



Around the Perimeter...

It's About Time: Congratulations to the entire Hispanic Society for their well-deserved victory in persuading the City of New York to cover the offensive mural that was placed on the side wall of the Manhattan House of Detention. This mural clearly depicted Hispanics in a setting that was demeaning. No other ethnic group in the mural was depicted in such a negative fashion. The CCA was pleased to join with Captain Wigberto Norat and the Executive Board of the Hispanic Society in their endeavors to remove the mural. The CCA assure that all the Hispanics in this department and throughout the city join in the celebration of this victory.

Elections: Congratulations to all Delegates/Alternates who were re-elected, and also to newly-elected Delegates/Alternates. The CCA Executive Board looks forward to working with you through this next term in hopes of obtaining everything our members deserve.

AJA: The CCA has become enrolled as a member of the American Jail Association. As a member, we will be able to keep abreast of what is going on in our nation's jails. We also will enjoy the benefits of an information hotline service and AJA's bi-monthly magazine *American Jails*. Any Captains interested in becoming individual members of AJA can contact the CCA office for applications.

ACA: The CCA also has become enrolled as a member of the American Correctional Association. As a member we receive the organization's magazines, *Corrections Today* and *On the Line*. These publications inform us of what is going on in other correctional systems throughout the world. Any Captains interested in becoming individual members of ACA can contact the CCA office for applications.

Walt Disney's Magic Kingdom Club: Walt Disney's Magic Kingdom Club is designed to give club members many money-saving benefits not available to the general public. Membership in the Magic Kingdom Club does not cost the CCA anything. The CCA is listed as one of the many club directors
(Continued on Page 11)

Pension Fight Continues After Moral Victory in City Council

by PETER D. MERINGOLO
President

I would like to start by saying thank you for the support you showed in the elections for the CCA Executive Board positions. To sit on the dais and watch seven of the eight Executive Board positions go unopposed, and the position of secretary won by the incumbent, tells me that the membership has been pleased with the performance of the Executive Board.



Your overwhelming support is a true indication that this Executive Board must continue to provide quality leadership, and that we must work even harder to accomplish our many goals.

These are trying times for the CCA, and the worst trial is the 20-year pension we are striving to obtain for our membership. We are currently negotiating the 20-year pension and the contract together. As promised, we will bring both items for your approval.

The pension suffered a set-back in Albany based on some legal issues.
(Continued on Page 2)



MEMBERS OF THE HISPANIC SOCIETY EXECUTIVE BOARD show their approval after an offensive mural has been painted over.

Pension Fight Continues

(Continued from Page 1)

However, one cannot take away our moral victory at the City Council. While I realize a moral victory did not accomplish our goal, what it did do was make everyone aware of the inequities. The legislators in Albany and the Office of Labor Relations now realize something has to be done to correct these inequities.

I will never forget the determination and support shown by our members at the City Council hearings on July 17th and 18th. Never before have we been so united, and as promised, we will not stop until we achieve for our membership a rightfully deserved 20-year pension. We will not let the City forget what has been done to us. There is a lot of support in our corner.

No True Career Path Without Pension Equity

I believe the Department of Correction realizes there is no career path in the department as long as the pension inequity exists. The department itself cannot get involved. However, the Mayor and the Office of Labor Relations must negotiate a fair settlement to this problem, a problem that we the Captains did not cause. Captains are simply the recipients of a destructive pension system, as are all members of this department.

We have reconvened the Contract Committee and we will continue to update them and meet on contract issues. We, of course, are seeking the same pay raises that the PBA and Superior Officers received along with other benefits.

One of the problems we face is that the City allows entry-level units to diminish the salary and benefits of non-existing future employees, and that the City awards the savings to incumbent members of the entry level. The City does not take into consideration, when they grant 100% credit for all future hires, that 40% of these people are promoted to a higher rank.

