

California Correctional Supervisors Organization, Inc.

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“Supervisors Representing Supervisors”

WEEKLY UPDATE -FRIDAY, JULY 28, 2006

By: Pat Le Sage, Chief Operations & Financial Officer

New State Board Secretary:

The CCSO State Board welcomes Marilyn Palmore as the newly appointed State Board Secretary. Marilyn is a long time CCSO member and a sergeant at RJD in San Diego. On her first day as a CCSO State Board representative, Marilyn entered into Organizational discussions with CDCR (A) Secretary James Tilton during the CCSO and CDCR Quarterly Meeting. She articulated the concerns of supervisors and managers in a very straightforward yet professional style. The State Board and staff at CCSO look forward to working with her at the statewide level.

Supervisors/Managers Tied to BU 1, 3, 4, 11, 14, 15, 17, 20 and 21:

CCSO will be meeting and conferring and has written a formal letter to DPA and Governor Schwarzenegger over the supervisors and managers affiliated with bargaining units 1, 3, 4, 11, 14, 15, 17, 20 and 21. We are lobbying to move rank and file general salary increases (3.5% effective 7/1/06 and 2.4% effective 7/1/07), the one time \$1000 bonus, retirement, health and other benefits to be passed on to supervisors and managers immediately upon ratification of the rank and file contract.

It is the position of CCSO that all salary and benefit increases must be given to supervisors and managers to stop the compaction problems. Additionally, CCSO is lobbying, meeting and conferring to further increase additional general salary increases and benefits above what the collective bargaining units will receive. It is time for supervisor and manager positions to be viable positions that one wants to promote into.

CDCR/CCSO Quarterly Meeting:

The CCSO State Board and CCSO Executive Staff met with (A) CDCR Secretary James Tilton, Chief Deputy Secretary Juvenile Justice Bernard Warner, Director of Juvenile Justice Ed Wilder, Chief of Labor Relations Officer Tim Virga, DAI Anthony Kane (CCF-MCCF), and other CDCR representatives on Friday, July 21st.

CCSO was provided updates on the seniority assignments for supervisors, sick leave policy, and 4C-excluded employees working officers' overtime with fair share and straight time occurring. Virga informed CCSO that after researching this process with the State Controller's Office legislation was necessary to change Government Code. CCSO will consider legislation to change the Government Code. Mr. Tilton said, "CDCR may even support such a change." CCSO recommended that CDCR notice employees prior to signing up for an overtime shift. Tilton agreed notification was in order, and would direct staff to create documentation informing employees.

The SA review is almost complete. Secretary Tilton stated he needed authorization to finalize changes to the SA process. The SA process, he is aware, is a very sensitive issue but stated a more balanced approach is in order to make post and bid beneficial to the department as well as supervisors. Tilton said, "I think supervisors will think the changes are fair."

The sick leave policy will not be released until rank and file negotiations are finalized. Virga informed CCSO that the new policy encompasses many recommendations from CCSO.

CCSO Chief Operations & Financial Officer Le Sage addressed the difficulty in scheduling meet and confers and access to labor relations officers during rank and file negotiations. Virga informed CCSO

that in 60-90 days the labor relations office would be fully staffed. A shortage of staff in labor relations has been the cause of many delays. He hopes to correct delays once fully staffed.

CCSO thanked Labor Relations Officer Carol Wilson, Juvenile Justice, for correcting the situation at Chaderjian where “past practice” allowed the vacant receiving sergeant’s position coverage to be offered to rank and file officers instead of sergeants or lieutenants. Wilson immediately took action to stop this “past practice” and coverage will now be offered to supervisors first. Wilson informed attendees that monthly meetings at Chad would commence with the local CCSO Chapter to open communications.

CCSO addressed the need to train armory sergeants to service guns and check expiration of ammunition in the CCF’s and MCCF’s. The CDCR CCF/MCCF representative Anthony Kane stated he would personally visit all facilities to check on gas masks, vests and necessary equipment.

There was discussion on CDCR allowing a breach of contract in some areas that may result in safety problems. Tilton stated he would take CCSO recommendations under consideration and review the contract.

(A) Secretary Tilton commented on his plans to address the overcrowding in prisons. Tilton is proposing to:

1. Increase CDCR employees (custody) in the state versus contracting beds.
2. Develop secure re-entry facilities in communities manned by CDCR. The re-entry facilities will house approximately 500 inmates.
3. Develop a pre-release program.
4. Move undocumented inmates out of state.

(A) Secretary Tilton wants the public to support re-entry facilities. He wants to convince the public that re-entry facilities are far safer than parolees on their streets without supervision.

He said CDCR “Will do what we have to do. We have for twenty years, but it’s always temporary. I want to prioritize long term with re-entry facilities.” He wants smaller facilities (500 beds) to gain closer contact with inmates. (A) Secretary Tilton said CDCR has a crisis, but we will resolve it.

CCSO brought up the E96-99 employees that were not given the 3.0% at 50 years retirement and current pay increases. There was further discussion on supervisors and managers in corrections and the compaction that still exists. (A) Secretary Tilton ended the meeting by stating, “I am moving for pay to correct compaction.”

State Board Meeting:

The CCSO State Board met on July 21st in Sacramento to review discussions for the CDCR meeting, which was held later on the same day. The Board unanimously voted to accept President Tatum’s appointment of Marilyn Palmore to fill the vacant State Board Secretary position. Bylaw revisions were made to Article IV: Section 3, Article VI: Sections 1, 2, 3, 4, and Article VIII: Sections 7, 8 and 10. These revisions will be sent to Chapter Presidents for ratification. The above cited revisions were made because of recent bylaw revisions voted on by the State Board and ratified by Chapter Presidents referencing the elimination of the two retired State Board Member restriction, the adoption of the Roberts Rules of Order, and updating the discipline and disciplinary proceedings.

Personnel and Organizational issues were handled. The CCSO 2005-2006 Fiscal Year Report was analyzed and voted on to be accepted as compiled by the Chief Operations & Financial Officer.

OIG Report – Union Leave:

The Office of the Inspector General (OIG) reported on July 20, 2006 that CDCR failed to account for and control the use of union leave. As a result of CDCR’s failure of control, millions of dollars were mismanaged. The report made nine recommendations to CDCR to remedy this problem:

1. Reconcile union leave time internally monthly.
2. Develop uniform policies and procedures that facilitate reconciling each quarter with the union's records.
3. Standardize the policies and procedures and distribute throughout CDCR.
4. Provide training on timekeeping codes to establish accurate policies and procedures.
5. Conduct periodic audits.
6. Negotiate and enforce a reasonable annual cap on release time bank usage with CCPOA.
7. Enforce the use of monthly attendance sheets to account for absences and time worked, unless exempted under labor contracts. As an alternative, negotiate a new leave system wherein full time employees on union business neither accrue nor use sick leave and vacation time, with the understanding that the state may need to compensate for loss of these benefits. A third alternative is to work with the unions to develop another solution that provides necessary accountability.
8. Collect full reimbursement, including benefits when employees are released from work to perform union activities unless addressed in labor contracts.
9. Request funding from the Legislature for union issues addressed in labor contracts.

CDCR's Response:

(A) CDCR Secretary James Tilton responded to the OIG that CDCR "is now in the process of incorporating the OIG recommendations which is not a part of CDCR's original action plan." The entire report can be viewed online at www.oig.ca.gov and then click on the right column "New Special Review into Management of Union Leave."

New Members:

The State Board and Staff, welcome the new members who joined CCSO this week.

Thought for the Week:

"To succeed as a team is to hold all of the members accountable for their expertise." - Mitchell Caplan