

California Correctional Supervisors Organization, Inc.

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“Supervisors Representing Supervisors”

WEEKLY UPDATE - FRIDAY, DECEMBER 16, 2005

By: Pat Le Sage, Chief Operations & Financial Officer

State Board Election Results: The CCSO membership have elected into the open State Board positions the following individuals: State President Richard Tatum (Incumbent), Sgt. Vice President John Hughes (Incumbent), NPO Vice President Richard Ortiz (Incumbent), Treasurer Robert Papac (Incumbent), and Board Member Richard Casey (Incumbent). An update to all members will be mailed next week regarding the results of the election. Congratulations to all elected! We thank all the candidates who ran for an office. Active members make for an organization focused on the needs of its membership.

President Tatum is mailing out a letter to all State Board Members and Chapter Presidents regarding the results of this election. The letter will encompass the actual vote count for each candidate, and recommendations to adhere to the CCSO bylaws in future elections. President Tatum has made the decision to honor the vote's cast by the CCSO membership. This election will be based on the votes of the membership rather than the restriction of the bylaws regarding retired members on the State Board. State President **Tatum strongly believes no one in this organization should override the votes of CCSO members.** He thanks everyone who voted and requests the State Board and Chapter Presidents to read his letter and consider seriously the issue at hand. The letter will be mailed out on Friday, December 16th.

3.0% at 50 Years New Retirement Formula: DPA has still not received a decision from the Governor regarding the 3.0% at 50 years retirement formula that will become effective for R06 officers on January 1, 2006. However, CCSO has been in communication with CalPers and received information regarding alternatives for supervisors and managers. It appears there is discussion on giving supervisors and managers a choice to either take the 3.0 at 50 or stay in until 55 years of age with a monetary incentive. Please keep in mind there still has been no decision, to date, if supervisors/managers will be included solely in the 3.0 at 50, or if they will be given some alternate choice. CCSO is just releasing information on what we have heard regarding **recommendations** revolving the retirement issue. **Once again there has been no decision made** regarding the inclusion of supervisors and managers in the new retirement formula.

Monthly Conference Call: CDCR Chief Deputy Secretary, of Adult Operations Joe McGrath has scheduled the first of many future monthly conference calls with 12 to 15 supervisors from each of the institutions, on Monday December 19th. He has invited some managers and CCSO headquarters to be a part of this conference call. CCSO applauds Mr. McGrath's efforts to open up the line of communication between the CDCR administration and supervisors/managers.

CTF Chapter President Wins His Battle Over Lunch Break: Recently, CTF stopped utilizing the time clock for keeping custody time. They switched to the FLSA time sheets that all other institutions utilize. However, to facilitate the FLSA time keeping they gave 23 sergeants a ½ hour mealtime. CCSO's Chapter President, Patrick Santiago fought this mealtime requirement because it is unnecessary. Additionally, history has shown that it is virtually impossible for posted positions to have a “duty free lunch.” CTF's Chapter President Patrick Santiago has won this battle because CTF is returning to their prior schedule for sergeants without the ½ hour mealtime. Good job Patrick!

PML 2005-055: “Effective January 1, 2006, full-time supervisory and managerial registered engineers (SO9 and MO9) who are assigned to field positions may be eligible for reimbursement for the actual cost of safety footwear, not to exceed \$100 once every 18 months. Supervisory and managerial engineers assigned to field positions will be responsible for purchasing safety footwear if required (and not provided) by the department for which they work.”

No Clemency: San Quentin was on lockdown the day prior and the day of Stanley “Tookie” Williams’ execution. The Governor did not grant clemency for Stanley Williams based on evidence that left “no question that Williams had murdered four people in 1979.” The Governor also cited that “Williams’ repeated refusal to admit that he had murdered the victims was a powerful factor against clemency.” Schwarzenegger wrote, “without an apology and atonement for these senseless and brutal killings there can be no redemption.”

CCSO Lt. Irene Aviles at Avenal Suffered an Aneurysm: On Friday, December 9th, Lt. Irene Aviles of Avenal was stricken down by an aneurysm. She was taken to the University Medical Center in Fresno, and is under careful watch in the Intensive Care Unit. We are asking our Chapter Presidents to spread the word and help a fellow supervisor. A catastrophic time bank has been established for her, and we need your assistance in donating hours. Please fill out the necessary form, which will be sent out to all institutions, or contact Avenal at 559-386-0587 extension 5200 for further information. Our prayers and thoughts are with Irene for a complete recovery (See attached for form).

Holiday Schedule: The CCSO office will be **closed at noon on Friday, December 23rd, and noon on Friday, December 30th.** Our office will be **closed all day on Monday, December 26th and all day on Monday, January 2, 2006** in observance of the Christmas and New Year Holidays. If you need legal representation, during the time the CCSO office is closed, please leave your name, institution, and phone numbers where you can be reached. A CCSO representative will get back to you as soon as possible.

