



MCOFU BULLETIN

FALL 2020



MCOFU ENDORSEMENTS

2020 Election

Dear MCOFU Members,

Election season is upon us and this year is extremely important for the men and women who put on a uniform every day. This year we need to stand up and continue legislators who have supported us. This past summer several bills were filed to villainize and destroy public safety. The following list are the people who have and will continue to support us. Due to the changes in this year's election process the list could change as candidates reach out looking for our support. Please ensure that you, spouse, parents and friends vote for these individuals.

In-Person early voting starts October 17-30

October 28 is last day to submit mail in ballot

November 3 is Election Day

State Senators:

JOHN C. VELIS (D)
MATTHEW T. KELLY (R)
MICHAEL F. RUSH (D)
NICHOLAS P. COLLINS (D)
MICHAEL O. MOORE (D)
ANNE M. GOBI (D)
DEAN A. TRAN (R)
RYAN C. FATTMAN (R)
DIANA DIZZOGlio (D)
BRUCE TARR (R)
PATRICK O'CONNOR (D)

Second Hampden & Hampshire (Westfield)
Norfolk, Bristol & Middlesex (Franklin)
Norfolk & Suffolk (Boston)
First Suffolk (Boston)
Second Worcester (Millbury)
Worcester, Hampden, Hampshire & Middlesex (Spencer)
Worcester & Middlesex (Fitchburg)
Worcester & Norfolk (Sutton)
First Essex (Methuen)
First Essex, Middlesex (Gloucester)
Plymouth & Norfolk (Weymouth)

State Representatives:

TIMOTHY R. WHELAN (R)
WILLIAM L. CROCKER, JR. (R)
DAVID T. VIEIRA (R)
STEVEN GEORGE XIARHOS (R)
FRED "JAY" BARROWS (R)
JAMES K. HAWKINS (D)
STEVEN S. HOWITT (R)
CAROLE A. FIOLA (D)
ALAN SILVIA (D)
PAUL A. SCHMID, III (D)
CHRISTOPHER MARKEY (D)
NORMAN J. ORRALL (R)
JAMES M. KELCOURSE (R)
LEONARD MIRRA (R)
BRADFORD R. HILL (R)
DONALD H. WONG (R)
DANIEL CAHILL (D)
PETER L. CAPANO (D)
THOMAS P. WALSH (D)
SUSANNAH M. WHIPPS (I)
TODD M. SMOLA (R)
BRIAN M. ASHE (D)
NICHOLAS A. BOLDYGA (R)

First Barnstable (Brewster)
Second Barnstable (Barnstable)
Third Barnstable (Falmouth)
Fifth Barnstable (Barnstable)
First Bristol (Mansfield)
Second Bristol (Attleboro)
Fourth Bristol (Seekonk)
Sixth Bristol (Fall River)
Seventh Bristol (Fall River)
Eighth Bristol (Westport)
Ninth Bristol (Dartmouth)
Twelfth Bristol (Lakeville)
First Essex (Amesbury)
Second Essex (Georgetown)
Fourth Essex (Ipswich)
Ninth Essex (Saugus)
Tenth Essex (Lynn)
Eleventh Essex (Lynn)
Twelfth Essex (Peabody)
Second Franklin (Athol)
First Hampden (Warren)
Second Hampden (Longmeadow)
Third Hampden (Southwick)

MCOFU ENDORSEMENTS (*continued*)

State Representatives (*continued*):

MICHAEL J. FINN (D)	Sixth Hampden (West Springfield)
JAMES CHIP HARRINGTON (R)	Seventh Hampden (Ludlow)
ANGELO J. PUPPOLO, JR. (D)	Twelfth Hampden (Springfield)
SHEILA C. HARRINGTON (R)	First Middlesex (Groton)
THOMAS STANLEY (D)	Ninth Middlesex (Waltham)
JOHN LAWN (D)	Tenth Middlesex (Watertown)
INGRID I. CENTURION (R)	Thirteenth Middlesex (Sudbury)
THOMAS GOLDEN (D)	Sixteenth Middlesex (Lowell)
RADY MOM (D)	Eighteenth Middlesex (Lowell)
DAVID ROBERTSON (D)	Nineteenth Middlesex (Tewksbury)
BRADLEY H. JONES, JR. (R)	Twentieth Middlesex (North Reading)
MARC T. LOMBARDO (R)	Twenty-Second Middlesex (Billerica)
COLLEEN GARRY (D)	Thirty-sixth Middlesex (Dracut)
CATHERINE J. CLARK (R)	Thirty-Seventh Middlesex (Lunenburg)
JOSEPH W. McGONAGLE (D)	Twenty-Eighth Middlesex (Everett)
RICHARD HAGGERTY (D)	Thirtieth Middlesex (Woburn)
BRUCE J. AYERS (D)	First Norfolk (Quincy)
TACKY CHAN (D)	Second Norfolk (Quincy)
JAMES MURPHY (D)	Fourth Norfolk (Weymouth)
MARK JAMES CUSACK (D)	Fifth Norfolk (Braintree)
WILLIAM C. GALVIN (D)	Sixth Norfolk (Canton)
TED PHILIPS (D)	Eighth Norfolk (Sharon)
SHAWN C. DOOLEY (R)	Ninth Norfolk (Norfolk)
JOHN H. ROGERS (D)	Twelfth Norfolk (Norwood)
MATHEW J. MURATORE (R)	First Plymouth (Plymouth)
SUSAN WILLIAMS GIFFORD (R)	Second Plymouth (Wareham)
JOAN MESCHINO (D)	Third Plymouth (Hull)
PATRICK JOSEPH KEARNEY (D)	Fourth Plymouth (Scituate)
DAVID F. DeCOSTE (R)	Fifth Plymouth (Norwell)
TATYANA MEDVEDEV SEMYROG (R)	Sixth Plymouth (Duxbury)
ALYSON M. SULLIVAN (R)	Seventh Plymouth (Abington)
ANGELO L. D'EMILIA (R)	Eighth Plymouth (Bridgewater)
KATHLEEN R. LaNATRA (D)	Twelfth Plymouth (Kingston)
DAVID BIELE (D)	Fourth Suffolk (Boston)
EDWARD F. COPPINGER (D)	Tenth Suffolk (Boston)
JESSICA ANN GIANNINO (D)	Sixteenth Suffolk (Revere)
KIMBERLY N. FERGUSON (R)	First Worcester (Holden)
JONATHAN D. ZLOTNIK (D)	Second Worcester (Gardner)
MICHAEL P. KUSHMEREK (D)	Third Worcester (Fitchburg)
DONALD R. BERTHIAUME, JR. (R)	Fifth Worcester (Spencer)
PETER J. DURANT (R)	Sixth Worcester (Spencer)
PAUL K. FROST (R)	Seventh Worcester (Auburn)
MICHAEL J. SOTER (R)	Eighth Worcester (Bellingham)
DAVID K. MURADIAN, JR. (R)	Ninth Worcester (Grafton)
HANNAH E. KANE (R)	Eleventh Worcester (Shrewsbury)
MEGHAN KILCOYNE (D)	Twelfth Worcester (Northborough)
JOSEPH D. McKENNA (R)	Eighteenth Worcester (Webster)



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CORRECTION
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PROTECT YOU.
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THERE FOR THEM.**

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PROTECT PUBLIC SAFETY

MESSAGE FROM THE E-BOARD

"Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family." -Kofi Annan

Brothers and Sisters,

MCOFU's primary focus and purpose is to improve the working conditions and benefits of our membership. This Executive Board is dedicated to providing you, our brother and sister officers with the most effective leadership you so rightfully deserve. Each and every one of us on this board are very conscious of the confidence you have placed in us to adjust the sails of this union, and advance the goals and objectives of this organization. We are determined to make good on the faith you have placed in us in making this membership as organized, educated, and informed as possible.

Your Executive Board is confident that with our strong administrative and legislative agenda, we will make you proud. Your Executive Board is up to the challenge. We also challenge you, each individual member, to help take responsibility in unifying and moving MCOFU forward in a positive direction. Stay informed, familiarize yourselves with your local Stewards, become active and engaged, and above all else, stay safe and keep each other safe.

*In Solidarity,
Your MCOFU Executive Board*

www.mcofu.org

16 inmates charged in beating of four Souza-Baranowski correctional officers

Rick Sobey

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Crime & Public Safety, Latest Headlines, Local News, Massachusetts, News, Uncategorized



Souza Baranowski Correctional Center

Massachusetts Correction Officers Federated Union

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Business Agent • Philip C. Matthews
Grievance Coordinator • James R. Wilder
Legislative Representative • Kevin M. Flanagan

FOR IMMEDIATE RELEASE

On Sunday, January 12th , 2020 the Executive Board of the Massachusetts Correction Officers Federated Union met with the Correction Officers that were the victims of the brutal assault at Souza Baranowski Correctional Center this past Friday, along with the Officer 's families. These officers suffered serious and significant injuries. Two officers remain hospitalized, both will require surgeries to address the injuries they sustained, and the road to recovery for them will be long . Despite this, these brave and heroic officers remain strong, are upbeat, and are very much appreciative of the outpouring of support.

MCOFU appreciates Governor Baker and Lieutenant Governor Polito for their support in visiting and speaking with our officers , their families, and hearing their thoughts on what happened during their attack.

