	GMDC
Charlene Mixon	RMSC

November 2010

Josephine Austin	OBCC
Orrin Bacote	VCBC
Clifton Brown	RNDC
Lisa Moore	MDC

December 2010

Valerie Bailey	AMKC
Kisha Brown	EMTC
Lana Jackson	EMTC
Tammy Lake	VCBC
Willie Perry	RNDC
James Sims	SSD
Yvette Wynn	GRVC

January 2011

Sherill Best	HQ
Damon Harris	MDC
Yvette Lawrence	EMTC
Chemene McLeod-Quinones	RNDC
Zeshawn McDuffie	OBCC
Herns Mitton	HQ
Keesha Nance	AMKC
Shanay Peaks-Niles	OBCC
Terry Porter	EMTC

February 2011

Christopher Alleyne	GMDC
James Bowden	HQ
Andre Briggs	OBCC
Kenya Elam	OBCC
Lakisha Irwin	GRVC
Othoniel Santiago	RMSC
Jonelle Shivraj	QDC
Rosney Singletary	RNDC
Andre Whyte	EMTC

March 2011

Marlo Douglas	GMDC
Darlene Massey	GRVC
Sherise Williams	OBCC

AROUND THE CONGRATULATIONS

PLAQUE MEMORIALIZING CAPT. CHONG GOES UP AT QUEENS DETENTION COMPLEX



On Friday, February 25, 2011, a plaque was unveiled at the Queens Detention Complex honoring deceased Captain Renee Chong. The unveiling was attended by her mother, Josephine, and her sister, April Rose Rainford-Thomas, as well as various uniformed and civilian staff assigned to the Queens Detention Complex, and board members of the CCA.

On October 30, 2007, Capt. Chong and her two sons Fabian (Elliot), 10 years, and Noah, five years, all perished in a house fire.

A devoted mom and a veteran Correction

Department Captain, Renee ran downstairs to try to get help but then raced back into the flames of her burning Queens home to save her young sons. Unfortunately, all were killed when the floor they were on collapsed.

At the time of her death, Renee was assigned to the Queens Detention Complex. She had worked nearly 20 years in Correction and she was an exemplary employee. She was considering retiring to spend more time with her children prior to the fire. Her heroism in the face of tragedy and her enduring spirit will live on and forever be remembered by those who had the privilege of knowing her.

CCA President Patrick Ferraiuolo said that he hopes the plaque at QDC will be an inspiration for those Captains who follow in her footsteps to strive to put others first, just as Renee herself did. "She was an amazing friend to those who knew her, a truly devoted mother who loved her sons dearly, and the kind of employee anyone would love to have. This is just another way that Capt. Renee Chong will be remembered," he said.



Capt. Denise Collier (RMSC) is proud to announce the graduation of her daughter, Shaquana Johnson, from Hofstra University School of Law; and the birth of her two grandchildren Saniya Hampton (pictured below left) and Kaiden Henderson (pictured below right).



1ST VICE PRESIDENT **BILLY INMAN** Continued from page 3

In the past, we have been very successful in ensuring that when a Captain is the subject of an administrative transfer pending investigation, the Captain was kept on their tour, ensuring that their private life was not interrupted. However, Commissioner Schriro has implemented a new policy that is going to directly impact all Captains and employees. There is a no-tolerance policy when it comes to staff involved in personal disputes. The Commissioner has told us that when any MOS is involved in an incident with another

staff member, they will be transferred and not maintain the steady tour they were on. No one wants or needs their lives disrupted in such a drastic way.

Don't put yourselves in the position of having your lives turned upside down. If there's a problem that you feel needs mediation, call the Union office and tell us about the situation. Let us see if we can help before the molehill becomes a mountain.

PERIMETER

IN LOVING MEMORY

Capt. Mona Gay

By Patrick Ferraiuolo, President



As you all know, Capt. Mona Gay was tiny in stature, but very feisty in spirit. She was a true believer in fighting for her rights and those of her fellow Supervisors. Throughout the years I was fortunate to get to know Capt. Gay when she and I spent several months fighting for what we believed was right — and in the end, we prevailed. At the next union meeting, Capt. Gay and some of her fellow OBCC Supervisors presented me with flowers, a cake and a bottle of champagne. I was so pleased to be able to celebrate our victory together.

That's why it now saddens me tremendously to memorialize Capt. Gay upon her untimely death at such a young and vibrant age.

Capt. Mona Gay was appointed to the NYC Department of Correction on June 6, 2002. She was promoted to the rank of Captain on September 26, 2008 and was assigned to OBCC where she remained for six years. She was transferred to GRVC on January 24, 2011. Unfortunately, she became ill two days later and was hospitalized. I had the chance to meet with Capt. Gay in the hospital and saw the pain and suffering she was enduring, but with as much grace as she could muster. I am quite positive she is now in a much better place.

Capt. Gay leaves behind, her husband Vincent Esau Mitchell; her 20-year-old daughter Chanee Mitchell; and her 15-year-old son Vincent Jeron Mitchell. Capt. Gay lit up a room with her beautiful smile. She will be missed by all those who knew and loved her.

PRESIDENT PATRICK FERRAIUOLO & EXEC BOARD ELECTED FOR NEW TERM

CCA President Patrick Ferraiuolo and the entire Executive Board ran unopposed in the April election, thereby securing their positions for another four years. The new term starts July 1, 2011.

"I can't thank the membership enough for the support and encouragement they have shown us since I took over as President in April 2009," Ferraiuolo said. "It means a lot to me that you have all placed your faith in me to lead the union for another four years. We've come a long way, but we have a long way to go. I will continue to be there for you, just as you have been there for me in these past two years."

Ferraiuolo said that one of the things he spoke about during his first two years as president was enhancing benefits for members and their families. "We have been successful in this area and will continue to enhance whatever we can that makes your lives easier. I've said many times that I would not wait until right before a union election to enhance benefits as a campaign strategy, and I haven't. All along the way, the Executive Board has made a concerted effort to add as many new benefits as we could."

Preserving the dignity and rights of all Captains has also been high on my priority list. Although it hasn't been easy, and at times quite difficult because of the gross injustice in

the Department, Ferraiuolo said that many times the CCA has come out on top. Those successes, in part, have been due to the relationship the Executive Board has developed with Commissioner Dora Schiri.

"I do have to give my accolades to the Commissioner for helping me and the board in achieving justice for our Captains as many times as possible," Ferraiuolo said. "Our relationship has certainly helped strengthen this union and helped us move forward."

He said that although the Board's successes have been many, it would have been foolish to think an automatic re-election was in the cards. "Along the way, many Captains would ensure me that they thought I had their best interests at heart and individually, Captains would say that we were doing a great job.

"Speaking for myself and all of my Executive Board, I want to say that we are proud and elated to have been nominated and to run unopposed, solidifying the sentiments that have been voiced to me throughout the last two years," Ferraiuolo said. "The next four years will not be easy ones. We have many uphill battles to fight, but know that we will continue to work as hard for you in the next four years as we did in the first two."



