

From: aperillo@eccorrections.org
To: pbalocal382@aol.com
From: Condito, Nicholas
Sent: Monday, March 19, 2012 8:30 AM
To: Boyd, David; Perillo, Anthony
Subject: sick calls

Total sick call as of 3/18/2012: 2326 Officer/313 Superior

2011: 2028 Officer/346 Superior

Essex County Correctional Facility

Sent: 3/19/2012 9:23:53 A.M. Eastern Daylight Time

Subj: FW: sick calls

Disgraceful

Mr. Anthony S. Perillo
ICE Program
Essex County Correctional Facility
354 Doremus Avenue
Newark, NJ 07105
973-274-6850 (work)
973-985-5392 (Cell)

OK Mr. Perillo.

Disgraceful? Is that the word you used in the email below to arbitrarily categorize and generalize correction officers?

Thank you for playing right into my hands and giving me the opportunity I needed to clear the air.

I know my public emails and my public critical actions have gotten under your skin.

I heard all about what your plans were and may still be for me and the PBA if you had your way, but obviously you're not convinced yet as to what I mean when I speak about how far I'm willing to go to defend myself and our members, **so this one is directly for you my friend.**

In regard to my emailed membership bulletins that I copy to all PBA outlets, all county employees, county officials and sometimes the media... You told my friends

and supporters in the jail that **I will pay for the way in which I go over your head?**
You told people in the jail that **my actions were going to stop?**

Isn't it a little presumptuous and quite frankly a little self-appointing of you to believe that "your head" is a head that I need to worry about going over?

If I decide to share my concerns about the way our members are treated in a public manner, can you please share with me the way in which **you plan to stop me or make me pay** for exercising my rights to speak out publicly in defense of my members or when I believe as a correction officer, elected union official or an Essex County Taxpayer for that matter, that county or jail services are applied in a questionable, illegal or immoral manner or when an elected official or the appointed non-essential underling of an elected official is acting in a questionable, illegal or immoral manner?

I'm sorry if that sounds arrogant, but normally, **I only become arrogant when faced with arrogance** and considering the persona of our Governor and **some** county officials, it looks as if arrogance is an accepted quality, so I'm just joining the crowd.

Where is my sense of respect for those above me you may ask?

First of all, the theory of **who's technically above whom** when we all serve the public, needs to be defined before we can define the importance of **respect** within that system and in the same manner that I've admitted my own sporadic, but sometimes necessary arrogance, I can say with confidence that I've only disrespected people who disrespected me personally, the officers who I locally represent and the officers in the statewide law enforcement community who I support.

Secondly, I'm a firm believer in the old saying that **"Respect is Earned"** and it certainly doesn't come in a "title", it certainly doesn't come because of politics and/or someone's political connections and respect certainly and absolutely doesn't automatically come in the box along with a promotional badge.

Speaking of job titles, I have an email, sent to me and all jail personnel from Director Ortiz that your particular title is **"Liaison to the Director, ICE Program"** Why are you concerned with my actions when **technically** our two job descriptions will never need to meet. I happen to believe that you forced them to meet when you decided to be a **correction officer critic**, but that's OK. As you can see I too take full advantage of the ability to criticize, but I do it in defense and preservation of 550 correction officers jobs, while it seems that you criticize us for your own job prospects.

Furthermore...we have a Jail Rules and Regulations Manual that lists the Jails Administrative Chain of Command as **Director, Associate Director, Warden & Associate Warden**. No more no less and until I hear otherwise, these are the overall

authority-based positions within our jail, which represents who uniformed personnel will be subservient to and whose "heads" we need to worry about if we go over them in an illegal manner.

Even then...**"subserviency"** is a frame of mind that will only go so far unless **respect is looked upon as a 2 way street and is given at the same level that its expected in return.**

That's your first lesson in "basic humanity and respect" that I bet wasn't on all the promotional tests that you've taken in your career.

I think we pushed each others buttons long enough with the petty stuff and your remarks about me and the PBA, made to people around the jail and **to people on my executive board no less,** need to be addressed along with your **"disgraceful"** comment in the email below.

First of all and with **all due "respect"** for the very prestigious and I'm sure well deserved, but **"retired and former position"** you held as **Deputy Chief of Police** with the **City of Newark**...you're not in Kansas anymore.

