

1 field, have you?

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2 A No, I have not.

3 Q There is no training given by the Correction
4 Department?

5 A I have not been given this type of training,
6 other than observing unnormal behavior.

7 Q What do you conceive of the function of a
8 correction officer toward inmates who do not manifest
9 this erratic behavior or what you would describe as
10 emotional disturbances?

11 A I am not sure I understand exactly what you
12 mean by that question.

13 Q What prompted the question was that you
14 replied that you thought that in looking after the
15 general welfare of inmates, that you were concerned
16 with emotional and psychological disturbances.

17 A Right.

18 Q I wondered what you conceived of the function
19 of a correction officer to be toward an inmate who didn't
20 manifest--

21 A Who didn't have these particular problems?

22 Q Right. But who is still in prison.

23 A Well, he is responsible for the general order
24 and the general welfare. A man has more problems than
25 just psychological problems, normal day-to-day routine-

1 type of problems.

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2 These are things that could be considered
3 inmates' welfare also.

4 Q Are there any persons in the institution
5 presently or before September 9th who were responsible
6 for trying to "rehabilitate inmates"?

7 A Well, generally speaking all employees are
8 responsible for rehabilitation. In other words, this
9 is primarily one of the reasons why these people are
10 admitted to the care of the Department.

11 Q What are they supposed to do toward that end?

12 A Specifically as individuals primarily on
13 my level, correction officer level, it's encourage
14 these individuals to correct their ways and, believe
15 me, this does happen.

16 Q How do you go about encouraging somebody to
17 correct his ways?

18 A The simple most common mode of communication
19 in the world, simply talking to that individual when
20 he has a problem. And he comes to you with it and,
21 believe me, there are many occasions when an inmate
22 comes to an officer with these problems because nobody
23 has closer contact with these inmates than the correc-
24 tion officer.

25 Q Sergeant, as the system is presently structured,

1 is there anybody who reaches out to the inmate 252
2 who does not come forward to a correction officer in
3 whom he may feel some confidence and talk to?

4 A If an individual appears--I mean, there are
5 other ways for an individual to feel that a man has
6 a problem than for that individual to come to you and
7 say, "Say, I got a problem."

8 Officers by the very nature of their job
9 are required to be observant and when they observe
10 behavior which they fell is not normal, they are
11 expected to inquire into this and if it's something
12 that they can't handle at their level, they certainly
13 pass it on to individuals who are more able, who at
14 least can route this problem to an area where it can
15 be handled and corrected, certainly.

16 Q And would it be a fair statement that as
17 the Department is presently structured that the correc-
18 tion officers' responsibilities with respect to trying
19 to correct behavior are addressed to cases where an
20 inmate violates the rules of the institution or
21 otherwise displays erratic behavior?

22 A Of course. On certain occasions this is part
23 of an officer's responsibility, enforcement of rules
24 and regulations.

25 Q If I were admitted as an inmate to Attica,

1 I wanted to find out what the rules and 253
2 regulations were that governed my conduct, what would
3 I look at?

4 A All right. Normally you would have a rule
5 book and up until before the disturbance, rule books
6 were one of the items of equipment that was given to
7 each inmate.

8 Because of the changing times at present,
9 the Department is in the process of compiling a new
10 rule book which at this time has not been disseminated
11 to the general population, at least to Attica. How
12 soon it's going to happen, I don't know.

13 How do we bridge this particular gap? At
14 present all correction officers are given a comprehensive
15 list of rules and regulations and instructions what
16 the proper methods are for informing the inmates what
17 these rules and regulations are.

18 Each employee should have one of these in
19 his possession. They can pass that on.

20 Q You said that before the uprising the
21 institution gave inmates this rule book.

22 Do you recall when this rule book was printed?

23 A I don't know. I've got a copy home, but I
24 don't have one with me so the copyright date, I don't
25 know.

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Q But it was several years old, 254

it was outdated, wasn't it?