ST. PATRICK'S DAY PARADE

MARCH 17, 2011



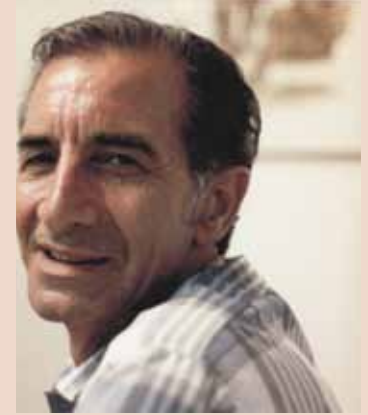
turn around and diminish our salaries and our pensions and make us pay for health coverage, you are going to diminish the quality of the public sector worker.

New Yorkers need to know and understand that the Correction Captains in the jails, the Police Officers walking the beat, the Firefighters climbing the ladders are all doing a job not everyone wants to do. If politicians have their way, and unions as we know them are eliminated, what kind of worker is going to take a civil service job knowing that there are no protections and guarantees?

For those who say we don't deserve a 20-year pension or we don't deserve our health coverage, I say to them, it's a choice everyone makes. How many are willing to work in a jail setting surrounded by inmates? The public has no idea what we do behind the gates on Rikers Island. This is

a battle that won't go away anytime soon, but one we will fight to the end.

On a very personal note, on December 17, 2010, I lost my dad Pasquale. Many of you reached out to me by phone, card, or by coming to comfort me. I want you to know how much that meant to me. It certainly helped me during a very difficult time. Your prayers and your kind words went a long way. Although I will miss my dad, I will always carry him in my heart. He is the person who I will always try to emulate.



CCA ADDS ANOTHER NEW BENEFIT FOR RETIRED MEMBERS

What came as a surprise for the CCA, turned into a new benefit for retired members.

CCA President Patrick Ferraiuolo said that a few months ago he received an appeal letter from a retiree who was being billed for orthodontia.

"I was actually quite surprised when I read the letter because I had always been under the assumption from what I was told by previous Union officials that retirees received the identical dental benefits as do our active members," Ferraiuolo said. "After reading the letter, I did some research to find out that retirees were not covered for orthodontia."

Ferraiuolo said that he immediately contacted the Union's dental provider, who verified that retirees were in fact not covered for orthodontics.

"Rather than disapprove the retiree's request for coverage, I decided that because of the misinterpretation in the health and welfare language, and the misrepresentation to our membership throughout the years, it was only right to find a way to include retirees in the coverage as well."

Effective March 1, 2011, retirees who meet the criteria will be entitled to one, 24-month orthodontic case with no out-of-pocket expenses. This exciting new benefit only applies to orthodontia cases that began on or after March 1, 2011. Your assigned Managed Care Provider must refer you to an

In-Network orthodontist for an evaluation.

"We will continue to look at our health and welfare benefits and deliver the best benefits we can possibly deliver to our members," Ferraiuolo said. "I guess this shows that we can all learn something new all the time. If it wasn't for the fact that one of our retirees questioned a bill he received, it might have taken us longer to catch this problem," he said.

This new benefit is being provided through Dentcare Delivery Systems/Healthplex. If you have any questions, you can call the Healthplex Customer Service Department, Monday through Friday 8:00 a.m. to 6:00 p.m. They can be reached at 1-800-468-0600 and press option 1.



THREE DOC UNIONS

RALLY TO STOP ATTACKS

On April 17, the three Correction unions joined forces at a rally sponsored by the COBA that drew a crowd of several hundred, all joining in unison to stand up against the Bloomberg Administration's assault on unions, the middle class, and all working families throughout New York City. CCA President Patrick Ferraiuolo said that preserving labor's collective bargaining rights, pension and vital benefits is something that all three unions — CCA, COBA and ADW/DWA — have in common.



The rally was sponsored by the COBA and President Norman Seabrook. Several union leaders spoke, as well as a handful of politicians who have proven themselves to be labor friendly. "I want to thank Norman and his Executive Board for putting together such a successful rally and I thank all of the other union leaders who took the time to come out on Palm Sunday and show their support," Ferraiuolo said.

"We have to tell City Hall we are not their stimulus package! We are not their bailout package! We demand to be treated equally with dignity and respect," Ferraiuolo said. "We are going to stand united and fight for everything the Bloomberg administration is attempting to take from us."

Ferraiuolo said that when he addressed the crowd, he reminded everyone of Bloomberg's campaign slogan: 'I'm not a politician, I'm a business man.' He was going to be the person who was going to fix the financial deficit that the City of New York was facing. It doesn't take a blind man to see that 10 years and two and a half terms later, he has failed in his mission.

"Not only is the City, according to Bloomberg, in worse shape financially, but the jails are in worse shape," Ferraiuolo said. "There is nothing good I can say about anything he has accomplished in office."

"We have to tell City Hall we are not their stimulus package! We are not their bailout package! We demand to be treated equally with dignity and respect."

At that rally, Ferraiuolo said he refused to address Bloomberg as the mayor, but instead referred to him as "the failure."

"The crowd was cheering 'Failure Mike'. It was amazing. Bloomberg wants us to pay for his shortcomings and financial failures and that's not right. We are hard-working men and women who do our jobs daily all in an effort to support our families. We do not have a secret stash of money

someplace that we can use to bail out ourselves. We're not millionaires like Michael Bloomberg. That is why we will never negotiate as long as he's the mayor."

Several politicians spoke at the rally, but Ferraiuolo said the one who really captured the essence of the problem was New York City Comptroller John Liu.

"He showed courage and sincerity getting up and promising to back civil servant employees and recognizing the difficult jobs we do. John Liu is someone we need to keep a close eye on and support in the future," Ferraiuolo said.

More photos page 15

CORRECTION UNIONS

FORM COALITION TO SEND STRONGER MESSAGE

For the first time in recent history, the three Correction unions joined forces to form a coalition, with the purpose of sending a unified message to all politicians, especially Mayor Michael Bloomberg and Governor Andrew Cuomo, that New York is not Wisconsin.

"It makes perfect sense to form this coalition and fight together so we have a louder voice," said CCA President Patrick Ferraiuolo. "We've sent letters, run advertising, and sponsored the rally all in an effort to get our message loud and clear. We are all in the same boat and now we will have each other to lean on as well. It's no secret that we are facing tough times ahead. Between the economy, the wars overseas, and the union busting going on in Wisconsin, Ohio and now in New Jersey, we definitely have an uphill battle facing us."

He said the three unions have made trips to Legislators in Albany in an effort to make sure all 212 elected officials know that organized labor will not pay for the Wall Street blunders. All three unions vowed to each other not to negotiate with Mayor Bloomb-

erg, but rather wait him out, since everyone knows he is out to get labor unions at any cost.

"We all know that we are not the ones responsible for the economy. We are not the ones responsible for the City's alleged deficit. We all know that there is in fact a surplus in the millions of dollars that has been verified by Comptroller John Liu," Ferraiuolo said.

"Having a Coalition with the COBA and the ADW/DW Association only strengthens our own union. Everyone knows that in numbers there is strength. Norman Seabrook and Sid Schwartzbaum are tremendous union leaders. We are proud to join with their boards in fighting the City when it comes to the benefits and salaries we have earned and deserve," Ferraiuolo said.

