

PROBATION E-GRAM



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

November 14, 2016

Dear Members,

The 2016 General Election was filled with incredible lows...and incredible highs. Much has been written and said about the election of Donald Trump as our 45th President of the United States of America and though opinions vary widely on his ascendancy, one thing is clear: With Trump's anticipated appointment of a new Supreme Court Justice to fill the seat vacated by the death of Justice Antonin Scalia, the future of our strength to bargain strong contracts through our Union is at grave risk.



With a solid conservative majority, *CTA vs. Friedrichs*, which the New York Times declared "threatened to cripple the ability of public-sector unions to collect fees from workers who chose not to join and did not want to pay for the unions' collective bargaining activities," is likely to return to the docket and portends to decimate public sector unions. [Read more](#)

At the local level, the 2016 General Election was highly successful with the overwhelming election of two new members to the Board of Supervisors - both actively supported by Local 685. Congresswoman Janice Hahn has been elected to replace term-out Supervisor Don Knabe in the Fourth Supervisorial District, and Kathryn Barger, who has served on Supervisor Mike Antonovich's staff for decades - in recent years as his extraordinary chief of staff - will replace Antonovich in the Fifth District.



With both of these elections, Local 685 walked the walk and talked the talk with a significant contribution to the labor "independent expenditure" campaign through the L.A. County Federation of Labor, with direct contributions to the candidates, and with countless hours of Local 685 members precinct walking and phone banking. Both Hahn and Barger are strong supporters of public safety in general and probation services specifically, and we look forward to working with them - and the full board - in the years to come. (Supervisor Ridley-Thomas was easily re-elected to his seat.)



We are also pleased with the election of California's Attorney General, Kamala Harris, to fill the seat vacated by the retirement of United States Senator Barbara Boxer. Given her track record as an activist AG in Sacramento, we are confident that Senator-elect Harris is ideally suited to take on the challenging environment that she will face in our nation's capitol in the years to come! [Learn more](#)

In solidarity,



Ralph Miller, President
AFSCME Local 685



There's a New Chief in Town!

On Wednesday, Nov. 9, the Board of Supervisors appointed Terri McDonald, who until recently ran the County jail system, to head the L.A. County Probation Department. McDonald begins her job on Jan. 1, 2017, and will have an annual salary of \$316,342. Before her time with the Sheriff's Department, McDonald spent 25 years with the California Department of Corrections and Rehabilitation. The Supervisors also appointed Sheila Mitchell as Chief Deputy Probation Officer under McDonald at a salary of \$250,000 effective January 14, 2017. Additionally, both received a relocation allowance of \$25,000. Mitchell was the former chief of the Santa Clara Probation Department. [Read more](#)



Supervisor Hilda Solis called McDonald a "proven leader" and said she "will provide the seasoned command, leadership, and management skills that the County needs right now." Solis said the board had been looking for a candidate with a commitment to both public safety and the rehabilitation of offenders.

"We welcome the appointment of both McDonald and Mitchell and hope that they will bring much needed stability, and a willingness to collaborate with rank and file workers through our Unions, to the Department. Once on the job in January, we hope that the Board of Supervisors continues to recognize that McDonald and Mitchell have the expertise to run the Department, and we hope that our new Chief and Assistant Chief will demonstrate consistent respect for our collective bargaining agreement."

- *Ralph Miller, President, AFSCME Local 685.*

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Calendar of Events

Stewards' Meeting

Thursday, Nov. 17, 2016
7:30pm

General Meeting

Thursday, Dec. 1, 2016
7:30pm

Stewards' Meeting

Thursday, Dec. 15, 2016
7:30pm

Meetings are held at the Local 685 office

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.

[Email story ideas!](#)

The "Missouri Model" Will Be the "Louisiana Model" For Us

What is it like to shift from a corrections model to a rehabilitation model? Here is what has happened in Bridge City, Louisiana:



Since the L.A. County Probation Department has plans to switch to the Louisiana/Missouri Model, which focuses on rehabilitation on juveniles, it is helpful to know how other probation departments across the country adapted to this change. Louisiana was the first state to launch a Missouri-style program.

