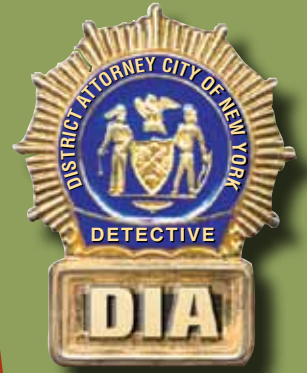




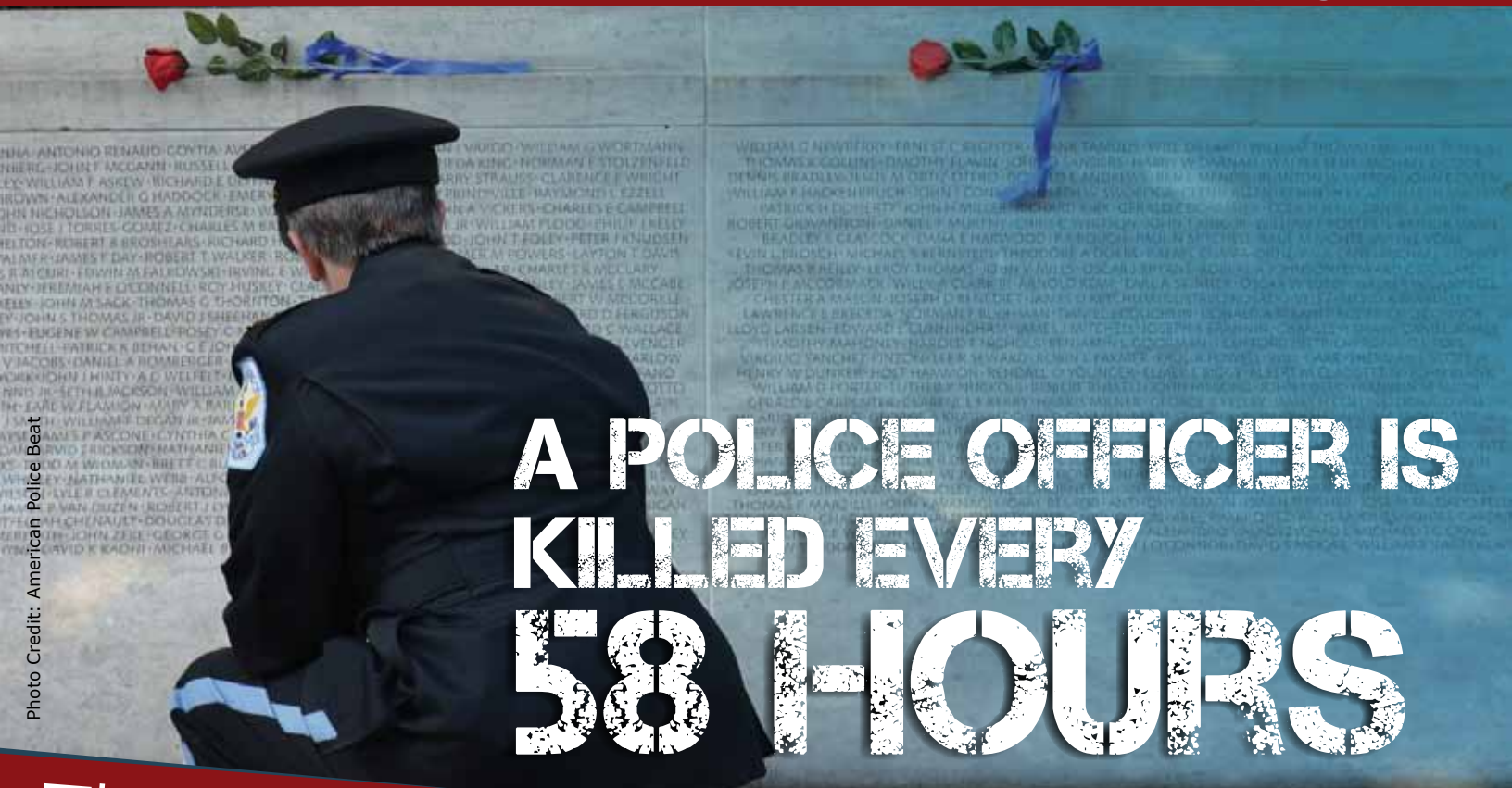
# DIA



# REPORT

**DETECTIVE INVESTIGATORS' ASSOCIATION**  
of the District Attorneys' Offices, City of New York

Spring 2016



**A POLICE OFFICER IS  
KILLED EVERY  
58 HOURS**

The myth of the killer-cop 'epidemic'

Blue Lives ~~do~~ Matter

Story on page 10

Photo Credit: American Police Beat

## PRESIDENT'S MESSAGE

# JOHN FLEMING



There is an old myth that unionism and professionalism are separate ideals. While this myth may be old, it is blatantly untrue. The DIA

has been tasked with many complex issues throughout the years. But none was more frustrating than our campaign to get a new contract. With no one outside the union in our corner, we still achieved our objective by negotiating a strong contract that provides a founda-

tion for the future. Detective Investigators in the five counties are now treated no differently at the bargaining table than our counterparts in the NYPD or other DA offices. We now have the same contractual raise as well as the same pension plan as members of the NYPD. Those are major achievements, giving us all reason to be proud.

be in a union and a police officer. It seems as though we have two strikes against us from the outset. Remember that even the DAs themselves weren't on our side during negotiations, so it leaves us wondering which side they would be on if one of our members got into trouble, either on or off the job. Remember who your friends are and that even the people we work for had total disdain for us during the contract negotiation process. If they weren't on our side, how could we expect the general public to be?

### "Our long national nightmare is over."

— President Gerald R. Ford

The reasons behind why we needed to fight so hard, for so long, should be lost on no one. Going forward, the membership must remain vigilant in our purpose and do everything possible to ensure the union remains a strong force. It is an unfortunate fact that not only do unions have a bad name, but so do police officers in general.

Much has been made about the anti-cop sentiment in this country. Even as we see officers sacrifice their lives on an almost daily basis, we still hear the profession being torn down by civilians, politicians, and the media. This is a very difficult time to

As you read this, the number of DIs is increasing. An influx of younger Detectives is a welcome change and we are counting on our more tenured members to mentor our new Detectives. We were all rookies once and thanks to some intervention and luck, we made it. Show them why this is the best profession in the world.

The DIA is poised to examine areas that we had to neglect at the bargaining table because of the burdens associated with our negotiations. For example, our Legislative Director Jack Freck and Supervisor Trustee Rocco Galasso are working with our friends in Albany to secure legislation for all Detective Investigators to ride the railroad without charge, as do other police officers.

Finally, the union will, once again, hold our Annual Award Ceremony in Battery Park Gardens. The event was suspended last year due to financial constraints associated with our contract negotiations. As part of the event, we will award partial college scholarships to select children of our Detectives. This is our chance to honor and recognize members who have gone above and beyond in the duties of their everyday jobs. Without much recognition from the DAs themselves,



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# OFF DUTY

## ACTIONS

The DIA has been made aware of the fact that in the past, members of this Association have taken action off duty in accordance with their police officer duties and responsibilities. It was during this time that we became concerned because it now appears obvious to us that there are few, if any, rules or regulations that spell out what is expected of DIA members in the event they become involved in an off-duty incident.