He emphasized how important it is for members of all unions to join in this new sense of unity when on the job. Although each rank is responsible for overseeing those below, there is a way to do so without causing any sense of "I'm better than you."

"Now that we are finally joining together as one group after so many years, I urge each and every Captain to take the time to teach and to guide and by all means, make discipline the last resort," he said.

As a Coalition, it was decided that all three unions will wait out the Mayor when it comes to collective bargaining. "We will not sit down with him regarding our contracts when he starts off on a negative tone by saying that we have to give back some of what we've earned, pay more money for health benefits, and be willing to not accept raises," Ferraiuolo said. The Coalition will also be looking at legislation together and will not support any legislation that does not benefit all three unions.

Ferraiuolo said that since he became active with the CCA in various positions during the past 22 years, this is the first time he has seen all three unions band together for the betterment of all Correction employees. He credits the other two unions for being able to set aside any past differences and realize that in unity there is strength.

In photo, Ferraiuolo (far right), along with ADW/DW Association President Sid Schwartzbaum and COBA President Norman Seabrook, met with New York State Senator Martin Golden earlier this year to discuss the constant attacks on the labor movement and to get the Senator's reassurance that he will continue, as he has in the past, to support unions and not vote for any legislation that will be harmful to the Coalition's members.



THE NEW CLASSWAR

ATTACK ON PUBLIC EMPLOYEES AND THEIR PENSIONS

By Joseph Ferramosca, Legislative Chairman



The worst economic disaster that occurred since the Great Depression has had devastating effects that will perhaps last for years. We all feel the pain — sky-rocketing gas prices, higher food costs and increased fees and taxes from our

government. The most difficult part of the whole mess is coming up with a definitive plan that will help our economy recover and also protect us from the disastrous practices of Wall Street and Madoff-esque criminal schemes that brought the world to the brink of economic Armageddon.

For the last year or so, we have all heard the rants of government officials, read editorials in newspapers and heard commentary on news channels calling for taking away benefits, especially pension benefits, from public-sector employees. Their voices were loud and strong. Government officials have even gone as far as stripping workers' basic rights of employment. Elected officials such as Wisconsin Governor Scott Walker have done the unthinkable by eliminating collective bargaining rights and union protections. Labor organizations buckled when Governor Walker signed a bill into law that was so restrictive and anti-union, it went as far as to force unions to annually seek recertification. If the recertification failed, the union would no longer exist and workers would be left without any representation and no protections under the law. In Wisconsin, the Labor Movement was pushed back decades.

This terrible scenario cannot happen anywhere else. New York is the most unionized state in the nation and it is up

to us to keep it that way. All union workers, in both the public and private sector must work together to ensure the true facts are publicized.

There are plenty of corporations that would like nothing better than to see the quick demise of organized labor because labor has forced employers to provide fair wages and compensation, safe work conditions and protect worker rights. Employers don't want labor unions because it costs them money. Why do you think the labels on your clothing say "Made in Bangladesh"? Why are nearly 85% of all children's toys made in China? More than 50% of the parts in "American" cars are NOT made in America because companies say it is "economically beneficial" to manufacture overseas. The cost of labor outside of the United States is less because the workers in those countries do not enjoy the same rights and protections we do.

The biggest battle to be fought is over pension benefits. There are plenty of people who argue that public employee pensions are too costly and must be changed from a defined benefit plan to a defined contribution plan. To put it in layman's terms, a defined benefit plan (our current plan) entitles us to receive 50% of our final average salary after 20 years of service (or 25 years, if you did not buy in to the 20 year plan). A defined contribution plan is actually a 401(k), which will provide you with an account that will have a total dollar amount based solely on the performance of your investment portfolio. Obviously, our defined benefit plan provides retirees with much better security in retirement.

In the "Weekly Standard" (May 3, 2010, Vol. 15, No. 31), author and Executive Director Fred Barnes says that "The pension explosion has created a fiscal crisis in many states". He also says "The lofty pay scales and benefits for government workers - as compared with those in the private sector - suggest the idea of 'public service' isn't what it used to be." However, his criticism is not based on any facts but solely on unsupported quotes from the likes of New Jersey Governor Chris Christie. I believe that if Mr. Barnes did some homework, he would see the facts as something totally different.

The Center for State and Local Government Excellence (slge.org) published a paper entitled "Out of Balance? Comparing Public and Private Sector Compensation over 20 Years" (April 2010). The paper was co-commissioned by the National Institute on Retirement Security. In the paper, authors Dr. Keith Bender, Associate Professor, Dept. of Economics, University of Wisconsin-Milwaukee and Dr. John Heywood, Distinguished Professor, Dept. of Economics, University of Wisconsin-Milwaukee, provide a startling different set of facts. Their study finds that:

- Jobs in the public sector typically require more education than private sector positions. Only 23% of private sector employees have completed college as compared to 48% in the public sector.
- Wages and salaries of state and local workers are 11% to 12% less (respectively) than private sector employees with comparable levels of education.
- During the previous 15 years of the study, earnings for state and local workers have generally declined relative to comparable private sector employees.
- Even when calculating in the value of retirement, health care, and other benefits, state and local employees, on average are compensated 6.8% and 7.4% less (respectively) than public sector workers.

Criticism of New York City's pension system is nothing new. The New York Times published an article that began with "The pension systems of the various important departments in the government of this city are headed for bankruptcy - bankruptcy on a gigantic scale." When was this article published? January 11, 1914 — nearly a century ago. Other papers have been more recently published by the likes of the Rockefeller Institute and the Kellogg School of Management decrying the pensions of public sector employees as excessive and will be the cause of economic ruin. However, it is important to note that the major funding for both of these organizations comes from Big Business — the very people who want to see Unions disappear into oblivion.

Recently, *The New York Times* posed a question on their website in "Room for Debate: A Running Commentary on the News". The question posed was should Public Employees be moved into 401Ks? Many of the responders to the question were strongly against this. Notable contributors were Alicia H. Munnell, Professor of Management Sciences at Boston College. Ms. Munnell writes that "... for any given level of benefits, defined contribution plans actually cost more to administer than defined benefit plans." Theresa Ghilarducci, author of "When I'm 64: The Plot Against Pensions and the Plan to Save Them" writes "Traditional pension plans are better deals than 401(k) plans for taxpayers because they cost less, attract and retain suitable workers, and help stabilize the economy."

Another paper supports the continuation of traditional defined benefit pensions. In February, 2011, the Center

for Economic and Policy Research (cepr.org) published "The Origins and Severity of the Public Pension Crisis", written by Dean Baker, economist and Co-Director of the Center. Mr. Baker writes that "Most of the pension shortfall using the current methodology is attributable to the plunge in the stock market in the years 2007 - 2009". Mr. Baker also states that although underfunding of pension systems exist, underfunding is not the reason for the difficulties being faced today. He discovered that if state and local governments kept their contributions steady at the levels from the 3 years prior to the economic downturn, fund assets would have been \$77 billion higher than they were at the end of the third quarter of 2010.