MCOFU appreciates the open line of communication it has been able to have with the Legislature, particularly Representative Claire Cronin in order to hear our concern s. Attacks like this one this past Friday, and others like it have become too common and are only increa sing in terms of how brazen they are, and in the extent of the injuries our officers are sustaining. Their willingness to work with us is vital. MCOFU looks forward to working with members of the Legislature to keep our pri sons safe for each and every officer who works behind the walls.

The Massachusetts Correction Officers Federated Union is absolutely committed to, and looks forward to working with all partie s necessary to ensure substantive and long -lasting operational changes are made at the Souza Baranowski Correctional Center.

For additional Information or comment please contact MCOFU at 774-396-6477.

Union Seeking “Substantive” Changes After Prison Assaults

Baker Visited Injured Officers

Michael P. Norton 1/13/20 4:22 PM

STATE HOUSE, BOSTON, JAN. 13, 2020.....Gov. Charlie Baker and Lt. Gov. Karyn Polito visited with correction officers and their family members in the wake of Friday’s vicious assault by inmates on three officers at the state’s maximum security prison in Shirley.

The Massachusetts Correction Officers Federated Union also reported Monday that it “appreciates the open line of communication it has been able to have with the Legislature, particularly Representative Claire Cronin in order to hear our concerns.” The union said the incident should spur “substantive and long-lasting operational changes” at the Souza Baranowski Correctional Center.

Cronin co-chairs the Judiciary Committee and was active in writing a criminal justice system reform law that the union says has created more relaxed rules in prisons, leading to an increase in assaults on correction officers by inmates.

“Attacks like this past Friday, and others like it have become too common and are only increasing in terms of how brazen they are, and in the extent of the injuries our officers are sustaining,” the union said Monday, noting its executive board met Sunday with the assaulted officers. “MCOFU looks forward to working with members of the Legislature to keep our prisons safe for each and every officer who works behind the walls.”

Two officers remained hospitalized Monday following Friday’s incident, the union said. “Both will require surgeries to address the injuries they sustained, and the road to recovery for them will be long. Despite this, these brave and heroic officers remain strong, are upbeat, and are very much appreciative of the outpouring of support,” MCOFU said.

Baker posted on Twitter around 4 p.m. Sunday that he and Polito had just visited with the officers and their families. “They were badly injured, but able to share their thoughts on what happened. Very grateful they were there for each other,” he wrote.

MCOFU legislative representative Kevin Flanagan told the News Service Monday that Baker and Polito met first with the union’s executive board members on Sunday afternoon, and then with the officers hospitalized at UMass Medical Center.

Flanagan said Beacon Hill officials appear “very receptive” toward working with the union.

“We’re all for criminal justice reform,” he said. “But we also have to start taking into account officer safety.”

Flanagan said Souza is home to “some of the most violent and vicious people we have in the Commonwealth.”

Asked about possible changes, Flanagan said ideas being discussed include minimum officer staffing levels, immediate prosecution of inmates who assault staff, and denying “good time,” or time subtracted from sentences for inmates who work or participate in programs, for inmates who assault staff.

A Department of Correction official confirmed Monday that Souza Baranowski remains on lockdown status.

In a statement late Monday afternoon, Prisoners’ Legal Services Executive Director Elizabeth Matos said the group’s sentiments “are truly with those injured on Friday and with their families, and with the people incarcerated in that prison who are living under similarly dangerous conditions. An assault on anyone in the prison should be condemned because violence unchecked only serves to condone a culture of impunity.”

But Matsos challenged the assertion by the union that assaults at Souza Baranowski are due to the new justice reform law.

It is “wrong and irresponsible” for the union to suggest “that reforms designed to improve conditions for staff and prisoners alike are responsible for the violent climate at SBCC,” Matos said. “To start, the DOC has been very resistant to implementing the law and conditions for prisoners in SBCC have not changed significantly since its passage. MCOFU complains that limiting the use of solitary confinement and increasing programming directly inspires and encourages violence against staff.”

Matos said PLS documents more assaults on prisoners at Souza-Baranowski than any other prison or jail in Massachusetts.

She added, “It does not take much browsing online to discover the dehumanizing mentality of some (not all) of the officers who work in that prison. Unfortunately, MCOFU’s reactionary rhetoric only serves to fan the flames of such sentiments and to work against the safety of its own members.

FROM THE PRESIDENT

Dear Fellow MCOFU Members,

First off, I'd like to thank the membership for voting me in to be your President. Your overwhelming support in the last MCOFU election was appreciated.

March 17, 2020, marked the day I had officially been your President for one year. The transition from working as a Lieutenant at MCI Shirley and serving as a Chief Steward to full time Executive Board Member has been a challenging yet rewarding position. The first week of my transition to President was shown to me by now retired President Jon Mograss.

In this past election, the membership chose to vote in four new Executive Board members. The new Board (7 new Executive Board Members within a year) hit the ground running with the ratification of the new contract (CBA) by the membership on April 3, 2019. With our current CBA expiring June 30, 2021 talks for the next contract negotiations with the

Commonwealth of Massachusetts will be starting shortly.

In the first year, along with learning the role of President, myself along with the rest of the Executive Board toured Institutions and Counties and spoke to the membership in regards to various ongoing issues and concerns. Some of the major concerns voiced were: clear liquids, transgender issues, Janus Bill, MASAC@Plymouth Unit 4 being removed, MCI-Framingham staff reduction, transfer list, Criminal Justice Reform Act and especially staffing issues and assaults. We will continue to listen to our membership concerns and keep the body informed of the issues or direction we need to take.

Entering into year two we have not slowed down one bit dealing with this new uncertainty of Covid-19, something we as a Union have never dealt with. Throughout this pandemic the Executive Board has been working diligently with the DOC in implementing MOU's/

MOA's to keep our members safe. The health, welfare and safety of our members and their families have been and will continue to be our upmost importance.

Steward Elections were held this past April. I want to thank all the MCOFU members who nominated themselves and saw the importance of running to represent our Union and MCOFU members. Congratulations to all the newly appointed Stewards you are a vital asset to your institution, and we, the Executive Board appreciate the opportunity to work alongside our stewards in helping to relay information along with providing guidance to the body.

As a Union, we continue to aim to get the membership (active and retired) more involved to promote wellness and strength of our Union with our many anticipated MCOFU events. Unfortunately, due to Covid-19 pandemic and with state restrictions most of our events scheduled for 2020 had to be postponed or cancelled. We



are looking forward to when the restrictions will be lifted and we can once again continue with our many loved events. The attendance for all of these past events were a huge success and we will continue to provide them to our hard-working body as soon as possible.

We as a body have experienced a lot over the past eighteen months and your Executive Board has and will continue to strive to get the best that we can for our MCOFU membership.

*In Solidarity,
Derek*

BROTHERS AND SISTERS

I hope this letter finds all MCOFU members and their families safe and healthy. 2020 has been a year like no other and I'm sure we're all in agreement that year 2021 can't get here fast enough. I would like to thank each and every one of you for your hard work, preservation, and dedication in keeping the facilities you work in a safe and clean environment to the best of your ability. The fact that there were no fatalities within our rank and file during this deadly pandemic demonstrates the strength and resiliency we have amongst each other to follow pandemic health and safety protocols to ensure we get home to our loved ones healthy every day. That being said we cannot become complacent with how we deal with this virus. There's still a long way to go before we even think about returning to any type of normalcy.

This year got off to a horrific start with the heinous assault on three of our officers at SBCC on January 10th. It is a miracle that the injuries on these brave men weren't more severe. Like all staff at SBCC and staff at every facility would do, these officers sacrificed their lives to protect one another. Luckily one officer is back to work but the other two still have a long road ahead

before they fully recover physically. The mental recovery will definitely take a lot longer so it's vital that we stay in contact with our brothers on a daily basis. Two days after the assault Governor Baker, Lt. Governor Polito, and Commissioner Mici visited the officers at the hospital. They saw first-hand what this ruthless, unprovoked attack did to the officers physically and mentally. They also saw upfront and personal how it affected their families.

The following week MCOFU sat down with Secretary Turco and the DOC to discuss what measures needed to be taken to ensure this attack of this nature would never happen again. We requested a third officer in each unit, less inmates out during tier time, and more of a TRT/QRF response. MCOFU also wanted to discuss how to keep the "high profile" and "disruptive" inmates isolated from the rest of the institution population. In other words, "a prison within a prison." The DOC had already had conversations with each other regarding this move so everyone was in agreement that the operational running of SBCC was in need of a long overdue restructure of the facility. Even though SBCC is still the most dangerous institution in the Common-

wealth and our officer's lives are in danger on a daily basis, I believe the changes made will help alleviate stress and some safety concerns for our members.

With Police Reform Bill out in front of us, we as Correction Officers need to be diligent on the we handle any kind of use of force. Along with Criminal Justice Reform, Prison Legal Services (inmate lawyers) are scrutinizing any excessive use of forces that could lead to civil liability. If you're involved in a use of force make sure there's a debriefing where you can review the video prior to writing your report. It is imperative each report is written in detail on your involvement with the incident. It must be a collaborative effort on everybody's part to make sure the use of force package has no discrepancies.

Social media is becoming a disciplinary problem with our rank and file. The DOC has personnel that tracks all facets of social media. Please utilize common sense when it comes to Facebook, twitter, texts, emails, and pictures. Stay away from any kind of derogatory or unethical remarks, sensitive photos, or videos. Especially when it comes to union members. It could be subject to discipline. Keep your job off social media.