The "Missouri Model" is meant to be an answer to juvenile rehabilitation because it uses a therapy method to treat troubled juveniles, rather than having them tried as adults and placing them behind bars. According to an article posted on NOLA.com, the cost of this therapeutic model is \$60,000 per juvenile, per year. They live in dormitories, renamed to recovery code words, such as: Serenity, Hope, Pride, and Dignity.

Bridge City, LA, became a model facility after the Juvenile Justice Act passed in 2003. However, during the time that the Governor of Louisiana, Bobby Jindal, was in office, staffing was cut dramatically and conditions eroded. So the Missouri Treatment Model lasted from 2005 to 2008, but, 2008 was the beginning of the recession and budgets had to be cut all over the country. This shows when the political climate changes it impacts even well-performing programs. Clearly, Governor Jindal was more interested in privatization rather than the rehabilitation of young people.

Louisiana Judge Mark Doherty said at a hearing in early 2016 that the court has a "larger obligation" to make certain that children being sentenced to the facility are safe and able to be rehabilitated. That hasn't been the case at Bridge City for several years. In 2011, more than half of the documented fights between incarcerated juveniles at the state's three youth facilities occurred at Bridge City, according to another report in *The Times-Picayune*.

In February 2012, a 26-year-old female staffer was trapped in a dorm room for an hour while three juveniles threatened her with rape. The young men had taken her radio and disabled the phone.

"Bridge City for years was the model facility," former director of the Juvenile Justice Project of Louisiana Dana Kaplan said. "In the wake of reform, you really did see different outcomes happening at Bridge City." But the state didn't sustain reforms at its three juvenile detention centers, and Bridge City became the epicenter of problems.

Advocates for young people slipping into the clutches of the criminal justice system took to the steps of the statehouse and called on Governor Bobby Jindal to stop "backsliding" on his commitment to reform the state's notorious juvenile justice system and instead support programs that favor rehabilitation over punishment.

Member Benefits

AFSCME Advantage

Discounts and benefits for AFSCME members that can help stretch your dollars and make life a little easier.

- * AT&T Wireless Discounts
- * Energy Efficient Rebates
- * Health Club Discounts
- * Vacation Tours
- * AFSCME Credit Card

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Scholarships

Several scholarship programs are available for AFSCME members and their children. Select an individual scholarship for information on requirements and deadlines.

[Click here for details](#)

Education & Trainings

Our union is only as strong as our activist core. That's why AFSCME is dedicated to working with our affiliates to provide high-quality training for AFSCME leaders.

Online Learning

- See upcoming live online workshops
- See available self-paced courses
- Investor education for working families

Classroom Learning

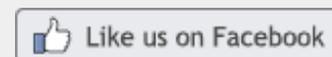
- See AFSCME programs for info

Women's Leadership & Training

Additional Resources

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In 2015, the unexplained death of a 31-year-old guard who collapsed at the facility while supervising a dorm of juveniles became a reason to dismiss Chief Basil C. Richards, a corrections veteran. The employee, Myesha Webb, was pronounced dead at an area hospital on Nov. 29, 2015. Then seven or eight teens attacked one young man while he was handcuffed and being escorted to the hospital for X-rays on his hand, which had been injured in previous fights. Also dozens of teenagers broke through locked doors and evaded staff for hours by jumping up on the roof and pulling ladders away from security staff.

Louisiana is supposed to have a top-notch program. The state's Juvenile Justice Act was based on Missouri's innovative programs, which emphasize rehabilitation. Young offenders who are locked up are supposed to attend classes and go through group therapy together. Former staffers at the Bridge City youth center said that it was common to have just one staff member in the dorms and that there was a lack of backup.

In Missouri, at least two staff members are with every group at all times, which should be safer. In June 2016, *The Times Picayune* published an article describing continuing violence at Bridge City Center for Youth, which was evidence that the reform effort initiated in 2003 is off track. Now, the Louisiana juvenile justice system does not seem to be rehabilitating many youth. Instead, the youth are being housed and released without any significant change to their behavior and perceptions. Sometimes, due to the mistreatment and the violence they have suffered while locked up, the youth become hardened and jeopardize themselves and their community.