An interesting point of Mr. Baker's paper discusses the theory behind defined benefit pensions:

"Individual investors must also be concerned about market fluctuations since they only retire once. Much of the savings of individual investors are focused on retirement. If the market is depressed at the point of where they choose to or are forced to retire, then they could have a substantially lower income over the rest of their lifetimes than if they managed to retire when the market was on an upswing. However, state and local governments don't generally invest with an endpoint in mind. In principle, state and local government will exist into perpetuity, so a period in which the market is depressed need not be of great consequence."

In New York City, arguably the most prominent supporter of civil servants is Comptroller John Liu. Comptroller Liu began a series of informative papers that discuss pensions, pay and other benefits of New York City's public sector employees. To date, two papers have been issued. Both studies, published in April, 2011, are balanced and clear-cut. Comptroller Liu found that city workers earn less than private sector workers - 17% less on average. The reports from Comptroller Liu's office is in direct conflict with the rhetoric issued by Mayor Bloomberg and others who want to see public employees stripped of benefits and protections under current law. Visit the Comptroller's website at comptroller.nyc.gov and download copies of these reports.

It is important for public sector workers to get the truth out about our wages and benefits. Too many people with deep pockets can afford to make people listen to their versions of what is wrong with our economy and why public employees are responsible for everything that is wrong. But when you are armed with facts - true facts - current popular opinion will change.

Big Business has no problem bankrolling politicians who are willing to support legislation to eliminate worker protections. It is up to us to make sure we counter their efforts by getting the truth out to the public.



INVESTING

IN EQUITIES AND FIXED INCOME

TO HELP CREATE A BALANCED PORTFOLIO

Your investment goals are unique to you. An important step toward achieving your goals is to include the appropriate mix of assets in your portfolio. This mix, known as 'asset allocation' is the balance of equities (stock), bonds (fixed income) and cash (or cash alternatives) within your portfolio. A core objective of asset allocation is to potentially increase the overall return for a given degree of risk, or to reduce the overall risk of a portfolio for a targeted level of return. Although keep in mind, asset allocation and diversification do not guarantee a profit,

or prevent a loss,
in declining
financial

markets.

Before
deciding
on your
asset
allocation
you
should

consider your

investment goals and your
level of risk tolerance.

Investment Goals, Time Horizon, and Risk Tolerance

Are you looking to generate a predictable stream of income to meet living expenses?

Or do you want to generate capital growth? Are you investing for retirement? If so, what is your retirement time frame (5 years, 10 years, or more)? You should clearly define your investment goals and horizon.

A key to setting investment goals is to balance return expectations with your willingness to accept risk. It is important that you are comfortable with the amount of risk in your portfolio so that you will be able to stick with your investment strategy even through turbulent times.

You should strive to establish realistic expectations and carefully determine the appropriate investment time-frame for an investment plan. You may have multiple goals impacting your investment strategy, and accordingly may have multiple time horizons. Typical goals include payment of college tuition for your children, purchase of a home and retirement, among many others.

Revisit and Rebalance Your Allocation Regularly

Your investment goals, time horizon, and risk tolerance will evolve over time – your asset allocation should change with them. At the beginning of your career, you may be willing to take on more risk, as you have time on your side to recoup losses. You and your Financial Advisor may determine that it is appropriate to include a relatively high allocation to equities at this stage, as well as fixed income instruments which focus on capturing high yields.

As you accumulate wealth, your needs may expand to include the purchase of property, the cost of education and impending retirement. You and your Financial Advisor may determine that you should reduce your exposure to riskier equity investments and increase your allocation to more highly rated fixed income securities.

Near the end of your career, you may have a much lower tolerance for risk as you look toward retirement and spending some of the wealth you have accumulated. Your focus may shift to income generation and principal protection at this stage, and you and your Financial Advisor may transition your allocation toward high quality fixed income instruments and away from more volatile securities.

Equally important is regular rebalancing of your portfolio to maintain your target allocation. As markets change and different assets appreciate and depreciate differently, the relative weightings of each sector, geographic region, and asset class in your portfolio will change. In order to keep your asset allocation in line with your long-term strategy, it is important to revisit and rebalance your portfolio

regularly. However, a rebalancing strategy may create tax implications, therefore, please consult your tax advisor before implementing such a strategy.

Investment Strategy

The key to building a diversified portfolio is to make sure that your investment decisions are consistent with your financial objectives and long-term plans. By taking the time to understand your investment objectives and style, as well as the investment choices available, you can develop an asset allocation strategy that is right for you. Your Morgan Stanley Smith Barney Financial Advisor is available to review your financial goals and level of risk tolerance with you, and to help you build a balanced and diversified portfolio.

Asset Allocation, diversification and rebalancing do not protect against loss in declining financial markets. The market value of fixed income securities may fluctuate, and if sold prior to maturity, the price you receive may be more or less than the original purchase price or maturity. The value of an equity security changes daily and can be affected by changes in interest rates, general market conditions and other political, social and economic developments, as well as matters

relating to the specific company itself. Before investing in equities you should be willing and able to accept these risks. Articles are published for general information purposes and are not an offer or solicitation to sell or buy any securities or commodities. Any particular investment should be analyzed based on its terms and risks as they relate to your specific circumstances and objectives.

Morgan Stanley Smith Barney and its Financial Advisors do not render advice on tax or tax-accounting matters. Clients should always check with their tax and legal advisor before engaging in any transaction involving IRAs or other tax-advantaged investments. This material was not intended or written to be used, and it cannot be used by any taxpayer, for the purpose of avoiding penalties that may be imposed on the taxpayer under U.S. federal tax laws. Article by Morgan Stanley Smith Barney LLC. Courtesy of your Morgan Stanley Smith Barney Financial Advisor.

© 2010 Morgan Stanley Smith Barney LLC. Member SIPC.

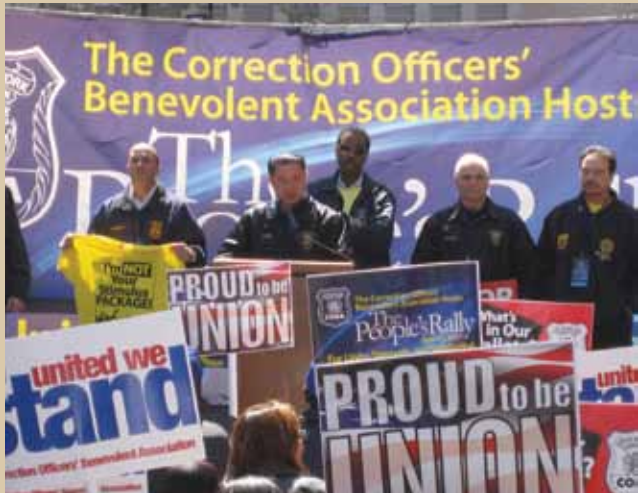
For more information contact:

Joseph Lizzio & Maria Keeler
Morgan Stanley Smith Barney
1300 Franklin Avenue
Garden City, New York
516.683.3183

3 CORRECTION UNIONS RALLY RALLY TO STOP ATTACKS



Photos clockwise from above: The overflow crowd at the April 17 rally; CCA Board Members listening to the speakers; President Ferraiuolo; ADW/DW President Sidney Schwartzbaum and COBA President Norman Seabrook with CCA President Ferraiuolo addressing the crowd; and NYC Comptroller John Liu voicing his support of unions.



