

# CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION

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## *“Supervisors Representing Supervisors”*

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### **JULY 11, 2008 ~ WEEKLY UPDATE**

**CDCR Labor Meets with CCSO:** Field Representatives Bill Braden and Ford Canutt, and Chief Operations & Financial Officer Pat Le Sage met & conferred on Wednesday June 9<sup>th</sup> with CDCR, Office of Labor Relations Chief, Margie McCune, and two CDCR labor representatives. CCSO presented proposals to revise the current seniority assignments for S06. There were many proposals to the SA policy with highlighted revisions of changing the 60/40 to 70/30 and including CCII's, making the Personnel Assignment, In-service Training, Investigative and Public Information Officer/Administrative Lieutenants part of the 40% positions instead of the current exempt category; deleting the verbiage referencing sick leave abuse and off duty conduct in the section referencing preclusion from the SA policy (the BU6 rank and file post & bid process does not have that language in their policy); giving supervisors who waived their bid to take a management position and are displaced to retain the same RDO's and stop and start times while giving them a reasonable time to participate in the continuous bid process. There was also discussion on enforcing the dispute process decisions.

CCSO proposed revisions to the existing disciplinary Matrix. CCSO does not disagree with the matrix, but has found it is not being followed. Additionally, areas of concern is CDCR's trend of administering harsh adverse actions to employees instead of properly training, mentoring, or working with employees to change work patterns that are leading to adverse actions. The use of progressive discipline, 1123's and LOI's have been abandoned, and supervisors in unit 6 are restricted from using those tools. State employees are being treated in investigative interviews as if they were street criminals instead of state employees who have made an error in judgment. CCSO will follow-up with CDCR in 30 days to schedule a second meeting on ways that CDCR plans to address the misuse of the Matrix.

Further agenda topics included AOD compensation being given to Parole Agent III's, Canteen Mgr. II job specifications being updated to match job duties, expanded use of the informal grievance process, and moving to an inside hall versus the current west steps of the Capitol when honoring CDCR men and women who receive awards at the CDCR Medal of Valor ceremony. The outdoor ceremony has proven to be very hot at times making it uncomfortable as well as unhealthy for family members and recipients.

**Integrated Housing Phase II:** CCSO will meet and confer, July 23<sup>rd</sup>, over the soon to be implementation of the Phase II Integrated Housing. Phase II of the Integrated Housing Program will begin at Mule Creek State Prison in Ione and Sierra Conservation Center in Jamestown. Implementation will be by attrition. Inmates will be housed in the first available and appropriate bed taking into consideration all relevant case factors. Integrated housing will be gradually expanded to minimum-security general population housing and sensitive needs housing. We ask that members, especially Chapter Presidents get back to us by July 18th with issues. Either email [ccso@charterinternet.com](mailto:ccso@charterinternet.com), fax to 209-838-6759 or call 800-449-2940 and ask for Ford. Thank you.

**CMC Gets Lighting:** After four years of meetings, complaining, and lobbying CCSO is delighted to announce that CMC now has their high mast lighting up and running. The Tower Officers could not tell staff from inmates because the lighting was so bad. Now it is bright as day and a lot safer. CCSO wants to thank Chapter President Lieutenant Dave Ivie for his perseverance.

**CCSO Extends our Sympathy:** CCSO extends our sympathy to the DMH-CCSO Chapter President at Salinas Valley Psychiatric Program Sr. MTA Marcus Cotton whose mother passed away this week. Our prayers and thoughts go out to Marcus and his family.