This is the Essex County **Jail**, inhabited by **violent "inmates" who were already arrested** not **"citizens of Newark" who may or may not need to be arrested.**

The jail is operated and controlled by **"unarmed correction officers locked behind a wall"** not **"armed police officers out on the streets"**, and operated under **"correctional law"** not **municipal or motor vehicle law.**

Try being a correction officer in this jail for 10 minutes and lock yourself in a housing unit and try to control violent recidivist criminals in your face all day, who look at you and treat you as a target for their aggression with nothing but a pen in your pocket before you wrongfully assume that you're qualified to judge us, manage us, discipline us, propose or change policies for us or call our actions **"disgraceful"** and once you've done that for the amount of years that our officers do it, **lets see how many sick days you'll take.**

That's your second lesson on the two distinct and far separated worlds that each of us were raised in and those two worlds will never mesh in regard to administrative practices.

The operations department sends you daily updates of our use of sick time, as reflected in the email below where I referenced your **"disgraceful"** comment and I've

conceded many times that sick time is "managements" right to monitor, but taking into consideration this right of "management"...why are these numbers being sent to you and why do you and I find ourselves in this current situation?

Where in the description of your **fabricated, appointed and non-essential job title** does it call for you to involve yourself with the day to day personnel/general operational/budgetary and disciplinary matters of **sworn uniformed and essential correction officers?**

Disgraceful is what you called us? Lets talk more about what's disgraceful.

Disgraceful is not providing the financial resources for **governmentally essential correction officers** to do their jobs, to deny us the proper staffing, to deny us much needed and deserved promotional opportunity, to deny us proper training, claim that financial shortcomings was the reason why our contract was violated and tell us about a hiring freeze, **but then somehow finding over \$110,000 a year to hire a politically connected friend to do the "non-essential job" of "Liaison to the Director, ICE Program"**

Do you have any idea how many correction officers careers could have been advanced, how many promotional opportunities could have been created for correction officers, how many jail posts would not be cut, how our contract would not have been violated and how much quicker we could send officers to the academy **with 100,000 some odd dollars to throw around?**

With a 25 Year Correctional Lieutenant and a small army of Experienced Correctional Sergeants and Correctional Officers previously and currently running the ICE Program, prior to your **non-essential appointment**... did the director truly need another "**Liaison**" and should the taxpayers fund this **non-essential position?**

Even if we were to blame the federal government or the demands of the federal contract that may have in fact demanded this extra level of supervision be applied in the jail...**could we have promoted a Captain with one public paycheck to do the job or are we supposed to accept that a retired friend of the administration needed a 6 figure public salary to go with his nearly 6 figure public pension?**

I'll ask the question again. Was "**Disgraceful**" the word you used to describe the actions of correction officers?

Is it really **sick time and overtime** that shows proven waste and unnecessary cost within our jail system or **is it your non-essential job as an example**, which can easy be blamed in the same manner that you've blamed uniformed staff?

Did you know that since our jail opened in 2004 and since than as reflected in our year-end reports that our overtime costs, when compared to all of the 21 statewide county, jails is the lowest or next to the lowest? Can you please ask someone upstairs to show you those year end reports so that maybe we can get some perspective back?

The numbers may not be the fairytale numbers that our administration expects or the numbers that jail management thinks they can get to by "Disgracefully" berating, insulting, harassing and threatening discipline for catastrophically sick officers or officers dealing with catastrophically sick relatives when they don't bring in a doctors note, but if we are in fact a shining example of the lowest or near lowest overtime within the entire states county jail system, WHAT ARE WE ARGUING ABOUT?

2300 some odd sick days used year to date which prompted you to call our actions disgraceful as if we have 2300 cases of abuse? Isn't it just a little disgraceful that you would present the facts on sick days in such a slanted manner? Did you consider the fact that many if not the majority of these days were taken by those who have legitimate and approved long term leave and are clearly not cases of abuse?

If you looked at the numbers (2300) collectively and department wide, with 550 officers... that comes to approximately 4 days per member.

How's that for some quick creative math from someone who never made rank? I know jail administrators in other parts of the state, with operations half our size who would kill to get down to those sick day numbers. Jail administrators who are paying correction officers triple their salaries through overtime expenditures, but here you are attacking us when you should be praising us.