Pitting Union Against Union

Therefore, when we as Captains request the same benefits awarded to the entry-level employees, we too must diminish the salary and benefits of future members of our rank. By using this concept, the City rewards the unions that represent entry-level employees with huge savings resulting in gains that cannot be produced by supervisory unions without selling out lower-ranked employees. This successfully pits union against union within the same department. However, you can be assured that we will not accept the City's offers at face value. We will challenge all their numbers and we will negotiate our pension and contract from the most accurate numbers, and with the least amount of givebacks possible.

In closing, the entire Executive Board and I wish to thank you for your support in electing us to represent you. We are proud to serve you and we pledge to provide excellent service throughout our term in office.

THANK YOU, COMMISSIONER ABATE, FOR NOTICING AND FOR ENLIGHTENING THE PUBLIC

The following excerpt is from a letter to the editor by Catherine M. Abate, Commissioner of Correction, in The New York Times on September 5th. We appreciate her insight and support.

CORRECTION OFFICERS DO MORE THAN GUARD

The 12,000 uniformed officers of the New York City Department of Correction are specially trained professional peace officers who manage the more than 100,000 inmates admitted to the city's jails each year. They perform under difficult and stressful conditions that require discipline, confidence, care and understanding. They become understandably upset when you refer to them as "guards," an antiquated moniker that does not describe the professional correction officer of the 1990's.

CAPTAINS' QUARTERLY

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SUPPORT YOUR CCA

CCA LEGAL/MEDICAL PLAN WINS LINE-OF-DUTY BENEFITS BATTLE FOR CAPTAIN RHEM'S FAMILY

by PETER MERINGOLO

The CCA has fought hard to gain as much as possible for the family of Captain Stanley Rhem. You should be pleased to know that:

- Captain Rhem's family ultimately received a line-of-duty death benefit.
- Captain Rhem was posthumously awarded the Meritorious Service Certificate from the American Jails Association for his act of valor. Rhem's family received the award at the AJA convention in Minneapolis at a memorial service on May 24th.

- Dennis Roy Martin, president of the American Police Hall of Fame and Museum, presented to the New York City Department of Correction the Hall of Fame's Medal of Honor and flag, so that it could be presented to the family of Captain Rhem.

- The Correctional Peace Officers Foundation honored Captain Rhem's family at a memorial service on June 19th in Washington, D.C. The service was held at the base of the Iwo Jima Memorial in honor of men and women who have made the ultimate sacrifice. It was fitting that the service was held at that location, as the Iwo Jima Memorial is a memorial to thousands of other brave Americans who gave their all so that Americans could remain safe. Captain Rhem's family was presented with a plaque and a flag.

Help for the Rhem Family from C.P.O.F. — A Very Special Organization

The Correctional Peace Officers Foundation has two principal goals. The first objective is to provide immediate financial assistance and support to the surviving spouse and family of a correctional peace officer killed in the line of duty. The second is to upgrade the image of the corrections profession not only in the eyes of the general public, but in the eyes of correctional officers themselves.



BRENDA RHEM WITH CCA PRESIDENT PETER MERINGOLO and Charles DeWitt, director of the National Institute of Justice, at the American Jail Association's candlelight memorial service.

All members of the CCA should know that this foundation was there for the family of Captain Rhem. It provided a much-needed service during very trying times. It is through an organization like this that our own are recognized and cared for. I have met some of the directors, staff, volunteers and area representatives, and every one of them embodies the words: "We need to care for our own." I met and talked to these people at Project 2000 III, and I am grateful to know these dedicated individuals are there for us.

While I hope and pray that this department never loses another member in the line of duty, it is inevitable that somewhere around the country a correction officer will lose his or her life in the line of duty, and it will be at that time that the surviving families will need help, and receive help from C.P.O.F., which has aided nearly 20 families of correction officers that have suffered such a loss.

A very special thank you to C.P.O.F. for helping the Rhem family, and in

particular to Charleene Corby, Jennifer Donaldson, Kristen Kasje, Barbara Buchfield and the Chairman, Glenn Mueller. It is people like this who make a difference. Anyone interested in learning more about C.P.O.F. can contact CCA for an application.