SEVEN CAPTAINS

AT MEDAL

Seven Correction Captains were amongst those honored at the 2010 Department of Correction Medal Day Ceremony on November 17, 2010. The event is a way for the Department to pay tribute to some of the many members of service who go above and beyond the call of duty in their jobs and in their communities. DOC Commissioner Dora Schriro said that for the dedicated members of the Department, the Medal Day Ceremony highlights the best of the best.

"To the many dedicated members of the Department of Correction, today is your day. Twenty-four/seven, 365 days each year, competent and compassionate men and women who make up the New York City Department of Correction uniformed and civilian ranks perform the difficult and often dangerous duties necessary to operate one of the nation's largest and most complex jail systems with excellence," Schriro said.

"Critical to New York City's safety and well being and essential to its justice system, you keep the jails secure and the inmate population safe. You also ensure that crime victims citywide and city residents throughout the five boroughs live free from the fear of crime. You fulfill the critical mission of providing the care, custody and control necessary to constitutionally detain 100,000 inmates every year, and you do so professionally and passionately, with great courage and heart, giving generously on the job and in the community," she said.

Medal Day celebrates the successes and proudly points out the many ways in which Captains and other Correction members exemplify the field's finest.

This award is given for an act of bravery, intelligently performed involving personal risk, whether in the line of duty or off duty.

EXCEPTIONAL MERIT AWARD

CAPT. THEO PRIMM



Capt. Theo Primm, a nine-year Department veteran who was appointed to the rank of Captain in 2006, was patrolling an RNDC corridor when he heard shouts from the facility's clinic area. Rushing to the scene, Capt. Primm observed staff attempting to restrain a violent inmate who maintained a choke hold on the neck of an Officer who was turning blue and passing out. Capt. Primm managed to subdue the inmate and free the Officer from his grip.

This new medal was awarded for the first time to honor and celebrate members of the Department who have exceptional on-the-job performance, exhibiting a high level of skill and professionalism, serving as role models to their colleagues, while at the same time giving generously of themselves in volunteer activities to the community.

MAYOR'S AWARD

CAPT. NATALIE BRANCH



Capt. Natalie Branch is a 21-year veteran of the Department of Correction who is as devoted to her community as she is to her work. Capt. Branch helps coordinate the annual staff effort to contribute and deliver toys to children at Brooklyn homeless shelters. But she is also known to take matters into her own hands.

When she originated a PS 299 essay contest entitled, "What will I Do When I Grow Up To Help Underprivileged Children", she donated nearly \$1,000 in prizes for winners. She also organized and delivered turkeys and food bags to the New Hope Shelter, helped deliver 1,300 coats to the Kiss FM annual coat drive, escorted community children to a shelter for holiday parties and toys, and sponsored 30 underprivileged children for a weekend at the Jersey Shore. For her continual efforts, she has also been honored by the Brooklyn District Attorney's Office with the annual Law Enforcement Appreciation Award. Capt. Branch is assigned to the Brooklyn Detention Center.

NS HONORED

DAY 2010

This award is given for an extraordinary performance in the line of duty, an exceptional contribution to the Department or an exceptional contribution to the public that brings credit to the Department.

MERITORIOUS DUTY AWARD

CAPT. HENRY MARTINEZ



Hearing a loud noise in an adjacent room while on duty in the Central Control Room of VCBC, CO Ramon Colon found CO Hector Caceras lying on the floor nearby, unconscious and bleeding. CO Colon and Capt. Henry Martinez quickly called

for assistance, reassured Officer Caceras and applied pressure bandages to his head wound until help arrived from the clinic. Capt. Martinez joined the Department in 1982.

MERITORIOUS DUTY AWARD

CAPT. TIMOTHY STRONGREEN



Capt. Timothy Strongreen, along with two Correction Officers, was honored for his quick action in responding to the medical crisis of a fellow Officer. CO Lee Townsel was in severe asthmatic distress at his post in the EMTC's Visit House on September 2, 2010, when he collapsed while walking to a car that was called

to take him to the hospital. Capt. Strongreen moved quickly to bring a car to transport Townsel, and the assistance of the other two Officers was critical in getting Townsel into the car and to a Riker's Island clinic, where unfortunately he passed away. Capt. Strongreen joined the Department in 1984.

MAYOR'S AWARD

CAPT. JOAN A. CODRINGTON



In July 1975, Police Officer Joan Codrington was laid off by the NYPD. In December, she joined the Department of Correction. NYPD's loss was DOC's gain. In her 38-year career, Capt. Codrington has served at the Correctional Institution for Women, the Recruitment Division, the Elmhurst Hospital

Prison Ward, Operations Division, Inspectional Services, Uniformed Management Allocation Control and currently the Correction Assistance Response for Employees (CARE) Unit, helping those in crisis. Capt. Codrington, who achieved her rank in 1988, is known for seeking a challenge and pursuing perfection. Off the job, she holds BA and MA degrees from St. John's University in education and is currently pursuing a PhD. She also mentors young adults and tutors high school students in English.

MAYOR'S AWARD

CAPT. BRIAN O'HARA



It is fairly obvious that Capt. Brian O'Hara seeks out and thrives on the tough assignments. In his 14 years with the Department, he served nine years in security, the Warden's Office and the mental observation units of AMKC. As a Captain, he was assigned to the central punitive segregation unit and then the mental health punitive segregation unit of GRVC. From there,

it was a transfer to the ESU, where, as the rapid response supervisor, he responds to tactical services, emergency mobilizations, and the most serious situations and incidents. He recently received the Emerald Society's Community Service Award in honor of his volunteer efforts at the Morgan Stanley Children's Hospital at Columbia Presbyterian. He is a leader in the Pulmonary Hypertension Association, and he has raised more than \$16,000 in the fight against a disease with which his wife has been diagnosed. He is a state-certified Emergency Medical Technician, as well as second vice president of the Boldest's football team. No one who knows Capt. O'Hara was surprised this summer when he braved 12-foot waves to reach and save a young child in the surf off Montauk.

CORRECTION CAPTAINS' ASSOCIATION

DISTINGUISHED SERVICE AWARD

CAPT. CRAIG BERTHEN

The Distinguished Service Award is presented by the CCA for outstanding professionalism and commitment to duty.



Through his 13 years on the job and various assignments, Correction Captain Craig Berthen has earned a reputation as a leader who is fair and straightforward with inmates in his custody, and as someone with the courage to step up in the difficult moments. All of these qualities came to

the forefront on March 27, 2010, when an alert sounded in Building 17 of GRVC. A group of inmates had become unruly and was refusing to obey direct orders from the security staff in the housing area, even attempting to prevent support teams from entering. Capt. Berthen responded, the first through the door in an effort to restore order in a hostile environment. Although Capt. Berthen suffered serious injuries at the hands of the inmates, he played a critical role in quickly resolving a dangerous situation and minimizing injuries to other staff or inmates. In his actions, he personified the Department of Correction standards of courage, intelligence and dedication.

