



## **CCPOA WEEKLY UPDATE — JANUARY 6, 2012**

### **DJJ Update — By Daryl Lee, DJJ VP**

It's only the first week and I can already tell that 2012 is destined to be a very busy year. First and foremost, the Governor's 2012-13 Budget Proposal calls for the complete shift of all youthful offenders to local jurisdictions by Jan. 1, 2013. We will obviously be employing every technique at our disposal to dissuade the Governor from this shift. However, if it does come to pass, we will work to ensure continued employment for every displaced DJJ employee.

Second, CCPOA is hard at work fighting the Department's refusal to accommodate three DJJ board coordinating parole agents (part of the DJJ parole closures), who are now facing layoff. We've filed an appeal and will do everything within our power to right the State's wrong. Third, we're in discussion with the Administration to ascertain impacts and alternatives to the DJJ trigger cuts. As of Jan. 1, the state began charging counties \$125,000 per youth, per year — meaning some counties will be withdrawing wards and rehousing them at the county level. So stay tuned. And finally, I'll be attending DJJ Chapter meetings around the state starting this month to provide updates on the YCC post-and-bid agreement reached in December. Please try to make these meetings if at all possible — I hope to see you there.

### **Supervisory Update — By Kevin Raymond, Supervisory VP**

With the holidays now behind us, we've hit the ground running and won't stop until we achieve our goals. CCPOA continues to have in depth discussions with the State regarding the effects of AB 109, with the purpose of minimizing its impact on our ranks through opportunities for voluntary transfers to institutions with vacancies. And despite the obstacles presented by the recent holidays and AB 109 negotiations, we're ever vigilant in our efforts to secure a date with the State to discuss a wide variety of other issues, related to supervisory benefits. We'll keep you posted with our progress.

### **Legislative Update — By Stephen Walker, Chief of Legislative Affairs**

The State Legislature reconvened from Interim Recess on Wednesday, January 4, so there's not much to report as of yet. But with a number of bill deadlines later this month, things will begin to move pretty quickly. So stay tuned for our next report!

Also, please be aware of the following dates:

#### **Voter Registration Deadline Presidential Primary Election**

Election Date: June 5, 2012

Registration postmarked deadline: May 21, 2012

### **Legal Update — By Chief Counsel Dan Lindsay/Supervising Attorney Shelley Lytle**

2012 will bring more than a new President — it also brings changes to the Family Medical Leave Act and California Family Rights Act that could affect you and your family. Specifically, starting Jan. 1, 2012, CDCR will use the calendar year to determine your eligibility for FMLA/CFRA, however the qualifications for leave remain the same. Here are the basics:

The employee must have worked 1250 hours during the preceding twelve (12) months. Remember that sick, vacation or other leave credits used do not count as hours worked.

You must still apply for FMLA/CFRA at least thirty (30) days in advance, unless it is an emergency.

Once the final documentation for the leave request has been submitted, CDCR has two (2) business days to review and either approve or disapprove the request. See DOM Section 31080.7.1.

Per DOM Section 31080.7.1, if the FMLA/CFRA application is neither approved nor disapproved, the leave is deemed approved.

FMLA/CFRA is available for twelve (12) weeks in a one (1) year period. Leave to care for a covered service member with a serious injury or illness (if the employee is the spouse, son, daughter, parent or next of kin of the service member) is for up to 26 weeks in a one (1) year period. The leave can be taken incrementally or all at once. If used incrementally, the employee can use up to 480 hours at the increment specified by CDCR (typically a minimum of two weeks for baby bonding and in 15-30 minute increments for other leaves). The employee should keep track of the hours used.