I would like to thank President Derek O'Connor, Secretary Corey Scafidi, Grievance Coordinator Jim Wilder, Legislative Rep Kevin Flanagan, Business Agent Phil Matthews, and Treasurer Bill Gleason for their hard work and dedication for this union.

This group has been working tirelessly to protect your rights and to ensure the environment we work in be a safe and healthy one. I am proud to work side by side with these gentlemen and honored to be back as your Vice-President. Like always I will continue to serve the best interests of this union and protect your rights to the highest level. Respect each other and stay safe and healthy.

*In Solidarity,
Ted Slattery*

OFFICERS' REPORT

Dear Member,

Thank you for the opportunity to represent the members of MCOFU on this board. I hope you and your family are healthy and well through these trying times. It's a pleasure and an honor to serve you brothers and sisters, and I look forward to helping build and improve this union further in the coming years. I think this board has been successful and I think our team approach is why we get things done more efficiently and effectively. From the beginning, this board decided to take a team approach to better serve this membership and it has paid off. The thinking of 'it's not my job' or 'stay in your lane' is not the way we wanted to operate. All seven members do have specific areas to which they are elected for, but we all step up/step in and work collectively to assist each other to get things done.

One of my priorities in this endeavor was to establish and improve training for stewards. Your representatives have to know the basics of the grievance process, labor law, the CBA, and how to proceed successfully to protect your rights, job security and wages. Besides the day to day of processing grievances, I drew up a PowerPoint program for stewards to learn how to write and process grievance and conducted training some in house training.

Anyone who has been involved in a grievance realizes that the process can be a tedious one that requires patience and attention to detail. Therefore, I suggested each Chief steward assign one point person for each institution. This greatly streamlined the process and brought down the lag time in the process. We can now go from an initial grievance at the institutional level to filing to arbitration in 42 days, sometimes even quicker. By speeding up the time frame, the administration has been more willing to settle cases because it saves everyone's time and also taxpayer money.

With the help of the grievance committee, we held hearings for over 175 grievances to be heard through the step three level and secured release time for over 65 members to be heard, to tell their side of the story at the hearing and successfully won many cases at this level.

Collectively, we have settled over 200 cases of discipline and returned hundreds of hours of benefit time back to the members via settlement agreements.

Going forward I would like to continue with efforts of training and education for stewards through in-house training and also making classes at the Labor Guild available for all members. After attending and completing these classes, the member would be reimbursed for the tuition. If you are interested in learning more, please contact me. These classes are starting up again in the fall and spring 2021, after the obvious interruption from the COVID-19 protocols. These classes are being conducted through a Zoom platform and anyone can take a class and benefit from some labor relations knowledge from the comfort of home.

We have been working collectively to streamline the grievance process to effectively "pushback", when management oversteps and violates your rights afforded by the contract.

But we all must do our part. The union is all of us. The members, the stewards, and the board. The member needs to do his or her part as well by attending local meetings, ask questions and praise your stewards for the selfless, thankless work they do, and not unfairly criticize them. Work together, brothers and sisters. The only strength we have is our solidarity.

*Thank you for your time,
Jim Wilder*



Hello To All MCOFU Members,

Active and Retired. 2020 is 3/4 over and there have been many major obstacles that the MCOFU membership has faced so far. Starting with Covid-19. This pandemic added a LOT more stress to an already stressful job we have as Correction officers, but as usual all MCOFU state and county members are handling this unprecedeted challenge like they always do, in a thoroughly professional manner. Other obstacles the membership has had to face this year include MASAC closing, Framingham staffing levels changing, SBCC operational changes, staffing shortages department wide, job pick, and CJ reform etc.; to name a few. This is going to be a very busy and challenging last couple months of the year. MCOFU is committed to take these challenges head on with our members being priority #1. The past two years have been busy as well. Job pick implementation, contract ratification, ongoing staffing shortages, the Janus Decision, and even things like clear bags and uniform shirts etc.; To be honest I was one of the doubters of what went on up here, but after being up here for over two years now I can honestly say that I'm proud of the work done up here. A lot of the decisions we make up here are very tough and come with great debate amongst us. Not everyone will agree with us but every decision we make is always in the best interests of the body.

When I ran for Treasurer, I ran on a platform of Honesty, Transparency, and Visibility. These may sound cliché but I still think its three of the most important things (amongst many others) to be when representing approximately 3800 members. In 2018 I toured but not as much as I would have liked to. In 2019 I toured every prison numerous times and in 2020 I toured as much as I could up until Covid-19 hit and then it slowed down for a while but I am and will continue to tour and answer questions and listen to what the members have to say.

As far as the finances of MCOFU go, the annual audit for year ending September 30, 2019 is complete. Everything is looking good as far as the finances go.

In 2019 the Caring Fund gave out 40,300.00 to Officers in need. As of 9-18-2020 37,495.00 has been given out from the Caring Fund YTD. Charitable contributions given out to member-based charities and organizations totaled 38,250.00 in 2019. 18,460.00 has been given out as of 9-18-2020 YTD to member-based charities. Flowers and Gift baskets to members and their families totaled 61,149.18

in 2019. As of 9-18-2020 flower and gift baskets have totaled 52,331.09 YTD. (Charitable contributions and Flowers and Gift baskets are taken out of the operating account)

In October 2019 I brought to the board the need to look into changing our investment firm due to what I thought was a lack of communication and effort on the part of the old investment firm. The Board made a major decision in November of 2019 to make a change, and after interviewing we decided to go with the Bulfinch Group out of Needham, Mass. We transferred the whole portfolio into the new investment account in December of 2019 and in February of 2020 we transferred the Money Market Account into the account with Bulfinch. Starting in January of 2020 we began investing monthly into the fund which adds to the long-term stability of MCOFU.

In the interest of honesty and transparency here is a synopsis of the Investment Portfolio during the pandemic. The DOW will be used as a guideline for this. Jan and Feb 2020 the market was rolling along hitting an all-time high on 2-12 of 29,551.42 and then the Covid-19 fears hit Wall Street during the week ending 2-28 with the DOW hitting a low of 18,591.93 on 3-23 which was a drop of 37% (to put this in perspective to show how volatile the market was, (and still is) the DOW from 2-27 thru 6-11 had 13 of the top 15 largest daily point losses in history and also from 3-2 thru 5-18 it had 11 of the top 15 daily point gains in history). When early April rolled around the MCOFU portfolio was down almost 14%. (On a side note if we had stayed with the previous firm that we left in December 2019 we would have been down approximately 27%). I will be honest I had some sleepless nights over this but also realized if you are a long-term investor which MCOFU is weathering this requires patience and thoughtful planning along with no fear-based decisions. We were in constant contact with the Bulfinch Group monitoring the portfolio very closely. The end of May thru June 8 the market had been doing a lot better but by the end of the second week of June the market had suffered its worst weekly loss since March. By the end of the third week of June even though the market was still down over 3600 points and 13% from its high the portfolio had gained all that it had lost and was up 2.83% which considering the volatility of the market is a huge gain. The months of July and August had its ups and downs also and moving into September at the time I am writing this I am happy to say that the Portfolio is doing GREAT!!!



As of 9-18-2020 the portfolio is up 7.93%. (I honestly think this investment firm switch is one of the best financial decisions MCOFU has ever made). With all that said as of right now MCOFU'S finances are in the green which I feel is a major accomplishment during these volatile times and in very good hands and looking better than ever!!

The Retiree eye and dental fund is at 6.4 million. As of 9-14-2020 there are 144 retirees that are paid in full/current and enrolled. 247 retirees that were eligible have been terminated and dropped from the plan due to not paying the balance they owe of the 1974.00 buy in premium. (If you were to retiree now you would owe around 800.00 which you could pay over a year plus the 13.00 per month the benefit costs). There are also 149 members that are currently enrolled but are either still making payments or are not quite at their 12-month window to either continue the benefit or be shut off for nonpayment. As a reminder the spouse was added to the plan or the option of 1 child if you don't have a spouse. All info on this is available at www.benstrat.com

Active members eye and dental can now be all done online instead of the usual printing out a copy and mailing or faxing it. Open enrollment is typically held every December. Employees who wish to enroll for the first time in the plan or make any changes to their existing coverage can do so through the open enrollment form. Midyear changes are only permitted if you have a life changing event, such as recently married, divorced, or birth of a new child or adoption. If you have experienced one of these events, you can enroll into the Dental & Vision benefits within 60 days of the event, with proof of the event (I.E. mar-

Gleason | continued on page 10

Gleason | continued from page 9

riage certificate, divorce decree, birth certificate) at www.benstrat.com

In September of 2019 we met with the rest of the trustees of the health and Welfare Trust and we agreed to take 46K out of the health and Welfare fund (Article 13A of the contract) to replace broken or old gym equipment at every facility that has a staff gym. This was completed in December 2019 and as soon as this pandemic is over and the gyms can re-open all the ripped or torn equipment will be re-upholstered by Mascor. If it hasn't been replaced yet, it will be.

The last newsletter I had mentioned that a solar company had approached us about leasing the land for solar panels and we would get a discount on electricity and a fee for leasing the land. After looking into it further it wasn't going to be beneficial enough to MCOFU to agree to a deal at the time. If anything, else comes up we will inform the body of any interest.