Further, we are concerned that there exist no procedures regarding questioning of an employee, the employee's rights of representation, or other relevant matters involving off duty conduct. As such I have directed our counsel to immediately send a letter to Labor Relations Commissioner Robert Linn, and each of the District Attorneys and Narcotics Prosecutor requesting a meeting with those parties to discuss the mandatory subjects of bargaining which I mentioned.

I remind all members that you are under no legal obligation to get involved, especially if your intervention places you in a position of peril or if such intervention requires you to behave in a reckless or careless manner.

We all realize that our law enforcement training, experience, and knowledge provide us with unique skills and abilities to function successfully in a confrontation. Handling such confrontations is a normal part of our job. Some have said that there is substantively no difference between on duty and off duty incidents, that police officers are on duty 24/7 and that they may take actions off duty as though they are on duty.

But is that true? Are there legal issues which may impact that concept? Are there personal, departmental, and or municipal exposures which must be identified and considered? Those are some of the questions we need to have answered.

Your Trustee will keep you informed of any updates and anyone involved in such an incident should immediately contact his trustee so that your rights can be protected.

### PRESIDENT'S MESSAGE

## JOHN FLEMING

it is incumbent upon us to show our members that their work is valued and appreciated.

We ask that all members continue to support the union and keep us informed of any events you think we should be aware of. Your Trustee serves as the voice for your squad at all board meetings. They need to be informed in order to keep us informed. You are our eyes and ears on the job and out in the field. We need you to work with us so we are all better informed.

The Board wishes all our Detectives and their families a safe and happy spring.

## SIGN UP FOR E-MAIL BLASTS FROM THE DIA

Many times throughout the year, the DIA sends important e-mails to members who have provided their e-mail addresses. This is the fastest way to disseminate timely and important information. If you would like to be included, please log onto the DIA website at **[www.nycdia.com](http://www.nycdia.com)** and enter your information. Of course, it's then important to actually open the e-mails and read them!



## RAZZLE DAZZLE Detective Investigators

by Richard Steier, Jan 25, 2016

Forty years ago, John Fleming said, an arbitrator ruled that Rackets Investigators employed by the city's five District Attorneys were entitled to a starting salary equal to maximum pay for Patrolmen in the NYPD.

"It was the time of the fiscal crisis, the Financial Control Board," Mr. Fleming noted, "and they ripped that [award] up and it went away."

For the past 15 years, as president of the Detective Investigators Association, Mr. Fleming has been

"I've got guys with nine years in the job and they're not senior investigators," Mr. Fleming said. "I've got guys who have three or four years in who are senior investigators. Are they really better, or are [the DAs] just picking favorites?"

trying to get his 265 members the kind of contract he believes they deserve, amid what he describes as hostility from the Bloomberg administration and indifference from the five DAs and the Office of the Special Narcotics Prosecutor, where 24 of his members are assigned. Back when Mr. Fleming joined that office in 1988, he was its third Rackets Investigator. (The job title, he said, goes back to 1938, a time when Thomas Dewey was the special prosecutor known as the "racket-buster" for his war on organized crime in Manhattan.)

Part of the problem he has faced is that employees in that title have not been afforded the respect at the bargaining table that NYPD Detectives are, even though retired Detectives make up close to 40 percent of his rank and file, with the other 60 percent being career employees who got their first taste of law-enforcement experience somewhere else (the qualification for the job is a four-year college degree and three years of investigative experience, with the latter requirement eased for those with special skills, particularly in the area of computers. "They'll say, 'I can train 'em to be a cop but I can't teach 'em to be an expert in cyber-crime,'" Mr. Fleming explains.)

### Paid Like New Cops

And so going into the talks on a contract to replace the one that had expired in 2010, his members were at the wrong end of the NYPD salary scale: instead of that wiped-out award that would have had them matching the \$76,000-plus maximum salary for Police Officers that was in effect until recently, most of them were stuck just a shade above the NYPD starting pay of \$41,975. There were no salary steps to give the Detective Investigators a sense that they were advancing, and no real promotion process for a title that has three levels: line investigator, senior investigator, and supervisor investigator.

Each of the six prosecutors' offices that employ them has a separate personnel system, but they had one thing in common, Mr. Fleming said: "Not one office had a criteria for how you become a senior investigator," meaning those who made the move up did so completely at the discretion of management. This bred the suspicion in the ranks that getting ahead was a matter of "who you know."

"I've got guys with nine years in the job and they're not senior investigators," Mr. Fleming said. "I've got guys who have three or four years in who are senior investigators. Are they really better, or are [the DAs] just picking favorites?"

And the lack of a pay scale, he said, meant that while the entry-level title offered top pay of roughly \$10,000 more than the starting wage, "there was no way to get to maximum salary." And because of the long delay in getting a replacement contract for the one that expired nearly six years ago, "I had people with five or six or seven years on the job who never had a raise."

In the DIA's case, the long drought existed for reasons beyond Michael Bloomberg's determination during the last of his three terms as Mayor that he was going to award no raises to any employee group for which the cost wasn't offset by givebacks. Beginning in 1971, the city through its Office of Labor Relations had acted as the bargaining agent for the DAs' Offices. The DAs weren't terribly concerned about paying their investigators well, and the union, which for most of its

# tors' 'Breaks' in Pay Case

existence was under the Office of Collective Bargaining, had little recourse, since it had to adjudicate contract stalemates through a fact-finding process in which the recommendations were strictly advisory, as opposed to the binding arbitration available to the uniformed unions representing NYPD officers of various ranks.

## PERB Rights Stalled

In 2007, Mr. Fleming thought he attained a breakthrough when a bill giving the DIA the right to arbitration through the state's Public Employment Relations Board cleared the Legislature and was signed into law by then-Gov. Eliot Spitzer. But city officials through Labor Commissioner Jim Hanley resisted Mr. Fleming's push for raises matching those negotiated by the NYPD unions, a battle that is complicated by the fact that his is not the only bargaining unit trying to stake that claim. Their aim is not only to gain parity on individual contract deals but as a step toward addressing the wide salary gaps that have developed over the years because of the unions' limited bargaining power.

The city would maintain that the DIA members who were retired city Detectives were, due to their age, less productive than their colleagues in the NYPD represented by the Detectives' Endowment Association, and that the other investigators who made full careers of their work in DAs' Offices never had to prove their skills to the same degree that a cop has to before obtaining a gold shield from the NYPD.

Mr. Fleming took sharp exception while arguing that the relatively low pay and lack of opportunity to advance led to high turnover that affected both morale and the DAs' ability to retain their best investigators. While the general public's sense of the relationship between cops and prosecutors is likely to have been formed by the TV show in which the quintessential New York Detective, Lennie Briscoe, came out of an NYPD squad, Mr. Fleming said that only 25 NYPD Detectives are assigned directly to the six prosecutors' offices; for most probes, especially involving crimes that haven't already been reported, the DAs rely on his members.