MRS. RHEM AND HER CHILDREN, Latoya and Lamont, receive recognition for Captain Rhem at the Correctional Peace Officers Foundation memorial service in Washington, D.C.

Update: The 20-Year Pension Bill

by JOSEPH A. DIKE

I was hopeful that this would be the last of the pension update columns I would write, and that it would contain the specifics of our new 20-year pension. Unfortunately, although your Executive Board has spent literally hundreds of hours in negotiations with the Office of Labor Relations, a plan with reasonable rates has yet to be proposed by the City.

However, there recently have been strong indications that the City is awakening to our rising level of frustration and that it is beginning to respond to our requests and proposals. On October 2nd, the Executive Board and your attorneys and actuaries met late into the evening with the Office of Labor Relations, the Office of the Budget and officials from the Department concerning key policy assumptions that have significant impact on pension rates.

It seems that the City is finally listening to our problem, bargaining in good faith and focusing its resources on our problem. There is reason to believe that the issue may be resolved in the near future. Your Executive Board will continue to keep you apprised of any developments.

Holloway Is Honored by Civil Svc. Merit Council

Our Legislative Director/Consultant, Floyd Holloway, was honored at the 21st Anniversary Dinner of the Civil Service Merit Council on November 4th. Floyd was recognized for his many years of service and distinguished achievement on behalf of civil servants. We all join in congratulating him and wishing him continued success.

The Missing Summer Issue

Due to our involvement with the ongoing pension and contract issues, we were unable to publish a summer issue of CAPTAINS' QUARTERLY. This double issue covers both summer and fall items. Expect a winter edition of CAPTAINS' QUARTERLY early in the new year.

Changes in Federal Tax Law Affect Annuity Fund Payout

CCA has been advised by Bob Gould, our accountant, of the following information* that is important to you if you are contemplating retirement.

Before making the election regarding disposition of your annuity, you should be aware of a change in the Internal Revenue Code. Effective January 1, 1993, the law *requires* that 20% of your annuity fund distribution be withheld for federal income tax.

Penalty for Early Withdrawal

In addition, members should keep in mind that payments of an annuity benefit prior to attainment of age 55 are generally considered premature distributions and are subject to a 10% tax penalty. *

There are two ways to avoid this

immediate withholding or penalty. You can roll over the benefit *directly* into a similar program such as an Individual Retirement Account (IRA) or continue participation in the Annuity Fund until age 70, at which point you must withdraw your money.

Consult Your Advisor

There are still other special situations whereby the withholding requirement or premature distribution, if applicable, may be avoided, but the tax law regarding annuities is highly technical and may be deceptive. We suggest that you discuss any questions you may have with your attorney, accountant, or tax consultant.

This information will be supplied to you again just prior to your retirement.

The Watch Sheet

Coming up in our next issue of Captains' Quarterly:

✓ 20-year Pension

Continuing our update on the progress of our 20-year pension bill. Reports from 1st Vice President Joseph Dike, Legislative Chairman Louis Fisher and Legislative Director/Consultant Floyd Holloway.

✓ Collective Bargaining

Continuing our update on the progress of contract negotiations, reported by Financial Secretary George Aufiero, Secretary Kathleen Perugini and Special Counsel Harry Greenberg.

✓ By-Laws

If possible, we will provide an updated edition of the CCA's Constitution and By-Laws. At present the demands of pension and contract negotiations have put a hold on the By-Laws Committee.

✓ CCA Christmas Party

To be held on December 16th.

✓ Commissioner's Softball Tournament

Story and photos.

✓ Delegate/Alternate Seminar

Report and photos.

Capt. Proctor Named Supervisor of the Year As 76 Members Are Honored on Medal Day

by GEORGE AUFIERO

On June 18, 1992, the City of New York honored employees of the Correction Department who had distinguished themselves in the previous year through their outstanding performance, accomplishments and acts of bravery. The ceremony was held at Pace University. The awardees were presented medals by Mayor David N. Dinkins, Commissioner Abate and Chief of Department Marron Hopkins.

