

CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION



February 3, 2012 - Weekly Update

1st Wave of Layoffs and 2nd Wave of Layoff Pointers in Completing Package:

CCSO has identified members that have been impacted by the 1st wave of layoffs that will take effect February 29, 2012. CCSO will work with impacted members to obtain CDCR employment either through transfer or demotion.

There were some mistakes and/or a poor handling of distributing the placement packages in a timely manner to some affected employees. The end result were some lieutenants and sergeants with seniority to either demote or transfer will be laid off at the end of February because they did not properly document that they would demote in lieu of being laid off. CCSO is working with DPA/CDCR to remedy these layoffs, and to date have corrected two of five.

It is important for impacted supervisors in the 2nd Wave of Layoffs that they listen to the video regarding completing the placement/layoff options worksheet, speak with personnel, contact CCSO at 800-449-2940. **Do not complete the packet in a rush, and fax it back as CDCR is taking this as your final documentation.** If you receive this packet, remember that it is your final voice to CDCR personnel that lets them know that you are willing to stay in your rank if you can hold your position via your seniority, or you are willing to transfer, retire, or demote in lieu of layoff.

A supervisor who does not check Yes in the voluntarily elect to demote (in lieu of layoff) risks being laid off. This has occurred to lieutenants and sergeants who have years of service but did not check the box that they were willing to demote in lieu of layoff. The wording 'in lieu of layoff' is not in that line, but that is what CDCR means.

Supervisors and Managers Advisory Council:

President Rich Tatum and Chief Operations & Financial Officer Pat Le Sage attended the first Supervisors and Managers Advisory Council on February 1st, hosted by DPA Director Ron Yank. Director Yank opened the meeting with an overview of the goals of this Supervisors and Managers Advisory Council. There were various excluded employee labor organization representatives present; such as ACSS, PEGG, CCPOA Supervisory, DOTS, of course CCSO and others. Mr. Dave Rechs was present to address the merging of DPA and SPB that will become CalHR. The the final merge of DPA and SPB should be completed by July 1, 2012. Dave Rechs stated that there will be tremendous turnover in the next 3 –4 years, and said that 50% of managers and supervisors will retire within the next 3 to 4 years. Therefore, the State is working on succession planning to emphasize training for mid-management to take over. The State is looking to change legislation on how funding is achieved from the Dept. of Finance for training. Rech said that in the new legislation, each agency will be billed for training; therefore, agencies will be prompted to train as they will be billed whether they train or not. There are various cost effective ways being considered for training, such as video training etc.

Assemblyperson Buchanan was present, and reached out to Excluded Employee Organizations to work with her to rebuild the respect and morale of supervisors and managers in state government. She said this Council was the first step to improve communication. Buchanan said that although the state is limited financially, this is the time to prepare for the days when money is available to give to supervisors and managers.

DPA Director Yank said that this Supervisors and Managers Advsiory Council, whereby, DPA and excluded employee labor organizations come together is necessary to improve morale and problems of recruitment and retention.

Labor representatives interacted with Yank and with one another on issues affecting excluded employees and openly discussed how the process does not work when the rank and file negotiations do not encompass funding for supervisors and managers. After contracts are signed, the excluded employee becomes the afterthought with little or no funding left to achieve even parity with benefits received by rank and file counterparts. CCSO is proposing legislation to address this process this year, and we will be presenting our legislation to the Council for support.

This initial meeting was not a working meeting, but rather a meet and greet with an emphasis on overviewing the goals of this Council. The Advisory Council will meet quarterly and the next meeting was scheduled for May 1, 2012.

End of Prison Oversight Not Certain:

The court-appointed Receiver overseeing California's prison health care system said Friday, January 27th, the state must keep its promise to spend more than \$2 billion for new medical facilities before the federal courts can end an oversight role that has lasted six years.

California committed to spending \$750 million to upgrade existing medical facilities, building a new \$906 million medical center and converting juvenile lockups at a cost of \$817 million. So far, only the new medical center in Stockton is being built. Receiver J. Clark Kelso told The Associated Press that the state must begin all the upgrades before it should be allowed to retake control of a prison medical system once deemed so poor that it was found to have violated inmates' constitutional rights. They are his first public comments since a federal judge last week told officials to begin preparing for an end to the receivership.

CDCR Secretary Matt Cate said he wanted to see the receivership end as early as this summer, although he also said it would be appropriate for the courts to maintain some type of oversight role to ensure that inmate care does not deteriorate. "I think the sooner we return day-to-day operations to the state, the better," Cate told the AP in an interview earlier this week. "We need to work out the construction issues, obviously, and I know that Receiver Kelso is also concerned about making sure there's a strong structure in place to maintain the strides we've made. But if we can work those issues out, I'd love to see it be this summer."

Receiver Kelso said the state also should create a quasi-independent medical bureaucracy within CDCR to make sure the state doesn't backslide because of budget cuts or a lack of interest.

In the notice he filed last week, U.S. District Court Judge Thelton Henderson said conditions had improved enough to consider ending the receivership. He said most of the goals of the federal oversight had been met. The San Francisco-based judge ordered Receiver Kelso, state officials and inmates' attorneys to report by April 30th on when the receivership should end and whether it should continue some role in ensuring that conditions remained constitutional.

T a k e C a r e a n d B e S a f e