## 'Lost Staff Like Crazy'

"These offices were losing people like crazy," he cited. He noted that a female member who had served in Afghanistan and then proved her mettle during a collaboration in a major prosecution spanning several law-enforcement agencies was lured away by one of those agencies with the offer of a \$10,000 raise.

Another of his members working out of the Queens District Attorney's Office led a probe that showed that HSBC while helping major drug-dealers launder money through its banks had avoided detection by firing all its compliance officers, leading to the recovery of \$793 million in asset-forfeiture money, Mr. Fleming said.

He represents all three of the Detectives assigned to the Brooklyn DA's Conviction Review Unit, which was created less than three years ago to probe murder convictions that had come under scrutiny after serious questions arose about old cases handled by former DAs Joe Hynes and Liz Holtzman. Many involved a now-retired NYPD Detective, Louis Scarcella, who had used dubious tactics that ranged from inducing curiously similar confessions to producing the same drug-addicted woman as a prime witness in a half-dozen cases. The unit has already uncovered enough evidence to have 13 of those convictions overturned, most of them involving people who had served 15 years or more of their sentences.

## Some Assigned Overseas

Some of his members are working in other countries; others are involved in long-term investigations here—he praised the City Council for last year authorizing funding for them to make undercover drug buys to build larger trafficking cases.

"The District Attorneys are the normal check and balance in the judicial system, and if you can't get [in-house] Detectives to do quality investigations, then you've lost that balance," Mr. Fleming said. Yet, he lamented, the DAs themselves seemed indifferent about low morale and high turnover, and even as he battled for better compensation and conditions for his members, new obstacles were being thrown in his path.

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A half-dozen years ago, then-Gov. David Paterson sought to eliminate what's known as the "211 waiver," which permits Detectives who join the DAs after retiring from the NYPD to keep collecting their

pensions in their new jobs. Do away with that waiver, the DIA leader said, and you'd be inviting those investigators to quit en masse.

"The starting salary was \$50,000," he explained. "You'd have guys who'd say, 'my pension is \$50,000 — if I set it aside I'd be working for nothing. I'd have to be a schmuck.'"

Mr. Fleming dances around questions about recently departed DAs like Mr. Hynes and Robert Johnson in The Bronx, although it's easy to draw inferences based on his remarks

about hoping to develop a better relationship with new Bronx DA Darcel Clark and his effusive praise for Brooklyn DA Ken Thompson.

## Quit Bronx for Brooklyn

"The new District Attorney in Brooklyn has made tremendous strides to getting the most out of his Detectives," Mr. Fleming said. "In the last year I've had five investigators leave The Bronx to work in Brooklyn because they've heard how well things are working there."

He is more direct in unfavorably contrasting Manhattan DA Cy Vance with his predecessor, Robert Morgenthau, whom he credited for getting his members involved in cases that normally would have been handled by Federal prosecutors.

The result has been, Mr. Fleming said, that where Mr. Morgenthau "never lost a Detective" who opted to go elsewhere, "Since Vance has come in, he's lost half of all his Detectives. That's supposed to be the premier [prosecutor's] office—he should be embarrassed."

Mr. Vance's Director of Communications, Joan Vollero, responded in a statement, "The number of detective investigators in the Manhattan DA's Office has risen under DA Vance's tenure. The department is not only fully staffed, it turns qualified applicants away. Any suggestion otherwise by Mr. Fleming has no basis in reality."

Mr. Fleming spreads the blame among all six city prosecutors for using additional city money in recent years to reward their assistants while offering nothing additional to his members, saying, "The message that was being sent by the agencies to my members was, 'You're not that important.' You can put that on the record—they all hate me anyway."

## City Opted Out

His attempts to improve compensation for his members got a further setback early in Mr. Bloomberg's final term when his Criminal Justice Coordinator, John Rosenblatt, informed the prosecutors, according to Mr. Fleming, "We're out," meaning the city would no longer represent them in bargaining with the DIA. He said Mr. Hanley had seemed reluctant to bargain with the union from the time nine years ago that it gained the right to binding arbitration under PERB, claiming Mr. Bloomberg's chief negotiator indicated to him that "he had future concerns about where we fit in the collective-bargaining universe."

"We wanted this to be a profession and not a stopover, where you'd have the young kids who came out of the Police Academy and wound up doing an outstanding job treating this like the minor leagues and then going into free agency," Mr. Fleming said. "You want people to go on this job and then stay there."

That had been wishful thinking, however, as salaries continued to lag so badly behind those for entry-level Police Officers, never mind city Detectives. One reason he believed PERB's arbitration process could begin to make up the gap was because of the relationship that existed in other parts of the state between Detective Investigators' salaries and those paid to line cops.

"The only Detective Investigators in the state who are required to go to a police academy are the ones in New York City," Mr. Fleming said. "Every other Detective Investigator in the state, the [wage] pattern they put them under is the local PBA pattern," including those in Nassau, Suffolk and Rockland counties.

## Bewildered by City Logic

"I couldn't understand how the city could say all this going on around them didn't matter at the same time that we're going through a higher level of training."

Even when Mayor de Blasio took office and tapped Bob Linn as his chief negotiator after Mr. Hanley spent the better part of the previous 24 years in that role for three different Mayors, an agreement seemed impossible to reach through the normal bargaining process, and PERB granted arbitration. The two sides selected Howard Edelman, who a short time

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### **‘MORE THAN A STOPOVER’:**

*‘We wanted this to be a profession and not a stopover, where you’d have the young kids who came out of the Police Academy and wound up doing an outstanding job treating this like the minor leagues and then going into free agency,’ John Fleming said in explaining why the recent contract the Detective Investigators Association won matching raises for other uniformed unions while also creating a salary scale was a significant breakthrough.*

later would be vilified by the Patrolmen’s Benevolent Association for an award in which he upheld a pattern set by most other city uniformed unions rather than giving it a deal based on contracts in neighboring suburbs, to render an award. Things didn’t go exactly as anticipated, however, much to Mr. Fleming’s delight.

He wasn’t happy when Mr. Edelman postponed the start of hearings set for early last November in order to complete the PBA arbitration award. But in the second week of December, after the fury of a PBA protest outside his apartment building and weeks of union newspaper ads accusing him of being a stooge for wealthy interests who also sided with the city to get additional business, Mr. Edelman came together with the two sides twice, in the role of a mediator rather than an arbitrator. Mr. Fleming said he was skeptical that anything productive would result, until he discovered that when Mr. Edelman asked union representatives including his bargaining counsel, Harry Greenberg, to leave the room so he could confer

privately with Mr. Linn and his colleagues, once DIA officials were called back in, city objections had begun to be swept aside.

### **Matched ‘Uniformed’ Nos.**

The result was a negotiated settlement that replicated the uniformed-union pattern for the past two bargaining rounds, although with payment dates pushed back and scrambled so as to limit the city’s costs. The deal also created the long-sought salary schedule under which new hires in the title of Rackets Investigator would have their pay rise over a six-year period independent of the regular collective-bargaining increases.

