

April 2009

THE Probation Report



The Official Newsletter of the Orange County Employees Association Probation Services Unit

A NEW LOOK FOR OCEA WEBSITE

The long awaited remodel of the OCEA members website has finally arrived. If you have not visited the website lately, go to www.oceamember.org to enjoy a great experience. The OCEA team has spent more than a year preparing and producing a great site that will be useful to everyone.

A special feature of the website allows the user to see information specifically useful to them. For example, after signing in, PSU shop stewards will have access to information and communications meant to be passed on to members. Regular PSU members will have access to information on the Peace Officer Protective League, Legal Defense

Fund and other timely issues important to probation peace officers. Another feature of the website is the ability to obtain tickets for many of the entertainment venues on-line directly from OCEA. Members no longer have to come down to OCEA Headquarters to obtain movie tickets or tickets to Disneyland and other venues. The OCEA team is working to put new venues online each day. Complete website access requires registration and is only available to members of OCEA. Registration is quick and easy. All shop stewards are required to sign up as much of our communication will be via website only. So, if you have not registered yet, do so today at www.oceamember.org.

MEET & CONFERS IN PROGRESS

The PSU Executive Committee meets regularly with the Department and the County to discuss negotiable issues that cannot wait until contract time. Currently, PSU is working on an alternative schedule for camps and juvenile hall, less-lethal weapons for field personnel, gender-specific issues, Senior Deputy duties, and overtime distribution.

At our most recent meeting on March 24th, DJCO E-Board members met with the Department to wrap up the schedule revisions at Los Pinos. We also completed work on the new schedule matrix for Joplin Youth Center. The Deputies up there will soon be enjoying 4 day work weeks. The Department and PSU worked cooperatively on these issues for several months. We will now turn scheduling efforts toward YGC. Our members there can expect site visits from shop stewards and OCEA ER managers in the near future.

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SCOPO Representatives from all over the state meet at the 5th Annual Orange County Meeting hosted by OCEA/PSU

OCEA Presents the 6th Annual SCOPO

Meeting & Luncheon

Friday, April 24, 2009

Meeting: 9:00 am

Luncheon: 11:30 am

All OCEA members are welcome to attend both the meeting and the luncheon. Guest speakers will include the new president of CPOC as well as other notables. Lunch is by donation and proceeds will go to the California Peace Officer Memorial Fund

Executive Board Meeting

The monthly Executive Board meeting was held on March 5th at OCEA Headquarters. Information discussed related to ongoing grievances and investigations. Also discussed was the upcoming SCOPO meeting on April 24th that will be held at OCEA Headquarters. All PSU members are invited to attend the luncheon from 11:30 am—1:30 pm. Minutes of the meeting will be available at a later date.

Shop Stewards - Not Your Mom's Employee Rep

Meet & Confers Page 1 Other issues being worked on at this time include gender-specific shifts, renewal of the overtime agreement and several issues at Lacy Annex.

In cooperation with PSU, the department has completed the study on impact weapons and they will be distributed to deputy probation officers. We also continue to work on refining the senior deputy positions in both classifications.

If anyone has an issue they believe to be a subject of a meet and confer, please let your shop steward or executive board member know right away. You can also call your OCEA employee relations managers for guidance.

If you are fairly new to OCEA, you have likely already been in contact with a shop steward or employee representative as they are also called. The Department regularly invites stewards to JOCC to introduce OCEA benefits and programs. If you have been around awhile, you may not be aware of the number and location of stewards, particularly in the institutions. You may think these are the employee representatives of old. Stop and talk to one and you will find a big difference between the old days and today.

Shop stewards handle elections and voting on key issues. They perform site visits to field locations and institutions. Stewards are the key communication link between you and your bargaining unit. Stewards have been trained to field questions, research and provide answers to members and assist members with issues regarding their membership and insurance. PSU is the most active unit in OCEA.

We have over two dozen stewards located at almost all institutions and field offices. If you have thought about becoming more active in your union, becoming a shop steward is a great (and necessary) first step. All executive committee members must either be shop stewards prior to appointment or attend shop steward training within the first few months of their tenure. If you are interested in becoming a steward, contact Frank Flavin at OCEA.

The Political Scene

BUDGET MESS STILL UP IN THE AIR

The budget debacle is finally over..... or is it? With some give and take on both sides, the legislature finally resolved the budget issue for both the 08-09 and the 09-10 years. Unfortunately, nearly the entire deal relies on 5 initiatives coming before the voters on May 19th. If the initiatives fail, the budget will likely fail.

