

# PROBATION E-GRAM



Official publication, L.A. County Probation Officers Union, Local 685, AFSCME/AFL-CIO.

March 13, 2017

## Probation juveniles who participated in Fair Chance Hiring Job Fair receive personal letter from LA Mayor Garcetti

DPO Marsanell Page is very persistent in urging the juveniles on her caseload to take advantage of resources available to them that will assist them in rebuilding their lives after incarceration. Los Angeles is one of the cities that has adopted a new law that outlines how an employer must treat a job applicant who has a criminal history.



Before taking adverse action against an applicant, an employer must first perform a written assessment that links the applicant's criminal history with the position being sought by the applicant. The employer must consider the nature and gravity of the offense, the time since it has occurred, the nature of the position sought, as well as any rules or guidelines from the designated administrative agency responsible for enforcement.



Upon hearing of the Fair Chance Hiring Event, DPO Page gathered some of the juveniles she supervises to expose them to the process of seeking a job. Not only have probation officials noticed her work, but so has LA Mayor Eric Garcetti. The Mayor sent personal letters to DPO Page and the juveniles she supervises, recognizing their

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## Calendar of Events

### Stewards' Meeting

Thurs., March 30; 7:30pm

### General Membership Mtg

Thurs., April 13; 7:30 PM

### Meeting Location

AFSCME Local 685  
3701 Wilshire Blvd.  
Suite 510  
Los Angeles, CA 90010

## Send Us Your Stories!

We welcome any story ideas - anything from success with a probationer, to the birth of a child or retirement of a co-worker, to the effect of staffing shortages or workload requirements on your ability to do your job.

Please email your story ideas to Cookie Lommel at [clommel@afscme685.com](mailto:clommel@afscme685.com).

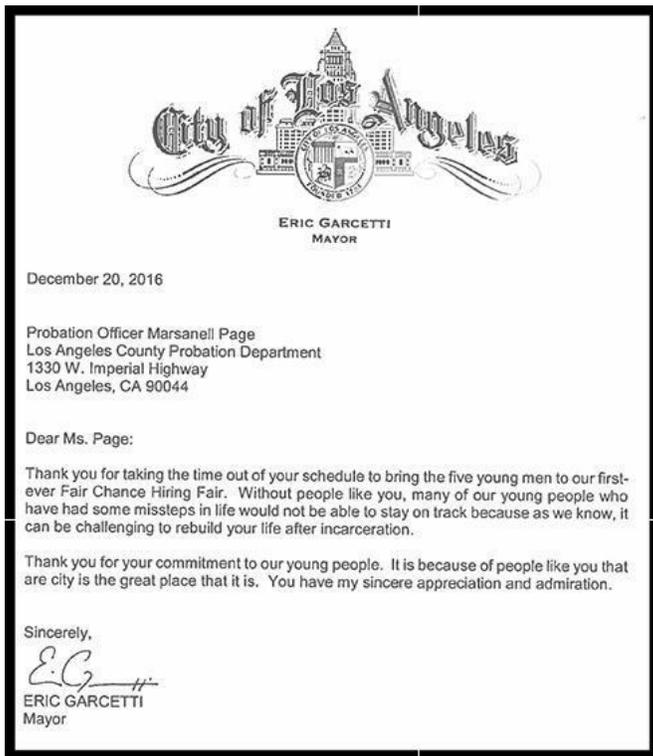
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## Member Benefits

[AFSCME Advantage](#)

efforts to turn their lives around. The letters included remarks such as, " How lucky they were to have such a dedicated probation officer as Ms. Page," and "It was clear that DPO Page clearly made sacrifices to help them and they should stay appreciative of that relationship."

The Local 685 Executive Board also sends the statement, "Good Job, Ms. Page."



## LA Times may agree with Probation: The sentence in this case is too lenient!

Could the *LA Times* be on the side of Probation in this case? When Patrick T. Lynch, former head of The LA Coliseum, was accused of taking weekly kickbacks for several years, his punishment included no jail time.