Mr. Linn said Jan. 22 that to offset some of the cost to the city, the starting salary for Rackets Investigator will initially be about \$3,000 lower than the previous entry rate of \$47,944. But those coming on at \$44,740 who

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were hired on or after July 15, 2013 by their sixth year on the job would have seen their salary rise by more than \$13,000.

Union members are getting the two 4-percent raises Mr. Bloomberg agreed to with other uniformed unions for the period that generally went from mid-2008 through mid-2010, but in a decidedly truncated fashion. The first portion of that hike will be a 2-percent raise retroactive to last July 16 that will be combined with a 1-percent raise on that date linked to the post-2010 pattern. The second half of that initial 4-percent hike will take effect this July 16, and the final 4-percent raise will be implemented in two payments taking effect in July 2017 and 2018.

The raises matching the 11 percent received by most uniformed unions in contracts negotiated with the de Blasio administration go back as far as July 16, 2013, and starting this July will coincide with the implementation of the "old" hikes, meaning employees' pay will go up by a total of 3.5 percent then, 4.5 percent a year later, and 5 percent as of July 16, 2018.

## Other Wrinkles

There is a \$4,000 "signing bonus" that came due upon ratification, but that money will not be rolled into base salary. Back pay for employees, in a fashion similar to what was used in the United Federation of Teachers contract, is being paid largely on a delayed basis. While 12.5 percent of the money will be paid shortly, the next 12.5 percent will be implemented as of Dec. 16, 2017, and the remaining 75 percent in three installments due on Dec. 16 in 2018, 2019 and 2020.

Historically, employees who retired while working under an expired contract were not entitled to pay raises that were subsequently negotiated covering that period when they were still on the job, but the DIA negotiated a claims-settlement fund of nearly \$421,000 that will provide some retroactive pay for those who left the job between Jan. 16, 2010 and June 30, 2014. Those who had at least 20 years on the job at the time that they left service, Mr. Fleming said, will be entitled to the two 4-percent raises, but with the payment of their retro money delayed to the later part of the contract.

Until now, there was just a single longevity step, with union members receiving \$1,500 annually once they had put in 10 years in their jobs. Mr. Fleming was able to negotiate two additional \$1,000 steps, the first after 15 years, the second after 20, that will take effect Feb. 16.

## Gained Pay Scale

The new pay scale for Rackets Investigators, which takes effect July 16, will begin at \$45,538 and by their sixth year in the job rise to \$52,664; the scheduled pay raises for all union members will bring those numbers by July 2018 to \$50,000 and \$57,824, respectively.

And while it has no immediate economic impact, the union leader was elated by the creation of a labor-management committee to determine the criteria to be used in making promotions from Rackets Investigator to Senior Rackets Investigator.

Mr. Fleming was forced to make a few concessions to fund all the improvements. Some come at the expense of those not yet hired, commonly referred to as the unborn: anyone hired beginning Feb. 16 will start with just 12 vacation days—three days fewer than had been the norm—and go to 13 days in their second year and 14 in their third year. In their fifth year, they will jump to 19 leave days—one fewer than those already on the job receive, and will peak in the 15th year at 26 vacation days, which is also a day less than incumbents receive.

All members will now have to use two of their vacation days for firearms training that previously was conducted as part of their regular work days, and night-shift differential will be eliminated as of Feb. 16. Prosecutors have also gained the right, as of that date, to reschedule employees for up to five tours per year without incurring an overtime charge. And the annual contribution to both active and retired members' welfare funds will be cut by \$50.

The contract runs for nine years and two months, and expires March 18, 2019.

## 'Foundation for Career'

The lengthier contract and the givebacks involved were worth it, Mr. Fleming said, because of the precedent established in getting the uniformed pattern, as well as the salary scale and the added longevity steps that serve as an incentive for people to remain on the job for at least 20 years. "If you put these things into place," he said, "you've created a foundation for doing this job as

All members will now have to use two of their vacation days for firearms training that previously was conducted as part of their regular work days, and night-shift differential will be eliminated as of Feb. 16.



a career," particularly because the nature of the work offers members greater discretion in their jobs than a Police Officer typically has. (His rank and file agreed, ratifying the terms by a vote of 176 to 15.)

On the other hand, they don't have the same job security as cops; as Mr. Fleming put it, "We're at-will employees—they can fire us tomorrow, just like the FBI."

An extreme example of the dilemma that status can create concerns William Qualls, a former NYPD Sergeant who had 13 years working for the Bronx DA's Office at the time he suffered a stroke in 2012.

The last case he handled before that was a homicide in which the killer was convicted and sentenced to 25 years to life in November 2012. A key witness against him was a female relative; when Mr. Qualls learned that the DA's Office had relocated her to an unsafe city shelter along with her young child, he personally helped her find another place to live, Mr. Fleming said. Mr. Qualls claimed the stress of dealing with the witness's situation and changes in his schedule during the trial were responsible for the stroke a day after the sentencing; the DA's Office contested that claim and terminated him once he had used up his allotted leave time. (Unlike city cops, Rackets Investigators aren't entitled to unlimited sick leave.)

### 'They Dumped Him'

Mr. Fleming argued the matter with the then-DA. "I said to Johnson, you should be embarrassed." Mr. Qualls insisted he was well enough to return to work; Mr. Fleming said he told Arthur Simmons, the head of the

DA's human-resources unit, that even if Mr. Qualls was no longer capable of doing field investigations, "Have him mentor the younger guys."

"They wouldn't do that—they dumped him," he said. "That's terrible for the message it sends to the younger guys. I'm hoping to get a change on this with the new DA."

The move by the Bloomberg administration to disclaim responsibility for contract negotiations is still raw enough that Mr. Fleming called on Mr. de Blasio to sign the same letter that Mayor John Lindsay originally had affirming the city's obligation to serve as the bargaining agent for the prosecutors. "That would go a long way to show my members that this is a strong relationship and we're not going to run into problems like this again."

Even with the improvements under the contract, the lure of other agencies where pay remains significantly better is still strong. Rackets Investigators working for the Westchester DA's Office have a starting pay of \$109,000, Mr. Fleming said, and so "when they had an opening, everyone in this job applied."

### 'Excellent Starting Point'

And the bill ending the "211 waiver" for retired city Detectives, which Governor Paterson didn't act upon, is still floating in the Legislature and potentially threatens the future employment of roughly 100 of the DIA's members.

Nonetheless, Mr. Fleming said, "The way I look at it, this [contract] is an excellent starting point for the future. Whoever's at the board [when it expires] in 2019 is going to have something to work with."

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## NEW YORK CITY DETECTIVES INVESTIGATORS ASSOCIATION

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# Blue Lives Matter

## NEW YORK POST

OPINION

January 2, 2016

### The myth of the killer-cop 'epidemic'

To hear the media tell it, America is in the grip of an unprecedented crime wave, an orgy of wanton murder in which heavily armed thugs randomly gun down innocent unarmed people, some of them teens, just for sport.

Except that these homicidal goons are wearing the blues and badges of American police departments.