The CCA was proudly represented by 76 Captains who received individual awards. Heading the list of individual awards was Captain Cheryl Proctor of MDC, who received Uniformed Supervisor of the Year Award. In addition, the Inspections Division, composed of 50 percent captains, received a Commissioner's award for significant and exceptional efforts. The impressive number of medals received by our Captains proves once again the exceptional work we perform for the agency. The Executive Board congratulates all the Captains who represented the CCA at this ceremony. Keep up the good work.



CAPTAIN CHERYL PROCTOR (c), Uniformed Supervisor of the Year, with Chief of Department Marron Hopkins (l) and Commissioner Abate.



AT THE DEDICATION of the Captain Anthony Robles Training Center (l. to r.): Captain Errol Toulon, ADW Thomas O'Shea, Captain Carmen Reyes, Commissioner Abate, Anthony Robles, and CO Manny Pena.

Department Dedicates E.R.U. Training Facility to Captain Anthony Robles

by GEORGE AUFIERO

The E.R.U. training facility was officially designated the "Captain Anthony Robles Training Center" by Commissioner Catherine M. Abate at a dedication ceremony on June 4th. Captain Robles, a veteran of 17 years service with the Department, died after a long illness on October 6, 1991.

A Loving Tribute

Tony's wife, Captain Carmen Reyes, his son Anthony and other Robles family members were present at the ceremony, as were friends and co-workers both active and retired

who came to pay tribute to Tony.

Tony was remembered in heartwarming stories told by the Reverend Joseph Deegan, Retired Warden, Assistant Deputy Warden Peter Panagi, and Correction Officer Raymond Lopez.

The Memories Will Endure

The dedication of the Captain Anthony Robles Training Center will ensure that Tony's memory will live on in the Correction Department, long after all of us who knew and loved him are gone.

WBLS Ekes Out 1-Point Win In Basketball Benefit Game

by GEORGE AUFIERO

Our Basketball Benefit, which was held at I.S. 8 on May 29th, was a complete success. The game pitted Correction's Boldest against the WBLS 107.5 FM Sure Shots. The proceeds of the benefit went to the children of Captain Stanley Rhem. We were pleased to see Corrections Commissioner Catherine Abate and Chief of Department Marron Hopkins in attendance.

The game had all the excitement of an NBA Playoff. It started with the Boldest team taking an early lead in the first quarter. However, the WBLS Sure Shots took over the lead by half time and extended it to 15 points with only 10 minutes remaining in the game. The Boldest came storming back, and cut the lead to one point with 30 seconds remaining. The Boldest got the ball back with seconds remaining and made a daring last-second shot. Unfortunately this missed, and the Sure Shots squeezed past our Boldest by a score of 100-99.

A special thank you to both teams for a great game in the name of a fine cause. Captain Kevelier, president of



JUST AFTER TOSSING UP THE OPENING TIP-OFF, Commissioner Abate steps out of range as the action begins.

the Guardians' Association, presented a plaque to the CCA in acknowledgement of the event. The inscription read: "For deep interest, splendid cooperation and wholehearted contribution, may the bridges we have built last forever." A very special thank you to Mike Sassano, our Sergeant-at-Arms. Without him, and the support of the Guardians, this event never could have taken place.



THE ACTION-PACKED ROUND-BALL bout went to the final seconds before the Sure Shots squeaked out a win.

WALKAMERICA '92 — AN ANNUAL FUNDRAISER FOR THE MARCH OF DIMES



The Correction Captains Association was glad to be a part of the March of Dimes WalkAmerica '92 that took place on April 26th. We are extremely pleased to learn that the NYC Department of Correction raised \$3,873 at this event. The proceeds will be do-

minated to the March of Dimes for continued research in the fight against birth defects. This was a great cause.

An Important Contribution

It is important for our organization to be involved in benefits like this. We often take for granted that we are for-

tunate enough to have healthy children.