The vendors are always being looked at to see if there are ways to cut costs. One of the first companies I looked after a few months of being up here was the landscapers who had been used by MCOFU since 2007. Mid-season I re-negotiated the price of some of the highly overpriced things that were done to the property and saved a couple thousand dollars for the remainder of the season, and then in early 2019 I put the landscaping out to bid and the landscape contractor was changed and the contract was cut by more than half, saving approximately 10K. Last winter (2018-2019) I re-negotiated the plowing contract. We kept the same contractor but we cut out some costs that weren't necessary, saving thousands depending on the severity of the winter. We also opted out of our contract with myFM radio saving MCOFU an additional 9,300.00 yearly. Paying someone from the outside 5-600.00 dollars per month since September 2014 to run a Facebook page is absurd, that was ended when I arrived. Also, the bookkeeper position which was a hired and paid for one day a week position at 200-250.00 dollars a week since 2012

was stopped, saving a minimum of approx. 12-13K yearly. (THE TREASURER IS ELECTED TO DO THE JOB HE RAN FOR NOT HAVE AN UNNECESSARY ASSISTANT BEING PAID FOR WITH MEMBERS DUES).

As you know the Canobie lake park outing that was scheduled for Thursday August 13 was cancelled due to the many restrictions placed on the park due to Covid-19. This outing will be back in 2021

With the 2% raise due that took effect the first pay period in July MCOFU members working for the state will see their dues rise from 43.45 Bi-Weekly to 44.33 Bi-Weekly.

As of September 18, 2020, there are 3748 MCOFU dues paying members.

ENJOY THE REST OF 2020 WITH FAMILY AND FRIENDS AND STAY SAFE, WATCH EACH OTHERS BACK AND THANK YOU FOR LETTING ME SERVE AS YOUR TREASURER.

*In Solidarity,
Bill Gleason*

Hello To My MCOFU Brothers and Sisters,

I first want to extend my thoughts and well wishes to the 3 brave officers that were viciously attacked at the SBCC facility in January, this unprovoked attack was a clear example of how violent and dangerous these offenders can be at any given moment. C/O's Austin Fuller, Anthony Kelly and Michael Parent showed tremendous bravery during this assault and even though C/O Fuller has been able to return to work, all 3 officers are still recuperating so please keep them in your thoughts. So many of our members stepped up to help those officers, each one of them has stated to the E-board how grateful and humble they are of the generosity and help from our members and MCOFU.

I also want to thank ALL our members in the manner that you have been handling this COVID pandemic, this has had everyone on heightened alert during our normal/less than normal work days. To not know much of this virus early on and how our members reported to work consistently with professionalism along with taking as much precaution and at times NO precaution to

remain safe and do our job each shift, thank you again.

We hope everyone enjoyed C.O. week in May and enjoyed the Cumberland Farms gift card, mug and pizza. A small token of thanks from us to recognize and thank all of you who exemplify professionalism, integrity and strength in the face of a difficult and often dangerous work environment.

I am beginning negotiations with Dukes and Plymouth County, 2 of 3 Counties that MCOFU represents and then I will be starting Bristol negotiations along with Chief Steward Jeremy Carlton, hopefully we will be able to secure a new contract soon.

We unfortunately had to cancel both our annual MCOFU retirement and children's Christmas party due to COVID, we will be honoring our retiree's closer to the end of the year to recognize their career and membership with us.

We have the DOC intranet page in the union section, MCOFU.org, Facebook and our new APP for up to date information, alerts, forms etc. this allows our members to stay informed at all times. I would like to congratulate all the elected stewards in our



most recent steward elections and I look forward to working with all of you.

To all our MCOFU brothers and sisters thank you again for your constant hard work and as always stay safe.

*In solidarity,
Phil Mathew MCOFU Business Agent*

Dear MCOFU Members,

Since March our way of life has been turned upside down. We have been battling an invisible enemy and doing so bravely as we don't have the luxury of social distancing or working from home. We are used to being able to see our attacker and being able to react. The Coronavirus has us battling a deadly virus with minimal equipment and ability to remain safe like those in the general public. Your work during this pandemic is more than anyone can express in words. You have maintained the prisons with order and control. You have fought hard to keep your brother and sister officers safe. YOU are the men and women who work every day on the front lines who do a job others don't even want to think about. I want to thank you for all that you are doing and making MCOFU look stronger than ever.

Without you our union wouldn't be as strong as it is. I have witnessed this first hand while I am at the State House. Members of the legislature appreciate the job you do. It is our job to ensure that we continue to elect officials who have the best interest of Correction Officers in mind.

This last year has been extremely busy with working on securing money in the budget for On-site academy, Janus decision and now Police Reform. I was also really awakened to how many anti-CO bills are filed every year. A lot of my time was in the State House giving testimony opposing bills that would seriously hinder the way we do our job and put us in more jeopardy! It is really sickening on how some people think of us and how difficult our job is.

I'd like to go over some accomplishments that myself and MCOFU were able to obtain:

On-Site Academy: This was MCOFU's top Legislative agenda item. MCOFU has been fighting to secure funding in the budget for On-Site Academy for almost a decade. For the first time ever, we were able to secure funding in both the House and Senate through the budgetary process. Prior to On-Site there was a huge increase in Correction Officer suicide. This service helps the men and women of MCOFU and law enforcement, to seek out help for critical incident management and stress.

Janus Decision: This was a huge victory for MCOFU and all unions in the Commonwealth. This ensured that union rights were protected and that your Union will remain the sole bargaining agent for all members who have titles within the union. No more "union buddies" or "private attorneys" are allowed to represent free riders. MCOFU will continue to fight hard for your rights!

Group Insurance Commission: During a meeting with the leadership of the GIC we were informed that rates will not be changing FY 2021. As we all know the rising cost of health care is something that is watched and criticized carefully throughout the country.

Sick Leave Bills: I was able to file approximately a dozen sick leave bills. These bills are crucial for our members who fall ill. Sick leave bills allow our members to donate time to those who are sick or injured in order to not go without pay or insurance.

I am still following several bills related to COVID 19. Some of these bills would allow officers affected by COVID 19 to not have to use any of their accrued time. One bill in particular, H4739, I gave testimony at the State House supporting this bill that would allow officers the protection and the ability to continue to receive a paycheck while out of work. Once something is reported on any of these bills, I will inform you.

With this legislative session being extended and the loss of revenue we will be in a very difficult fight but one that we will not shy away from. The Executive Board will meet with members of the legislature to file amendments to ensure the security of CO's is the number one priority. We will be asking for funding for new academy classes, ensure our health insurance remains status quo and our pension system remains strong.

As some of you may know I am on the Restrictive Housing Oversight Committee. This is a Committee is made up of DOC personnel, inmate advocates and health care professionals. We have toured all segregation units in the state and in the counties. This committee meets monthly and is open for anyone to attend. It is comical yet downright scary what I hear at these meetings. I have heard terms like de segregation, decriminalize and de-incarcerate. Most want to open the doors to prison and hit the reset button when they hit the streets.

I have also heard how far left we have gone with incentivizing bad behavior when in seg i.e. radio or tablet, fifteen days good time and canteen. It makes the thought of going the restrictive housing all the more enticing. As a member of this committee I am constantly reminding that the inmates in restrictive housing are there for a reason. We must not let advocates control the use of restrictive housing as it is a way to maintain order and control in our prisons. With the outbreak of the Coronavirus, the committee was slow going but things will pick up and there could be some initial reports written in early 2021.

Myself and members of the Board have some great relationships with the State Board of Retirement. We have been able to resolve several individual issues concerning accidental disability retirements, heart bill retirements and normal retirements. Some of these issues center around the length of time you receive your first check. I am hoping that we can work on getting checks out faster because you have earned it. In the day and age of computers I don't think it should take up to eight months for a disability retirement check or four months for a normal retirement check.



The advocates have a strong voice in the State House but it is all of our job to reach out to our local state Senator and Representative to let them know the truth about our job. The Board will continue to voice their concerns about the Criminal Justice Reform Act and continue to urge the lawmakers to make Correction Officers the number one priority.

This summer we have seen our elected officials roll out a hastily written and anti-labor bill to supposedly "fix" policing and corrections. These bills were nothing but a way to villainize our officers who work 24/7. It puts our livelihood and our families at risk for how these bills were authored. We worked tirelessly to ensure that these bills are stopped and that we as correction officers have a seat at the table to ensure we are represented fairly. If you haven't realized by now, our job is being dictated by those who have never stepped inside of a prison or who only want to hear what the inmates and prison advocates have to say.

I worked on getting us advertisement in the Boston Herald and an aggressive radio campaign letting the people in the community know the job we do and to make sure we vote for those who back correction officers. This advertisement received enormous feedback from many state representatives, senators and members of our communities. Our fight does not stop here and will continue.

I (we) will not sit quietly while being attacked by radical left-wing thinking. I will continue to be a voice and a strong advocate for the men and women who work behind the walls in some of the most dangerous places in the Commonwealth.

I am proud and honored to work for you, the membership. I will continue to fight for you! Please feel free to contact me anytime with any issues or comments you have. Stay safe and thank you.

*In Solidarity,
Kevin Flanagan, Legislative Representative*

Brothers and Sisters,

As we all continue to push through the challenges and craziness that 2020 has placed on us, I hope this message finds you and your families doing well. This newsletter will reach you all about half way through my term as your Executive Secretary, and I must say despite the challenges with the pandemic, to the onslaught of attacks on our profession from CJRA to Police Reform, this Executive Board has not been afraid to dig in and get to work. This Board approved a fee schedule I authored after the Janus decision came down to ensure scabs don't ride your coat tails and pay their share for the union representation MCOFU provides. From the violations and poor rollout of the job pick to sneaker labor charges to heavy handed discipline appeals being followed through to the end, this Board puts the membership first, and I am proud to serve alongside the others serving you and MCOFU on this Executive Board. In an ever-changing landscape for corrections, you have collectively continued to remain solid, taken care of one another, educated yourselves on issues that impact you and your families the most, and you have continued to conduct yourselves with pride as professionals. Since March of 2019 when you saw enough in me to elect me to this Board, to today and going forward, I remain proud, hungry and passionate representing all of the fine men and women within the Massachusetts Correction Officer's Federated Union.

