

PROBATION E-GRAM



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

January 7, 2016

STATE OF OUR UNION

Dear Sisters and Brothers,

2015 was an extraordinary year that saw dramatic changes in the Probation Department, in the composition and style of the Board of Supervisors, and in our wages, benefits, and working conditions. The hard work of the Local 685 Executive Board delivered - despite the tragedy of the passing of two of our stalwart leaders: Steward's Chair Bernie Cade and Chief Steward/Second VP Sue Cline. [Click here](#) to read about our victories.

2016 has arrived with a full plate of crises and opportunities that will continue to demand our full and tireless attention. [Click here](#) to learn more about what's on our plate.

Our plate is full, but with the solid backing of Local 685 members, we are focused and ready to do our job!

In solidarity,

A handwritten signature in black ink that reads "Ralph Miller".

Ralph Miller
President

2015 Accomplishments

A successor Unit **Memorandum of Understanding (MOU)** that includes:



- 10% pay raise over three years.
- 2% special Advanced Educational Degree bonus.
- Increase in the number of sick days.
- 70% increase in our Uniform Allowance.
- A comprehensive study to enhance public and personal safety, that includes:
 - Professionalizing the Juvenile Halls;
 - Instituting a bonus for all high risk offender assignments (both juvenile and adult) and specialized cases in all units - field, camps, halls, and transportation; and
 - Establishing a DPO III position to serve as a Training Officer, or to handle highly complex and specialized cases under AB 109 and SB 678 programs.

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Calendar of Events

General Membership Meeting:

Thursday, Jan. 14, 2016
7:30 PM

Shop Steward's Meeting:

Thursday, Jan. 28, 2016
7:30 PM

IMPORTANT NOTICE:

We have a new address!
3701 Wilshire Blvd.
Suite 510

A successor **Fringe Benefit MOU**, which was approved by the Board of Supervisors earlier this week, that includes:

- **Choices:** 18.5% increase in the County's contribution toward our health and dental premiums. By 2018, your annual allowance will have increased by as much as \$4,130 (an increase of \$344 per month for families of 3 or more).
- **Cesar Chavez Holiday:** The first new paid holiday in 30 years.
- **Paid Vacation:** Employees with 20 or more years of service will accrue an additional 8 hours per year, to a maximum of 40 additional hours of vacation.



Additionally, in 2015 we saw:

- The swearing in of two new labor-backed members of the Board of Supervisors, Hilda Solis and Shiela Kuehl, creating a solid pro-worker majority on the Board.
- The **resignation of Chief Probation Officer Jerry Powers**, who steadfastly refused to follow the terms and conditions of our legally binding contract with the Board of Supervisors.



2016: A Year of Crises & Opportunities

2016 has arrived with a full plate of crises and opportunities that will continue to demand our full and tireless attention:

- An ongoing effort to resolve the more than 100 Unfair Labor Practice charges filed against the Probation Department for failure to follow the policies and procedures in our contract with respect to promotions, discipline, and a host of other grievances.
 - *Why is it taking so long for the Employee Relations Commission (ERCOM) to hear our grievances? Because **the entire Commission resigned in 2013** in protest of draconian changes imposed upon them by the former majority of the Board of Supervisors. The newly elected Supervisors have committed to restoring ERCOM under the equitable rules in January 2016.*
- Implementation of our contractually-mandated study to enhance public and personal safety, specifically professionalizing the Halls, creating a new DPO III position, and instituting a bonus for all high risk

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

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

- assignments.
- Search for a new Chief Probation Officer who has the qualifications and experience to manage the second largest Probation Department in America while respecting and following the contract between our great Union and the Board of Supervisors. In the meantime, experience has shown that **Cal Remington**, who is returning as Interim Chief, is more sensitive and open to the needs of employees, and he respects our contract!
 - The election of two new members of the Board of Supervisors to replace termed out Supervisors Don Knabe and Mike Antonovich.
 - **Two possible ballot initiatives** - sponsored by former San Jose Mayor Chuck Reed and former San Diego City Councilman Carl DeMaio - that, if approved by voters, would permanently decimate our retirement security.
 - A U.S. Supreme court ruling on the case CTA v. Friedrichs, **a lawsuit that challenges the authority of Unions** to collect dues. **Click here** to see what this case is really about.
 - And of course, election for the new president of the United States of America!

Classroom Learning

- See AFSCME / National Labor College programs

Women's Leadership & Training

Additional Resources

[Click here for details](#)

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FRIEDRICHS v. CALIFORNIA TEACHERS ASSOCIATION



A **bad decision** from the U.S. Supreme Court could limit working people's ability to negotiate better wages, benefits and working conditions.

An illustration of a worker in a red shirt and yellow hard hat holding a megaphone. To the right, a group of seven workers in various colored shirts and hard hats stands in a line.

Higher wages.
Better benefits.
Workplace safety.

Union workers earn \$207 more per week than nonunion workers.

Unions make communities stronger by advocating for smaller class sizes for our children and better patient-to-staff ratios in our hospitals.

So what is this case really about?

Greedy CEOs and wealthy special interest groups want to manipulate economic rules in their favor and make it even harder for our public servants—our teachers, firefighters and nurses—to speak up together and fight for what's good for our families.



**AMERICA'S ECONOMY IS
ALREADY OUT OF BALANCE.
A BAD DECISION HERE WILL
MAKE IT WORSE.**

#WorkTogether

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