



UNITED PROBATION OFFICERS ASSOCIATION

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January 13, 2026

Greetings Brothers and Sisters,

Happy New Year!

As we step into the New Year 2026, the year of strength, momentum, opportunity, and alignment—my hope is that we move forward together with purpose.

This aligns with our motto, **“UPOA on the move.”** Despite the unprecedented challenges we have faced, I, along with UPOA leadership, remain committed to continuing to move this union in the right direction.

Former Attorney General Eric H. Holder said it best: *“Anyone who has worked in government knows that progress is a game of inches—fixing the unintended consequences of well-intended actions.”*

EEO Update

With that said, we continue to fight for pay equity. The most recent update from our EEO attorney, Yetta Kurland, indicates that we are still awaiting the Court’s decision on our pending motion regarding adverse impact, based on the City’s refusal to provide certain discovery.

Once that motion is decided, the parties will submit a briefing for class certification. It is difficult to estimate the timing, as it depends on when the Court issues its ruling and sets the briefing schedule, as well as the subsequent ruling on that motion.

We have invested too much time and resources in this case to turn back.

Annuity Distribution

For eligible retirees or members who have separated from the agency, the UPOA Annuity Fund is pleased to inform you that the firm has received written confirmation from the Internal Revenue Service that the Annuity Fund’s Trust is an exempt trust and that the plan is qualified under the provisions of the Internal Revenue Code.

Applications are now available. For more information, please contact the fund administrator, ASO, at 877-999-3555.

Disclaimer

Please be advised that the attached information is not considered tax advice regarding “No Tax on Overtime.” It was provided by the City to answer frequently asked questions about what “No Tax on Overtime” means. (Link) Any additional questions or concerns should be directed to your tax preparer.

Uniform Maintenance Allowance

For those who did not receive their uniform maintenance allowance in December 2025 due to a qualifying type of leave, you will receive the payment on or around June 2026, provided you meet the criteria below.

Eligibility Requirements

Eligibility for the uniform allowance is limited to employees who:

- Are covered under the UPOA, and
- Have completed 180 days of uninterrupted service in a qualifying UPOA title.

Employees who have not yet met the 180-day service requirement, or who have experienced interruptions in service (including leave without pay, separation, or appointment breaks), are not eligible for payment at that time.

In addition to the EEO case, we have several pending grievances and improper practice claims that are ongoing. For example, we are awaiting the City's response to our Step Three grievance regarding the implementation of WebClock, in which the department violated time and leave policy by requiring Probation Officers to punch in and out. We will keep you updated on this matter.

Additional Pending Legal Matters

We have also filed grievances on behalf of members facing unwarranted disciplinary charges, involuntary transfers, or unjust suspensions who have chosen to fight back by pursuing their cases through the legal process.

As mentioned, these matters take time, and OLR remains backlogged. In the interim, we will continue working with the department and the City to resolve these issues wherever possible.

Reminders

Please remember to update your beneficiaries and dependents to reflect any changes in your family. You may contact the office at 212-226-1069 to request the appropriate forms. Dependents are covered until age 26. You may also refer to the active and retired summary plan booklets to determine dependent eligibility and review additional benefits available to you.

If you have not already done so, please consider reaching out to our attorney, Kathleen Burkart, Esq., of Greenberg, Burzichelli & Greenberg, who can assist with wills, estate planning, and real estate transactions in New York State. She can be reached at (516) 570-4343.

With the New Year comes fresh starts. Please remember that our financial advisor, Stacey Braun, offers up to six sessions—either in person or via Zoom—to help you create a financial plan tailored to your needs and future goals. To schedule an appointment, contact Jenni Landicho at jlandicho@staceybraun.com or call 888-949-1925.

In recent months, we mourned the loss of our colleague Jeph Oyeku, who passed away while on duty. Additionally, several members have suffered strokes and other serious health issues while on the job. If you are experiencing undue stress or need support, please consider contacting the Employee Assistance Program at 212-306-7660. All services are confidential.

Please continue to be mindful of the Employee Assistance Program during these unprecedented times. There is nothing wrong with seeking help, and all information remains confidential.

In closing, I wish you and your families joy, hope, good health, prosperity, and happiness in the New Year.

In unity, we will stand.

Dalvanie K. Powell
President
UPOA