In March of 2019 this body spoke up in a resounding fashion with your vote. The body came out and collectively voiced your opinions on who you wanted to lead this union towards a new direction for the membership. What I heard while campaigning regarding what you were focused on seeing most from this Executive Board were; access to both the Board and to information as a whole, the ability to have a voice and reestablishing the trust of the membership.

To those crucial areas of focus for the body, I can say that in my role as Executive Secretary, I am working diligently to address each them. Each of our cell phone numbers and email addresses are listed on the Intranet for each member to easily access the Board. The line of communication between the stewardship and the Executive Board is as good now as it can be, in my opinion. The local stewards are our eyes and ears on the ground, and I appreciate the hard work and countless hours with little praise they put in working hard to uphold the rights of our membership. Thank you to each of you. Please continue to reach out to the local stewards regarding issues any of you have, and feel free to communicate concerns to the board as well.

Regarding delivery of information, in December of 2019 I was able to obtain Board approval and developed and launched the

MCOFU App, which I am charged with running on a day to day basis on behalf of the Executive Board. I'm grateful for a forward-thinking Board for allowing me to develop and present this very important tool to the membership. Everything from letters to the members, updates and important forms to legislative information, events, arbitration and grievance issues, to the election of stewards and committees, CPOF, to Caring Fund information is included. Our press releases, relevant news articles, etc. all can be found on the app. I also developed a dedicated 'In Memoriam' section where we honor our brothers and sisters who are no longer with us. All of this and more are available at any time to the membership on your cell phones, just to highlight a few advantages. Simply stated, the delivery and access to information is now delivered to the body in a manner that is unprecedented in the history of MCOFU. I urge all members, if you have not already done so, to download the free MCOFU app through our website MCOFU.org.

It is my sincere belief and hope that in an ever-changing profession that we find ourselves in, the areas of focus highlighted above have and will continue to change the landscape positively from the point of view of the MCOFU membership. You have a voice, you have the ability to access the Board to express that voice, and in return I feel this has reestablished the trust in the MCOFU Executive Board you all rightfully demanded and deserve. While there is always room to improve, I feel very comfortable stating to you all that this Executive Board and I will continue to work hard to make strides in order to both improve the working conditions and benefits of our membership, and push back against management when those conditions and benefits have been violated.

With all of that said, now for a very serious topic that hits home for each and every one of us, and there really is no easy way to say it. This job takes its toll and we all know that. From the horrific incident in January of 2020 at SBCC which led to the Board meeting with the Governor, Lt. Governor and DOC leadership to completely overhaul how that prison operates, to Legislative fallout affecting how we do our jobs, to overtime and inverses to just the daily grind of working in prison, the burn out is real. On top of it, we've lost too many of our own too soon. We all know what the facts and figures and studies about some of the negative effects of this job say. We all ask ourselves and one another over and over how we can turn it around. MCOFU may have found a way. Overall health and wellness is an area of focus that I have committed to as long as I occupy a seat on this Board.

A good friend and recently retired CO heard that I was looking into wellness programs for our members, and he put me in touch with an



impressive Army Staff Sergeant named Chris Poe, who was promoting a program utilized by all branches of the military, US Customs and Border Patrol, and the Department of Correction in Australia. After months of dialogue between myself and Chris Poe, with the unanimous yes vote of the Executive Board as well as support of the Health & Welfare Trust (where the contractual funding from this cutting edge program for our industry was secured), I am proud and excited to inform you that MCOFU is the **FIRST** Public Safety or Law Enforcement agency at the state level **IN THE NATION** to deliver this program; Master Resilience Training, to our members.

This instructor-led training will result in **OUR MEMBERS**, our own rank and file brothers and sisters becoming certified as Master Resilience Trainers. With the help and guidance of industry experts, our membership will begin from within our own ranks both teaching and learning new skills, adopting new ways to identify, deal with and cope from the psychological aspects of this profession that are difficult to deal with for all of us. In a very uncertain time in our lives both personally and professionally, the Executive Board wants you to know that we have your backs. More details will be coming as we work out the logistics, and we urge our membership to participate. This program will save lives. We are very anxious to get this going and MCOFU is proud to lead from the front nationally in corrections on this topic. We will work to take care of our own and reverse some of the negative trends that we no longer will accept or get used to. We owe it to ourselves, each other and our families.

In closing, I very much appreciate the faith placed in both me last election cycle and in the Board as a whole as we continue working hard for our members. Stay safe and keep each other safe.

*Corey Scafidi,
Executive Secretary, MCOFU*



Massachusetts Correction Officers Federated Union

159 South Main Street • Suite A
Milford, MA 01757-3255

Phone # 1-774-396-6477
FAX # 1-774-396-6488

President - Derek P. O'Connor
Vice President - Ted Slattery
Treasurer - William E. Gleason
Executive Secretary - Corey J. Scafidi
Business Agent - Philip G. Matthews
Grievance Coordinator - James R. Wilder
Legislative Representative - Kevin M. Flanagan

To all Active and Retired Members,

If you have not been made aware, the Massachusetts Correction Officers Federated Union is pleased to announced we have a mobile device app that is attached to our MCOFU.org website. In order to gain access to the information from the mobile device app you must be a registered member of the MCOFU.org website.

To register an account on the MCOFU website go to www.MCOFU.org on the left hand side under the download our app, next to a lock is a silhouette of a person click on that to complete new user registration



This mobile device app is an easy way to stay updated and informed with MCOFU union activities. To download this Mobile Device App, you will need to own a smart device (iphone or android, tablet or mobile device).

To download the app follow these steps:

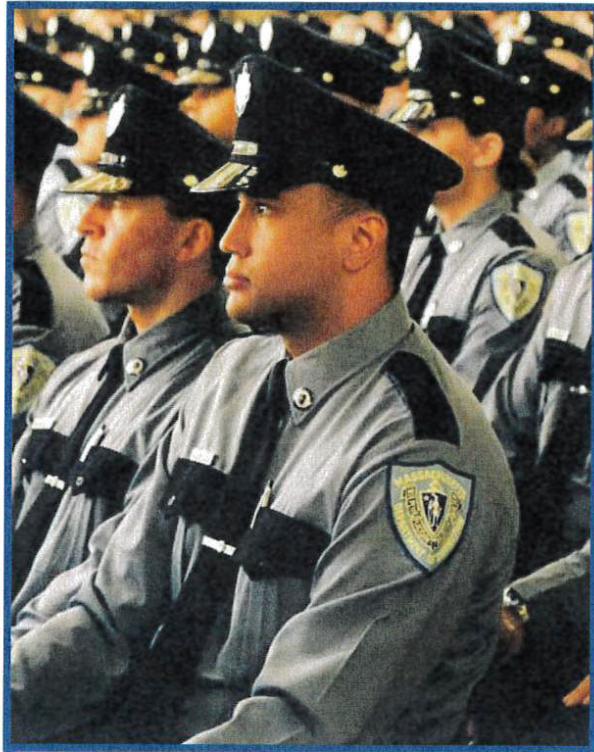
Step 1: Go to MCOFU.org

Step 2: Select the correct (iphone/android) download app for your phone on the home page

Step 3: For iphone: The below will appear on your phone. Go to your settings SETTINGS->GENERAL -> PROFILES & DEVICE MANAGEMENT -> UNION-AMERICA.COM



If you have any questions regarding signing up for the MCOFU mobile app, please feel free to reach out to the Union Office at 774-396-6477.



Strengthen Your Mental Armor with MASTER RESILIENCE TRAINING

What is mental resiliency?

You train for physical and mental confrontations and other on-the-job daily scenarios. But what about the things you don't expect, the things that arise in your personal life? *Are you ready for anything?*

Gain the control and power to make yourself strong, not just physically, but mentally. Improve your professional and personal skills with science-based training.

Join this cutting edge program—as the first state agency in the U.S. to provide it—developed by the U.S. Army and General George Casey, Jr. in 2009, using positive psychology to train soldiers for success.

Expand your own mental toughness and gain the training to look out for your fellow officers' well-being too.

Interested in learning more?

Join us at a 30-minute informational meeting with Chris Poe, Retired Army First Sergeant, where you will hear about the training program and what it can do for you.

Email Corey Scafidi at
cscafidi@mcofu.org
to sign-up today, space is limited.

Meet the People Behind the Master Resilience Training Program

Brigadier General (Retired) Rhonda Cornum PhD, MD.



