



## Around the Perimeter...

**CCA Bulletins:** By now you have probably seen the CCA Bulletins which the union has been posting in all Correction Department facilities. The purpose of these bulletins is to keep all our members completely informed on union activity and goals. The bulletins cover issues at all Department facilities and give specific information so our captains have access to any relevant knowledge. Please relate any issues from your facility — we all will benefit from your input.

**Gleason/Phillips:** As this issue of **CAPTAINS' QUARTERLY** went to press, Ken Gomez, our legal counsel, was in the midst of a legal battle for Captain Craig Phillips. Likewise, attorney Bruce Smirti is battling for Captain Robert Gleason. The progress of the case for these two captains is encouraging and we hope to have a successful decision soon. Captain Gleason and Captain Phillips have been enduring an incredible burden over the past two years, and we look forward to their complete exoneration so that they can be reinstated and return to their normal lives.

**Annual Softball Tournament:** Congratulations to the top three teams in the softball tournament. First Place: James A. Thomas Center. Second Place: Anna M. Kross Center. Third Place: Maritime Facility II. A total of 28 facilities/units were represented in the tournament, which was accurately described by Captain Edward Zapotocki: "This is an excellent way of bringing all Correction employees together and creating a common bond."

**CCA Benefit Book:** As this issue went to press, the executive board of the CCA was proudly distributing the new CCA Benefit Book to the entire membership. This book answers innumerable questions you and your family might have about benefits. Soon to be added are the new by-laws, which are being drafted by the by-laws committee, headed by Kathy Perugini, CCA Secretary.

**Awards Committee:** Michael Sassano, Sergeant-at-Arms, has started to recognize our captains with certificates for outstanding firearms qualifications. Mike is also organizing an awards committee through which our captains will receive breast bars for outstanding acts or achievements.

**FLSA Status:** The union recently instituted a  
*(Continued on Page 2)*



MAYOR DAVID N. DINKINS presented the Medal of Honor posthumously to Captain Stanley Rhem. Captain Rhem's wife, Brenda, accepted the award for her husband. Looking on are the Rhems' daughter, Latoya, and son, Lamont.  
*Story on Page 2.*

## CCA Outlook: Growth and Progress

by PETER D. MERINGOLO  
*President*

I believe our union is on an upswing in many ways. One indication of this progress is the greatly increased attendance at our General Membership meetings. More and more captains show up at each meeting to voice their opinions and take part as our union forges ahead to new goals.



The membership meetings have been informative to both the captains and the executive board of the CCA. In fact, every meeting raises a large number of new items which need to be addressed. Following each meeting I make a list of new problems and immediately begin to resolve them.

One item we have been working on is the **Civillianization Battle**. The CCA has asked the department not to implement this change, stressing the negative im-

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## CCA Outlook Is for Growth and Progress

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pact which results when an administrative captain is replaced by a civilian employee.

The civilianization order was the product of a Federal District Court consent decree, over which we had no control. This decree was forced on us by the Office of Consultants and Compliance and Legal Aid.

We are certain this move is a mistake which will cost the City a substantial amount of money while reducing the effectiveness of our operation and increasing the danger to our members. I have instructed our attorneys to take whatever actions are available to fight the civilianization of the administrative captain position.

**Unauthorized rescheduling of tours** is still occurring in violation of our contract agreement. The Department's rescheduling practices, compounded by its undefined "shift reduction policy," has turned into a nightmare for our members.

The Department also continues to close security posts, which is clearly reducing the security of the facility and placing our members in danger. This is crisis management at its worst.

The Department cannot continue to cut essential posts day after day, tour after tour and expect adequate productivity. We need more than stop-gap remedies to the numerous problems in the prisons.

It seems that management officials are so concerned about saving money that they have lost sight of the basic elements of Correction: care, custody and control.

**The holiday season** is approaching, and I would like to take this opportunity to wish you and your family the very best. Special appreciation goes out to the spouses of our captains, who endure the stress, long hours and dangerous working conditions.