It's the narrative that's given rise to the protest movement Black Lives Matter and to a growing public mistrust of the police in general. From Michael Brown in Ferguson, Mo., to the recent shooting of a middle-aged woman and a teen in Chicago, the body count seemingly keeps rising, exacerbating racial tensions and keeping the nation on edge. And each incident is breathlessly reported by a media determined to show that America remains deeply, irredeemably racist.

Problem is, it's simply not true.

Last week, the Washington Post published a study of the police shootings that took place in 2015. Likely they intended the story to be shocking — as on Dec. 24, 965 people were killed by police! Instead, the report quells the notion that trigger-happy cops are out hunting for civilian victims, especially African-Americans. Among its key findings:

- White cops shooting unarmed black men accounted for less than 4 percent of fatal police shootings.
- In three-quarters of the incidents, cops were either under attack themselves or defending civilians. In other words, doing their jobs.
- The majority of those killed were brandishing weapons, suicidal or mentally troubled or bolted when ordered to surrender.

- Nearly a third of police shootings resulted from car chases that began with a minor traffic stop.

The moral of this story is: Don't point a gun at the cops and don't run when they tell you stop, and you're likely to survive. Since the population of the US is about 318 million people, a thousand deaths at the hands of police works out to 1 in 318,000. You have a better chance of being killed in a violent storm (1 in 68,000) or slipping in the tub (1 in 11,500) than being shot by a cop, no matter what color you are.

But even these figures are deceptive. On those 965 killed, only 90 were unarmed, and the majority of those were white. (And that doesn't take into account other extenuating circumstances besides a weapon that would have caused a police officer to fire.)

Still, the "killer cop" narrative refuses to die, and the Washington Post decided to throw fuel on the racial fire with context-free statements like these: "Although black men make up only 6 percent of the US population, they account for 40 percent of the unarmed men shot to death by police this year."

This ignores the fact that black violent-crime rates are far higher than those of whites. According to the Department of Justice, blacks committed 52.5 percent of the murders in America from 1980 to 2008, when they represented 12.6 percent of the population.

This certainly does not excuse cases of police misconduct. Bad cops should be investigated and tried. The death of Walter Scott in South Carolina last spring — shot in the back while fleeing a white police officer after a routine traffic stop — resulted in the indictment of the cop, who is now



# DIA Sends Irate Letter to NFL After Appalling SuperBowl Halftime Performance

February 8, 2016

Mr. Roger Goodell, Commissioner  
National Football League  
345 Park Avenue, New York, NY 10154

Dear Mr. Goodell:

*I am the president of the NYC Detective Investigator's Association (DIA). The DIA represents over 600 active and retired detectives who work for the five District Attorneys' and Special Narcotics Prosecutor. My purpose for writing to you is to make known to the NFL the level of disgust my members have for your decision to allow a performer, paid by the NFL, to use the Super Bowl as a forum to deliver a blatantly anti-police message to the entire world.*

*I assume the NFL stands by the message of that "performer" that it is ok to agitate and if necessary harm the police if a certain group in our society feel it justified. I allude specifically to the praising of the Black Panther movement, a group who has without shame assassinated dozens of police officers in this country. A group, even today, who calls for members of our society to rise up against the police and kill them in cold blood.*

*Just this past year, on his radio show Malik Zulu Shabazz, the leader of the black panthers called for his followers to "build up the army to battle the police." He continued, "There will be events that are gonna seem tragic to white America, and even shock our own conscience."*

*Is this what the NFL is giving a world platform to? I guess I can't expect much from a billion dollar company which charges our own military to run ads. But it cannot be denied that the black panthers have assassinated officers who were only doing their job and keeping everyone in our society, regardless of color or creed safe.*

*I call on the NFL to separate itself from that message. This is not a 1st amendment issue. The NFL coordinated, approved, paid, and made available this message for a world stage. In doing so you dishonored the tens of thousands of men and women who carry a badge and sacrifice their lives every day so millionaires like you and your players can bear the fruits of peace.*

*Sincerely,*

John Fleming  
President

**Note:** As of the time this newsletter went to press, the DIA has not received a reply from Mr. Goodell.

awaiting trial. And the killing of Quintonio LeGrier and Bettie Jones in Chicago on Dec. 26, after the troubled LeGrier allegedly became "combative" with officers, cries out for further investigation.

But these incidents don't prove that the "real problem" is cops. This isn't an "epidemic." And it isn't racist to suggest that some perspective is warranted here.

Yet, encouraged by liberal politicians, the rhetoric of protesters has become more heated, poisoning relations between local police and the folks they serve. Most tragically, it's resulted in the murders of police officers, such as NYPD Officers Wenjian Liu and Rafael Ramos, killed in a Brooklyn ambush just over a year ago.

Against the numbers cited by the Washington Post, what about this one: The worst neighborhoods in Chicago — say, West Garfield Park, where gangs run rampant — have a higher murder rate (116.7 per 100,000) than world murder capitals like Honduras (90.4).

But no, best not to mention. That only distracts from the real problem — the cops trying to stop it.