Brigadier General Rhonda Cornum, PhD, MD, USA, retired, is the Chief Medical Officer at 49 North/ TechWerks. BG Cornum served as the first Director of the U.S. Army's novel Comprehensive Soldier Fitness initiative (now called Comprehensive Soldier and Family Fitness)--one of the world's largest resilience training programs, which delivered resilience training to 1.1 million active duty U.S. Soldiers. During her time as the Assistant Surgeon General for Force Projection, BG Cornum was responsible for the policies and procedures to prepare Soldiers and units for deployment. She commanded the Landstuhl Regional Medical Center- the evacuation hub for Iraq, Afghanistan, Africa, and Europe. In addition to her service experience BG Cornum sits on numerous committees and advisory boards, including the Secretary's POW Advisory Committee for the VA, and the External Advisory Board for the Millennium Cohort Study. She remains a Professor of Military and Emergency Medicine at the Uniformed Services University of the Health Sciences. Dr. Cornum is also Board certified in Urology, a Fellow in both the American College of Surgeons and the Aerospace Medical Association, and is a member of the American Society of Nutrition. She has spent the last decade building a farm in Kentucky piece by piece, where she raises beautiful Gordon Setters, grass-fed beef, and pastured poultry.

Jill Antonishak, PhD



Jill is the Director of Behavioral Health at 49 North/TechWerks, where she oversees our research and training teams at the Army, Air Force, and Navy Special Warfare, as well as technical assistance to our South Australian partner. She is a community and developmental psychologist with extensive experience in the development, implementation, and evaluation of strengths-based prevention programs. Jill served as an American Association for the Advancement of Science's Congressional Fellow for the Health, Education, Labor, and Pensions Committee. Following her fellowship, she accepted a full-time position on staff with the Committee. Jill's focus centered on family support, military mental health, and suicide prevention. She received her Ph.D. in Community and Developmental Psychology from the University of Virginia and her B.A. from Goucher College. She completed a postdoctoral fellowship in psychology at the University of Virginia. Creative, decisive, understanding and dynamic, Jill's passion for well-being is experienced through her warm humility. When she's not nerding out with research studies, you can find her baking for her husband, two tots, and extended tribe.

First Sergeant (Retired) Christopher Poe



Christopher Poe (First Sergeant, ret) is the lead trainer for TechWerks partnership with the South Australian Health and Medical Research Institute (SAHMRI) in South Australia. He is a decorated Combat Infantryman with over 29 years of service to the United States Army. His career has included combat, humanitarian and peacekeeping operations in Cuba, Kuwait, Bosnia-Herzegovina, Iraq, Afghanistan and E. Africa. For almost a decade, Chris has been successfully delivering research focused, well-being and resilience skills in- and out-of uniform. As a resilience skills trainer for TechWerks and as a former Drill Sergeant, Chris brings a truly unique and authentic experience to his audiences. His training comes from the heart and he thrives on teaching and helping others explore new ways to persevere through challenges and flourish in their own lives. His strength in training is his ability to relate his experiences as a husband, a father of four, and a friend to many, as much as he does a career soldier. In 2009 while serving as a Senior Drill Sergeant, Chris was selected to attend the newly developed Master Resilience Trainer Course offered by the U.S. Army. His dynamic delivery of the skills drove improvements in unit performance, teamwork, and productive coping strategies that in turn, sparked new initiatives to expand the training. In 2012, he joined the 49 North training team and began delivering training as part of the first Air Force-wide resilience initiative. Chris is a recipient of the Combat Infantryman's Badge for service under fire in Iraq in November 2004. He is happily married to his "cup-a-tea" loving, British lady, Christina. (Yes, Chris and Christina...) Together, they reside in central Massachusetts with their two, very posh, Ragdoll cats, Bertie and Bailey, and where Chris loves to read, write and discuss all things History and where Christina lovingly and, very resiliently, tolerates all his old world passions.

EASU CONTACT INFO

Employee Name	Cell Number	Location
		Northern – Shirley Employee Assistance Service Unit Harvard Road, Building #19 Shirley, MA 01464 FAX: 978-514-6776 Duty Station: 508-422-3481
Domestic Violence Coordinator, Linda Harriman	508-963-1853	
CO Eric Oliveria	508-244-1177	
CO Robert Sweeney	508-509-9419	
Sgt. Nissa Thornton	508-889-1037	Central - Milford Employee Assistance Service Unit 50 Maple Street Milford, MA 01757 FAX: 508-422-3560 Duty Station: 508-422-3481
Director, Denise Vega	508-889-4470	
CO Christopher Cali	508-889-4158	
CO Daniel Church	774-573-5177	
CO William Colon	781-675-0425	
CO Marley Dixon	508-509-9257	
CO Thomas Higginbotham	781-403-0401	
CPO A/B Michela Matthews	508-889-4448	
CO Matthew Talieri	774-573-0212 CO	Southern - Bridgewater Employee Assistance Services Unit Conant Community Center 5 Wally Kreuger Way, Suite 4 Bridgewater, MA 02324 Duty Station: 508-422-3481
Michael Jones	508-244-1178	

www.mcofu.org

MCOFU Thanked by the U.S. Army



DEPARTMENT OF THE ARMY
MASSACHUSETTS ARMY NATIONAL GUARD
HEADQUARTERS, ARMY NATIONAL GUARD TRAINING SITE, CAMP EDWARDS
GENERALS BOULEVARD, BUILDING 102
CAMP EDWARDS, MASSACHUSETTS 02542-5003

17 October 2019

Executive Board
Massachusetts Correction Officers Federated Union
159 S. Main St.
Milford, MA 01757

Dear Sir or Madam,

We would like to thank you for your generous donation to the National Guard Training Site, Camp Edwards unit fund in support of our Annual Family Holiday party. We cannot express enough gratitude for your support to our Soldiers and their families, your donation will help make this year's Holiday party a success.

Our mission on Camp Edwards is to provide the training areas, facilities and support required to ensure all members of the Massachusetts Army National Guard, as well as many Army National Guard units residing outside of Massachusetts and other government agencies are trained and fully prepared for any real world mission our Soldiers may be faced with. At times, we like to take a pause to celebrate with the family members of our Soldiers, for whom without their support, our mission would not be as successful.

I would be remiss in accepting your donation without expressing our sincere thanks for your service to this Commonwealth. We all share in performing the greatest duty one can, serving the people within our communities.

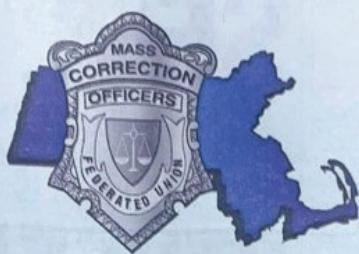
Your support is greatly appreciated by all members of the Camp Edwards team as well as the Massachusetts Army National Guard, and we thank you for your continuous commitment and service to all of our Soldiers.

Sincerely,

Theodore J. Vrooman Jr.
1SG, U.S. Army
First Sergeant



LEGAL NOTICES LEGAL NOTICES LEGAL NOTICES LEGAL NOTICES LEGAL NOTICES LEGAL NOTICES LEGAL NOTICES



The brave men and women of the Massachusetts Correction Officers Federated Union want to sincerely thank all of our fellow First Responders, EMS, Police, Fire, Nurses, Doctors and Emergency and Essential Personnel for their selfless and tireless commitment to the citizens of this great Commonwealth.

Special recognition to our brave Correction Officers that find themselves on the front lines of this pandemic war. Their service and sacrifice will never waiver in the face of this invisible enemy.

The Massachusetts Correction Officers Federated Union are eternally grateful and appreciative to our brother and sister first responders. Keep up the great work!! God bless our seven million citizens of Massachusetts. Please stay home, stay safe, keep up with social distancing, wash your hands and stay healthy!!

We're All In This Together!

The Massachusetts Correction Officers Federated Union
159 South Main Street, Milford MA 01757
<http://MCOFU.org/> (W) 774-396-6477

For convenient home delivery of the Boston Herald, call (800) 882-1211.



RETIREE BREAKFAST



CANOBIE LAKE



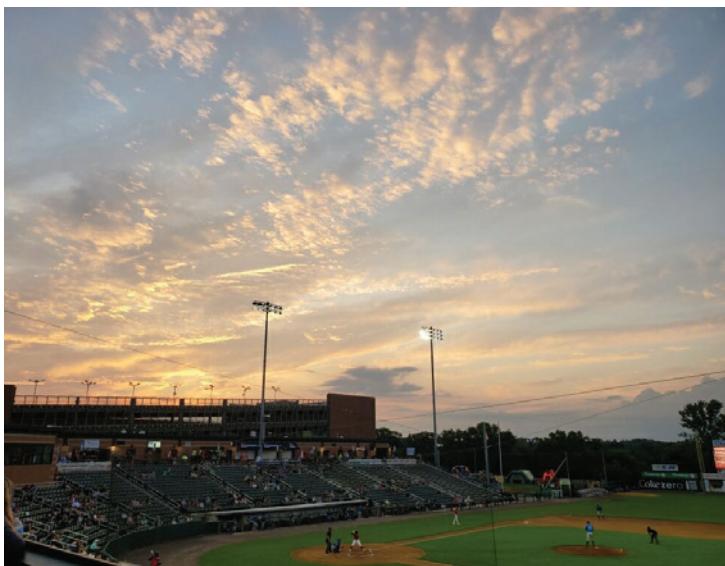
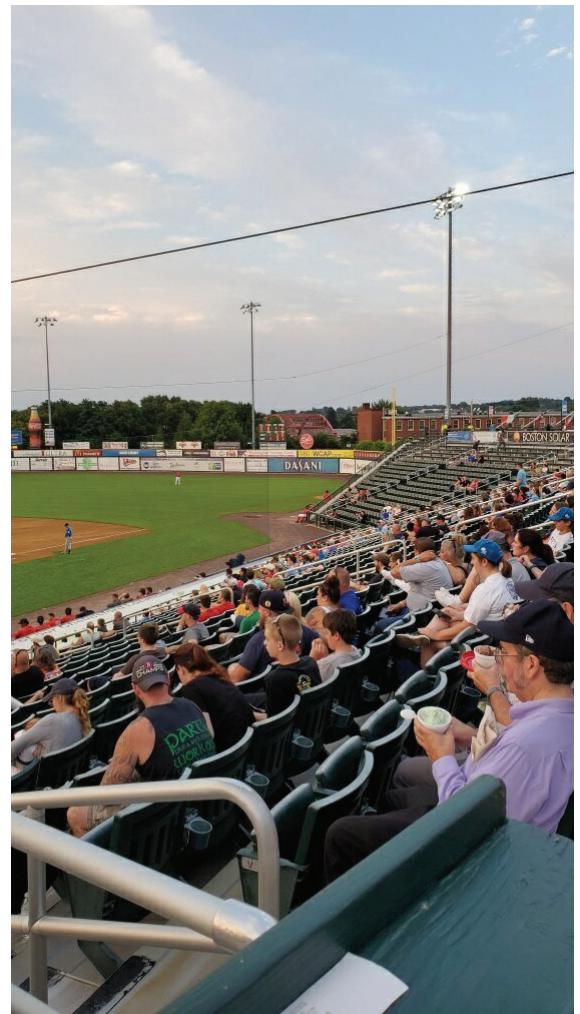
CANOBIE LAKE