CORRECTION CAPTAINS' ASSOCIATION

COMMUNITY SERVICE AWARD

CAPT. NATALIE BRANCH (Profile appears on page 16)

The Alfred Mandanici Community Service Award is presented by the CCA for professionalism, personal achievement and commitment to outstanding community service.

UNIT CITATIONS

Anna M. Kross Center

Environmental Health Unit

Manhattan Detention Complex

Otis Bantum Correction Center/CPSU

DISCIPLINE

Captains Should

The number of Captains being suspended for not following certain operations orders or directives or for being accused of not following direct orders is on the rise, and it's troublesome to the union.

CCA President Patrick Ferraiuolo said that it's time for Captains to understand that they cannot accomplish more with less and still get the job done effectively. Cutting corners and making decisions that should be made by those in higher ranks are the factors leading to the increase of suspensions.

"You can no longer cut a corner because you might be short an Officer or you don't want to disturb an ADW or DW," Ferraiuolo said. "If you are working short and you know that you have to fulfill a certain task, then you have to notify a tour commander and let that person make the decision on what to do. Informing a higher up of your dilemma puts them on the hook for the consequences and keeps you as a Captain from facing suspension. You don't want to be the one held responsible if something goes wrong."

Ferraiuolo said the days of old are gone. Jails were run differently in the past than they are now. Cutting corners used to be a necessary evil and Captains could get away with it when needed. Today, the minute something goes wrong, the Department is going to pull out the rule book and blame the Captains.

CASES ON THE RISE

Follow Orders and Direction

"Don't do anyone any favors," he said. "Look out for yourself and if a situation arises that brings up a question, don't worry about bothering the boss. Call a Deputy Warden, Assistant Deputy Warden or Tour Commander. You'll be saving yourself in the end and saving the Officers below you as well. Each and every time we try to do something when we are short staffed, it's the Officer and the Captain who get blamed."

While it would not be fair to disclose specific examples of suspension incidents, Ferraiuolo said he is presenting the following example as an incident that could easily occur within the jails in order for Captains to completely understand when they should be in touch with someone in a higher authority.

EXAMPLE: You are the Captain assigned to run the main mess hall at meal times. You are supposed to have four Officers in the hall with you, but due to post cuts, you only have three. You have an Officer assigned to the door, one to the line, and one to seating. You need one assigned to special meals, but you don't have one available. You take it upon yourself to say you just won't have that area covered. Suddenly, a fight takes place on the line and someone gets injured because there was no Officer there. You will be the one held responsible, even though it was not your fault there weren't enough Officers. You will be charged with failure to supervise. What should you have done in this situation? You should have called a Tour Commander and notified him about the shortage and potential problems.

Now let's take this one step further. Let's say you've informed your Tour Commander of the dilemma and he tells you to run the mess hall with the shortage of Officers. You must make sure to make a log book entry and inform whatever Tour Commander who

gave you the advice that you are making an entry. This is not to attack any ADW or DW. It's just a matter of protecting yourself as a Captain.

"What we have to do now during all these post cuts is watch our own backs," Ferraiuolo said. "We want to work with every rank. We can be friends outside the jail. Inside the jail we have to be professionals. We have to be clear on this and make sure every Captain understands the consequences of not taking our advice."

He stressed the need to do everything by the book. Slashings are up, uses of force are up, inmate-on-inmate fights are up. "Report everything. Document everything. At the end of the day, if there isn't enough time to submit your reports, let someone know in writing that you were only able to accomplish so much. If you are at the end of a day and an incident occurs before your tour is up, make the right notifications to the Tour Commander. Just don't walk out of the facility without crossing your T's and dotting your I's.

Ferraiuolo said that when it comes to investigations, if you ask for an extension because of a heavy workload for the week, put it in writing and get an answer in writing. If it's denied and you find it impossible to submit your investigation within the time frame allotted, which is seven work days, you must notify the CCA immediately.

"What's very alarming to the Executive Board is that there are too many Captains who are so pressured into getting their packages in on time that they prepare them on their own time. You should never be writing investigations on your own time or staying after work to complete a package and not being paid for it," Ferraiuolo said.

GJW Design

PRESENTS LAW ENFORCEMENT JEWELRY

2164 45th Street Office (718) 932-1198 9am to 9pm
Astoria, NY 11105 Cell # (347) 624-8186 8am to 11pm
FED ID # 86-1159827 Fax # (718) 932-2912 24 / 7



GJW Design is proud to present to the Law Enforcement Personnel the only Jewelry of it's kind. At GJW Design, we design & manufacture custom made jewelry to your personal specification & satisfaction. All jewelry is hand crafted & casted in Gold (White or Yellow) (10kt; 14kt; 18kt; 22kt.) Platinum, Silver (.925 fine) or Gold Plated Silver.

George J. Wytak is a retired New York City Department of Correction Captain who worked 22 years on Rikers Island.

To order, go to www.gjwjewelrydesign.com



A & M Professional Security Consulting Corporation

- NYS Certified Security School
- Specializing in the 8 hour and 16 hour courses
- Firearms course (47 hour) – Special price for active and retired law enforcement
- Plus yearly recertification for those already licensed
- Call our office @ 212-964-2121, ask for retired Captains John Monaco or Bill Burgos



SPINE INJURIES AND THE LABORER

Back injuries are the leading cause of disability in workers under 45. More than 50 percent of labor injuries occur in the back, leading to pain, discomfort, and weakness.

Laborers who lift, carry, or walk on uneven terrain place great strain on their lumbar support structures. Our back, as strong as it is, it is vulnerable at its interconnections, similar to the beam of a building. The spine has two main functions: first, to uphold our bodies in a vertical position, and second, to encase and protect our spinal cord and spinal nerves. The nerves of the spinal cord conduct electrical signals from our brains to the muscles and bones of our extremities. Any impingement on the spinal cord and nerves can cause pain, numbness, and shooting electrical-type pain down the arms and/or legs. The spine consists of bones (vertebrae) held together within a delicate framework of joints and soft discs. The spinal joints give the spine the ability to bend, twist, and turn. These joints undergo degeneration with age and repetitive mechanical stresses. Vertebrae can shift and rotate, thereby displacing and impinging on the spinal cord.

The soft discs act as a cushion “shock absorber” between the vertebral bodies. They are made of a fibrous material on the outside, and are filled with a thick gel on the inside. With age and cumulative mechanical stress, parts of the disc can break off, or the gel from within can leak onto the adjacent spinal nerves. Nerve irritation manifests as pain and weakness radiating down the arms and/or legs.

What to do if you have severe acute back pain

If you suddenly develop back pain, stop whatever you are doing. If you feel severe muscle cramps, or numbness radiating down your arms and/or legs, inform your employer immediately. If you are instructed to go to a health clinic, you should ask to be accompanied.