# Blue Lives Matter Police Shot in 2016

Date	City	State	Law Enforcement	Shot	Fatal
01/01/16	Estill	South Carolina	Estill Police Department	1	
01/04/16	Charlotte	North Carolina	Charlotte-Mecklenburg Police Department	1	
01/07/16	Philadelphia	Pennsylvania	Philadelphia Police Department	1	
01/08/16	Louisville	Kentucky	Shively Police Department	1	
01/01/16	Boston	Massachusetts	Boston Police Department	1	
01/09/16	Bronx	New York	New York City Police Department	1	
01/10/16	Little Rock	Arkansas	Little Rock Police Department	1	
01/13/16	Houston	Texas	Houston Police Department	1	
01/14/16	Monroe City	Missouri	Monroe City Police Department	1	
01/17/16	Danville	Ohio	Danville Police Department	1	1
01/17/16	Holladay	Utah	Unified Police Department of Greater Salt Lake	2	1
01/22/16	Miami Gardens	Florida	Miami Gardens Police Department	1	
01/26/16	New Orleans	Louisiana	Jefferson Parish Sheriff's Department.	1	
01/27/16	Marietta	Georgia	Georgia State Trooper	1	
01/27/16	Mountain Pine	Arkansas	Mountain Pine Police Department	1	
01/28/16	Oakdale	Minnesota	Oakdale Police Department	1	
02/03/16	Florence	Alabama	Lauderdale Sheriff's Office	1	
02/04/16	Bronx	New York	New York City Police Department	2	
02/05/16	Seaside	Oregon	Seaside Police Department	1	1
02/05/16	Kenton	Ohio	Kenton Police Department	1	
02/06/16	Cheyenne	Wyoming	Laramie County Sheriff's Office	1	
02/07/16	Sioux City	Iowa	Sioux City Police Department	1	
02/08/16	Mesa County	Colorado	Mesa County Sheriff's Office	1	1
02/10/16	Pooler	Georgia	Chatham County Sheriff's Office	1	
02/10/16	Abingdon	Maryland	Harford County Sheriff's Office	2	2
02/11/16	Riverdale	Georgia	Riverdale Police Department	1	1
02/11/16	Fargo	North Dakota	Fargo Police Department	1	1
02/12/16	Plymouth	Minnesota	Plymouth Police Department	1	
02/13/16	Indianapolis	Indiana	Indianapolis Met. Police Department	1	
02/13/16	Baton Rouge	Louisiana	Baton Rouge Police Department	2	
02/15/16	Clarksdale	Mississippi	Clarksdale Police Department	1	
02/16/16	Allentown	Pennsylvania	Allentown Police Department	1	
02/19/16	Bay City	Michigan	Bay City Police Department	1	
02/20/16	Luka	Mississippi	Miss Department of Public Safety	4	1
02/20/16	Elizabethtown	Tennessee	Carter County Sheriff's Office	1	
02/20/16	Brooklyn	New York	New York City Police Department	2	
02/22/16	Lawrence County	Illinois	Lawrence County Sheriff's Office	1	
02/22/16	Denver	Colorado	Denver Police Department	1	
02/12/16	Independence	Missouri	Independence Police Department	1	
02/24/16	Bailey	Colorado	Park County Sheriff's Office	3	1
02/25/16	Silver Springs	Nevada	Lyon County Sheriff's Office	1	
02/26/16	Charleston	South Carolina	Berkeley County Sheriff's Office	1	
02/27/16	Woodbridge	Virginia	Prince William County Police Department	3	1
03/01/16	Euless	Texas	Euless Police Department	1	1
03/08/16	Brooklyn	New York	New York City Police Department	1	
03/09/16	Jacksonville	Florida	Jacksonville Sheriff's Office	1	
03/10/16	Franklin	Kentucky	Simpson County Sheriff's Office	1	
03/12/16	Chester	Pennsylvania	Chester Police Department	1	
03/13/16	Landover	Maryland	Prince George's County Police Department	1	1
03/14/16	Chicago	Illinois	Chicago Police Department	3	
03/14/16	Woodruff	South Carolina	Woodruff Police Department	1	
03/15/16	Fayetteville	Arkansas	Washington County Sheriff's Office	1	
03/15/16	Fort Worth	Texas	Fort Worth Police Department	1	
03/18/16	Greenville	South Carolina	Greenville Police Department	1	1
03/19/16	Park Forest	Illinois	Park Forest Police Department	1	
03/20/16	Russellville	Indiana	Howard County Sheriff's Department	2	1
03/21/16	Durham	North Carolina	Durham Police Department	1	
03/23/16	Thornton	Colorado	Thornton Police Department	1	
03/24/16	Laguna	New Mexico	Laguna Police Department	1	
03/26/03	Charlotte	North Carolina	Charlotte-Mecklenburg PO	1	
03/26/16	Tampa	Florida	Tampa Police Department	1	
03/31/16	Richmond	Virginia	Virginia State Police	1	1
		<b>31 States</b>	<b>58 Departments</b>	<b>77</b>	<b>16</b>

This information has been compiled with the help of many individuals of LESMAS Civilian Operation Division.



# Win for Unions

**USA TODAY**

## Public Employee Unions Dodge a Supreme Court Bullet

WASHINGTON — Conservatives bent on crippling the power of public employee unions lost their best opportunity in years Tuesday when the Supreme Court deadlocked over a challenge to the fees those unions collect from non-members.

Rather than seeking to reschedule the case for their next term, the justices simply announced they were tied 4-4 — a verdict which leaves intact the decision of the U.S. Court of Appeals for the 9th Circuit upholding the fee collections.

That was a major victory for the unions and the court's four liberal justices following Justice Antonin Scalia's death last month. During oral argument in January, it had appeared almost certain that the court would strike down the requirement in 23 states that teachers and government workers contribute to the cost of collective bargaining, even if they disagree with their unions' demands.

The result would have been the demise of a nearly 40-year-old Supreme Court precedent that allows unions to impose such requirements on non-members. It would have made it harder for unions representing teachers, police and firefighters, and other government workers to maintain their power by affecting their pocketbooks.

The judicial deadlock allows the California Teachers Association to keep collecting the fees, but it does not have nationwide impact. The 9th Circuit standard applies only to states within its jurisdiction, including Alaska, Arizona, Idaho, Montana, Nevada, Oregon and Washington as well as California.

The challengers in the case immediately promised to file a petition asking for a rehearing when the court returns to full strength. But five votes are required to win that effort. The court also could accept a similar case in the future; the National Right to Work Foundation has five cases in lower courts now that seek to strike down mandatory union dues and fees.

"With the death of Justice Scalia, this outcome was not unexpected," Terry Pell, president of the Center for Individual Rights, said. "We believe this case is too significant to let a split decision stand."

It was the second time in two weeks that the justices had deadlocked in the wake of Scalia's death, but the first major case to emerge in a tie. And it's an indication that without Scalia, the justices may be equally divided in several other cases before the term ends in June.

## Labor Union Conference



Labor unions from across New York gathered for a municipal labor conference to collectively address issues and matters that run the gamut across all spectrums of the workforce. DIA Vice President Jack Freck, [xxxxxxxxxxxx](#) Rocco Galasso, and [xxxxxx](#) Jeff Boyce represented the union at the conference. "It was a chance for us to compare notes with other unions and for labor leaders to discuss commonality amongst unions on issues at the state and local levels," Freck said. "Many police groups were in attendance and of course one of the hot button topics was the anti-cop sentiment sweeping the country."

# Health Corner

## City of New York & MLC Health Benefits Plan Modifications for Active Employees & Non-Medicare Eligible Retirees

### GHI and HIP NYC Health Plan Changes Effective July 1, 2016

The Detective Investigators' Association along with the Municipal Labor Committee (MLC) have worked with the City's Office of Labor Relations to fulfill our last collectively bargained agreement where all parties agreed to health care savings. Specifically, this agreement required a \$3.4 billion savings during a four-year period and in return City workers and retirees would continue to have access to health coverage without an annual premium. We are pleased to report that we have been successful in achieving our target savings to date and your zero premium will continue.

In order to achieve the required savings, there will be upcoming changes to the health care plans negotiated by the City and MLC. These changes will be effective July 1, 2016 for all active employees and non-Medicare eligible retirees.

- **GHI subscribers currently pay \$15 for Primary Care Physicians and this will not change. Members who use physicians at the Advantage Care Physicians (ACP) offices will have no co-pay.** There are 36 ACP centers owned by Emblem Health in the New York City area with more centers coming soon. New Bronx locations will be announced soon with expansions also planned for Westchester, Rockland and other northern counties.
- **GHI subscribers will also have \$0 co-pays for preventive health. All preventive health services, including prescriptions for birth control, immunizations, mammography, pre-natal vitamins and colonoscopies, will be available at no cost to members.** Emblem Health will be mailing further detailed information to its subscribers in the months ahead.
- The most expensive form of care are hospital-based emergency room visits. The average ER visit is many times more expensive than a typical physician's office visit or urgent care facility. Further, Emblem Health data presented to the City and MLC shows significant over-utilization of emergency rooms by many city employees and retirees. **To discourage use of ERs when a physician's office visit would suffice and be more appropriate, the co-pay for hospital-based emergency room visits will increase from \$50 to \$150.**
  - \* **NOTE: There is \$0 co-pay if you visit a physician at Emblem Health's Advantage Care Physicians offices or a participating Urgent Care facility with a \$50 co-pay.**
- **Wellness Programs** will be introduced in the upcoming months and will include Telemedicine that will allow members immediate access to an internet-based physician that can guide their care and also provide a prescription if necessary. Also, City Health Plan subscribers will soon be able to join Weight Watchers at a substantial 50% discount. More information to follow.
- **HIP/HMO subscribers** will have a new plan introduced to them called HIP Preferred. HIP subscribers can continue to use their HIP physician with a \$0 co-pay if a HIP Preferred Network physician is used. HIP subscribers will have a \$10 co-pay if their physician is not in the HIP Preferred Network.

