



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

Date: October 28, 2011

To: CCPOA Board of Directors
All CCPOA Supervisory Members

From: Kevin Raymond

Subject: Supervisory Update

Dear Supervisory Member:

Regarding the saga that has become the elimination of the POFF II benefit for supervisors and managers it has been well documented in these updates that we requested numerous items in exchange for the lose back in April of 2011. So far we have not received any of the monetary items we requested. However two weeks ago we received notice from the Department of Personnel Administration (DPA) Director Ron Yank that CDCR Secretary Matthew Cate has agreed to two additional items we requested.

Those items are the return of the CCPOA Supervisory Relief Time Bank and “super seniority” for our Supervisory Vice Presidents under post and bid (the Seniority Assignment - SA Agreement), just as the Chapter President and Chief Job Steward are given under the rank and fie MOU. We are attempting to secure a date next week to meet with CDCR Labor Relations to discuss just how and when the super seniority will be implemented.

As previously reported the third item we received was the ability for our SO6/MO6 members to return/remain with the CCPOA Benefit Trust for dental coverage effective January 1, 2012. Current supervisors and managers that wish to take advantage of this cost savings must do so during the open enrollment period, which is currently underway. With all that being said we have not and will not give up on our attempt to obtain the monetary items we requested as well.

CCPOA has requested documentation from DPA that shows the deletion of the PLP program and a return of full pay effective November 1, 2011 for our SO6 and MO6

members. We were informed that documentation should be issued in the first week of November in the form of a pay letter, which is currently being formulated at the State Controllers Office.

On Wednesday October 26, 2011 the CCPOA Supervisory Division attended a meeting with DPA and CDCR Labor Relations regarding the implementation of the AB109 realignment. I would like to thank Jeff Herring CCWF, Ernie Rausch CCC and Dave Swan CMF for their participation and dedication to the membership in this matter.

As you may be aware the rank and file reached a deal providing for “waves” of implementation through June of 2012. In those waves there are opportunities for employees to transfer to understaffed institutions etc. The state has indicated that supervisors and managers will basically have one opportunity during this first wave. This opportunity will be for those individuals to transfer from an overage institution to an institution with vacancies. Following that opportunity supervisors and managers in overage institutions will be subject to the SROA process.

This opportunity to voluntarily transfer will take place in a two-week window between November 14th and November 28th. This is where the problem lies – the state was unable to provide specific numbers at the table showing which institutions were over and which were under staffed. We expressed our extreme displeasure in the state not having the documents to pass on to our members, considering the opportunity to transfer to an overage institution is a mere two weeks away. The state indicated that they would provide the documents ASAP.

We also inquired about the ATO and the travel money being provided to the rank and file members that voluntarily transfer. The state indicated that they had no intention of doing anything different for supervisors and managers that voluntarily transfer to an overage institution. The problem is the overage institutions in the case of supervisors and managers may be different than the rank and file. In other words it may or may not be HDSP, PBSP, CMF, CSP SAC and SVSP.

Meanwhile local management teams continue to cut positions under, according to them, the direction of the Program Support Unit (PSU). We have requested the basic respect of having input locally on which positions are to be cut. As these cuts in some cases are all bid jobs and from base packages instead of the actual overcrowding packages which are being taken down.

With the realignment we continue to receive numerous meet and confer notices for supervisory issues such as conversions of Reception Centers to General Population. We will seek dates and members to negotiate these issues as they come in.

I realize that this update is not optimum in content regarding the realignment, however I felt it was important to provide all the information that is available at this time.

Additionally we are scheduled next week to meet over the closure of SYRCC regarding

our supervisor members.

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

Sincerely,

Kevin Raymond
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