

LABOR ISSUES UPDATE

GRIEVANCES –

- **GV conference mandates per MOU §6.08 E -**

Management is some institutions continue to ignore the requirement to hold a grievance conference prior to issuing a second level response. CCPOA has met with CDCR Labor Relations regarding this issue. Labor Relations will be training the local LRA regarding the mandates for grievance conferences pursuant to MOU section 6.08.

Overtime “flattening” -

- **ART / OB –**

Unfortunately, Activist Release Time is not considered as time worked for the purposes of overtime and will therefore flatten overtime worked in the same work period. However, Official Business is counted as time worked for overtime.

Holiday –

- **Swaps –**

With the change in the way Holidays are processed, an issue of how Holiday’s are paid when working swaps has developed. CCPOA and the state (as well as the MOU language) are at odds as to how, or if, the payment of Holidays will change. CCPOA

and the state are currently in talks as to how the resolve this dilemma.

Vests -

- **Heat trigger –**

The CDCR requires wearing protective vests under uniforms. This presents a severe problem in those institutions which experience extremely hot temperatures during the summer months. CCPOA is exploring viable solutions to this problem. The state points out that it is preferable to endure the heat than to lose an officer to a stabbing injury or death. This is a hard argument to overcome, as the safety of officers is our paramount concern. We continue to explore a solution to this problem.

Post & Bid -

- **Committee –**

CCPOA will schedule the first Post and Bid Committee meeting as soon as the state provides us the names of the state members. We currently have two cases ready to present.

80 HR. Cap –

- **CCPOA won an Immediate Arbitration decision regarding the 80 Hour Overtime Cap. The Arbitrator based his decision on the plain and concise language in the MOU. Therefore, MOU section 12.05 regarding the overtime cap remains in full effect.**

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