A I think--I wouldn't say it was outdated,
but I think it was several years old, the copy I got.

Q It was printed in English?

A Yes, it was.

Q Do I understand that these were the rules
that governed inmates at all institutions?

A I can only speak for Attica. This is a
question that I can't answer. This was the rule book
we used at Attica. I think it was a Department-wide
rule book.

Q In addition to Department-wide rules, there
were rules that the superintendent had the power to
establish at Attica; am I correct?

A That's correct.

Q And there are also rules that apply to
particular cell blocks at Attica; is that correct?

A Yeh, depending on the physical makeup of
your institution and the physical makeup of your block
within the institution. There are certain minor
regulations where there would be a variance.

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1 Q Well, if I were an inmate, where

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2 would I find those rules, not the departmentwide rules
3 but the rules that had been adopted by the superintend-
4 ent and the block captains?

5 A There is a bulletin board in each block and
6 when the superintendent disseminates changes in regula-
7 tions, either they are instituted at his level or they
8 are passed on from the Commissioner's level, these regu-
9 lations are posted on the bulletin board in the block.

10 They are disseminated to all employees on the
11 bulletin board in the Administration Building and also
12 these regulations are read at roll call before the offi-
13 cers go on duty.

14 Q All of them are read at the roll call for the
15 officers? This is not for the inmates?

16 A I would assume that all regulations that offi-
17 cers are involved with, and they are involved with them
18 if it involves the inmates, I would assume that they are
19 all read at roll call.

20 Q These are rather extensive rules and regula-
21 tions?

22 A I would say so.

23 Some of them, some of them exchange existing
24 regulations from the past. We all know there has been
25 many changes in the department. Correspondence, for one,

1 there has been many changes in this area and

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2 there will probably be more.

3 Q Today you mentioned that the officers have
4 been given a written pamphlet which sets forth the rules
5 and regulations.

6 A That is correct.

7 Q And you are required to instruct the inmates
8 on these and these too are extensive, am I correct?

9 A I would say they are, you know, more or less
10 extensive. It would involve your general rules and
11 regulations that have to be in effect for the good order
12 of the institution, yes.

13 Q And the inmates are instructed orally on this?

14 A At the present time. I don't think that these
15 rules, many of these changes I am talking about, have
16 been disseminated to the inmates. I have said that they
17 are in the process of compiling new regulations on a
18 departmentwide level.

19 Q Sergeant, what I am really getting at is, do you
20 think it's a fair criticism by inmates that they really
21 are not properly instructed on what is expected of them?

22 A I would say if you consider degree, yes, then
23 it would be a proper assumption, a proper criticism, but
24 you must also realize that one of the responsibilities of
25 the officers and myself is to make sure that these men

1 understand these regulations.

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2 Q Well, has it been your experience that when
3 you have talked to an inmate who has not complied with
4 the regulation that you often find it is a case of mis-
5 understanding?

6 A There are occasions when certainly there has be
7 been misunderstanding and the normal procedure that I
8 attempt to enforce in my area is that if an inmate feels
9 that a regulation is not proper or if he feels that an
10 officer does not understand his regulation, he can
11 come to me and I will explain to him what the situation
12 is and then I will go to the officer and explain to him.

13 In most cases it's a minor type of thing where
14 if he takes the time to question it, we can reasonably
15 explain to him and avoid many situations.

16 Q In your years in the Correction Department how
17 frequently would you write up inmates for infractions
18 of the rules?

19 A This is a tough question. I can only estimate.

20 If you figure an average for the 14 years I
21 have been in, possibly maybe two or three times a year,
22 add up to 40 or 50 reports over my career in the depart-
23 ment.

24 Q I should ask you, you feel perfectly free to
25 testify frankly on the subject of your enforcement of the

1 rules and you have not been given--

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2 A I certainly will testify about my actions.