SPIRIT OF BOSTON CRUISE



LOWELL SPINNERS



RETIREE BBQ



MCOFU HOLIDAY PARTY



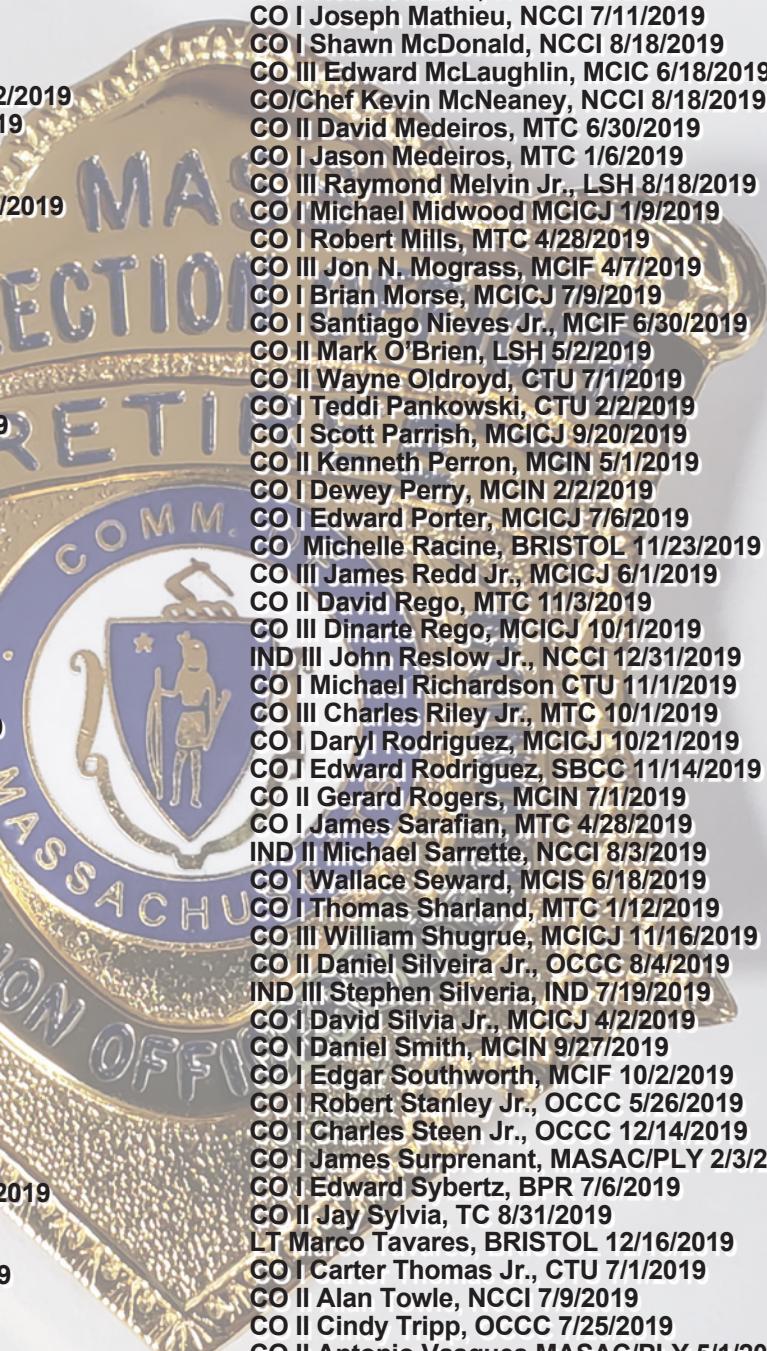
SCHOLARSHIP BANQUET



SCHOLARSHIP BANQUET



2019 RETIREES



CO I David Achin, LSH 6/1/2019
 CO II Helen Ackah, OCCC 9/7/2019
 CO I/HC Robert Albany, BC Kitch 9/16/2019
 CO I Jeffrey Allen, CTU 8/1/2019
 CO I Antone Almeida, DC/PRIS 5/1/2019
 CO II Jonathan Amaral, MCIS 3/1/2019
 CO I Martin Arroyo, CTU 6/11/2019
 CO I Mark Arruda, CTU 12/3/2019
 CO II Donald Axon, MCIC 11/1/2019
 CO I Robert Baddeley, MASAC/PLY 5/12/2019
 CO I Jason Badger, MASAC/PLY 3/1/2019
 CO II John Barboza Jr., MTC 3/1/2019
 CO III Wayne Beckwith, TC 12/22/2019
 CO I Brian Bettencourt, SPEC OPS 12/8/2019
 CO I Daphne Betts, BPR 8/31/2019
 CO II Brian Bibeau, MCIC 6/13/2019
 CO I Roger Bosse, MCICJ 12/21/2019
 IND II Brian Brady, POND 6/22/2019
 CO I Adam Brooks, MCIS 3/22/2019
 CO I Jeffrey Brown, CTU 9/14/2019
 CO I Antonio Cabral, CTU 3/1/2019
 CO I Timothy Caisse Sr., NCCI 7/28/2019
 CO II Joseph Casey, SBCC 1/4/2019
 CO I Jeffrey Caswell, CTU 12/1/2019
 CO II Harlan Chaput, SBCC 9/2/2019
 CO I John Chase, CTU 11/9/2019
 CO/Chef David Cibor, MCIS 4/19/2019
 CO II Kevin Clement, MCIN 7/1/2019
 CO II Richard Colon Jr., TC 2/9/2019
 IND I Earlene Cooley, SBCC 10/1/2019
 CO I Peggy Cunha, MCIN 5/16/2019
 CO I Mitchell Daury, DC/PRIS 4/20/2019
 IND III Kenneth DeCosta, BSH 1/23/2019
 CO III Kevin Donahue, MCICJ 2/1/2019
 CO I Charles Dwyer Jr., MCIN 6/1/2019
 CO I Brian Earle, MCIC 6/23/2019
 CO III Robert Eklund, MTC 10/1/2019
 CO I Craig Esperian, MCICJ 4/16/2019
 CO III Glen Fagan, MCIN 5/24/2019
 CO I Steven Fahey, CTU 8/31/2019
 CO II Kevin Farley, CTU 7/9/2019
 CO I Griffin Felt III, NECC 9/1/2019
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 CO I John Giberti, TC 1/26/2019
 CO I Michael Giberti, TC 10/19/2019
 CO I Dean Hardy Sr., OCCC 7/9/2019
 CO II Rowan Hill, MCICJ 10/1/2019
 RO I Stephen Hirlons, NCCI 4/1/2019
 CO I Kimberly Houlihan, BC Kitch 7/29/2019
 CO I Robert Hudson, OCCC 1/9/2019
 CO III Peter Hume, MCIN 6/9/2019
 CO I Fernando Jacome, OCCC 1/28/2019
 CO III Michael Jeghers, PLY 10/16/2019
 CO II Henri Kasbarian, TC 5/19/2019
 IND I James Kleimola, OCCC 4/6/2019
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 CO I Brian Morse, MCICJ 7/9/2019
 CO I Santiago Nieves Jr., MCIF 6/30/2019
 CO II Mark O'Brien, LSH 5/2/2019
 CO II Wayne Oldroyd, CTU 7/1/2019
 CO I Teddi Pankowski, CTU 2/2/2019
 CO I Scott Parrish, MGICJ 9/20/2019
 CO II Kenneth Perron, MGIN 5/1/2019
 CO I Dewey Perry, MCIN 2/2/2019
 CO I Edward Porter, MCICJ 7/6/2019
 CO Michelle Racine, BRISTOL 11/23/2019
 CO III James Redd Jr., MCICJ 6/1/2019
 CO II David Rego, MTC 11/3/2019
 CO III Dinarte Rego, MCICJ 10/1/2019
 IND III John Reslow Jr., NCCI 12/31/2019
 CO I Michael Richardson CTU 11/1/2019
 CO III Charles Riley Jr., MTC 10/1/2019
 CO I Daryl Rodriguez, MCICJ 10/21/2019
 CO I Edward Rodriguez, SBCC 11/14/2019
 CO II Gerard Rogers, MCIN 7/1/2019
 CO I James Sarafian, MTC 4/28/2019
 IND II Michael Sarrette, NCCI 8/3/2019
 CO I Wallace Seward, MCIS 6/18/2019
 CO I Thomas Sharland, MTC 1/12/2019
 CO III William Shugrue, MCICJ 11/16/2019
 CO II Daniel Silveira Jr., OCCC 8/4/2019
 IND III Stephen Silveria, IND 7/19/2019
 CO I David Silvia Jr., MCICJ 4/2/2019
 CO I Daniel Smith, MCIN 9/27/2019
 CO I Edgar Southworth, MCIF 10/2/2019
 CO I Robert Stanley Jr., OCCC 5/26/2019
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 CO II Antonio Vasques MASAC/PLY 5/1/2019
 CO I Paul Venturo MCIC 8/4/2019
 CO III Richard Verrier Jr., CTU 7/1/2019
 CO Michael Vieira, BRISTOL 6/30/2019
 CO II William Viera Jr., MCIC 3/1/2019
 CO III Sandra Walsh, MCIS 12/15/2019
 IND III Craig Woodhams, MCIN 10/28/2019