A special thank you goes to Correction Officer Adelia Wilson, who dedicated a lot of time and effort to make this event a success. Adelia, we will be with you again in '93.

SCENES FROM THE SECOND ANNUAL DINNER DANCE

by RONALD WHITFIELD

On September 11th, we held our Second Annual Dinner Dance at Antun's in Queens Village. We had a great crowd of active and retired Captains, and we hope to see still more active Captains participate next year. It is a time for us to come together and have an evening of good times. The food, as always, was excellent and plentiful. It is nice to see our members and other unions from throughout the city join together.

We were honored to have the Deputy Mayor for Public Safety, Fritz Alexander, represent Mayor David N. Dinkins by reading a greeting from the Mayor. The Mayor commended Correction Captains for the excellent job they perform under difficult circumstances. Our Commissioner, Catherine Abate, also was present and offered some nice words to our members. The presence of the Commissioner as well as our Chief of Department, Marron Hopkins, shows that they are supportive of the CCA.

We also thank the following members of the department for attending our Dinner Dance: Deputy Commissioner Vito Turso, Deputy Chief Reginald Allen and Director Joe Ramos. A very special thanks to State Senator Ada Smith for spending some time with our Captains. The CCA supported her in her reelection campaign for the State Senate. Her office in Albany is always open and she is always ready to listen to us.



CAPTAINS AND GUESTS enjoy the festivities at the dinner dance.



FRITZ ALEXANDER, Deputy Mayor for Public Safety, brought greetings from Mayor David N. Dinkins.



MATTIE AND BRENDA RHEM, mother and wife of the late Captain Stanley Rhem, were honored at the dinner dance.



SPECIAL COUNSEL HARRY GREENBERG and the Executive Board of the CCA.

Help Is Needed by A Member of the CCA Family

The following is a plea from a member of the Correction Captains family. If there is any way you can help, please contact the CCA office as soon as possible.

My only child, Deisha Shivonne Marshall, now 11 years old, is afflicted with end-stage renal disease, secondary to membranous glomerulopathy/systemic lupus erythematosus. At the age of four, she was diagnosed with nephrotic syndrome. Despite all medical treatments, Deisha progressed to end-stage renal disease and has been on peritoneal dialysis since October 1991.

During the interim Deisha has been in and out of New York Hospital, suffering from infection (peritonist) phenomena, hypertension, etc. I am not compatible to give her a kidney, and her father died last year. On August 29, 1992, she was admitted again to the hospital. Her peritoneal dialysis seems to be inadequate — a high potassium count of 7.5 still remains in her blood. A decision was made on Friday, September 4, 1992 for her to



DEISHA SHIVONNE MARSHALL

Date of birth: July 21, 1981

Height: 4'3" Weight: 58 lbs.

Blood type: A

be placed on hemodialysis.

She will be on hemodialysis three times a week from 5 PM to 10 PM, interrupting her school activities a

great deal. The time spent on dialysis and the travel time will not give a child her age enough sleep. Deisha claims she is tired of being sick and not being able to participate in other activities like going to the park, library, playing with her friends, etc., because her time is spent on a dialysis machine. She is constantly refusing to eat, or will eat the wrong food. I am afraid her attitude is deteriorating, and I appeal for your help in finding her a kidney donor. She has been on the New York Region kidney list for almost two years and was never called.

Please help my child.

Sincerely yours,

BRENDA MARSHALL, Mother

FYI

Peritoneal Dialysis: A daily flushing of the kidney with a solution, the preferable treatment for children.

Hemodialysis: The filtering of blood for approximately four hours, three times a week.

CO's Hit by Hurricanes in Florida and Hawaii Seek Aid from North American Colleagues

The devastation caused by Hurricane Andrew has left many families in Florida homeless and without food, water and clothing. The disaster has disappeared from the front pages, but

CHAPLAIN'S CORNER

by The Rev. WINSTON M. CLARKE

The next time you start to throw away the food left on your plate, remember those who would gladly eat your leftovers. Let us not take for granted the many things that God has blessed us with. Let's remember those that are less fortunate; let's share with one another. Remember the words of Our Lord when He said, "When you help one of the least of these my brothers or sisters you did it for Me."