\*NOTE: Presently, 65% of HIP Physicians are part of the HIP Preferred Network of Physicians.



**The Chart below reflects the GHI-CBP co-pay changes effective July 1, 2016:**

GHI-CBP Plan	Current Co-Pay	New Co-Pay
Primary Care Physician - PCP (GHI Participating Provider)	\$15	\$15
Advantage Care Physician - ACP (Generalist PCP)	\$15	\$0
Advantage Care Physician - ACP (Specialist)	\$20	\$0
Non-Advantage Care Physician (Surgical Specialists)	\$20	\$30
All other Specialists	\$20	\$30
Emergency Room	\$50	\$150
Urgent Care Facility	\$15	\$50
MRI/CT (Hi-Tech Radiology)	\$15	\$50
Diagnostic Lab (Blood, X-Ray, etc)	\$15	\$20
Physical Therapy	\$15	\$20
All Preventive Services under the Affordable Care Act including Immunizations, Colonoscopies, and Prescriptions for Contraception	N/A	\$0

**The Chart below reflects the HIP co-pay changes effective July 1, 2016:**

HIP HMO PLAN	Current Co-Pay	New Co-Pay
HIP Preferred Network (New)	\$0	\$0
HIP Non-Preferred Physician	\$15	\$10

To learn more about Emblem Health [www.emblemhealth.com](http://www.emblemhealth.com) and Emblem Health Advantage Care Physicians [www.acpny.com](http://www.acpny.com) please visit their websites.

The DEA will provide updated information to our members via our website as it becomes available. If you have any questions do not hesitate to contact our Health Benefits office at 212.587.9120.

**NOTE: Members of the Detective Investigators Association (DIA) receive all health care benefits through the Detectives’ Endowment Association (DEA)**

A stethoscope is draped over the top right of the page, and several pills are visible in the top left corner.

# Health Supplement

## Early Detection Can Save a Life

### CARDIOVASCULAR & THYROID NODULE SCREENING BENEFIT

In our continuing effort to track the latest innovative technology and provide truly comprehensive health screening programs to our members, we have introduced a new preventive screening and wellness program with Heartscan Services for our retired members. This preventive screening program focuses on identifying early stages of heart, carotid (stroke), thyroid (nodules), and peripheral arterial disease (early diabetes and hypertension).

Recent clinical findings show thyroid cancer as the fastest increasing cancer in the U.S. and heart disease remaining as the #1 disease. Every 60 seconds someone in the U.S. dies of a heart attack, and every 40 seconds someone has a stroke. These conditions are preventable if detected and treated early. Most people are symptom-free and therefore most insurance companies will not cover the screens that identify their risk factors.

#### THE SCREENING PROGRAM

The screening is non-invasive, takes approximately 30 minutes and no preparation is required. Heartscan Services is mobile and can perform screening(s) at locations close by your work place or home, making it convenient for all participants to take advantage of this program. The program looks at the following:

**Echocardiogram** — looks at size, shape, and movement of the heart.

**Carotid Artery Ultrasound** — can identify plaque in the carotid arteries, which can lead to stroke.

**ABI Index** — looks for peripheral arterial diseases and early diabetes.

**Thyroid Screen** — looks for nodules.

**FOR DIA RETIREES — The Co-Pay is only \$25. FOR DIA ACTIVES — Discounted rates for Active members and their families (\$199 instead of the regular \$500).**

Heartscan Services is HIPAA compliant and all results are strictly confidential. If you have any questions or would like to schedule your appointment, please contact **Heartscan Services at 866.518.1112**.

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### INNER IMAGING BODY SCAN

The DEA negotiated a deeply discounted price for a “body scan” exam that includes four tests: the heart, lungs, abdomen, and pelvic area. The price for this body exam is usually \$850, but the DEA discounted price is \$375. For active members, the DEA subsidizes \$200 of the \$375 cost. Therefore, active members will pay only \$175 for this one-time, members-only body scan. A discounted price for Retirees includes a two-part (heart and lungs) scan for only \$150. This scan can detect, at early stages, factors that can lead to debilitating or fatal disease. Call the DEA Health Benefits Office at **212.587.9120** or call Inner Imaging at **212.777.8900**. Inner Imaging is at 307 East 63rd Street, Manhattan. Visit their website at [www.innerimaging.com](http://www.innerimaging.com)

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### ZADROGA 9/11 VICTIM COMPENSATION FUND

The National Institute of Health has linked 67 cancers to the toxic dust resulting from the destruction of the World Trade Center Twin Towers and the related rescue and recovery efforts that began in 2001. Don't let anyone diagnosed with a WTC cancer miss out on registering with the Fund. The most common cancers linked to the WTC by the NIH are cancers of the lungs, esophagus, kidneys, prostate, and thyroid, as well as lymphoma and leukemia. If you or anyone you know was in New York City after the 9/11 attacks and have been diagnosed with any of the 67 WTC-linked cancers, there is a presumption by the NIH that your cancer was caused by the toxic dust. You may be entitled to compensation for your illnesses and lost income. Learn your legal rights. For more information, consult Attorneys Barasch & McGarry, PC. **877.WTC.0911**, or visit [www.post911attorneys.com](http://www.post911attorneys.com)



## WORLD TRADE CENTER HEALTH PROGRAM

The World Trade Center Health Program provides expert monitoring and treatment to 9/11 Responders, including both workers and volunteers. Monitoring exams are provided every 12 months, and any required treatment, including prescription medications as needed, are provided at **no cost** for WTC-certified conditions. WTC Clinical Centers of Excellence are located at the following:

**Manhattan** Mount Sinai-Selikoff Centers for Occupational Health (Madison Avenue/100th Street) • **NYU-Langone** (formerly Bellevue)

**Nassau County** SUNY-Stony Brook-Mineola • **Suffolk County** SUNY-Stony Brook-Islandia

**Staten Island** Mount Sinai-Selikoff Centers for Occupational Health (Castleton Avenue/Bard Avenue)

**Queens** Northshore-LIJ • **New Jersey** University of Medicine and Dentistry-Piscataway

Members already enrolled should contact their Clinical Center directly for follow-up appointments. For more information, visit the WTC Health Program website at [www.cdc.gov/wtc](http://www.cdc.gov/wtc) or call **888.982.4748**.