3 Q And the department has not given you any
4 instructions with respect to what you should not dis-
5 cuss?

6 A No. Absolutely not. I have got a free hand
7 as far as the department is concerned.

8 Q Is one of the reasons that you have had rather
9 infrequent occasions to write up inmates is because you
10 do not enforce all of the rules on the books?

11 A I would say that this is the rule more than
12 the exception. I don't think that I have written in-
13 mates up more frequently or less frequently than the
14 average officer. This isn't exactly the question you
15 asked me, is it?

16 Q No.

17 A Would you rephrase it?

18 Q The question I asked you is whether you en-
19 force all of the rules on the books.

20 A I attempt to enforce all of the rules on the
21 books so to speak, and we have been fairly successful.
22 Specifically, do you have something on your mind?

23 Q Yes.

24 First, do you consider all of the rules that
25 govern inmates' conduct to be reasonable?

1 A I think that there are several rules 259
2 and regulations on the books now or--that could be ad-
3 justed and I assure you that there are regulations
4 adjusted frequently.

5 We have a staff meeting at the institution
6 every two weeks where we discuss rules and regulations.
7 The members of the staff are asked by the superintendent
8 for their opinions on different rules and regulations
9 and if it is felt that for the good of the institution
10 that these regulations can be adjusted, they are ad-
11 justed and I'm sure that the same type of thing is be-
12 ing done at the department level.

13 Q Do you enforce the rule against droppers?

14 A Do I enforce the rule against droppers?

15 You are talking about heating devices? I
16 take them and that is about it. All inmates know that
17 you are not supposed to have these things. All officers
18 know they aren't supposed to have these things. We take
19 them. As far as writing a report on them, I don't write
20 a report on it. I instruct my officers not to write a
21 report on a dropper.

22 Q You have heard that some officers really look
23 the other way or at least don't look too hard for
24 droppers?

25 A I don't know if I heard this or not, but this

1 is a possible assumption, certainly.

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2 Q What about the, talking about reasonable
3 regulations, do you consider the regulation on when in-
4 mates can get warm or hot water in your cell block to
5 be reasonable?

6 A It is reasonable to agree that you consider
7 the facilities available. Now, there is no hot water
8 in the cells so in order for a man to get hot water, he
9 would have to have an opportunity to go to what we call
10 water rooms and there is a water room at the end of each
11 gallery. This is the only way that he could get hot
12 water.

13 Q And in your cell block, where must he get the
14 hot water?

15 A In the water room at the end of the gallery.

16 Q At what time?

17 A Normally when an officer returns to the block
18 with his gang, in other words, an officer in charge of
19 a group of inmates in a shop returns to the block at the
20 end of the morning's work or the afternoon's work, nor-
21 mally they will give the men in their gang an opportunity
22 to get a bucket of water.

23 Q That would be about 3, 3:15 in the afternoon?

24 A Occasionally they will do it in the morning
25 also.

1 Q The latest will be 3 or 3:15? 261

2 A Normally. Depending on what the gang is. Your
3 men working in the messhall return later.

4 Q I would like to talk about the normal case.
5 That would mean that the inmate, if he went out to any
6 recreation, would find that that hot water to either
7 wash or shave with would have cooled by the time he re-
8 turned, that is far to say, isn't it?

9 A Yes. I would say this, that it has been my
10 experience that most officers are rather lenient in this
11 area.

12 Q That is one regulation that isn't completely
13 enforced?

14 A It's not a written regulation. It's a situa-
15 tion that we live with and individual officers try to
16 control it to the degree which allows him to still do his
17 job and take care of the normal routine.

18 If the time is available, there is more oppor-
19 tunity to get this hot water. And I personally have
20 noticed this in my own block that officers will try to
21 give a man an opportunity to get a hot bucket of water
22 if at all possible.