I look forward to 1992 as a year of expanded strength and unity for the CCA. Our progress in 1991 has been encouraging and I am certain it will continue. God bless all of you this holiday season and throughout the coming year.

## Correction Captains Receive 66 Awards at Medal Day

by GEORGE AUFIERO  
Financial Secretary

On Friday, October 11, 1991, the City of New York honored members of the Correction Department who distinguished themselves this past year by acts of courage and excellence of service.

### At Police Headquarters

Members of the CCA received an impressive 66 awards at the ceremony, which took place at the Police Headquarters auditorium at One Police Plaza in Manhattan. On hand to present the awards were Mayor David N. Dinkins, Correction Commissioner Allyn R. Siefaff and Correction Department Chief Gerald A. Mitchell.

The Department Medal of Honor was posthumously awarded to Captain Stanley Rhem, who sacrificed his life last spring coming to the aid of a friend who was being attacked. Mayor Dinkins presented the Medal of Honor to Captain Rhem's wife, Brenda, as Captain Rhem's two children, Latoya and Lamont, looked on.

Also honored at the ceremony were Correction Department members who served in operation Desert Storm. Congratulations to all CCA members who received awards, and thanks to all those people who helped make this event a success.

## CAPTAINS' QUARTERLY



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## Around the Perimeter...

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lawsuit against the Department seeking FLSA status. Anyone interested in joining this suit should sign and return the forms sent out by CCA. No captains will have to pay out-of-pocket expenses to participate in this legal effort. If you need the forms or want further information about the FLSA lawsuit, contact the union at (212) 227-4090.

**Dental Care:** All members are urged to see their dentist regularly and practice good dental hygiene now to avoid painful and expensive dental procedures later. See Irv Mechanic's column on Page 6 for more information.

# CCA'S FIRST ANNUAL DINNER DANCE

The Correction Captains Association held its first annual dinner dance at Antun's, on Springfield Boulevard in Queens, on November 7th.

Members (both active and retired), political figures, the union's professional team, line organizations, and friends brought the total attendance to more than 500 and made the affair a huge success. The band was rockin', the smorgasbord delicious and plentiful and a great time was had by all.

This year's honoree was Donald J. Cranston. During his 27-year career with Correction Donald was the only person to serve as president of both the COBA and the CCA. Donald was honored by many speakers including Mario Biaggi, Sr., Assemblyman Anthony Seminario, City Councilman Sal Albanese, Correction Department Chief Gerald Mitchell and a host of organization leaders.

