



Kevin Raymond, Supervisory Vice President
755 Riverpoint Drive • West Sacramento, CA 95605-1634 • (916) 372-6060

A lone voice in the wilderness struggles to be heard while 30,000 voices raised as one is deafening.

To: CCPOA Board of Directors
All CCPOA Supervisory Members

October 15, 2010

From: Kevin Raymond, CCPOA Supervisory Vice President
kevin.raymond@ccpoa.org

Dear Supervisory Member,

On Thursday October 7, 2010 the Governor issued Executive Order S-15-10 concerning non-represented and exempt employees, except for those in bargaining units 5 and 8. The language appeared to be very straightforward from the beginning. However, we wanted to ensure that this order did indeed cover SO6 and MO6 employees.

The reason for our trepidation was quite simple. The enacted budget contains an overall savings regarding employee compensation with no details. Days after the budget was passed DPA confirmed that RO6 employees would continue to suffer three furlough days a month through the end of the fiscal year. It wasn't outside the realm of possibility for the state to in turn remove SO6 and MO6 from the Executive Order.

Yesterday afternoon a DPA labor relations employee confirmed via a telephone conversation that S-15-10 does include SO6 and MO6. When the PML is completed it should be provided to us and we will in turn pass it on to you.

As stated previously in a memorandum from the Executive Council the Governors Order mirrors the deal agreed to by SEIU in their tentative agreement. Furloughs from July 1st through October 31st are included in the savings. Effective November 1st employees will receive one PLP (self directed furlough) day for 12 months and will contribute an extra three percent into their pension program.

Once again I would like to thank all of you that provided information regarding your Seniority Assignment (SA) agreements for Sergeants and Lieutenants. As you know each institution was all over the board on the implementation process. Fortunately I was there when the SA process was developed between the state and CCPOA and had an understanding of the process for intended implementation.

Working with CDCR labor relations, using the information provided by you, we were able to bring the process in line with the original intent. The agreement we made with labor was quite simple – any deals we agree to we will live with and any deals management makes we expect them to live with. We concentrated our efforts on those institutions with disputes, while leaving those that reported having deals in place alone as promised. In fact FSP implemented ahead of the time lines and now must re-do the bid in accordance with the process as intended.

Yesterday afternoon we attended another meeting with labor relations on an unrelated matter. Following the meeting I presented labor relations with four minor SA issues coming from CIM, CIW, CCWF and SYRCC. By minor I mean easily correctable by management, not that they're unimportant to our members. During that conversation the labor relation's representative informed me that issues still existed. I responded by informing him that other than the four issues I mentioned I was unaware of any further issues. His response was that the issues did not come from CCPOA. Apparently a few institutions that had no CCPOA input are requesting to reopen their deals now that CCPOA representatives (you) have implemented the SA agreement as intended.

I applaud CDCR labor relations for what appears to be a new day in actually listening to our issues and resolving some of those issues at the lowest level possible. I look forward to nurturing this relationship on behalf of all of our members. Much like a Battleship in a typhoon you can't turn on a dime, but if you lean your shoulder into the wheel and hold steady you will eventually turn. We are on our way into that turn.

October 18, 2010 is the deadline to register to vote. Never has there been a more important Governors race than there is this year. If Jerry Brown is elected we have a chance to achieve the respect we have earned and deserve.

Meg Whitman on the other hand has made it quite clear what she thinks of us "prison guards." She has already stated that we do not deserve any form of a defined pension program, even the just enacted 2.5 @ 55 by the legislature. Other law enforcement agencies deserve decent pensions while Meg Whitman believes we should have a 401K system. She has made it quite obvious that she intends to carry the agenda of Pete Wilson and Arnold Schwarzenegger forward with a vengeance. Say what you will about her on this point I believe her.

We can and have to make a difference for our own sake and for those that depend on us. The future is now. As more information becomes available on these and other issues I will continue to update you. As always, I am available by phone or e-mail. I will respond as promptly as I am able to.

CCPOA Supervisors "Setting the Standard"