23 Q You don't feel that it's asking too much to
24 have hot water to wash with at night or in the morning?

25 A I don't feel this way.

1 Q What do you feel about the fact that 262

2 inmates can get in many jobs showers only once a week
3 and--

4 A Well, this is the way it was prior to the
5 disturbance. They were afforded an opportunity once a
6 week to go to a central shower room. In addition,
7 many work areas had an additional shower where a man
8 could get a shower more often than once a week. Since
9 our disturbance, this schedule has been upped to twice
10 a week. At the present time all inmates are afforded
11 the opportunity to get a shower twice a week and in
12 addition, they also on many occasions have access to a
13 shower in their work area.

14 Q Most correction officers, I assume, shower
15 every day?

16 A I wouldn't know about this.

17 Q You don't think that it's--strike that.

18 Do you think that it's sufficient to afford
19 inmates showers twice a week?

20 A I would say this. If the facilities were avail-
21 able to give every inmate a shower every day, I don't
22 know what harm it could do.

23 Q Do you think that it might do some good in
24 terms of trying to restore a sense of self-respect to
25 inmates?

1 A I think it would do some good.

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2 You mean afford a man an opportunity for a
3 shower every day? Make sure that every man can get a
4 shower every day?

5 Q Have you found in dealing with inmates that
6 many of them really have, when they come into the in-
7 stitution, very little respect for themselves?

8 A This is a hard question to answer. I'm not
9 sure what level of respect a man has for himself when
10 he enters the institution but I would feel that when he
11 enters the institution, it could possibly lessen, what-
12 ever degree he did have.

13 Q How do you feel about the clothing that in-
14 mates are given to wear?

15 A There is certainly room for improvement and
16 improvement is in the process. I understand that they
17 are in the process of supplying inmates in the depart-
18 ment with a new and better type of clothing and more of
19 it.

20 Q Is there any program that you know of under way
21 in the institution that is directed towards this goal
22 of trying to increase inmates' self-respect?

23 A That is a tough question to answer.

24 Q Have you been instructed on that subject of
25 self-respect?

1 A No, I have not been instructed in 264

2 the subject of how much respect an inmate has for him-
3 self.

4 Q Or what the significance may mean if having
5 self-respect or not--

6 A Personally I feel that if an individual re-
7 spects himself, he is a better individual. I will say
8 this, yes.

9 Q And do you think that the clothing, the shower
10 rule, the--

11 A Better clothing and more showers certainly
12 help this situation, yes.

13 Q Over the years in this job, have you per-
14 ceived changes in the inmate population in Attica?

15 A Yes. Generally they appear to be a younger
16 group of inmates entering the institutions today and
17 more of them than say, five, ten years ago, come for
18 crimes involving narcotics.

19 Q Do more of them come from New York City?

20 A I couldn't say. I don't have those figures
21 at my disposal but I know a good percentage of them
22 come from the big cities, primarily New York, yes.

23 Q I was really not asking you for statistics
24 but really for your own sense of the situation.

25 A I have always been aware that there were many

1 inmates at Attica correctional facility that 265
2 came from New York City and our other big cities,
3 Rochester, Buffalo.

4 Q And have you observed any change in the ratio
5 of black and Puerto Rican inmates to white inmates?

6 A There appears to be more blacks and Puerto
7 Ricans percentagewise than there were years past.

8 Q Do you feel that the behavior of the younger
9 inmate now entering Attica differs from the behavior of
10 the older inmates that you were accustomed to?

11 A Yes. They don't conform. They are more apt
12 to challenge authority. They are more apt to force
13 confrontations or to attempt to force confrontations
14 between themselves and members of the staff.

15 Q Could you give the public some examples of the
16 instances of forced confrontation that you are describ-
17 ing?

18 A Well, normally it will be, in front of another
19 group of inmates. In other words, it doesn't normally
20 happen, an officer-inmate confrontation unless there is
21 a large group of inmates in the area.

