

PROBATION E-GRAM



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

January 15, 2016

A Promotion Odyssey

When DPO II Herman Edwards was promoted to the Field, it took him four and a half years to fully realize that promotion. Here is the story of DPO Edwards, who now works at the Antelope Valley AB109:

"A lot of people don't understand the process in getting a promotion in this Probation Department; it is not something that happens overnight. I applied for a DPO II position to go into the Field in August 2008 and took the test in December 2008. I received my results in January 2009, and was on the list for DPO II Camp and Field when I was offered a DPO II Juvenile position in the Antelope Valley.



"I met with my Director and my Supervisor and thought I would be moving within 30 days; however months went by instead. I started writing emails to the Director and the Supervisor and their response was, 'your paperwork has not been processed yet.' When I wrote a letter to the Probation Chief - Blevins at that time - I got a couple of phone calls back but still, nothing happened.

"At that time I was told there was a hiring freeze. More time went by and I decided to go to the Union and file a grievance; Sue Cline and Jonathan Byrd represented me. After the hearing, I had several conversations with Byrd, time went by again, and Byrd came to me, and asked, 'They haven't moved you yet?' Suddenly I got a call from Downey to do a Livescan. The next call I received they wanted to promote me to Camp Munz. I replied that I wanted to go to the Field.



"In 2010, they finally talked me into going to Camp Munz; however, Byrd was still helping me, and I kept fighting to go to the Field. They then told me they did not have 'backfill.' I always understood that I had to give the union something to work with, and so I maintained very good evaluations. I never called out, and was never late as this was part of my fight to get the promotion I deserved.

"While I was fighting I was quiet, stayed to myself, and talked only to Byrd and Sue. One of the hardest things was listening to some of my co-workers who would say, 'Oh man! They are doing you wrong. Get a lawyer!' I decided to stick with the Union.

"The Union fought for me, and now I have been a DPO II for seven years. I really trust Byrd, and when I finally got my promotion in 2011, Byrd and Sue made sure my pay was retroactive back to 2009 and that the time and title were updated. I was definitely made whole.

"People are so afraid they won't get a promotion that they don't commit to the fight. You don't have the promotion NOW!! What are you going to lose by fighting for it?"



Local 685
Chief Steward/Second VP
Sue Cline

“IF YOU’RE NOT AT THE TABLE, YOU’RE ON THE MENU.”

MICHAEL ENZI

Criminal Justice Should Not Be Profit Center

by Laura Reyes, Secretary-Treasurer, AFSCME International

It will take all of us working together to fight corporate greed, particularly when it comes to our nation's prisons, where billion-dollar corporations have moved in to profit on human misery.

AFSCME represents 85,000 corrections officers across the country, as well as mental health workers, parole officers, nurses and others throughout the criminal justice system. We see what happens when correctional facilities are sold to the highest bidder. And we know firsthand that the goal for these companies is not to protect our communities but to make money.

Our criminal justice system should not be powered by companies with a profit incentive. Upholding the law is inherently a function of government. It was never meant to be profitable. The top priority in any prison should be community safety.

[Read More](#)



Laura Reyes,
Secretary-Treasurer,
AFSCME International
Union

AFSCME's Enemies Look to the Supreme Court

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Calendar of Events

Shop Steward's Meeting:
Thursday, Jan. 28, 2016
7:30 PM

General Membership Meeting:
Thursday, Feb. 11, 2016
7:30 PM

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!](#)

Member Benefits



The U.S. Supreme Court agreed to hear *Friedrichs v California Teachers Association*, a case with the potential to make "right-to-work" the law of the land in the public sector and undermine workers' right to collectively bargain over wages, benefits and working conditions.

[Click here](#) to get answers to your questions about this important case that threatens to further decimate our Middle Class:

- What is this case about?
- How would our Councils and Locals be affected?
- How would workers be affected?
- What happens if the Court rules against us?
- When is the decision likely to be issued?
- What do we do in the meantime?

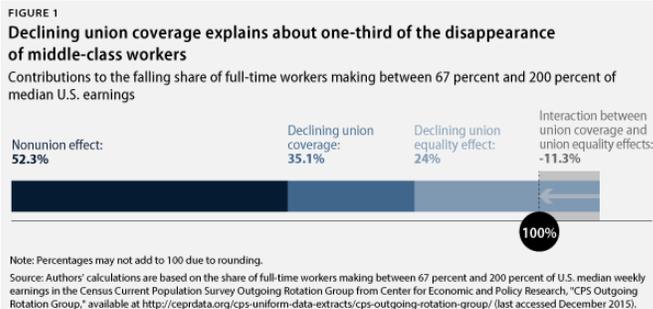
[Read More](#)

What Do Unions Do For The Middle Class?

Excerpted from the Center for American Progress

The United States has long called itself a middle-class nation. But that statement is less true today than it was 30 years ago. A [recent report](#) by the Pew Research Center showed that the share of adults in the middle class - defined as adults whose households make between 67% and 200% of median U.S. income - fell from 61% in 1971 to just 50% in 2014.

A new report issued by the Center for American Progress finds that the decline in union coverage accounts for 35% of the falling share of middle-class workers and that the combination of the shrinking share of union workers and the reduction in the union equality effect explains almost half of the decline in middle-class workers. [Read more](#)



[Click here](#) to view image on your screen or mobile device.

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

[Click here for details](#)

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

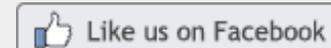
- See AFSCME / National Labor College programs

Women's Leadership & Training

Additional Resources

[Click here for details](#)

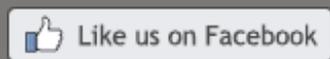
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