The Reverend Winston M. Clarke is CCA Chaplain.

the problem still exists for those residents who lost all they had. In Dade County, 125 Correction Department employees suffered the loss of their homes and their personal belongings. Many other Corrections families in Florida also suffered major losses. Special funds have been set up to help the victims. If you would like to help our colleagues in their time of need, you can send contributions to any of the following addresses:

Dade County Correctional Employees Fund, attn: Janelle Hall
1500 N.W. 12 Avenue, Suite 729
Miami, FL 33136

**Florida Department of Corrections
DOC Hurricane Relief Fund**
c/o Harry K. Singletary, Secretary
Department of Corrections
25601 Blairstone Road
Tallahassee, FL 32399-2500

**Federal Bureau of Prisons
BOP Hurricane Relief Fund**
c/o J. Michael Quinlan, Director
Federal Bureau of Prisons
320 First Street, NW
Washington, DC 20534

Iniki Devastates Hawaii

The damage caused by Hurricane Iniki also left many families without homes, clothes, food and water. A relief effort has been set up for the members of the Hawaiian Corrections Department. Checks may be made out to PSD Hurricane Iniki Relief Fund and mailed to the following address:

Attn: Clifford Asata, Fiscal Officer
Department of Public Safety
677 Ala Moana Boulevard, 7th
Floor
Honolulu, Hawaii 96813

Union's Legal/Medical Program Successfully Handles Broad Variety Of Job-Related Benefit Problems

The CCA's legal/medical consultation benefit program has been extremely successful in helping injured members resolve many pressing job-related problems. Due to the efforts and representation provided by the union's legal/medical counsel, Art Strier, some very unusual cases were resolved in favor of the membership.

WORKER'S COMPENSATION. One member stricken with TB claimed he had contracted the disease as a result of inmate exposure, and that the department was responsible. Three other law firms did not wish to take the case. When he turned to the CCA's legal/medical benefit program, he was immediately accepted as a client for representation at the Workers Compensation Board.

A claim was filed on the behalf of this member, and after a successful fight, he was awarded Workers Compensation Benefits for an occupational and causally-related exposure to TB. He is currently collecting benefits, and has filed his application to receive a disability retirement pension benefit as well.

Members who suddenly face the crushing experience of learning that they have contracted TB should not give up hope for benefits. Members should be properly advised on rights provided under the Workers Compensation Law. Keep in mind that the City of New York contested the right of Mrs. Rhem to collect benefits on behalf of herself and her children on the grounds that Captain Rhem was not killed in the line of duty. Brenda Rhem was put into the CCA's legal/medical benefits program, and as a result of representation before the Workers Compensation Board, she won a retroactive lump sum award as well as monthly benefits that will continue throughout her lifetime.

PENSION DISABILITY. A retired Captain recently retained the Strier firm to help him present his claim for accident disability pension benefits arising from serious line-of-duty injuries.



CORRECTION CAPTAINS CONTINGENT ready to step off in the Guardians Parade. Below, CCA Legislative Chairman Louis Fisher salutes some friends.



After an extensive presentation of evidence to the Medical Board, and due to the representation provided to the Captain by the CCA before the NYC Employees Retirement System, the Captain won his ¾ pension benefit.

MEDICAL SEPARATION. Union members who find themselves being harassed and/or threatened with an involuntary medical retirement under Section 71 or 73 of the Civil Service Law can now benefit by using the CCA's legal/medical benefit program to obtain immediate consultation and representation if necessary. In the span of three months, three Captains were on the verge of losing their jobs. CCA's legal medical counsel was directed by the union to intervene on behalf of these Captains.

As of this writing, two Captains have been returned to full duty and the medical separation proceedings against them have been terminated.