[Read more](#)

Probation Goes To The Theatre: "Bars and Measures"

When you have clients on your caseload that are growing into the right directions and want to give them an extra push, check through our E-Grams, as we try to profile what your fellow officers are doing. It may inspire you to do something similar.



This was indeed a unique experience for the DJJ wards on DPO Marsanell Page's caseload to experience. After Judge Leventer raved about a play called "Bars and Measures," he then arranged for the Eastlake Court Judges and staff to go see the play and included DPO Marsanell Page because of all the special projects she completes for

the entire Eastlake Court. After seeing the play, DPO Page was motivated to take some of the well behaved juveniles on her DJJ caseload on a special field trip to Boston Court Theatre in Pasadena.

This play included several themes relating to identity, race, faith, and cultural attributes floating together in a kind of orchestrated wrangle between brothers over what truth is, what art is, what justice is, and what limits family loyalty might have. The play leaves the audience with a lot to think about.



This story centers on two brothers. One, a respected jazz artist who converted to Islam, and the other a Juilliard graduate more comfortable with classical music, trying to learn his brother's music both as a form of family bonding. It's also a way to support what he believes, to be his brother's innocence.

The DJJ wards that DPO Page included had a great deal to say about this entire experience. This was the first time any of them had attended a play, so they decided to write essays that included the following comments:

- "This play was very inspiring for me to stop listening to my ex-friends, but to listen to my family who always want the best for me."
- "This play was about two brothers who had a deep connection to each other, that I can understand. It also showed a man proving himself to the wrong people, when he ignored people who cared about him the most."
- "I felt the pain that one brother who was in jail felt, because I have been incarcerated before, and that brother had a struggle with his street name versus his birth name, the other brother thought it made him two different people. I can relate to that."

These juveniles also thanked Local 685 and Ms. Page for our support in their essays in the following manner:

- "I want to thank the Probation Officers Union 685 for sponsoring my first visit to the Cheesecake Factory."
- "I truly appreciate all the support and motivation toward a new starting point in my life."
- "This is the first time I have been to a restaurant like the Cheesecake Factory and actually eaten there."
- "I have never had a meal so good and in such a great environment; however, having an opportunity to eat like a family was the best experience of all."
- "I have never been to a restaurant like this, what an experience for me. It helped me open my eyes about life."
- "Thank you Ms. Page and the 685 Union."

DPO Page summarized this experience these young people had by explaining:

"The most important issues in the play for these youngsters was watching how the families in the play dealt with the identity struggle between their birth names and their street names. Both carried an entirely different persona. They were all so astonished watching how families struggled so much with this, as they watched how it played out in this play. It was so real to them, that some of the young people thought that the actors themselves had been incarcerated; however, one actor's mother was a probation officer and another had volunteered at several probation camps in L.A. County.

"Having dinner and sitting together like a family was another revealing issue for these youngsters. They talked so much about the atmosphere in the restaurant; they were so impacted they constantly talked about how it made them feel. These type of field trips really assist young people in discovering more about themselves and it is easy to see why so many reports say, having dinner as a family helps reduce the rate of recidivism."

Important Holiday Reminder From Stacy Ford

The holiday season is here and it's my favorite time of the year. I love the family get-togethers, family outings, outlet shopping, office parties, and potluck dinners.



Please let me warn my brothers and sisters in the Halls and Camps that management will issue a memo that will say, "No time off in November near the Thanksgiving Holiday and in December between Christmas and New Year's Day."

If your days off during this time period request is denied and you take the days off, you will be suspended from 1-15 days. But what if I [BM1] bring a doctor's note? If you "call out" and have not requested the time off, you are required to bring a doctor's note. Also, remember if you have any law enforcement contact, immediately report this to your supervisor. If you have any additional questions, send an email to sford@afscme685.com.

Happy Holidays!

Stacy Ford