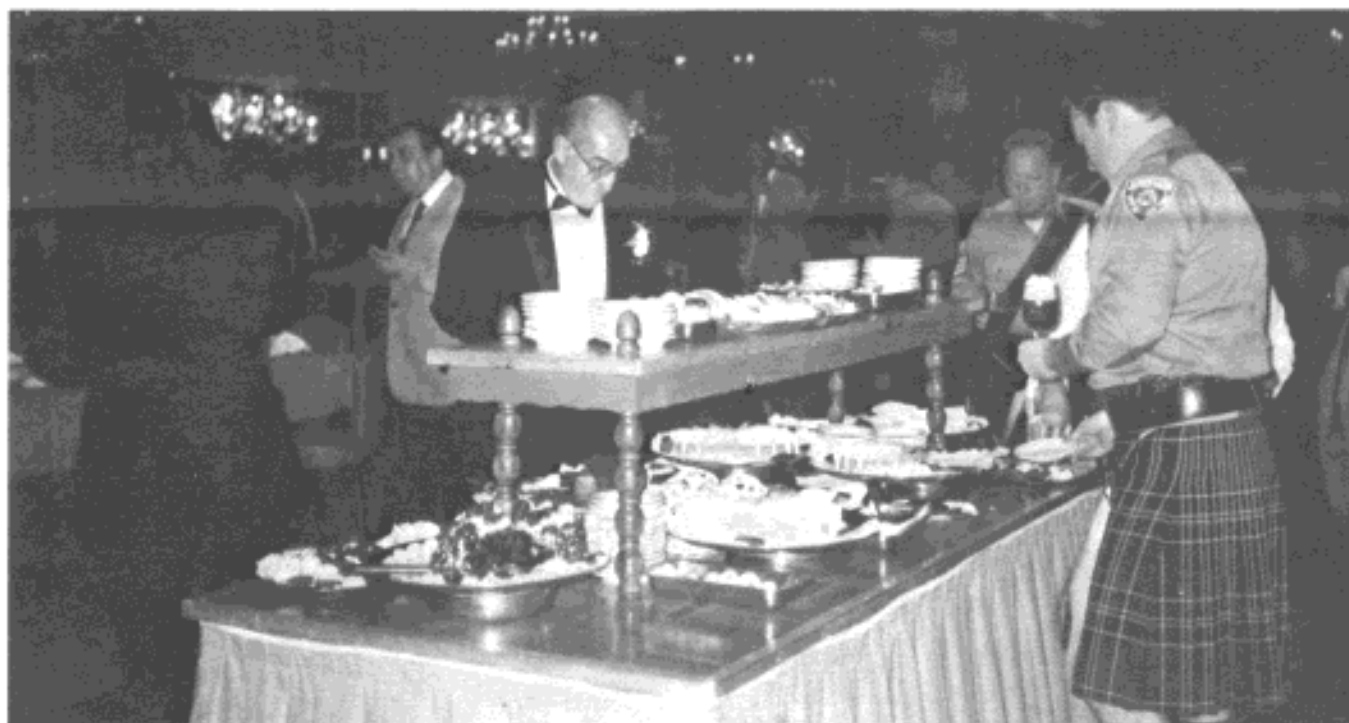
The CCA executive board would like to thank everyone who supported the first dinner dance. Special thanks to Alfred "Mandy" Mandanici, retired president of the CCA, who worked extremely hard to make this affair a success.



MARIO BIAGGI ADDRESSED HIS MANY OLD FRIENDS and supporters at the dinner dance.



NEW YORK STATE ASSEMBLYMAN ANTHONY SEMINARIO, who will be sponsoring a bill in Albany to create a 20-year pension for the CCA, also took a few minutes to address dinner dance participants.



IF THE CROWD'S REACTION WAS ANY INDICATION, the food at Antun's was terrific. More than 500 people attended the affair.

## Preparations Under Way For 20-Year Pension Bill

by JOSEPH DYKE  
First Vice President

One of the CCA's top priorities is to secure the 20-year pension, which correction officers now enjoy, for our membership — and to secure it as quickly as possible.

As you all know, the Correction Officers Benevolent Association (COBA) obtained this pension benefit without including any correction employees of higher rank. We inherited this situation when we took office.

### Immediate Action by Board

The City wanted us to pay substantially more than COBA because our union was not covered in the COBA bill. The CCA executive board acted immediately to assemble a team of professionals to secure a pension bill that will provide for the same benefits at the lowest possible price.