Sick time and overtime is accepted as a correctional way of life throughout the entire country, where most governmental entities simply budget for it and move on without all this drama because its understood that correction officers work in extremely stressfully conditions, but here in Essex, we have some sort of theory that if we threaten people, swing swords, cut throats and fire people. Sick time will come down. GOOD LUCK with that.

Starting tomorrow fire each and every officer who calls in sick and replace us with new, young officers and in a months time **you'll have young and new officers calling in sick.** Its an unavoidable industry standard. Better yet...lets see how this assault on those who are on Federal Family Leave turns out.

Lets suspend all the officers who don't bring in a doctors note and while they're suspended, **we can replace them with officers on overtime.**

How ridiculous, but true is that, but lets take it a step further...

Lets say that the numbers of suspended officers goes so high, that officers are forced to work **mandatory overtime** against their will to replace them and when that gets to a point of exhaustion, all the officers being mandated around the clock, **take a sick day** just to regroup and catch their breath and **will be replaced with more officers on overtime.**

Do you, jail managment or your friends in the administration not see the vicious and non-ending cycle for which there are no real answers or did you bring us some sort of magical solution from your years in Newark?

Are you going to tell me that Newark NJ as a political entity and the Newark Police Department is some sort of model that we can learn from?
Did you happen to read my synopsis of the embarrassment and corrupt history of Essex County Politics in my last bulletin?

Newark politicos going back 50 years make our historical county politicians look like angels.
The Newark Police Department?

I completely respect the rank and file and the top brass of the Newark PD, but as far as control and answers are concerned, isn't Newark the city that I read about each and every day where you cant walk 10 feet without walking into a crime scene and tripping over a Murder victim?

Isnt the Newark PD currently under federal investigation?

Who really has the answers?

Aren't we all just a bunch of gutsy uniformed professionals trying to serve the public and trying to stay healthy and alive in the jails and on the streets or

retired unformed professionals who are thankful that they made it out healthy and alive and who should support and encourage those under them still working toward that retirement?

Even though I too don't have all the answers and will never reach the professional stature that you've reached in the law enforcement community, I don't need to reach that stature to be an **expert** in how correction officers think, what makes us tick, what we respond to positively, what makes our backs go up and the counter productive things that continue when our backs remain up.

We had our heart to heart talks, which may have led you to believe that **I'm easily won over**, but I'm offended by your **"disgraceful" comment, the slanted way you've generalized us and our use of sick time and I believe that you owe the membership an apology for the following reasons...**

Diabetics, heart disease, lupus, cancer, kidney disease, MS, strokes, etc. just to name of few of the deadly illnesses currently suffered by our officers or their family members. Some of them children and infants for that matter and **we have superiors in the operations department as we speak who are calling these people and asking them for doctors notes.**

ARE YOU KIDDING ME!!!!

In the past few days the wife of an officer with young children passed away from cancer and I want to hear you tell him and his children that the **months of work that he missed and the overtime he caused** to spend with his wife and their mother was **"disgraceful"**.

How about that apology now Mr. Deputy Police Chief.

These are the ridiculous, cold hearted and abusive things I speak publicly about as a union leader and as someone who happens to have a wife who suffers from a disease, which may some day turn deadly, I take personal offense to your sickening remarks and the actions of jail management to inflict added stress into the lives of these officers and their families.

Furthermore, I was offended to learn that you had the intent and believed that you had the "authority" to inflict punishment upon me for my lawful actions as a union official.

You don't like my public outbursts, you want to silence me and threaten my job for speaking in defense of my members, go for it, because these public tirades are going to be continued until overzealous, abusive, robotic, myopic and cold hearted people get the message.

There's a whole world of sickness and heartache going on around you, but you decided that the jails overtime budget is going to be reduced by harassing catastrophically ill officers or family members?

Tell me again about your definition of "disgraceful".

Lastly, I stand behind my opinion that your non-essential appointment into our jail system was in conflict with any legitimate operational need and is financial draining precious financial resources, which could have been better spent to advance the careers of correction officers.

With a 50 million dollar a year federal contract in place, which you were hired to oversee, I would hope that you will do "just that", get off officers backs, keep your attention on the federal contract and go out and enjoy the 6 figure non-essential salary provided to you or go back into retirement. I already have more than enough misguided people to argue with.

Sincerely,
Joe Amato, President
PBA Local 382