To make matters worse, even if the initiatives all pass, the budget will still be short by estimates of anywhere from 1.4-14 billion dollars or more. Needless to say, this looks to be a difficult year for negotiations. Nonetheless, we will negotiate in good faith on our side. Selection of coalition members of the negotiating team have

recently been conducted and the names of those who will sit on the team will be announced on the website. Your PSU Executive Committee will negotiate with the Department on unit-specific issues. We have several issues under consideration at this time. If you have anything you think should be considered for negotiation, please let your shop steward or executive committee member know right away.

With the budget handled for the time being, legislators are working overtime to meet their quota of bills for the year. A whopping 2500 bills have been introduced so far this year.

Among them, one bill we may wish to keep an eye on is SB 441, introduced by PSU and SCOPO friend, Senator Denise Ducheny. This bill is largely a placeholder at this time that will be fleshed out in the coming months. It is designed to create a new bureaucracy under the guise of "community corrections" and will address issues pertinent to both probation and parole. We'll keep you informed in the coming months on this and all bills of interest.

www.oceamember.org

www.scopo.org

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|-------------------------|-----------------|
| Chairman | |
| Steve Mata | (SAO) |
| Vice-chair | |
| Jeff Gallagher | (Juvenile Hall) |
| Secretary | |
| Helene Fowler | (SAO) |
| Members-at-Large | |
| Alex Galvan | (Juvenile Hall) |
| Steve Houze | (Juvenile Hall) |
| Rudy Zamudio | (Juvenile Hall) |
| Nate Padayo | (Juvenile Hall) |
| Denise Parker | (SAO) |
| Latanya Carter | (SAO) |

PSU Meeting Notes

The PSU Executive Board held their monthly meeting on April 2nd at OCEA Headquarters. Joining the board was shop steward, Ray Yarbrough from Los Pinos. The DJCOs of the board met earlier that day in an all day meeting to work on upcoming meet & confer and negotiation issues.

For the first time in awhile, the entire board was able to come together. Several important items were discussed. Vice-chair, Jeff Gallagher, announced the PSU negotiating team for the coalition bargaining (PSU bargains both with the coalition for wages and benefits as well as a separate bargaining unit for unit specific issues). They are: John Leos, Ray Yarbrough, Latanya Carter, Jeff Gallagher and Steve Mata. The E-board expects a tough bargaining year. Understanding the magnitude of the budget problem, the group committed to work cooperatively with the department on common issues of concern.

In other matters, the board looked over proposed PMI changes the department sent to OCEA. Most of the items are routine in nature and should not significantly affect our members.

Chairman Steve Mata advised that he has been working with the department to develop the Deputy Probation Officer Memorial and discussed the progress that has been made so far. Steve also asked that the DJCOs consider merging their current memorial located on the grounds of Juvenile Hall with the DPOs for a true Probation Peace Officer Memorial. Funding sources are currently being identified and a foundation is in the process of being put together. This is in concert with the department's centennial celebration scheduled to kick off the middle of April.

The PSU Executive Board Meetings are usually held on the 1st Thursday of every month. They are open to the PSU general membership. For further information call Sr. Employee Relations Manager, Frank Flavin or visit the Peace Officer section of the OCEA website at www.oceamember.org. While you are there, be sure to sign up for email updates. Registering will also get you access to the "members only" section of the site.

Probation Peace Officers Endorse OCERS Safety Candidate

It's that time again. The Safety Seat of the Orange County Retirement System is up for election. As a safety member of OCERS, you may have already received your ballot in the mail. If not, eligible members should expect it shortly.

Once again, the Probation Services Unit is proud to endorse Sheriff's Sergeant Richard A. White for the seat. Rich is ending his first term on the board and sought the endorsement of PSU for his next term. Rich has been a voice for us in a venue that does not always understand the perils of probation field and institution work. He has worked tirelessly for safety members during his tenure and PSU is proud to offer their endorsement for another term.

Rich joined the Orange County (CA) Sheriff-Coroner Department in 1980, and currently serves as a Sergeant in the Training Division. He is the Chair of OCERS' Investment Committee and a member of the Audit Committee. In 2007, Rich was also elected to the Board of Directors of the State Association of County Retirement Systems (SACRS), which is an association of 20 California county retirement systems enacted under the County Retirement Employment Law of 1937.

Ballots are due back to the Registrars Office by May 15th. Voting is by mail only. Please make sure you vote and mark your ballot for Richard A. White.

