



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

Date: July 29, 2011

To: CCPOA Board of Directors
All CCPOA Supervisory Members

From: Kevin Raymond

Subject: Supervisory Update

Dear Supervisory Member:

It's been a busy couple of weeks on the CCPOA Supervisory front. As pointed out in a previous update we met with CDCR upper management on July 15th over a myriad of issues. Most of which require CDCR Labor Relations to get back to us. With the number of limited term assignments, and the termination of those assignments, a major issue of how seniority is calculated has become one of those issues.

We have always operated under seniority in classification for the Seniority Assignment (SA) agreement, vacation bids etc. Most institutions have informed those returning to the classification of Sergeant, for example, from limited term Lieutenant that their Lieutenant time does not count as Sergeant seniority. While a select few institutions have told members the Lieutenant time does count as Sergeant seniority. As well individual members have sought clarification from both sides of the aisle. Some of those returning to Sergeant would obviously like to keep the time they spent as a Lieutenant. The arguments being that both classifications are in SO6 so therefore they should both count as time in class as you move back and forth between classes with no break in service. Some of those that remained at the Sergeant level don't want returning staff to return with more seniority than them.

At any rate DPA rules and Government Code are real clear on layoffs etc. Not so much regarding this issue. The explanation provided by CDCR is – it is in fact time in classification based on past practice and the Department Operations Manual (DOM) sections 33010.18 through 33010.18.2, which states in part:

Sergeant and Lieutenant seniority shall be based on:

- *Total continuous service in class (employees who accept a transfer to a non-custody classification, but do not leave The Department, will receive credit for the previous seniority earned upon return to their former classification) or, in the event of tie;*
- *Total continuous service in class combined with continuous total state service or, in the event of tie;*
- *The highest figure as determined by the last four digits of the employee's social security number.*

A break in state service of 12 months or more shall result in loss of all seniority credits.

On the 19th of July we met with DPA concerning the loss of the POFF II benefit. I would like to thank Jo Anne Billhimer, CCPOA, Travis Busch, Supervisory VP Sierra, Kip Curtiss, Supervisory VP SATF and Gregg Adam, CB&M for attending the meeting and providing valuable insight. DPA is of the opinion that based on the Government Code language they have no obligation to continue the benefit, in fact once taken away from the rank and file it could not continue to be provided to supervisors and managers.

We reiterated our displeasure with the loss of the benefit and reminded the state that we made a proposal to the Department of Finance and CDCR back in April to mitigate the loss as much as possible should they actually pursue taking it away. They stated that they were well aware of where and when the proposal was made but needed a little more time as they were still in the process of considering their options based on OUR proposal.

On the 20th of July our team met with the state regarding the CDCR Form 22. I would like to thank Michael Vaughan, CCPOA Field Representative, David Swan, Supervisory VP CMF, Curtis Sharps, Supervisory VP SVSP and Kenny Darnell, Supervisory VP Folsom for their attendance on behalf of all of our members. There is supposed to be a summarization forthcoming on this table and will be forwarded to all via email when received.

On the 25th of July we met on the Spring Headquarters reductions. The recap from this table was sent out as a stand-alone item in my last email. However I would like to take the time to thank Phil Auzins, CCPOA Field Representative, Glenn Ellin Chapter President CSP-SAC, Kenny Darnell, Supervisory VP Folsom and Michelle Cummings, Parole Agent II Supervisor for successfully completing this table.

You may see a trend here with all these tables. It is my sincere belief that ALL Supervisory Vice Presidents should be involved in as many tables as possible. Additionally subject matter experts and those directly impacted by proposed changes (i.e. the Spring Headquarters Reduction table team) need to be involved as well. Now that we have actual tables going on, if I haven't gotten to you yet please understand it is not personal. As well if you have no desire to do a table I am good with that also.

With the slated closure of SYRCC and the proposed implementation of AB 109 the department decided to issue "Seniority Score Verification" letters. You should have received the letter from Mike Jimenez, President of CCPOA stating that it is our belief

that these letters are premature. I will not revisit that here. Instead I would like to point out that if you have already received your letter in the mail, as I have, you may notice the last four of your Social Security Account Number (SSAN) as indicated on the form is actually the first four of your SSAN.

The departmental revised layoff page identifies this as a simple error, and doesn't matter as long as you aren't going to dispute your seniority score. I beg to differ. If I have access to this letter – and I don't know - let's say an IST sign in sheet, or a 998 (even though you didn't burn any time) I now have your first four and your last four. I am one number from your total SSAN. I'm not even the kind of guy that sees black helicopters everywhere and I see this as all bad. I mention this to let you know we are aware of it, and we will need to formulate our next course of action. Unfortunately the horse has left the barn. As usual do your best to safeguard your personal information and hope those that need it do the same on your behalf.

It's hard to believe but the annual CCPOA Training Conference is just over two weeks away. I look forward to seeing you there. The Holman Group is sponsoring the annual Supervisor's Luncheon once again this year. There was a certain amount of angst last year over the lack of an actual luncheon and the lunch ticket included in the supervisor's packets. Therefore they have graciously agreed to return to the previous format of a sit down luncheon.

Lastly a quick update on the CCPOA Benefit Trust Dental supervisory approval; as I stated previously there is still work to be done between the Trust, CCPOA and DPA. I recently had a brief conversation with a member of the Trust who in turn had a brief conversation with DPA Benefits Division and it looks like those that promote will have the ability to stay with the trust while the rest of us that wish to return *may* have to wait until open enrollment. Again nothing is set in stone yet, although I still believe in all of you having the latest information available.

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

Sincerely,

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