

# PROBATION E-GRAM



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

December 1, 2016

## Update: Late DPO Daniel Crespo

Lynette Crespo murdered her husband, Daniel Crespo, a probation officer and Mayor of Bell Gardens on September 30, 2014. On Wednesday, a plea deal was struck where the wife of the late Daniel Crespo would plead guilty to voluntary manslaughter and receive 90 days in County jail, complete 500 hours of community service, take an anger management course. She will be placed on probation for five years.



When Daniel Crespo was killed in 2014, this was a huge shock to the small community of Bell Gardens where he lived and had been on the City Council for more than a decade. Additionally, he worked as an LA County Probation Officer, portraying himself as an incorruptible crusader waging a one-man battle against injustices.

According to a 2014 article in [Governing.com](#), critics described him as "a stubborn Don Quixote who saw, or imagined, corruption everywhere, a moralist who wasn't above making his own threats."

[Read more.](#)

## Los Angeles County Is A Drug Free Workplace: A Message from Human Resources

*Sent out by the Los Angeles County Departmental Human Resources*

On November 8, 2016, California voters passed Proposition 64, which legalized the recreational use of marijuana for adults aged 21 years and older. The CEO's Office of Marijuana Management has been established to implement the marijuana policies of the Board of Supervisors and to coordinate with County departments to

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## Calendar of Events

### 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](mailto:clommel@afscme685.com).

[Email story ideas!](#)

develop regulations that preserve and protect the public's safety.

DHR will work with the Office of Marijuana Management to review the initiative's impact to our existing human resources policies, procedures, and guidelines, and as appropriate, create new policies in order to comply with Proposition 64.



This is a reminder that the County has a responsibility to establish, maintain, and promote a healthful and safe working environment and to protect the safety and health of the public.

In accordance with the federal Drug-Free Workplace Act of 1988, the Controlled Substances Act, Board of Supervisors Policy Manual (Policy Number 9.050, Drug Free Workplace Program) and County Code (Code 2.126, Smoking in County Facilities), the use or consumption of drugs, including marijuana, or alcohol in the workplace or reporting to work under the influence is strictly prohibited.

Employees are to be reminded that:

- Possession or selling of non-prescribed drugs or narcotics while on-duty or on County property is prohibited.
- Operation County vehicles, equipment, or personal vehicles for County business, while under the influence of alcohol, non-prescribed drugs or narcotics or the influence of prescribed drugs which impair safety, is prohibited.
- Employees must continue to comply with reasonable suspicion drug testing and drivers of commercial vehicle are subject to the Department of Transportation Random Drug and Alcohol Testing Program.

## Coalition of County Unions Secures Right for Employees to Appeal Denial of Promotion or Transfer Based on Criminal History

Over the last two decades, the Board of Supervisors has continuously expanded the County's ability to use an employee's criminal history to deny promotions or transfers, leaving employees with little recourse to prove that his or her criminal record will not impact future career opportunities. Specifically, the County's policy did not contain language allowing for "Appeal Rights."



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Although not stated as the policy, upon being notified of disqualification of a promotion or transfer the employee could request and receive the basis for the decision to disqualify him or her. There was no process to appeal the denial of promotion or transfer; therefore, the only recourse for the employee was to take their case to court.

The Coalition believes that it is critically important to have the "Appeal Rights" provision contained in the policy so that both management and the impacted employee are aware of the employee's rights. We entered negotiations with the County and have reached agreement on a new article on "Appeal Rights" that specifically says:

"Candidates who are disqualified based on conviction history information shall be notified in writing. If you can show that an error was made in determining your eligibility based on conviction history information, you may file an appeal with the Department of Human Resources."

Upon filing of a protest, the Director of Personnel has 60 days to respond. If the Director does not respond, or if the Director denies the protest, the employee may file an appeal with the Civil Service Commission.

## Probation Officers are Very Important to White House Staff

Sometimes, as probation officers, we don't realize how important our positions are to the communities we live in and serve. For example, if President-elect Donald Trump taps former General David Petraeus to be his Secretary of State, Petraeus has three days to notify his probation officer about his new job. He also needs to tell the probation officer before he leaves North Carolina and have his work travel approved by his probation office.

Petraeus, once a widely celebrated military leader, oversaw operations in Afghanistan and Iraq. He was sentenced on April 23, 2015, to serve two years of probation and pay a \$100,000 fine for sharing classified information with his biographer and lover, Paula Broadwell. "The defendant shall notify the probation officer within 72 hours of any change in residence or employment," [read a court judgment](#), which was reported first by *USA Today*.



"The defendant shall not leave the Western District of North Carolina without the permission of the Court or probation officer. Travel allowed for work as approved by US probation office," the document also said.

Additionally, if Petraeus were to become Secretary of State, he would be subject to warrantless searches by his probation officer -- including the possibility of searching a work device such as a laptop or a phone.

"The defendant shall submit his person, residence, office, vehicle, and/or any computer system, including computer data storage media, or any electronic device capable of storing, retrieving, and/or accessing data to which they have access or control, to a search, from time to time, conducted by any U.S. Probation Officer and such other law enforcement personnel as the probation officer may deem advisable, without a warrant," the document read.

So the next time you feel you have a small territory, read this article and know probation officers influence reaches all the way to The White House!

[Read more.](#)

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