Currently, Counsel Strier is fighting to maintain the job of the third Captain. Members should be aware of the fact that they can and should fight the department's attempts to terminate employment based on medical reasons. Members are in a good position when they can prove they are fully capable of performing full duty and/or that they should be able to perform the necessary elements of their jobs after a reasonable accommodation.

For the first time, our CCA members have full service legal/medical benefits, and as a result of the representation provided by the union's counsel, our membership is fully protected regarding issues such as Workers Compensation, Personal Injury, Pension Disability Retirement, Medical Separation and Social Security Disability. Our counsel is available for unlimited free consultations, subject to appointment.

When the Truth Matters: In Investigations, Your First Responsibility Is to Self, Family, and Career

by RICHARD M. BIAGGI

The phenomenon I'm about to discuss in this column is not new in any day or age and is becoming increasingly prevalent in my representation of Captains before the Internal Affairs Division of the Investigator General's Office. While there is a good camaraderie and support among the cadre as a whole, and especially between Captains, there seems to be an unwarranted loyalty that some superior officers have for their subordinate correction officers.

Setting A Good Example

Your first duty and responsibility is to yourselves as individuals in performing your job at a high standard and setting a good example. You have painstakingly earned your rank after spending years toiling in the vineyards. It is not uncommon for some of you to extend a protective arm around another employee whether you are reporting an incident, investigating, or making written reports, thereby finding yourselves, instead of the real offender, in hot water.

Consider the fact that, in addition to your job responsibilities, there should be a greater sense of duty and

responsibility to your family. Don't risk your vacation time, terminal leave, job, or pension for anyone. While my profession does not permit me to divulge any confidences or secrets, my experiences lead me to believe that some have dared to risk these, and whether or not it was their intention to do so, they should be admonished for it. Now that truth matters!

A Continuing Obligation

At the Inspector General's, you are under a continuing obligation under Mayor's Executive Order 16 to answer the questions put before you truthfully and to the best of your knowledge. While there, you are considered to be working at your job and must perform accordingly, or you could be subject to disciplinary charges for your refusal to answer. In the situation where you are granted immunity, you are protected from any criminal prosecution resulting from your statements. However, false statements made by you could subject you not only to a disciplinary charge but also criminal charges for making false or misleading statements.

At the investigation stage, my ad-

vice to the Captain is that together we should deal with the facts. Oral statements, written statements or reports, pictures and even circumstances are the facts you should deal with, since that is the evidence in your case. These statements can be either yours or another's. There is much difficulty when the investigator believes certain facts to be true and you believe your version is the truthful one, but that is just what the investigatory process is all about. So instead of struggling with whose version is the truthful one and feeling that the department is putting you through the wringer, deal with the facts and your walk through the investigatory process will be that much more bearable. You may not like it, but dealing with reality is a tough thing to do in life, even at the I.G.'s office.

The attorneys for the CCA have many years of experience in these areas and will vigorously and thoroughly represent you at the investigation and trial stage of the process. And that's the truth!

Richard M. Biaggi, Esq. is a partner in the firm of Biaggi and Biaggi, legal counsel to the Correction Captains Association.

19 Newly-Promoted Captains Will Wear Bars While Training

Congratulations to 19 newly-promoted Captains who came on board effective October 23rd. The CCA was pleased that they were allowed to perform their on-the-job training as Captains. Many members who were promoted prior to this group were required to perform their on-the-job training in blue shirts as officers. We all voiced our displeasure over this practice, and we are gratified that it is ended. The CCA is thankful to Commissioner Abate, Chief Hopkins, and Assistant Commissioner Maghan for allowing this change in procedure to occur.

The new Captains are Zoila Aponte, Alphonso Bonilla, Paul Cognato, Paul Cundari, Irma Dupree, Edward Finn, John Grant, Douglas Helmeyer, Steven Jones, Efrain Lopez, Cyril Lowe, Thomas Mantone, Jaime Medina, Beverly Pinckney, Gwendolyn Robinson, John Sheehan, Vincent Sinclair, Carl Taurisano, and Vincent Tornello.

