

# **CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION, INC.**

1481 Ullrey Ave., Escalon, Ca. 95320 PH: 1-800-449-2940 FAX : (209) 838-6759

## **WEEKLY UPDATE**

To: Chapter Presidents, Recruiters & PAC  
From: Pat Le Sage, Chief Operations & Financial Officer  
Date: January 28, 2005

PLEASE POST ON BULLETIN BOARD AND DISTRIBUTE TO CCSO MEMBERS VIA THEIR INSTITUTIONAL MAIL BOXES
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### **Tehachapi Prison Guards Assaulted**

Story by The Bakersfield Channel

“Two Tehachapi prison guards are recovering after being attacked by an inmate brandishing homemade weapons. The officers, whose identities have not been released, were ordered to perform a medical emergency cell extraction January 24 after an inmate reportedly barricaded himself in his cell.

One officer was slashed in the back of the head with a sharpened toothbrush, and the other was cut twice on the hand. Two other homemade weapons were recovered from the cell following the attack. The officers were transported to a nearby medical facility, where one of the guards required 10 staples to close a gash in his head”.

### **Pat-Down Searches of Female Inmates by Male Guards Banned**

By Jenifer Warren, Times Staff Writer

“Sacramento – California’s Director of Corrections Jeanne Woodford has ordered an end to a long-standing policy permitting male guards to pat down female prisoners, officials said Wednesday. The change comes more than a year after a coalition of advocacy groups first requested it, saying the searches amounted to sexual abuse of female convicts, about half of whom have histories of being raped or molested, according to the state Department of Corrections.

We’re thrilled and very encouraged that Director Woodford acted so quickly to bring California into line with other states and the civilized world, said Anne Ronce, who led a campaign called Dignity for Women Prisoners. It’s a very good sign that she means what she says about reforms.

Department spokesman Todd Slosek said the new policy would not take effect immediately, largely because only about one-third of the correctional officers at the state’s two largest women’s prisons, in Chowchilla, are female. To shift that balance, the department likely will mount a recruiting drive”.

### **Pension Protection Coalition**

CCSO has joined and contributed to the Pension Protection Coalition. We have joined the fight to stop the undermining of PERS.

Legislation for a Constitutional Amendment, ACA 5, has been introduced to eliminate defined benefit retirement plans for all public employees, including Teachers, Firefighters, Police, Nurses, School Employees, Local Agency Employees, State Employees, and all other public employees. All new employees would be forced into defined contribution plans. These plans reduce the employer share of retirement contributions, place 100% of the risk on employees, eliminate death, disability, COLA, and other benefits, and force employees who have little or no investment experience to gamble their retirement on the market.

The Pension Protection Coalition includes representatives of employees, employers, public interest groups, retirement funds, and other organizations and individuals who believe in public service. We know that public employees often sacrifice salary for job security and benefits, and that undermining the retirement plans of public employees will seriously damage the ability to recruit and retain quality public employees.

**By joining this Pension Protection Coalition, we bring together a force of lobbyists that will fight in unison to stop this proposal from becoming reality.**

**Pension Protection Coalition: cont'd**

**The Pension Protection Coalition**

American Federation of State, City and Municipal Employees (AFSCME)  
California Association of Highway Patrolmen  
California Association of Professional Scientists  
California Correctional Supervisors Organization  
California Faculty Association  
California Professional Firefighters  
California School Employees Association  
California State Council of Service Employees  
SEIU Local 1000, CSEA  
California Teachers Association  
Peace officers Research Association of California  
Professional Engineers in California Government  
California Association of Psychiatric Technicians  
California Independent Public Employees Legislative Council  
Orange County Employees Association  
Retired Public Employees Association  
SEIU International Union  
Association of LA Deputy Sheriffs  
LA County Probation Officers Union  
CDF Firefighters  
(The groups continue to join the coalition).