22 Where the officer can be embarrassed in front
23 of the other inmates. This type of thing.

24 Usually it's a refusal to follow a prticular
25 normal regulation or to question the validity of a par-

1 ticular rule and regulation and it is almost 266
2 always done when this inmate has an audience. More in-
3 mates in the area.

4 Q Sergeant, when you entered this institution
5 as a correction officer, what was the manner in which
6 an inmate would address an officer?

7 A What was the manner in which--

8 Q Was it sir?

9 A It would depend on the age of the inmate.
10 Most of your older inmates would refer to your officers
11 as captain. This carried over from years ago.

12 Q The younger ones, Sir?

13 A Some, yes, or Mister. There is very little sir.
14 Most of it was mister or captain.

15 Q Today is that the same?

16 A I personally, as far as myself, haven't seen
17 any change. Except they might call me Sergeant. That
18 is all the difference.

19 Q What about marching? It used to be the prac-
20 tice to march men according to height.

21 A Yes, it was.

22 Q Have you found that some inmates are resent-
23 ful of that?

24 A Yes. Some inmates were resentful of it. In
25 other words, they didn't like it. They liked to march

1 where they wanted to march. This has changed. 267

2 they are no longer required to line up in formation
3 according to height. They are only required to pair off
4 and be fairly orderly when they do go from one area to
5 another.

6 Q What about the talking in the halls? Did some
7 inmates resent the rule that they had--that existed that
8 they couldn't talk in the halls while marching?

9 A It's understandable that they would like to
10 talk and be able to talk at any time and be able to talk
11 at any level of volume.

12 There is a regulation in the department at this
13 time that quiet talking is allowed in formation.

14 Q When did that come in?

15 A I think it started shortly before the disturb-
16 ance and it was reiterated after the disturbance so at
17 present this is the regulation that the department has
18 instructed us to follow.

19 In other words, quiet talking is allowed when
20 inmates are in formation.

21 Q Why do you think the younger inmate objects to
22 being marched in formation or to restrictions on his
23 talking?

24 A Well, it's generally a takeoff from society in
25 general today the way it is outside. There is less

1 discipline, there is less respect for authority. 268

2 Feeling among people that this country is
3 saturated with rules and regulations and laws and these
4 people by nature saw fit to break the rules and regula-
5 tions on the outside.

6 They are not going to walk into an institution
7 and very willingly follow our rules and regulations,
8 which are by nature and necessarily more restrictive
9 than the rules and regulations which society carries
10 outside. And these people by nature do not willingly
11 comply with rules and regulations.

12 Q Do you have difficulty, feel that you have
13 difficulty in relating to the younger black inmates
14 entering the institution today?

15 A Generally no. Specifically I run into cases
16 where I have a great deal of difficulty communicating
17 with some of the younger inmates but also I can say some
18 of the younger inmates I have no difficulty communicat-
19 ing with them.

20 Q Whose fault do you think it is that you have
21 difficulty communicating with some?

22 A I think there is room for improvement on both
23 sides.

24 Q What do you think can be done to improve it on
25 your side?

1 A Well, other than experience, possibly 269
2 like I say, this is only a feeling, possibly they could
3 set up some type of courses within the department which
4 would be instructed by experienced individuals, psycholc-
5 gists, this type of thing. I think this could help. It
6 certainly wouldn't hurt.

7 Q What do you think could be done to improve
8 it on the inmate side?

9 A The same thing. The very same thing.

10 Q Have you ever participated in any rap ses-
11 sions with inmates?

12 A Yes.

13 Q Where?

14 A As involved in group counseling program for
15 approximately a year. This was a program that was set
16 up by a Dr. Baird who the department brought in from
17 California. I think it was about two or three years
18 ago and he had possibly, oh, ten or twelve correction
19 officers, some civilian personnel at Attica involved in
20 classes and I think it lasted three or four months.
21 And after this period of instruction by this doctor, he
22 was either a psychiatrist or a psychologist, I'm not
23 sure, then we were assigned to a group of inmates and
24 the inmates got involved in this group counseling volun-
25 tarily.