REUNION NOTICE

HDM/JATC Reunion for old, new, active and retired members will be held on November 13th, from 8 PM to 1 AM, at Riccardo's restaurant, 21-01 24th Avenue, Astoria. The cost is \$45.00 per person.

Around the Perimeter. . .

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merely to distribute information that can save our members money on trips to Disney World and Disney Land and on gifts purchased at Disney Stores.

All CCA members are eligible to obtain a membership card. Membership in the club is extended to the cardholder's family, including the member's spouse, children, parents, grandparents, brothers and sisters. The person whose name appears on the membership card need not be present for someone in his or her family to use the card.

Many of our Captains have already made use of the Magic Kingdom Club benefits. If you are interested, simply contact your delegate for more information. The delegate will notify the CCA office so we can issue a membership card in your name.

Special Congratulations: Captain Dianne Kevelier and Correction Officer Elmer L. Velez recently received high honors. C.O. Velez received the 1992 Correctional Officer of the Year Award, and Captain Kevelier received the First Runner-Up for Supervisor of the Year. Both Dianne and Elmer made their families, the department and the CCA very proud as they received their honors at the Washington, D.C. awards luncheon for the International Association of Correctional Officers/Supervisor of the Year.

IACO: The CCA has become a supporting member of the International Association of Correctional Officers. It is the only nationwide professional organization exclusively for Correctional Officers (all ranks.) It has been very successful in bringing change in the way the profession of Correctional Officer is seen by others. Your delegates will be receiving a copy of Keepers' Voice, published by IACO. They also will have applications, if you are interested in becoming an individual member of IACO.

SEND US NEWS!

CAPTAINS' QUARTERLY is always looking for photos and news items that reflect the positive accomplishments of our membership. We would also like to learn of happy events in the lives of our Captains. If you have an article or photo you think we could use, please send it to the CCA office. All contributions are subject to editing for clarity and length.



CAPTAIN DIANNE KEVELIER AND CORRECTION OFFICER ELMER VELEZ accepting their awards from the International Association of Correctional Officers at the association's annual luncheon in Washington.

In Memoriam

Captain Denise McGee

On August 17, 1992, the CCA lost a dedicated member, Captain Denise McGee. Denise, while only a Captain for a short time, was liked by everyone at the Anna M. Kross Center, where she worked. Her strong leadership, guidance and friendship will be missed by all. We will always remember Denise in our prayers, and we offer our deepest sympathy to her family.

SECURITY BENEFITS CORNER

by IRV MECHANIC

Benefit Funds Consultant

As your Benefit Consultant and Retirement Consultant over the past 20 years, I have always felt that I must comment on what is available in the "insurance marketplace" and being offered to our members.

The City of New York has recently sent you information concerning the contract that they have entered into with Cigna Insurance Co. This offers long-term care on a payroll deduction program for active members and a direct-pay basis for retirees.

Please read the information thoroughly. The coverage is needed, and in some cases the premium is expensive due to the indemnity paid at home and in a nursing care facility. I am currently comparing the City's offer to what is available elsewhere, and I will be back to you with my professional comments. In the interim, if you intend to purchase this protection, please call my office as quickly as possible so that I can give you a complete evaluation.

PROTECT YOUR PENSION AND GROUP LIFE INSURANCE

Before you retire, contact our retirement consultants, Mechanic and Associates, at (212) 562-5702 or (914) 624-3800.



CORRECTION DEPARTMENT PARTICIPANTS in the Hispanic Parade included Division Chief Colon, Captain Rodriguez, Captain Morciglio, Deputy Warden Ortiz, and Captain Norat, President of the Hispanic Society.

REMINDER TO DELEGATES

Delegates/Alternates are required to meet with Management once a month to discuss labor issues within their respective facilities. Delegates and Alternates are entitled to a copy of the minutes of that meeting. All Delegates should submit an agenda to the Warden on labor issues that the membership feels need to be discussed. ◀

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