The next weekly update will be Friday, January 6, 2006. However, if breaking news concerning excluded employees in corrections is released we will update Chapter Presidents, the information line, and put it on the CCSO website.

Welcome New Members: The State Board and staff, welcome the new members who have joined CCSO.

Thought of the Week: “Guard well within yourself that treasure, kindness. Know how to give without hesitation, how to lose without regret, how to acquire without meanness.” ~ George Sand

Happy Holidays from All of Us at CCSO



Memorandum

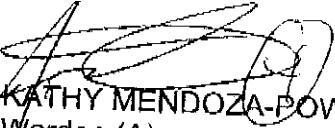
Date: December 13, 2005
To: ALL STAFF
From: DEPARTMENT OF CORRECTIONS, AVENAL STATE PRISON
Subject: **CATASTROPHIC TIME BANK DONATIONS FOR IRENE AVILES,
CORRECTIONAL LIEUTENANT**

A catastrophic time bank has been established for Irene Aviles, Correctional Lieutenant. Ms Aviles will exhaust all of her leave credits as of 12/19/05 due to medical reasons. Time bank donations will help toward alleviating the extreme financial hardship and associated stress this absence has created for her and her family.

As a non-represented employee, Ms. Aviles is eligible to receive donations from Supervisory/Managerial employees only. Employees may donate vacation, compensatory time off (CTO), annual leave, personal holiday, holiday credits, personal leave credits in one (1) hour increments, after an eight (8) hour minimum has been met.

Attached is a contribution form for interested employees. Please return the completed form to the attention of Avenal State Prison, Karen Stacy, Personnel Specialist, in the Personnel Office.

Thank you for your assistance on behalf of Irene Aviles.


KATHY MENDOZA-POWERS
Warden (A)
Avenal State Prison

CATASTROPHIC TIME BANK DONATION AUTHORIZATION

CDC 869 (11/88)

DISTRIBUTION: ORIGINAL - RECIPIENT'S PERSONNEL OFFICE GREEN - DONOR P/O SECOND NOTICE CANARY - DONOR SECOND NOTICE PINK - DONOR P/O FIRST NOTICE GOLDENROD - DONOR FIRST NOTICE

PLEASE PRINT OR TYPE

PART A - DONATION INFORMATION DONOR TO COMPLETE PART A. SUBMIT ALL COPIES TO YOUR PERSONNEL OFFICE

Form with fields for Donor Information (Name, SSN, Position, Agency) and Recipient Information (Name, Position, Agency). Includes handwritten entries: IRENE AVILES, CORRECTIONAL LT., SOG, CDCR, AVENAL.

LEAVE CREDITS DONATED (REFER TO THE DONOR'S CONTRACT FOR MINIMUM DONATION INCREMENTS):

Table with columns: VACATION, ANNUAL LEAVE, PERSONAL HOLIDAY, HOLIDAY CREDIT, CTO, OTHER (SPECIFY)

I certify that I have sufficient leave credits currently available to make this donation. I understand that this donation is irrevocable. If the combination of this donation and my personal leave usage for the pay period from which these credits are deducted exceeds my available credits, I authorize the automatic establishment and collection of an accounts receivable based on the number of leave credits overused.

Form with fields: DONOR'S SIGNATURE, CLASSIFICATION, PHONE NUMBER, DATE

YOUR NAME WILL BE IDENTIFIED AS A DONOR UPON REQUEST OF THE RECIPIENT UNLESS YOU CHECK THE BOX REQUESTING ANONYMITY.

PART B - DONOR'S PERSONNEL OFFICE COMPLETE PART B. RETAIN PINK COPY. GIVE GOLDENROD COPY TO DONOR. FORWARD REMAINING COPIES TO RECIPIENT'S PERSONNEL OFFICE

WAS THE ABOVE DONATION DEDUCTED FROM THE DONOR'S LEAVE BALANCE(S)?

Form with checkboxes for YES (All, Partial) and NO (Leave credit(s) donated were NOT accepted because: MAXIMUM ALLOWED BY UNIT CONTRACT ALREADY DONATED, INSUFFICIENT LEAVE CREDITS AVAILABLE, OTHER (SPECIFY)).

Form with fields: SIGNATURE, CLASSIFICATION, PHONE NUMBER, DATE

PART C - RECIPIENT'S PERSONNEL OFFICE COMPLETE PART C. RETAIN ORIGINAL. SEND CANARY AND GREEN COPIES TO DONOR'S PERSONNEL OFFICE

WAS THE ABOVE DONATION USED BY THE RECIPIENT?

Form with checkboxes for YES (All, Partial) and NO (Leave credit(s) donated were NOT needed and are hereby returned to the donor).

Form with fields: SIGNATURE, CLASSIFICATION, PHONE NUMBER, DATE