1 In other words, if they wanted to get 270
2 involved in group counseling, they requested it and
3 then usually two employees with the particular group
4 counseling group. Usually two for the simple reason
5 that it was important to keep this program running and
6 normally a man wouldn't come in on his day off so you
7 usually had one employee that was there. I felt it
8 was excellent experience myself.

9 Q In the classes or sessions you attended, how
10 many inmates were there?

11 A We averaged about eight. Up to twelve, down
12 to six. Some of them would be paroled. Occasionally
13 a man would leave.

14 Q Was there an integrated group of inmates?

15 A Absolutely.

16 Q How many officers were in that one group?

17 A I was--the group I was with, myself and one
18 other officer were assigned to this group. Usually
19 there was only one of us there.

20 Q What did you discuss in this group?

21 A It was an open type of discussion. In other
22 words, the inmates were more or less allowed to bring up
23 what they wanted to bring up.

24 Q Could they criticize you?

25 A Certainly.

1 Q Did they criticize you? 271

2 A I don't recall them ever criticizing me as an
3 individual.

4 Q I meant correction officers as a class.

5 A Not criticizing correction officers. Criti-
6 cizing prison in general. This type of thing. I heard
7 this type of criticism.

8 Q Did you think that this helped you in your
9 job?

10 A I think the whole experience helped.

11 Q Helped you relate to inmates?

12 A Certainly all criticism is not bad criticism.
13 No matter who it is criticizing, somebody is going to
14 come up with something that is justified criticism.

15 Q When was this program abandoned?

16 A Well, I'm not sure just when it was abandoned,
17 but when I went to Woodburn, I was out of this program.
18 I don't think that they are involved with it right now.
19 I could be wrong on this. I don't think they are in-
20 volved with it.

21 Q Do you know why it was discontinued? Why it
22 doesn't take place?

23 A I couldn't answer this question.

24 Q You have heard inmates say that they feel
25 that they are not treated as human beings?

1 A Yes.

2 Q Am I correct?

3 A Yes.

4 Q Do you hear this on your job?

5 A Certainly I have heard this.

6 Q And you have seen it in the press accounts
7 and you have heard it on television?

8 A Yes, I have.

9 Q Can you tell me what you think the inmate
10 means--I ask you as a corrections supervisor, what do you
11 think the inmate means when he says he is not being
12 treated as a human being or as a man?

13 A This is a tough one because I feel most every
14 inmate would come up with, you know, the answer would
15 vary.

16 What does he mean when he says this? I think
17 he is talking about respect more than anything else.
18 I think this is what he really means. He wants to be
19 treated in a respectful manner. This is a matter of
20 opinion. I may talk to an individual and he may feel
21 that I am not respecting him and I may feel that I am
22 respecting him. Like I say, this is opinion type of
23 thing.

24 Q This opinion may have changed as the inmate
25 population changed?

1 A Right. The younger group.

2 Q Have you changed your ways at all over these
3 years of talking to inmates?

4 A I would like to think I have learned something
5 over the years. I can't specifically say where I have
6 changed but I always listen to them and most officers are
7 the same way.

8 Q For example, many inmates say that they resent
9 the night sticks. How do you feel about that?

10 A I don't think there is any validity to this
11 particular criticism.

12 Q If in the days before the uprising, a correc-
13 tion officer would move 80 men with one night stick, do
14 you think that it afforded him any real protection?

15 A He wasn't overly armed, I'll tell you that.

16 Q Was he armed for anything other than if he
17 was overtaken, the inmates could use the night stick on
18 him?

19 A I think to put this in proper perspective,
20 this night stick was more than anything else a symbol
21 of authority. It afforded very little protection to the
22 individual correction officer. When you consider the
23 types of things that these men are able to lay their
24 hands on in an institution.