## COREY DIAZ BLOOD PANEL

The Detective Corey Diaz Blood Panel is a series of six blood tests (seven if you are female) that can be taken in your physician's office or at Inner Imaging. If you have health insurance with GHI, this panel is a covered service. If you have coverage with another carrier, please call them and inquire if they will cover this blood panel. **The diagnosis code is V87.19 (Your physician must use this code)**

CPT #	PANEL PROFILE
86301	CA19-9, Serum (Proposed as a marker for Pancreatic Carcinoma)
82378	CEA (Carcinoembryonic Antigen measures a protein in the blood for those with certain kinds of cancers)
86304	CA 125 (for women, test for Ovarian Carcinoma)
82105	Alpha Fetoprotein (is a tumor marker)
82150	Amylase, Serum (Acute Chronic Pancreatitis)
80053	CMP (Comprehensive Metabolic Panel. Tests for elevated glucose level. Most cancers thrive on glucose.)
82977	GGT (Gamma Glutamyl Transferase. Useful to diagnose obstructive jaundice, intrahepatic cholestasis and pancreatitis; diagnose metastatic carcinoma in the liver; diagnose chronic liver disease.)

## ADDITIONAL MEMBER SERVICES

### Police Self Support Group

Founded by members of the NYPD, including former Bomb Squad Detectives Anthony Senft and Richard Pastorella, both severely injured in the infamous 1982 New Year's Eve FALN bombing. The Police Self Support Group is an independent organization created to provide support and counseling to law enforcement colleagues who are emotionally or physically injured, and to promoted programs that help prevent suicide of police officers. The group has included members of the DIA in this important program and can be reached at 718.745.3345.

### DIA Chaplain

DIA Chaplain Robert Rainis may be reached at 631.873.8555 or at [pastorbobrainis@optonline.com](mailto:pastorbobrainis@optonline.com). Chaplain Rainis is a 25-year law enforcement veteran and has served as our Chaplain since 2008.

### Pension Consultation

All Active members are eligible for a free consultation as they prepare for retirement with retired NYCER'S Director John J. Murphy, a recognized expert in pension law and policies and procedures associated with NYCERS. To schedule an appointment, please see your Trustee.

# IN MEMORIAM

## Senior Detective Investigator Arthur Castiglia



### **The DIA is sad to announce the death of Senior Detective Investigator Arthur Castiglia on March 25, 2016.**

Detective Castiglia's 48-year career in law enforcement began on September 3, 1968, when he was appointed to the NYPD. His career in the NYPD was marked with great success as he was twice promoted, first on August 3, 1979, to Detective 3rd grade and then again on April 29, 1988, to Detective 2nd grade.

Some of his commands included the 25 Squad, Major Narcotics, Homicide, and Manhattan Robbery Squad.

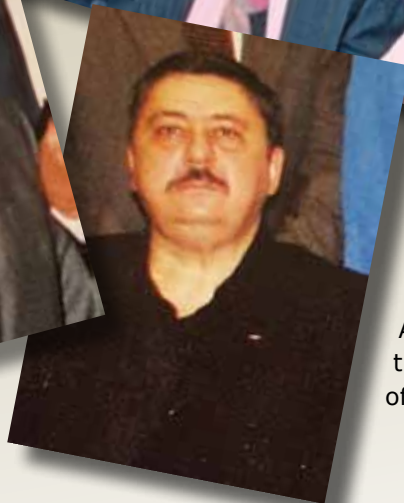
In 1992 he was appointed to the Special Narcotics Prosecutor (SNP) to head up the Warrant Squad. Throughout his time in the NYPD and especially at SNP, he was known for mentoring young detectives, teaching them invaluable lessons he had learned during his decades on the job.

DIA President John Fleming, who had been Castiglia's partner at SNP, said Castiglia was "the 'Finest of the Finest. Artie was someone who you felt safe with anywhere you went. He knew the street and the people as well as any Detective in the City."

Artie was most proud of his three sons: Arthur, Jr., who is a Commander in the US Navy Seals and is currently stationed in Washington D.C. at the Pentagon; and Chris and Adam, both Sergeants in the New Rochelle Police Department.

When he was not doing police work, Artie was an active member of the SNP softball team and loved fishing and enjoying his grandchildren.

Arthur Castiglia's untimely death is a great loss for the law enforcement community and for the members of the DIA. He will be greatly missed.



# RETIREE NEWS

## CONGRATS LIZ CURCIO

On April 13, the Queens DA Detectives celebrated Sgt. Liz Curcio's appointment to Deputy Chief Investigator for the Nassau County District Attorney's Office.

The event at the Manor Oktoberfest celebrated her career in the NYPD as a Detective in Queens Homicide and her career leading the DA's Crime's Against Revenue Unit.



Pictured from left are Joe Brancaccio, Dave Joglar, Jeffrey Boyce, Liz Curcio, John Warner, and David Matos. (need titles)

We wish Liz all the best in her new job with Nassau.

### SEND US NEWS OF YOUR RETIREMENT

If you are retiring — with or without a party — send us your information to include in our Retiree News section. If you have photos, please send those, too, and identify everyone in the photo.

## RETIREMENT PARTY



On November 30, 2015, at the Austin Ale House, Lieutenant Mary Picone was saluted for 30 years of exemplary service to the people of Queens County. Mary served the majority of her career in the Career Criminal Bureau and the Central Booking Interview Unit.

Left photo: Queens Trustee Jeffrey Boyce, Lt. Mary Picone, DIA President John Fleming, and Supervising Trustee Rocco Galasso. Right photo: Fleming, Picone, and Queens county sergeant Ronald Hickman.

# DIA REPORT



Detective Investigators' Association  
District Attorneys' Offices — City of New York  
PO Box 130405 • New York, NY 10013

## RETIREE NEWS

### BACK PAY ON ITS WAY



Jim Diver  
Retiree Delegate

By now you are all aware that the City and Union negotiated a contract that was ratified back in January. The District Attorneys in each county were tasked with calculating the retroactive pay for all retired Detectives who are due a lump sum payment (those who retired between January 16, 2010 and June 30, 2014). Any Detective Investigator who retired after that date, and has 20 or more years of service, will receive retroactive money in an agreed-upon formula. The dates for those payments and the percentage received are as follows:

12/16/15.....12.50%	12/16/17.....12.50%
12/16/18.....25.00%	12/16/19.....25.00%
12/16/20.....25.00%	

Most of the checks already were mailed prior to this newsletter being printed. If you have not yet received your retro check, please do not panic. Not all offices have finished their calculations, but they should shortly. We now have to wait for NYCERS to calculate retroactive monies for pension payments and finalize the amount our members. We have a meeting scheduled with NYCERS for June 14, 2016. They have informed us that they will begin finalizing DIA members by the end of the year. A separate, more detailed email will be available for retirees after that meeting.

I had a problem with the email account I established for union business, but it has been rectified. I ask all of you to send me your contact information so I can keep you updated with any news or retirement parties in the future. Please include email and mailing addresses. My email is [retiredtrusteedia@gmail.com](mailto:retiredtrusteedia@gmail.com).