

To All COBA, CCA and ADW/DWA Members:

On July 20, 2021, DOC circulated a proposed revision to Directive 2262R pertaining to Sick Leave Regulations. Since July 20, COBA, CCA and the ADW/DWA (collectively “the Unions”) have all bombarded DOC with communications insisting that DOC reconsider, revise, and postpone the implementation of any revisions to the Sick Leave Regulations. In response, DOC represented that the Unions had successfully highlighted legitimate flaws, oversights, and injustices in the proposed policy. In fact, Commissioner Schiraldi even represented that some of the Unions’ demands would be incorporated into the final version of the new policy. However, while the issues the Unions raised caused DOC to delay the policy from commencing on its originally announced start date of July 30, 2021, on Sunday August 1, 2021, DOC issued the next version of its policy via teletype (effective Monday, August 2, 2021). In this most recent iteration of the policy, none of the concerns articulated by the Unions, and acknowledged by DOC, were actually incorporated.

The Unions absolutely did not, and do not, agree with DOC’s revisions to Directive 2262R in any way. Commissioner Schiraldi’s words were alarmingly different from his actions, a disingenuous act that causes us all serious concern for any potential future issues of importance. While our members may not be surprised by this revelation, the Unions’ respective Executive Boards are certainly disappointed and incensed by DOC’s continued failure to support the hard-working men and women of the Department. It is our collective hope that Commissioner Schiraldi begin showing competent judgment immediately.

The Unions believe that the revised Sick Leave Regulations will not address, in any proper and meaningful way, the issues that DOC alleges it is trying to address. First, this new policy was issued under rushed circumstances. DOC’s plan calls for the launch of a 24/7 hotline and 5 service centers less than two weeks after being announced. However, DOC could not confirm the locations of these centers until August 1, and thereafter were only able to announce five locations that are

difficult to access. Frankly, we doubt DOC can even execute this policy in practice, especially under the time constraints. Second, DOC's policy fails to reward and incentivize the hard-working Correction Officers, Captains, Assistant Deputy Wardens, and Deputy Wardens who have dutifully shown up consistently to work, sometimes for double and triple shifts, in DOC's substandard and inhumane work environment. DOC chose not to tailor its revised Sick Leave Regulations to properly acknowledge the hard work of its uniformed staff. In fact, the Unions demanded that DOC do that - but DOC disregarded those demands and chose instead to rush forward with an illogical sick leave policy that doesn't even address the issues it purports to.

The Unions are prepared to challenge DOC's unilaterally imposed revision to the Sick Leave Regulations through every available legal avenue of redress and will pursue all possible remedies on behalf of our collective memberships. Representatives for all three Unions, and their attorneys, have already communicated, and will continue to communicate, regarding which legal remedies are best to pursue.

Accordingly, the Unions will need your help to build strong legal cases displaying precisely why the revised Sick Leave Regulations are a misguided disgrace. Most importantly, if you become a victim of the revised Sick Leave Regulations in any way, you must inform your Union's Executive Board. For any hardship you experience as a result of the revised policy, it is crucial that you keep detailed notes, maintain records of all documents and communications from the moment you call the 24/7 hotline, through your experience navigating the Mt. Sinai Centers and interacting with the medical professionals there. If you were dragged out of bed despite a severe ailment, we want to know. If you have a chronic illness that the DOC was already aware of and they still force you to come to Mt. Sinai for unnecessary reasons, we want to know. If you remain on hold for an excessive time or cannot get an appointment at a convenient time or a convenient location, we want to know. If you are mistreated or misdiagnosed by Mt. Sinai's doctors, we want to know. The hardships you experience will become the strong factual foundation – in essence the lifeblood – of any collective Grievance, Improper Practice or other litigation the Unions file on your behalf to combat the revised Sick Leave Regulations.

Please be assured, we are all fighting on your behalf and will continue to insist that the City rescind or revise this flawed policy. We can only hope that time will show DOC's new Commissioner the error of his ways, that he will acknowledge that error, and rescind this ill-conceived and irrational policy. While the Unions are

willing to work with DOC on a revised sick leave policy that is fair and just to all employees, this new policy is certainly not it.

We will continue to keep you apprised of our efforts to challenge the revised Sick Leave Regulations. If you have further questions or want to report the facts and circumstances of your experience under the new policy, please contact your respective Union's leadership as soon as possible.

In Solidarity,

CORRECTION OFFICERS BENEVOLENT ASSOCIATION



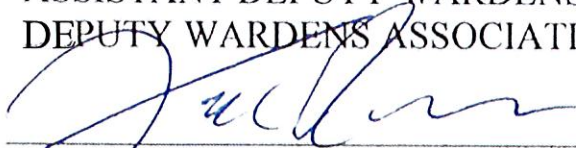
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