25 Q Are there correction officers who have said to

1 you that they consider their night sticks

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2 to be dangerous?

3 A I never recall a correction officer telling
4 me that he felt his night stick was dangerous as long as
5 it was in his hands.

6 Q Because he said he thought it was dangerous to
7 carry it because it might not always be in his hands.

8 A This is possible that somebody could have
9 said this but I will say again that there is opportunity
10 for inmates to lay hands on things that are much more
11 dangerous than a night stick.

12 Q Do you think this symbol of authority is
13 necessary for your job? You don't carry one?

14 A No.

15 Q Do you think it's necessary for the job of a
16 correction officer?

17 A I think it is. My personal opinion, I think
18 that a night stick is necessary.

19 Q For security?

20 A For the--what I just mentioned. It symbolizes
21 authority. They are very seldom used.

22 Q Do you think if its use is for symbolizing
23 authority, that that symbol of authority is helpful in
24 bringing about changes and rehabilitating, to use that
25 word, inmates?

1 A I couldn't pass judgment on that ques- 275
2 tion.

3 Q Is there somebody in the department that you
4 know of who is passing judgment on things like that?

5 A I imagine somebody is considering this type
6 of thing. Who it would be, I don't know, but I would
7 imagine there is a great deal of thought on this subject.

8 Q You, Sergeant, have also heard inmates say that
9 they feel that there is racial discrimination in Attica.

10 A I have heard inmates say this, yes.

11 Q Do you want to comment on that?

12 A I don't think there is any more discrimination
13 at Attica--are you talking about discrimination on the
14 part of one inmate towards another?

15 Q No, let's take both. Correction officers
16 toward inmates.

17 A I--considering that the correction officers
18 was the first question, I think it's almost non-existent.
19 How could it be when you have probably better than half
20 your population is blacks anyway. We have to work with
21 these people.

22 I mean, if we are discriminating against them,
23 it's certainly going to be apparent to them. I don't
24 see any on the part of officers.

25 Q Inmates say they feel that white inmates get

1 some preferred jobs.

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2 A On occasions there is white inmates with pre-
3 ferred jobs and there is black inmates with preferred
4 jobs. Certainly, I mean, if we would sit down and
5 evaluate all the top assignments in the institution and
6 by top assignments I think you are considering top pay
7 type of thing, and certain privileges that may be in-
8 herent to the job, I think if we sat down and really
9 looked at the statistics, and I don't have them at my
10 disposal, I think that we would become aware that this
11 is not a valid complaint.

12 Q But do you sense that inmates feel it whether
13 or not--

14 A Yes.

15 Q --it is a reality?

16 A They say so.

17 Q Is anything done to try to convince inmates
18 that it either--that it does not exist, if you say it
19 does not exist?

20 A If an inmate approaches me with this particular
21 question, I do my best to inform him that it isn't this
22 way and try to convince him that it isn't this way.
23 In other words, I can point out individuals that work on
24 different jobs. And also one other thing that we must
25 consider that there are certain jobs that involve clerical

1 ability. This goes to the man who has the

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2 clerical ability.

3 Q Who makes the choice of job at Attica?

4 A Normally your assignment board has the great-
5 est influence on what particular type of job an inmate
6 is going to hold at Attica.

7 Q There is a job known as block clerk?

8 A Yes.

9 Q In each block, am I correct?

10 A Yes.

11 Q And that is considered by inmates to be a good
12 job?

13 A Yes, it is considered by inmates to be a good
14 job, right.

15 Q Did you have any role in the selection of the
16 block clerk for your block?

17 A When I was assigned to C Block, the block
18 clerks were already there. In other words, the assign-
19 ments had already been made.

20 Q If the post became vacant, would you have a
21 say?

22 A I have already considered what inmate who has
23 come to me and just happens to be black. Yes.

24 Q The block clerks you have in your block are
25 both white?
