



California Correctional
Peace Officers Association

Front Street



Fronting the Facts, Watching Your Back

July 2006

Message from Louie Adame *Vice President, CYA*

When Hickman jumped off his own train — committing professional suicide — everyone knew that the new director Jeanne Woodford would never be able to clean up the mess. And after just two months of trying, she too gave up.

But the circus Hickman created over the past two years still remains — and those “experts” over at 1515 S Street have been coming up with more than their fair share of “star-studded” ideas.

One new idea involves the department paying or providing grants to colleges to teach students the Correctional Officers academy course. This is their half-assed attempt to fill some of the 4,700 vacant positions that THEY created when they stupidly closed the academy to supposedly “save money.”

But can you imagine one of the most dangerous jobs is about to be taught in a classroom with no hands-on experience?

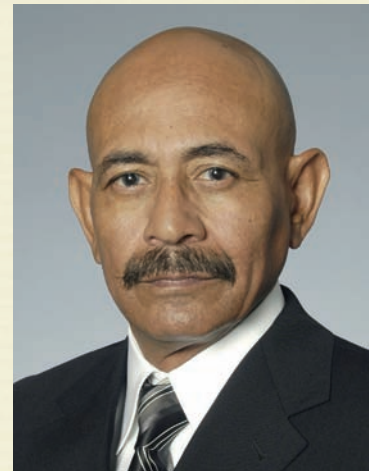
This job can't be taught through textbooks and lectures. All of us who attended the CDC/CYA academies earned our right to stand tall. We had background checks and waited over a year just to attain clearance in the department. Now we'll work side by side with a textbook taught CO who may have to look up the right thing to do when an officer is being assaulted, instead of just follow their instinct. And that can't be taught. They'll have no training or background clearance, but a free gun permit and a prime prison to choose from. This idea could get someone killed.

But what would you expect from malcontents who never attended the academy and never walked the line.

CCPOA told management two years ago that closing the academy was a bad idea. However, Hickman said CCPOA did not run his department ... he knew better ... he had experts. So he signed or agreed to court cases that affected everyone's safety. Thanks, Hickman.

Hickman and Jeanne are now most likely at home, still working in some off-post position burning their sick leave. What's left in management is scraping the bottom of the barrel. Hickman's tenure as YACA secretary has seriously crippled the department — as we have a surplus of managers who have opted into our profession for the retirement benefits, but have never stood beside you on the line.

The administrative morons who are continuing to engineer the Hickman train should all resign — before the train jumps the track and kills us all!



TRIBUTE

CCPOA is leading efforts to rename a portion of a Los Angeles freeway in honor of Youth Correctional Counselor Ineasie Baker of YTS. She was murdered at HGSYCF in August 1996. CCPOA is currently working with Assemblywoman Gloria Negrete McLeod on accomplishing this long overdue honor. More information to follow.

RE-EMPLOYMENT

In April 2006, the State Personnel Board notified and required DJJ to send the remaining list of individuals who still need to be placed due to the closures of CYA institutions. There are approximately 90 custody individuals to be placed. If you have any questions, please contact Ivan Walker at CCPOA headquarters or Daisy Mackenzie at the SPB office. Daisy is the person who instructed the department to relinquish this process.



Louie and Assemblyman Mike Villines.

CHAD 6

On April 24, 2006, the California Dept. of Corrections and Rehabilitation, Dept. of Juvenile Justice and Superintendent of Chaderjian were ordered to reinstate all six staff members involved in this much-publicized incident to their previous positions and restore all back pay and benefits that they would have received prior to their dismissals on September 2, 2004.

Previously, the Chad 6 members were found innocent twice by the SPB Board and also at a Superior court hearing. But the department still maintained their one-sided opinion, even using them as so called “examples” of what they thought was a “code of silence.” Everyone who “walks the line” knows where the real code of silence is and where it has always been — at the top.

Hickman’s administration — full of textbook “experts” — is guilty of lying to the public, legislators and court monitors about this “code of silence.” They have not accomplished one damn thing in two years. The top 25 managers should be retired or dismissed for incompetence.

Welcome back my brothers and sisters, the fight will continue.

WARD POPULATION

Ward population as of June 7, 2006

SYCRCC	289	YTS	834
CHAD	304	VENTURA MALE	63
OH CLOSE	237	VENTURA FEMALE	125
PASO	206	PINE GROVE	74
DEWITT	350		
PRESTON	435	Total:	2,925

CONTRACT

On June 9, 2006, CCPOA and the state started discussions involving the contract, which expired on June 30, 2006. It took the state 18 minutes to call a caucus and leave the table, complaining of cameras and sound recording equipment. What do you expect CCPOA to do when two of the state's team members cannot be trusted verbally and what they sign on paper has proven worthless?

Management has no problem installing cameras on living units at most prisons with the excuse that they need to monitor officer job performance. But when it comes to having cameras on them, they become like cockroaches and hide in the dark. These managers live in the dark and answer to no one.

The state wants everything back that CCPOA has fought for in past years. They want to alter contract section 27.01; limit Post and Bid; change sick leave; limit grievances to the department level; delete SPB appeals; change working conditions and create a new classification; do away or limit the Youth Correctional Counselors; have members pay more for benefits; and silence your voice by changing the Peace Officer Bill of Rights.

CCPOA will continue to fight for the rights of all the members and will keep you posted on developments.

RESOLUTION

For many years, all female Correctional Officers, regardless of classification, have had to deal with sexual harassment from wards and inmates without any recourse from CDC/CYA. Plain and simple — the wards are displaying a path of deviant sexual behavior and documentation is not entered in the wards' files. In response to this pattern of abuse, CCPOA sponsored and hosted a Womens' Forum in March 2006.