If the pain persists for more than three days, make an appointment with an Pain Management Physician, who will

obtain a thorough history and physical examination and may suggest the following remedies:

1. Anti-inflammatory medication, which will help to relieve pressure on the nerve roots
2. Physical therapy, muscle relaxants, and/or heat treatment to ease the painful muscle spasms
3. Lumbar support braces to supply additional lumbar support

If you have numbness radiating down your arms and/or legs your physician may order one or more of the following diagnostic tests: X-Ray to study spine alignment, MRI to study the discs, EMG (electromyogram), to study the nerve root, or Discography, to study the health of the discs

Most occupational spinal injuries will resolve on their own without surgery. There are some patients, however, who will continue to suffer from severe back pain and or leg weakness due to an unstable spine and irritated nerve roots. In this case, the Pain Management Physician may consider the following:

1. Injecting the inflamed area with steroids under x-ray guidance
2. Discectomy, which entails removing pieces of discs from the nerve roots
3. Referral to an Orthopaedic Surgeon for stabilizing of the spine

It is risky to allow back pain or leg weakness to continue without treatment. Nerve roots, which are persistently irritated, can suffer permanent damage, causing weakness and numbness in the lower extremities. In severe cases, the patient’s ability to urinate or defecate may be impaired. Patients with back pain who are suddenly unable to urinate should see a spine surgeon immediately.

Summary:

If you experience severe back pain, pain and/or numbness going down your legs or pain that does not resolve in three-four days you should make an appointment with a pain management specialist for evaluation.

BPO Brooklyn PREMIER ORTHOPEDICS

RAZ WINIARSKY, MD
STEVEN HOROWITZ, MD

718.759.6100 ~ www.bportho.com ~ 1414 Newkirk Ave. ~ Brooklyn, NY 11226



Continental Home Loans Inc.

Nation Wide Direct Lender



Correction Captains' Association Home Loan Program

Servicing the City of New York C.C.A. Members,
Active and Retired, and Their Families

- No Processing Fee
- No Application Fee
- No Commitment Fee
- No Document Prep Fee
- No Courier Fee
- No Underwriting Fee
- Reduced Attorney Fee
- Reduced Rate
- Reduced Title Charges
- Direct Lender

www.unionmembermortgage.com • union@cccmtg.com

Purchase, Refinance, FHA/VA Loans Available, Second Home, Vacation Home,
Investment Property and Relocation Mortgage Programs Available

RICHARD TSCHERNIA

Chairman / Corresponding Secretary
Signal 30 Fund, NYS Troopers PBA

800-462-8178

175 Pinelawn Road • Suite 400 • Melville, NY 11747

Endorsed by NY City Sergeants, Detectives, Lieutenants, Captains, Correction Officers, Bridge & Tunnel,
Port Authority of NY/NJ, NYS Court Officers, Supreme Court Officers, Boston PBA, Palm Beach County PBA,
New Jersey PBA, Nassau County Detectives, Nassau Police Conference, Suffolk Police Conference, NYS Troopers PBA

Licensed Mortgage Bankers, CA, CT, DE, FL, IL, MA, ME, NC, NJ, NY- NYS Banking Department NO. B500799, PA, RI, SC, TX, VA, VT Banking Departments.



NMLS # 46504

RETIREES' REPORT

CONDOLENCES

IN MEMORIAM

MEMBER	RETIRED	DECEASED	MEMBER	RETIRED	DECEASED
Walter Firehock	9-11-88	11-01-10	Enid Sobers	4-01-79	2-08-11
Dominick Ghezzi	4-19-77	11-20-10	George Fitch	11-21-87	3-10-11
Gwendolyn Robinson	8-01-06	11-30-10	Stephen Knutsen	3-11-01	3-19-11
Edward Schulte	1-19-02	12-04-10	Debra Murdock	1-02-01	3-24-11
Adolph Porter	8-20-04	12-08-10	Harold Erskine	4-02-11	4-14-11
James Ward	7-08-82	12-15-10	George Hill	3-28-82	4-20-11
Michael Mehrmann	3-02-03	1-19-11	Woodrow Sapp	11-03-90	4-22-11
Thomas McManus	11-29-97	2-05-11	Lynhurst Johnson	11-21-87	5-14-11



IN LOVING MEMORY

Capt. Harold Erskine

By Patrick Ferraiuolo, President

On April 14, 2011, one of our dear Captains, Harold A. Erskine, sadly passed away after a long battle with cancer. If you knew Harold, you

would know that he was a person who truly cared about individuals and always put himself last.

I was fortunate to have known Harold throughout the years and am proud to say he was a very dear friend. Harold's fight with cancer began in 2007. On January 11, 2008, OBCC put out a 10-13 call for Capt. Erskine, along with Correction Officers John Harden and Joanne Torres. The benefit basketball game between OBCC and GMDC was held in the OBCC gym. The show of support for these three members of service was overwhelming. Harold was able to attend the event, although he was very ill at the time.

Harold had been in remission for a few years and had returned to full duty where he was a member of the Gang Intelligence Unit. Harold began his career with the Department of Correction as an Officer on October 2, 1990. He was promoted to Captain on January 24, 2003. He worked in several commands as a Captain, including GMDC, OBCC/CPSU, Rikers Island HQ, ISCD, and Queens Detention Complex.

It is sad to think that all three members of service who the benefit was held for have since passed away. While there is really never anything good that comes out of a death, I will say that for me personally, meeting Harold's family was not only an honor but a privilege. They are a reflection of how he lived his own life. One of Harold's amazing qualities was that as sick as he became, he always tried to be there for other people.

One thing I will always remember about Harold is what I learned in the last few weeks of his life as friends from as far back as grammar school came to visit him. Not too many people can say that they maintain friendships for as long as he did. It's a tribute to his character and the man that Harold Erskine was. He will be truly missed, but never forgotten.

Harold leaves behind his beautiful wife and one of our Captains, Tasheil Knight, and two beautiful daughters, Maya, 13, and Shanette, 22.

RETIREES' REPORT

RETIREMENTS CONGRATULATIONS UPDATES



Congratulations to Capt. Bryan Clemetson (BXCT) on his retirement. A celebration was held in his honor at his facility on Friday, August 20, 2010.



Congratulations to Capt. Francis Dwyer (EMTC) on his retirement. A celebration was held in his honor at his facility on Thursday, December 30, 2010.

Congratulations to Capt. David Fullard (HQ) on his retirement. A celebration was held in his honor at his facility on Thursday, December 30, 2010.



Congratulations to Capt. Christopher Cerutti (VCBC) on his retirement. A celebration was held in his honor at his facility on Friday, January 7, 2011.

Congratulations to Capt. Tanya Vazquez (RNDC) on her retirement. A celebration was held in her honor at her facility on Thursday, January 13, 2011.