BRISTOL COUNTY PAY PARITY RALLY



Eye and Dental For Retirees

Benefit Strategies LLC – Plan Administrator

Retiree Eye and Dental process for any member who is about to retire

In 2015, any eligible MCOFU member who retired after October 2015 had the option of signing up for the newly voted in MCOFU Retiree Eye and Dental benefit. At the inception of the MCOFU Retiree Eye and Dental plan, it only included the eligible employee.

In January 2019, the MCOFU Executive Board approved the option to allow spouses to be included into this Retiree dental/vision plan at no extra cost-effective May 2019. In April 2020, the retiree dental/vision plan was updated that a retiree can add a dependent “plus one” to their Retiree dental/vision benefits – it was no longer specific as spouse, it can also be one child up to the age of 26 years of age, at no additional cost.

The Retiree packet you receive from Benefit Strategies LLC still indicates coverage is for Employee Only – if you wish to add your spouse OR one dependent child, please send a request via email to TrustAdministration@benstrat.com to include your spouse or child's full name and date of birth. This will only be effective 4/1/2020 forward – no retro back changes.

With members looking into retiring at some point in the future, below is the process/administration of the retiree plan:

- DOC sends Benefit Strategies LLC monthly the list of all retired/ terminated/resigned/deceased/promoted people from DOC & Bristol County
- The officers that have retired, Benefit Strategies LLC terms them and offers them COBRA based on this list from DOC, and after MCOFU will send in the total amount that you have paid into the Retiree Eye and Dental which Benefit Strategies LLC will offer them

the Retiree benefits

- Benefit Strategies LLC terminates the active benefits 1 month after the termination/retirement month, for example if John Smith retired 4/04/18, he would have active coverage through 5/31/18 and will be offered continuation benefits effective 6/01/18
- Using the Term list, Benefit Strategies LLC creates a COBRA account for the member, a packet goes out offering the continuation of benefits for 18 months for the eligible employee & family if of anyone listed on the current active benefits. Members have 45 days to elect COBRA and make the 1st payment. Once payment is received, Benefit Strategies reinstates the benefits with Delta & Eye Med
- Using the Retiree list, at the same time as the COBRA creation, Benefit Strategies LLC also creates a Retiree account which has the calculation of how much the member still owes towards the \$1974 premium based on the XXXX amounts you have paid into it before retirement, for example if John Smith paid in \$350, will still owe \$1624. That amount will be billed/spread over 12 months in the Benefit Strategies LLC system, and they will send out a Retiree Welcome Packet with 12 months coupons of XXX amount owed. Because you the member, have already contributed something towards the \$1974 as an active employee, Benefit Strategies automatically enrolls the member into the Retiree plan with Delta Dental and Eye Med Vision, and Benefit Strategies LLC monitors the accounts every month to see if payments are received

or not. At the end of that 12-month payment window, if no payments have been received at all, Benefit Strategies LLC will term the Retiree benefits with Delta/Eye Med retro back to when the member was enrolled into the retiree plans. Lastly, if and when the balance is paid in full, you will have the retiree dental/vision benefits for life and Benefit Strategies LLC will continue to just bill \$13.00 per month administration fee.

- Once someone retires, Benefit Strategies LLC knows that they have the option to continue the eye and dental through COBRA for 18 mos. before going into the MCOFU Retiree Eye and Dental (if they have families they want to keep on) but if someone retires and it is just them (no dependents) they are automatically enrolled in the Retiree Dental/Vision benefits by Benefit Strategies LLC, because they already contributed while they were active employees. So even if the member does not elect COBRA, they are covered under the Retiree Dental/Vision as long as they pay the owed balance within that 12 months window with the coupons. They receive in the Retiree Welcome packet.

If you have any questions about your retiree benefits, please contact Benefit Strategies LLC Customer Service #800-346-4935 or by email TrustAdministration@benstrat.com

www.mcofu.org

Eye and Dental for Active Members

Benefit Strategies LLC – Plan Administrator

To all MCOFU Active Members,

In the beginning of 2020 Benefit Strategies LLC launched a new custom member page for all active and retired MCOFU employees who are currently enrolled or looking to enroll in the MCOFU Eye and Dental benefits. Please visit their website for important information and directions about your dental/vision plans here: <https://www.benstrat.com/clients-mcofu/>

Enrollments are now done electronically through this member website – no more paper enrollment forms! The direct link to the Enrollment E-Form is located below: https://benefitstrategies.formstack.com/forms/mco_dental_vision_enrollment_form

Also, if a member is enrolling mid-year due to a qualified life changing event (marriage, divorce, baby/adoption) – you will be prompted to upload proof of documentation before you can submit the enrollment

e-form.

****COMING THIS YEAR – Benefit Strategies LLC Eye and Dental MCOFU 2021 Plan Year Open Enrollment will take place 11/01/2020 – 11/30/2020 online (no paper)!!**

Benefit Strategies LLC is working on adding information/instructions on the MCOFU landing page <https://www.benstrat.com/clients-mcofu/> about Open Enrollment, including a direct link to the enrollment e-form (different from the current mid-year enrollment e-form).

No packets will be mailed this year! Each agency of MCOFU will be sending an internal mass email blast to all eligible employees directing them to the Benefit Strategies LLC Client Links MCOFU landing page to complete the enrollment e-form. In this message, you will be advised to make sure and verify who is currently enrolled in your dental/vision plans – this would

be the appropriate time for any “children” that are not newborns and new spouses to be added, or ex-spouses to be removed effective 1/1/2021, without any proof (birth certificate, marriage certificate, divorce decree) required. If you’re not sure who in your family is currently covered, please contact Benefit Strategies LLC to verify that information. If no changes are needed, then your current coverage will automatically roll over into 2021 plan year, no need to submit the enrollment e-form as there is no option of “no changes” to submit.

Should you have any questions, concerns, or comments, the contact information for Benefit Strategies LLC is located on the contact information member page and listed below.

Benefit Strategies LLC Customer Service

Phone: 1-800-346-4935

Email: trustadministration@benstrat.com



Happy 20 Year Anniversary!

We are proud to partner with **MCOFU** as administrators of the health and welfare trust for 20 years.

www.benstrat.com

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Drive loss free and you can earn a \$50 credit¹ that may be used toward your deductible, up to \$250.

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Replacement cost for total loss

This provides repair or replacement of your car, in the first year/15,000 miles, in the event of a covered total loss.²

Replacement cost for special parts

In the event of a covered loss, there is no depreciation for wear and tear on parts such as tires, batteries, belts, shocks, etc.³

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This protects against losses not typically covered by insurance policies such as loss of market value.⁴

Towing/roadside assistance

This pays up to \$50 for towing or labor if you're stranded roadside.

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Aflac MCOFU Benefits

***NEW Short Term Disability**

- Guaranteed Issue – **NO MEDICAL QUESTIONS** asked for this enrollment only
- **Best rates available for Short Term Disability**
- Protects your paycheck due to accident, surgery, sickness and maternity leave
- 24 hour coverage ON & OFF THE JOB!
- Protects up to 60% of earnings tax-free when out of work
- Benefits are paid in addition to any other insurance, sick time and workers compensation

***NEW Cancer Care Insurance**

- \$6000 upon diagnosis
- \$900 per week chemotherapy benefit
- \$500 per week radiation benefit
- \$100 annual wellness benefit

Accidental Injury Benefit

- \$120 - \$200 initial visit
- \$1500 Hospitalization benefit (18+ hours)
- \$300 per day hospital confinement
- \$40 follow-up treatment (6 visits per injury)
- \$40 physical therapy benefit (10 visits per injury)

Hospital Advantage- New

- Covers Hospitalization for any reason injury, illness, maternity, surgery, etc.
- Initial Hospital Confinement benefit choose \$500 - \$1000
- Includes Rehab, ER, Medical Imaging, Dr. Visits & much more

New Convenient Option

MCOFU members can now enroll by phone if you miss the representative at the facility

Contact: Jim Nason at (978)-514-3946

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Lord, when it's time to go inside
That place of steel and stone
I pray that you will keep me safe
So I won't walk alone
Help me do my duty
Please watch me on my rounds
Among those perilous places
And slamming steel doors sound
God, keep my fellow officers
Well and free from harm
Above all when I walk my beat
No matter where I roam
Let me go back to whence I came
To family and home.





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