Due to the many issues raised at this forum, CCPOA went to the State Board in April 2006 and received permission to form the "Gender Strategic Response" Ad Hoc Committee to deal with sexual harassment. CCPOA President Mike Jimenez presented a resolution at the conclusion of the Womens' Forum event. The resolution was given to all State Board members at the April 2006 State Board meeting in Sacramento — a copy is also enclosed.



Members of the Committee include:

YCC Kelley Bradley, H. G. Stark Youth Correctional Facility
CCI Terri Barth, Castro DVI State Prison
CO Raquel Caine, North Kern State Prison
PA11 Karen Mory, YA Southern Paroles
CO Lori Buckley, CMC State Prison

CCPOA will present all the signed resolutions from all the state prisons to the Governor after the CCPOA convention. Let's see if the Governor is going to allow inmates/wards to continue using verbal insults and sexual deviant behavior against our sisters in green.

Please be sure to sign a resolution. This is unacceptable.

TOWNHALLS

A plan was unveiled in April 2006, which was developed over two years by national “experts.” The plan has great potential for reform in treatment to wards. But management needs to implement the changes slowly, and the legislature must approve the funds to make the changes.

With regard to implementation of the reforms, DJJ has been conducting town halls at some DJJ institutions to explain the changes in the department. Nothing is definite and answers are rare, but you are presented with a plan. The department has been presenting plans for the future for the last two years. This is two years of studies and research by experts and visits to other state juvenile facilities by legislators, PLO, parents, Youth Law Center, etc.

But Secretary Hickman closed the door on CCPOA, left us at the train station and took off on his train to fantasyland. For the past two plus years, all state meet & confer meetings have gone to impasse by DJJ labor. Changes are implemented with little regard to staff safety. CCPOA has numerous issues waiting to be heard at court and arbitration cases.

You will also not see CCPOA at any town halls, because DJJ started interpreting our attendance as a CCPOA approval of their plan and waiving our right to negotiate for the members.



Patton Cancer Event.

DJJ is not focused on the current safety problems. YTS and Chad have serious problems with wards climbing over the recreation security fences and attacking wards walking by their recreation yards. The lack of lock-up rooms at other institutions is disrupting ward treatment programs.

Since DJJ stopped the intake of wards at Chad, they are now sending wards to YTS, Preston and Paso. DJJ has done its best to spread the violence to other institutions.

When the department starts taking your safety issues seriously, CCPOA will be more than willing to attend these town halls as a supporter.

INVESTIGATIONS

The DJJ investigators are back to their old interview tricks. Progressive discipline has gone away and DJJ either suspends or terminates the officer. The investigators have become jury and judge.

If you are called into an investigation, be sure you have a representative with you and record the interview! If they turn their recorders off, leave yours on at all times. There is no such thing as an off the record conversation, even if you are called in as a witness. DJJ investigators are not to be trusted! Protect yourself, protect your rights.

THUMBS UP PROJECT

The Thumbs Up Team traveled to Susanville in May 2006. It was a great event as SCC Chapter President Don Cathy and High Desert Chapter President Bobby Carter, together with lots of volunteers, helped fingerprint 734 kids.

Unfortunately, CCPOA is still having problems with the department over releasing staff members to participate in the program. It is quite possible that there will be no future events scheduled for the rest of the year.

SUPERIOR COURT

On April 7, 2006, CCPOA took DJJ Chief Deputy Secretary Bernard Warner to Superior Court for not providing information on the matrix of existing institutions by security level and available programming. This was requested in May 2005.

As you might have guessed, CCPOA won. In short, the court agreed that the department failed to respond to the public information act. Now it's important that everyone follow up with documentation.

EDUCATION SCHOOL CHANGES

Bargaining Unit #3 and the department came to an agreement on a 220-day annual academic school calendar. Trade line will be starting at 7:30 a.m. and ending at 8:45 p.m. They have allowed five minutes per class change and plan to hire more teachers for summer night school. DORC Labor Relations Tim Virga says there is no impact and does not affect custody staff!

Just for the record, CCPOA strongly disagrees with DORC Labor. There are numerous problems with this agreement that affects the security and safe operation of the institution. Below are just a few of them:

- 1) Ward Counseling / YCC casework schedules
- 2) Meal movements
- 3) Medical movements
- 4) Outside programs
- 5) No night school security staff / No Night school teachers
- 6) Five minutes for ward movements / Size of prisons, pushing time frames
- 7) Ward movements start at 7 am and end at 8:45pm
- 8) No Post orders / No Duty Statements
- 9) No Policies / Procedures

There are numerous vacancies in both the education/custody departments at every position. The department also wants this implemented soon and they are one month away from 3.0 at 50 years for CCPOA eligible members to retire. Also for your information, the Youth Law Center wrote a letter in March 2006, stating their concerns that teachers are continuing malfeasance and inadequacies in the education/special education services. There are rampant teacher absences and no substitutes, as well as concerns with teachers signing off on IEPs when the ward is not even present in class. The judges should keep track of the classes that are out every day, especially on holidays. Management at the top is saying everything is going great. On the contrary, everything is worse at the line officer level. Nothing has been done to fix anything.



OH Close Honors Members



SCC prepping for court case



CCPOA Womens' Forum



OH Close Membership Dinner



San Quentin Officers on the wall



San Quentin 10th Memorial



San Quentin 10th Memorial



San Quentin Honor Guard