LIFETIME MEMBERS

Since Last Newsletter

Alex Athanassiou
 Jeffrey Baumgarten
 Steven Biland
 Glenn Boyd
 Thomas Brennan
 Valeria Brown
 Francisco Bryan
 Samuel Bush

Michael Cammarota
 Kevin Cole
 Gregory Corral
 Clara Cruz
 Ernest Dancy
 James Eng
 Patrick Farino
 Milton Feliciano
 Randolph Gaillard
 Mitchell Grazioli
 Michael Grieco
 Joseph Gugliotti
 William Hamm

Clifford Hazel
 Jose Hernandez
 Gerard Hoffman
 Kenmore Hope
 Michael Inserra
 Rita Jones
 Michael Keating
 Carmine Lombardi
 Thomas Mantone
 Vanita Martin
 Rick McCormack
 Kevin McNamara
 Arthur Mineo

Deborah Moody
 Felix Mora
 Benito Morales
 James Mullaney
 John Nunziata
 John Papka
 Philip Pearman
 David Perham
 Anthony Picarelli
 Vincent Piccolo
 John Pirando
 Richard Rudoff
 Anthony Sagona

Daniel Scarola
 William Schatzel
 James Schmidt
 Angelo Scorzello
 Michael Smyth
 Deborah Sutton
 Carmine Tufano
 James VanWinckle
 Billie Williams
 Bernard Zeisel



Congratulations to our Delegate Capt. Christopher Lynch (HQ) on his retirement. A celebration was held in his honor at his facility on Thursday, December 16, 2010.



Congratulations to Delegate, Capt. Darryll Lago (EMTC) on his retirement. A celebration was held in his honor at his facility on Friday, March 4, 2011. In photo at left, Lago is with his wife, Capt. Iris Cotto.



2010 RETIREES

Angelia Ashley-Wilson	William Kolessar
Regina Bailey	John Leistman
Brian Brady	Timothy McCombs
Artraiyles Carter	Felix Mora
Sybil Chandler	Terencio Myers
Juan Collazo	Darren Nelson
Lorraine Cortes	Nancy Ortiz
Jewel Crawford-Duncan	Juan Pietri
Gerald Davis	Yolanda Recio-Velez
Sonya Davis-Roberts	Sharina Reed
Joseph DellaRatta	Phillip Rizzo
Marvin Dudley	Ralph Pinto
Kevin Eaton	Lonston Richardson
Richard Fallon	William Rogers
Yvette Garrett	Wendell Sealy
Michael Gillis	Laura Sharrock
Reginald Greaves	Pearl Shaw
Ray Harrison	Wayne Sherman
Ronald Hernandez	Sharon Sumpter
Walter Holiday	John Tucker
Sharon Horne	Denise Washington
Diann Jasper	Beatrice Wilson
Tanya Jenkins	Shnequa Young

RETIREES' REPORT

*RETIREMENTS CONGRATULATIONS UPDATES RETIREMENT

Congratulations to the following Captains on their retirements. They all stopped by the CCA office to pick up their retirement certificates.

First VP Billy Inman, President Patrick Ferraiuolo and Second VP Guy Brown with Capt. Lauretta Chu-Fuchs, who retired on Feb. 1, 2011.



President Ferraiuolo with Capt. Evelyn Gonzalez, who retired on Feb. 2, 2011.

Capt. Gloria Vaughn, who retired on Feb. 24, 2011.



Second Vice President Guy Brown and Sergeant at Arms Otis Blount, with Capt. Valie Jones, who retired on April 5, 2011.



CONGRATULATIONS ALSO TO CAPTAINS WHO RETIRED SINCE LAST NEWSLETTER:

Barbara Amato	Cheryl Howard
Robert Barnes	Richard Kelly
Jeanette Beck	Mark Kitchings
Joseph Betancourt	Bradford Knight
John Bodkin	Emelia Knox
Francis Broome	Guillermo Lobaton
William Carpenter	Charlene Mixon
Alexis Castillo	Stephen Oppedisano
Joseph Cicino	Matthew Phillips
Bryan Clemetson	Sharon Ray
Marjorie Cort	Arturo Rodriguez
Raymond Cruz	Carol Sarlo
Michelle Culp	Blondine Scott
Djenane Dalencour	Troy Smith
Heathergail Dedier	Audrey Smith-Williams
Joseph Germinario	Mona Stredwick
Sherry Griffin	Thomas Summers
William Guerrero	Virginia Tello
Louise Hancock	Margaret Thevenin
Geraldine Harrison	Charles Vomero
Melissa Harville-Lebron	Kendall Ward

Congratulations to Capt. Gemyse Brown (OBCC) on her retirement. A celebration was held in her honor at her facility on Friday, April 1, 2011. Pictured from left are Rodney Albury, Billy Inman, Brown's mother Shirley, Gemyse and President Patrick Ferraiuolo.



S CONGRATULATIONS UPDATES RETIREMENTS*

Congratulations to Capt. Timothy Strongreen (EMTC) on his retirement. A celebration was held in his honor at his facility on Friday, April 1, 2011.



Congratulations to Capt. Keith R. Miller (SSD) on his retirement. A celebration was held in his honor at his facility on Thursday, April 28, 2011.



Congratulations to Capt. Pedro Rojas (VCBC) on his retirement. A celebration was held in his honor at his facility on Friday, April 29, 2011.



Congratulations to our Delegate, Capt. Calvin Arthur (ACADEMY) on his retirement. A celebration was held in his honor at his facility on Friday, April 22, 2011.



DOC RETIREES & FRIENDS CRUISE

The NYC Department of Correction Retirees and Friends will host an eight-day cruise aboard Carnival's "Valor" from Sept. 1-9, 2012 sailing from Miami, FL to Grand Turk, La Romana-Dominican Republic, Curacao, and Aruba. The rate for inside cabins per person double occupancy \$731, outside cabins per person double occupancy \$831 and balcony cabins per person double occupancy \$1051. First payment of \$150 is due Sept. 6, 2011; second payment of \$150 is due November 8, 2011. For additional info and payment schedule, contact retired ADW Joseph Rogers at JROGERS80@nc.rr.com or (919) 957-8884 or retired Warden Sandra Hudson at Hudsan@att.net or (803) 535-3329.



Correction Captains' Association
Department of Correction

City of New York
189 Montague Street, Suite 400
Brooklyn, NY 11201

ADDRESS SERVICE REQUESTED

PRSRT STD
US POSTAGE
PAID
ALBANY NY
PERMIT #370



CCA President Patrick Ferraiuolo, 1st VP Billy Inman, 2nd VP Guy Brown and Legislative Chairman Joe Ferramosca traveled to Albany earlier this year to join the New York State Public Employee Conference at its annual Legislative Gathering. This annual event is a chance for the statewide labor organization to present its annual legislative agenda to New York's governmental leaders and show that municipal labor unions are banding together for a common goal. "This event takes place early in the Legislative term so we have a chance to let our Legislators know which bills we are supporting and which ones we will oppose," Ferraiuolo said. "When leaders from almost 70 unions show up in one room, Legislators know that we mean business."



Several key players addressed the union gathering, including New York State Assembly Speaker Sheldon Silver, Senator Martin Golden, Assemblyman Peter Abbate, State Comptroller Thomas DiNapoli and Senate Majority Leader Dean Skelos.

In top photo from left: Ferramosca, Inman, Comptroller DiNapoli and Ferraiuolo. In bottom photo from left: Ferramosca, Brown, Senator Golden and Ferraiuolo.

CCA PARTAKES IN NYSPEC ANNUAL LEGISLATIVE GATHERING