This sentence was much more lenient than the punishment recommended by Probation officers, who recommend a year in jail. Probation officials stated, "He violated a position of trust," adding that the crimes "cannot be minimized or excused" because he paid restitution and completed community service.

[Click here for Probation report.](#)

"This is a serious offense. He needs to be held fully accountable for his actions." Several government watchdog organizations have sided with Probation and criticize this plea deal, saying the punishment amounted to a slap on the wrist.

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### Classroom Learning

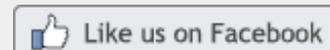
- See AFSCME programs for info

### Women's Leadership & Training

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Cases like this require a great deal of investigation, gathering documentation that supports the actions that took place. This case grew out of reports by the *LA Times* on financial irregularities at the Coliseum and Sports Arena, which Lynch managed for 17 years until he abruptly quit amid scandal in 2011.

The historic Coliseum, home to USC football and host to two Summer Olympics, is a joint property of the City, County, and State of California. While it is true that being a high profile leader of community-based organizations is certainly an advantage when facing a criminal proceeding, the truth of the matter is more complex than it seems.

We will keep our eye on this case as others involved begin sentencing later this month.

## Modifying Use of Force expectations and accurate reporting

This week, the Probation Department is modifying its approach regarding how managers will notify the Bureau Chief concerning Use of Force incidents and the accurate reporting of



those incidents. Effective immediately, DSB/RTSB

Managers shall report the following occurrences to the Bureau Chief immediately:

- Allegations of child abuse
- Excessive force
- Inappropriate behavior by staff
- Any major disturbance (involving 10 or more staff, youth or both)
- Any escape
- Any significant medical incident or serious injury requiring transport to a hospital

Though this information is specifically directed at managers, it is helpful for the staff to be aware how managers and supervisors are being instructed to approach and inform line staff. Managers shall make initial notifications by telephone to the Bureau Chief or his/her designee, and follow the initial notification with an email.

The initial notification of an incident must be immediate even if all of the facts are not known at the time. Once you obtain additional information, a subsequent e-mail is to be sent. To ensure accuracy in reporting, the Department expects you to instruct your Supervisory staff to inform you immediately when any of the above situations occur and that they provide you with as much relevant information as

possible following an incident.

Management shall meet, discuss, and make clear the Department's expectations regarding uses of force with Supervisory staff. Managers shall instruct supervisors to meet with their staff and to review the Safe Crisis Management Policy Directive 1194 (Safe Crisis Management) and ensure that staff understand that they are to use the least restrictive force necessary in all circumstances.

To ensure that these instructions are clear, each Supervisor shall complete a sign-off indicating that they fully understand these instructions. Copies of the sign-offs must be forwarded to the respective DSB/RTSB Special Assistant this week.

*News from the Chicago Tribune...*

## **Erasing yourself from the internet is nearly impossible. But here's how you can try.**

For those of us who spend a lot of time on the internet, there will be the occasional urge to simply disappear - delete your accounts, roll back your Google results and become invisible.



At this particular moment in time, a lot of people seem to be interested in making that a reality - or at least in trying to completely cover up their tracks. Signal, a text and phone-call encryption app that comes with a recommendation from Edward Snowden, recorded a 400 percent jump in downloads after the election. And while landlords, colleges and potential employers have examined the social-media presence of applicants for years, there are signs that this kind of scrutiny is close to getting much more invasive.

[Read more](#)

*News from the LA Times...*

## **A court is blocking L.A. County sheriff from handing over a list of 300 problem deputies.**

The Los Angeles County Sheriff's Department has collected the names of about 300 deputies who have a history of past misconduct - such as domestic violence, theft, bribery and brutality - that could damage their credibility if they testify in court.

Sheriff Jim McDonnell wants to send the names to

prosecutors, who can decide whether to add them to an internal database that tracks problem officers in case the information needs to be disclosed to defendants in criminal trials.

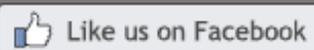


[Read more](#)

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