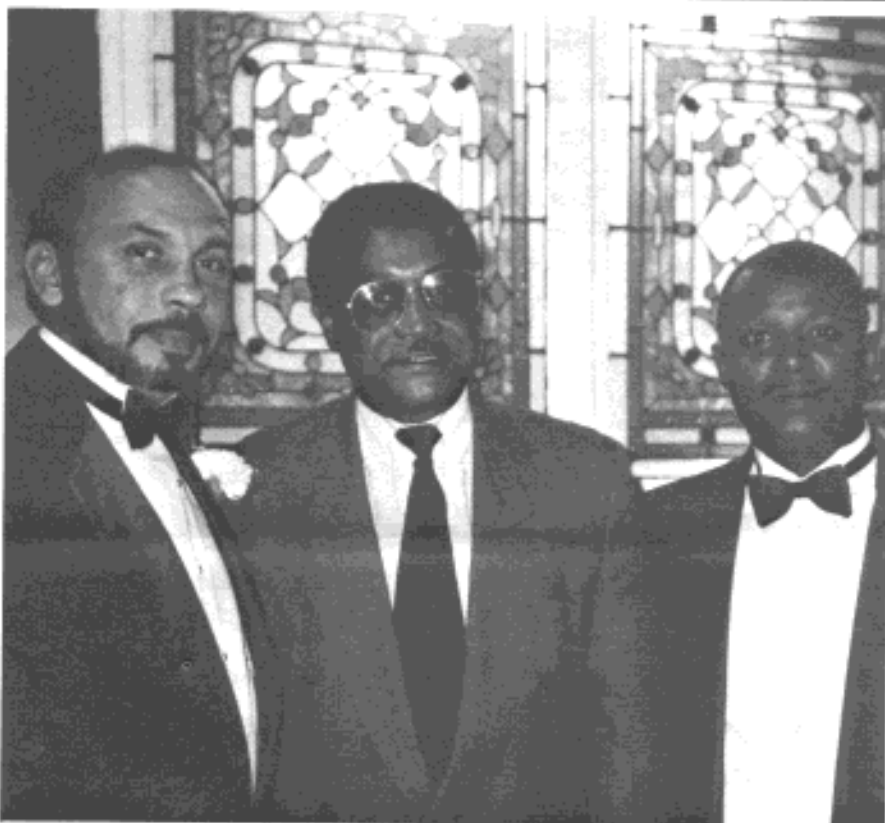
At present, the executive board is not satisfied with the cost of the 20-year pension plan. We expect to reduce the cost soon and achieve a reasonable bill, and at that point we will introduce it to the state legislature in Albany.

## Format Changes In January ADW Test

The examination for the position of Assistant Deputy Warden will be held on January 11, 1992. Please be alerted that there has been a change in the format for the test which was announced on October 23, 1991.

Changes include a new test section and the addition of percentage weights on each different section of the test. These changes disturb the executive board members of the CCA, but they do not violate any law.

The union will be monitoring every aspect of this test, however, and you can count on us to ensure that it is administered fairly and in accordance with all rules. The CCA will not sit idle if the administration attempts to undermine a fair and equitable evaluation of all those taking the test.



CCA FIRST VICE PRESIDENT JOSEPH DYKE, lobbyist Floyd Holloway and CCA Legislative Chairman Louis Fisher. These three will be on the front line in our effort to secure our pension benefits.

### The Watch Sheet

Coming up in our next issue of Captains' Quarterly:

#### ✓ 20-year Pension

CCA First Vice President Joseph Dyke, Legislative Chairman Louis Fisher and lobbyist Floyd Holloway will provide updates on the status of our number one priority: the 20-year pension bill.

#### ✓ Collective Bargaining

A comprehensive status update on where we are and where we are going on the contract front. The Collective Bargaining Committee will re-convene soon to meet with attorney Harry Greenberg and CCA President Peter Meringolo to formulate a plan for the CCA now that the PBA arbitration award is in.

#### ✓ Grievance Update

We are now compiling a list of common membership grievances. We will outline these and detail the best means of resolving them.

#### ✓ CCA Christmas Party

This celebration was held on December 11th in conjunction with the ADW's. We will have photos and a story.

## Guardians Hold Memorial For Department Members

On October 27, 1991, CCA Chaplain Reverend Winston M. Clarke and the Correction Guardians held a memorial service for deceased members of the department. The service was held at the First Reformed Church of Mount Vernon, NY.

The welcome address, given by Guardian President Ali Al-Rahman, sent a warm and caring message to all of us. The impressive honor guard stood tall during the ceremony and showed respect for the memories of those we have lost.

