

I have observed during my four years as delegate that the main concern of the COBA membership has been money, but in my personal opinion our main concern should be the working conditions under which we are forced to work. One of my main objections to these conditions is the issue of forced overtime. It is understood that overtime is an inherent part of our job and this is not my objection, what I am opposed to is the forced involuntary overtime. It is unbelievable that today involuntary labor is still being forced upon the worker, even though the labor law states "that a person cannot be required to work against his will." The burden of involuntary overtime creates a breakdown of job performance by decreasing an employee's mental and physical ability. It also disrupts family and social responsibilities, in addition to the lowering of morale, which impedes good job performance. Another of many objections is the hazardous conditions created for the officers by our overcrowded facilities. This results in continuous inmate-officer confrontations. It is my intention to look for, listen to and offer suggestions that will make our job a safer more secure environment. I am confident that with the Basoa slate, I will be able to pursue these changes.

Correction Officer Finkle
H.D.M. (Delegate)

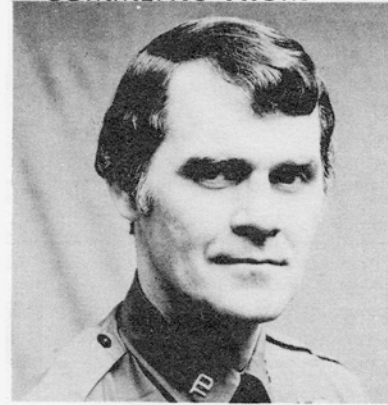
IN MEMORIAM

Correction Officer Benjamin Hutto, born Sept. 12, 1945, was sworn into Department of Correction on Dec. 10, 1973, and was assigned to C-76, Rikers Island on Jan. 8, 1974. In the short period of time that he was with this department, he made many friends. CO Ben Hutto was shot and killed on Sept. 21, 1976 by a person or persons unknown. The investigation is continuing. CO Hutto leaves a wife and three children. May he rest in peace.

P.S.

The killers of Benjamin Hutto have been apprehended and are presently in custody, awaiting trial.

COMMENTS FROM



RICHIE BASOA

CONFLICT OF INTEREST BETWEEN FRATERNAL GROUPS AND THE COBA

Traditionally the role of fraternal groups was defined as a group of individuals, or a society of people, sharing a common interest and fellowship in a trade or profession. Today their role is no longer traditional, a new obligation has been assumed by them. They are now being forced by the rank and file to serve as buffers between management and labor. As a result of this, fraternal groups have become more politically attuned and motivated. An example of this is when individuals have problems they turn to their fraternal groups, or influential members within the group for assistance. Fraternal groups in an effort to protect their members, have involuntarily been forced to assume this role due to the weakness of the labor organizations. Our present COBA is a weak union and as a result of this weakness the fraternal groups within our department have become strong. **It is not the intention of the Basoa slate to fragment, weaken, or demoralize any fraternal group. Our objective is to strengthen our labor organization, the COBA, and let the fraternal groups return to their traditional role of promoting brotherhood and good fellowship for their members.** I ask you, would you rather have a strong fraternal group, which can only function for the individual, or a strong labor union that functions for the whole? The Basoa slate is seeking to concentrate its efforts in strengthening our "union." It is our contention that there should be no conflict of interest between fraternal groups and the labor organization. As a step in this direction we of the Basoa slate have introduced an amendment to the constitutional by-laws of the COBA which states: "Any member who is appointed to fill a vacancy or is elected to hold an office on the executive board of the COBA must resign any elected or appointed office in their respective fraternal organization, prior to assuming office in the COBA." If ratified by the membership, this amendment will be effective immediately.

Again I ask you which would you prefer, a strong fraternal group or a strong union?

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IF YOU WANT THE JOB DONE,