



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

Date: July 18, 2011

To: CCPOA Board of Directors  
All CCPOA Supervisory Members

From: Kevin Raymond

Subject: Supervisory Update

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Dear Supervisory Member:

Last week I received a telephone confirmation from the Director of the Department of Personnel Administration (DPA) regarding our request to allow SO6/MO6 members to remain in the CCPOA Benefit Trust Fund (BTF) for dental coverage. As you may know this was a request that we originally made under the Schwarzenegger Administration, they gave use the disingenuous response that it just wasn't possible. I could have lived with the answer had it been "We're not real fond of you and we don't want to." At last that would have been truthful.

Any way we made our case again to the new Administration a short time back as this really is a no cost to the state item. We met with DPA and this time they actually brought someone from the DPA Benefits Division. Our request went up the chain of command and has been accepted by the Governors Office as a non-cost benefit to our members. So as we move forward SO6/MO6 members will be allowed to remain with the BTF as they promote. In addition current SO6/MO6 members will be able to return to the BTF if they wish.

I don't want to be too premature on this issue, but I wanted to share what I know as well. I am waiting for the confirmation letter regarding this subject from DPA, I will forward that when I receive it. Additionally we will need to have more meetings with the state regarding time frames for enrollment etc. I have had talks with the BTF and it looks like the three-tiered dental structure (much like medical - single, single plus 1 and family) plans will be put into effect. Overall in my case, with the family plan, I currently pay \$158 a month to Delta Dental and that would drop by approximately \$40 a month, saving half my dues money, to the BTF. As I said before it may not work for everyone, and

exact numbers will have to be figured out with the trust. But this could be a great savings to our members. I will continue to update you on this as more information becomes available.

Last Friday CCPOA Supervisory members met with members of CDCR Labor Relations and upper management. Myself, Steve Weiss CCPOA Chief of Labor and Sergeant James Wallace from CIM attended the meeting. The meeting was cordial, and went very well overall. The following issues were discussed:

**CIM Seniority Assignment (SA) agreement (or lack thereof):** We have been requesting a post and bid committee meeting since the inception of the SA agreement at CIM. CCPOA never agreed to the process and in fact the final version, even before the 1% cuts etc., is out of alignment with the details of the statewide SA agreement. Whether any other organization agreed to it is irrelevant. In lieu of the post and bid committee, which would surely end in a management loss given the fact that the 60/40 split does not exist as it is supposed to we talked about possibly re-doing the bid, with local by off, with some oversight from headquarters – theirs and ours. I would like to thank Sergeant Wallace for his invaluable insight to the process that occurred and the dynamics of the CIM local politics.

**Limited Term Assignments:** Even though this has been for the most part the only way to promote recently limited term assignments have become a nightmare. With the three judge panel, AB 109 and other dynamics at work limited term assignments are being cancelled and are not being extended, as you know. The state has declared that they will work with any individuals, and the receiving institutions, that moved a distance for the assignment for possible return date extensions. They will look at hardships on a case by case basis if positions exist.

**Courtesy notice to SO6 members regarding SA conditional and continuous bids available to those out long-term sick etc.:** We have requested a simple monthly contact to our supervisor members out on long term sick etc. when the conditional and continuous bid jobs are posted in accordance with the SA agreement. Our contention is this is a simple courtesy to our members. Management stated they would look into the feasibility of doing it.

**CCPOA Supervisory RTB:** We have never lost the Supervisory Relief Time Bank as far as we are concerned. Although the bank is currently empty, and unfortunately we don't have enough time to get hours put in and requested before convention this year. We discussed a process for tracking just as the rank and file must do per the MOU as in years past tracking has been a major issue. We have requested to be part of those discussions.

**CCPOA Annual Training Conference:** Given the circumstances surrounding the Supervisory RTB (see above) we have requested latitude with our supervisory board members for obtaining time off for the convention. We suggested that we have the ability to work with the local administrators to ensure that our members are able to attend the training conference on a case-by-case basis to include the usage of PDD. As we move

forward and re-establish the time bank this should become a moot issue in future years.

**The loss of the POFF II Benefit:** While we realize the loss of the POFF II benefit is not in and of itself the responsibility of CDCR we nonetheless requested the support of CDCR management with our proposal to the Governors Office.

**Supervisor Holiday Relief:** We verified that there has been no change to the holiday process as it affects supervisors at this time. If there are any personnel offices that have confused the rank and file process with that of supervisors please let us know immediately.

**Memorandum on hiring received from PBSP:** The PBSP Supervisory Vice President forwarded a memorandum dated April 18, 2011 titled 'Current California Department of Corrections and Rehabilitation Hiring Process' to us seeking clarification. The states response was this was a deal done with the Governors Office over the imposed hiring freeze. It is a statewide directive, not local. In other words if you read the memo which places workplace cap ratios it is designed to be a statewide ratio allowing CDCR to still function under the implemented freeze.

**PBSP Ad-Seg standardization without notice:** This issue while specific to PBSP was discussed on a statewide stage - while Labor Relations is looking into the specifics at PBSP as PSU claims they gave no directive to the prison. We are still getting the changes to working terms and conditions without even the slightest notice or input. Going forward we requested that we be given the respect we deserve as far as notice and input. Which brings us to the next item.

**Overall relationship and respect:** We presented management with the overall thought that supervisors do not get the respect that they deserve. In fact respect is a two way street that must be earned – if you expect it from me you should provide me with the same. After all it is the employer that deemed you supervisor material and promoted you. There is no reason one should have to have a Memorandum of Understanding to keep management on the up and up. We discussed possible mutual visits with institutions that are 'hot' spots of discontent.

**MTA retirement issues:** I received word from the SVSP Supervisory Vice President that DMH may be doing what they have to when an MTA/SR MTA retires as far as retired badge, concealed weapon card etc. but CDCR is not following through on their end. To be quite honest with you no one in the room could state exactly what, if anything, CDCR should be doing. This is another issue Labor Relations is looking into.

**SO6 Seniority:** Last but certainly not least. With all the limited term assignments ending this has become a bigger issue than ever. The rules are real clear regarding the computation of seniority when it comes to lay offs etc. It is different otherwise, as for vacations, the SA process etc. The state claims the lay off process and corresponding DPA rules and Government Code as Human Resources deals. While past practice dictates that the rest is in class seniority as we have always done it. But there are various

interpretations among different institutions. Some are telling two year limited term Lieutenants being sent back as Sergeants that the two years as a Lieutenant count for time as a Sergeant, others are saying no. We have asked for a statewide interpretation in writing. We will see what they come up with, as this could be a very slippery slope.

As more information becomes available on these and other issues I will continue to update you.

Sincerely,

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*CCPOA Supervisors "Setting the Standard"*