Another moving part of the ceremony was the calling of the roll by Parry Davis and Reverend Clarke, who gave us words of inspiration and consolation. Special thanks to Reverend Clarke and his wife, Nancy, to Ali Al-Rahman and all the Correction Guardians.



REVEREND WINSTON M. CLARKE, CCA Chaplain, Captain Stephanie Cyrus, Memorial Committee member, and CCA President Peter Meringolo took a moment to gather after the Guardians memorial service.

**BEST  
WISHES  
FOR  
1992**



THE HONOR GUARD STOOD TALL throughout the memorial service, a moving event to honor captains we have lost.

## First Delegate Seminar Plays to Rave Reviews

by GEORGE AUFIERO  
*Financial Secretary*

On October 27th, 28th and 29th, 1991, our union held its first Delegates Seminar at the Nevele Hotel in Ellenville, NY. The seminar was designed to bring all the delegates together with the CCA's executive board and professional staff to increase their ability to represent the membership.

The seminar received rave reviews from the delegates and was an overwhelming success. These are the professionals who attended the seminar and the agenda they covered:

- Harry Greenberg, General Counsel. Harry spoke with his usual eloquence and humor, and taught the delegates a lesson in the history of collective bargaining, the New York City Collective Bargaining Law and the Fair Labor Standards Act.

- Michael McDonald, Mayor's Office of Labor Relations. Mike addressed the future of labor relations in the 90's, bravely and diplomatically withstanding a barrage of tough questions from the delegates.

- Fred Richman, Labor Lawyer. Fred instructed the delegates on the intricacies of grievance procedures. His comprehensive presentation covered the entire subject and left the delegates with a thorough understanding of grievances.

- Floyd Holloway, CCA Lobbyist. Floyd gave the delegates insight into the political maneuverings which are so important to the union. He explained how a bill moves through the legislature to become a law, and outlined the COBA 20-year pension benefit.

- Irv Mechanic, Security Benefits. Benefits currently available to the membership and benefits likely to be available in the future were the subject of Irv's discussion. Irv was instrumental in putting together the new CCA Benefit Book in time for distribution at the seminar.

- Representatives from HIP and GHI. These representatives outlined health benefits and answered all variety of questions on the health plans.

**SECURITY BENEFITS CORNER**

by IRV MECHANIC

*Security Benefits Consultant*

Our dental experience is indicating that if you do not take care of your teeth on a continuous basis, your teeth and gums will be in need of serious, painful and expensive treatment in later years.

We only have one set of adult teeth for the rest of our life. To preserve our well-being in relationship to healthy teeth and gums, our recommendation is to see your dentist on a regular basis, and to brush and floss frequently after meals. Our teeth, if not taken care of, will create more problems, healthwise, in later years, than most other vital organs.

**Get Regular Dental Care**

To safeguard our well-being and to preserve our Security Benefit Funds, please see your dentist on a regular basis and have your valuable possession, your natural adult teeth, in top-notch condition.

Take care of yourself. You are special! Get enough rest and eat well. If you are irritable and tense from lack of sleep or if you are not eating correctly, you will have less ability to deal with stressful situations. If stress repeatedly stops you from sleeping, you should ask your doctor for help.

If your need information about your CCA dental coverage, please call my office at (914) 624-3800.



**BARBARA ELMENDORF**, Executive Director of Employee Benefits for Mechanic and Associates, Inc., the CCA's security benefits experts. This is the face behind the name. Don't hesitate to call the specialists at Mechanic's office when you need help with security benefits.

*In Memoriam***CAPTAIN ANTHONY ROBLES**

On Sunday, October 6, 1991, the CCA lost another dedicated member with the death of Captain Anthony Robles. The loss of Tony will be felt by all of us. Some will miss his strength and leadership, others his patience and guidance. But we all will miss his compassion, his love and friendship.

We will keep Tony in our prayers, and we offer our deepest sympathy to his wife, Carmen Reyes, and to all the Robles family.

**SUPPORT  
YOUR  
CCA**

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