**3% @ 50 Retirement**

We have received calls regarding the 3% at 50 formula for Unit 6 rank and file officers that will become effective January 1, 2006. According to Government Code Section 21363.4, DPA must approve supervisors and managers in the inclusion of this Government Code in writing to the CalPERS Board. **To date, DPA has not yet approved inclusion in writing to the Board.** CCSO will be on top of this to make sure supervisors and managers are included. This is a case where the parity law would come into play and DPA has even brought up that they know CCSO will use the parity to make sure the new formula gets moved to supervisors. Although it has not been solidified that supervisors and managers are included in the 3% at 50 formula, it has been common practice that retirement changes be moved to peace officers tied to SO6 and MO6.

**Correctional Lieutenant Testing**

CDC will be testing for the Correctional Lieutenant position on April 23, 2005. Only Correctional Lieutenant scannable applications will be accepted for this examination. Scannable applications are available at CDC Institutional Personnel Office or Central Office Personnel Examining Section. Application deadline is February 10, 2005. Salary range as of November 12, 2004 is \$5334-\$6482. Minimum qualifications are: Two years of experience in the California State service performing the duties of a Correctional Sergeant; or, two years of experience in the California State service in custody, classification or treatment work performing duties of a class at a level of responsibility equivalent to that of the Correctional Sergeant. If you are interested for detailed information, contact your personnel office for the CDC notice.

**Plata Notice Meet and Confer**

By Bill Braden  
CCSO Administrative Field Service Representative

“On January 19, 2005, California Correctional Supervisors Organization (CCSO), State President Richard Tatum, Supervising Registered Nurse I Cindy Thum and I met with Department of Corrections concerning the

**Plata Notice Meet and Confer: cont'd**

Plata implementation notice. Present at the meeting for the Department of Corrections were Richard Sanchez, CDC Labor Relations, and Tim Rougeau, Project Director Medical Program Implementation.

The *Plata v. Schwarzenegger* case, requires CDC to implement the Inmate Medical Services Program (IMSP) policy and procedures at each institution. Any person who intentionally fails to cooperate 100 percent with the implementation and monitoring efforts would be in violation of CDC policy, subject to disciplinary action, as well as, personally subjecting themselves to the jurisdiction of the United States District Court, where they could be held in contempt of court, monetary fines levied and/or incarceration.

The notice to employees is a requirement set by Judge Thelton Henderson, U.S. District Court, to ensure acknowledgement of expectations concerning implementation of (IMSP) and understanding the monitoring efforts in *Plata*. The court monitors and experts have determined that health care and custody are for the most part cooperative. However, on occasion staff have resisted/refused to cooperate with implementation strategies and/or denied access to information or areas within the institution, thus interfering with the monitor's ability to audit. The "Notice to Employees" (Notice) must be provided to all health care staff, custody including the Warden on down, inmate appeals staff, and contract health care staff, who work on institution grounds.

The Stipulated Agreement for Injunctive Relief indicates all Wardens and Health Care Managers shall confirm that all health care, custody, inmate appeals, and contract health care staff have been provided Court mandated Notice by January 30, 2005.

After a lengthy discussion with Mr. Rougeau concerning the disciplinary process with regard to monitor's participation in the process, it was determined that CDC would be the governing agent to administer discipline.

It was also noted that it is optional as to whether or not the employee has to sign the Notice. Whether the employee signs or chooses not to, they will be given a copy. The issuing agent will note on the Notice that the employee refused to sign and the employee will receive their copy".

**CCSO State Board Meeting**

The CCSO State Board met, Thursday, January 26<sup>th</sup> to review 2005/06 legislation and outline goals for both CYA/CDC supervisory non-peace officers and peace officers. I will provide more information on the meeting in next weeks update.

**Welcome New Members**

On behalf of the CCSO State Board and staff, I want to welcome the new members who have joined CCSO this week.

**Thought of the Week**

**"Well done is better than well said". Benjamin Franklin**