

PROBATION E-GRAM



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

June 20, 2016 - Updated



Campaign Restore

Spotlight on 4850 Time

"Several months ago, Local 685 brought to Probation management's attention that employees on 4850 leave (worker's comp for peace officers) were experiencing an interruption of bonuses during the period of their leave. After researching this matter, it was determined that, consistent with California Labor Code 4850, eligible employees are entitled to full compensation during the period of leave, including any bonuses they received prior to their injury," explained Dewitt Roberts, Probation Department consultant.



On June 13, 2016, Interim Chief Cal Remington issued an email stating that effective immediately, employees who are on 4850 benefits shall not experience interruption of any bonuses they were receiving prior to the commencement of their leave. He further stated, "The Department is committed to identifying back pay for employees who were not paid their bonus while on 4850 leave for the period beginning November 2012 through June 2016 per agreement with Local 685."

In case you are unaware of how this law is implemented, "4850 Time" refers to Labor Code Section 4850, which provides up to one year of leave of absence, at full pay, without tax deduction for public safety personnel when they are temporarily or totally disabled due to an industrial injury. It is important to note that this claim is payable up to one full year of payments, and is not limited to the one calendar year immediately following the date of injury.

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Calendar of Events

Shop Steward's Meeting
Thursday, June 30, 2016
7:30pm

General Membership Meeting
Thursday, July 14, 2016
7:30 PM

AFSCME International Convention
July 18-22, 2016
Las Vegas, NV

Shop Steward's Meeting
Thursday, July 28, 2016
7:30pm

13th Annual Scholarship & Awards Banquet
Friday, August 5, 2016
Universal City, CA

Meetings are held at the Local 685 office
3701 Wilshire Blvd.
Suite 510

The benefits of this claim may be paid during discontinuous periods of time, which ultimately total one year of payments. This salary continuation benefit is paid in lieu of workers' compensation temporary disability benefits. Leave of absence, pursuant to this Code section, does not count against personal family medical leave benefits that are given workers according to California state law.

Upon expiration of Labor Code Section 4850 payments, if the employee is still temporarily disabled, the injured worker is eligible to receive workers' compensation temporary disability benefits. There are certain time limits within which an injured worker can receive temporary disability benefits, and these time limits may vary depending on the worker's date of injury. In most cases the temporary disability benefits will not be paid beyond 104 weeks of payments.

Labor Code 4850 does not apply to all law enforcement staff; those staff member who are non-sworn or civilian personnel, such as dispatchers, mechanics, records personnel, maintenance workers, communication officers, secretaries, administrative

[Click here for more info on Labor Code Section 4850.](#)

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

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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

Supervisor Hilda Solis Declares: Safety of Probation Officers At Top of Her List

As the new Hope Center at Camp McNair is being reconfigured, decorated, and uplifted, Supervisor Solis wanted the message to be clear to line staff that Probation Officer safety is at the top of the list.



Local 685 union representatives Eddie Chism and Stacy Ford participated in a group that witnessed how the rooms were being painted with soft colorful colors, some doors removed from rooms, old institutional type furniture being replaced with sofas, inviting chairs, similar to what would be in your living room. These are the "Cool Down" rooms where kids who may be acting out, can be deescalated before they become beyond volatile.



Ben Polk, Justice Deputy for Supervisor Solis, led a group of approximately twenty probation department managers and line staff to observe this transformation from a "locked up"

environment to an open door atmosphere. "We talk to management all the time, but we want to be certain that line staff will be a part of this makeover." This two-hour tour was designed to show how the department plans to implement the redefining of the SHU.

Included with the change in furniture and atmosphere, a new process will be unveiled that is being described as:

1. First, an out of control juvenile will meet with the supervisor of the unit;
2. Next, he/she will spend time in the "Cool Down" room, where they will be reassessed, and they may spend time with a Therapy Dog the Department will bring in, and they may be given a modified program; and
3. The juvenile will then be returned to their room.

This may sound simple, but these youngsters will have to "work their way out of this process." While they are cooling down, staff will consistently counsel them - the Department wants staff to have the ability to talk these youngsters down in order for them to return to their rooms. The Department wants staff with sharp deescalating skills and keen counseling abilities.

"Staff will need training. Counseling is something that line staff does now; however, the emphasis that is now being placed on counseling is not what we are being taught at our training center," explained Stacy Ford. "Not only will line staff need training, they will need support to make a change of this magnitude."

During the discussion, it became clear that management had not given line staff a clear presentation of how these new methods will be implemented. "Most of the present staff have Criminal Justice degrees, and we have been hired to detain minors. This is indeed something different," said Ford. "No one communicated to line staff that kids can be contained when they become outrageously assaultive. We were under the impression that kids could not be contained at all, which could put staff in a dangerous position," said Chism.

"More Communication is needed," said Ben Polk. "This is the reason we want to talk with line staff, we want them to be fully engaged in this process with us."

- Investor education for working families

Classroom Learning

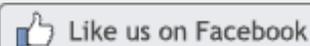
- See AFSCME programs for info

Women's Leadership & Training

Additional Resources

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SCOPO Report: Probation Issues Brought to Assemblyman Luis Alejo

Local 685 sent three representatives to a recent meeting of the State Coalition of Probation Organizations (SCOPO) to gather information that will allow your leadership to keep you informed. Mike Davis, Eddie Chism, and Anthony Davis all attended the meeting, which was in Monterey. Rank and file Deputy Probation Officers from multiple agencies in California attended to share ideas and discuss issues that affect our work in Probation.



During this meeting, several topics were discussed, including this year's law enforcement budget, which is \$10.6 billion. The keynote speaker was Assemblyman Luis Alejo. He is the author of AB 1585: Protecting Victims of Human Trafficking, which helps victims of human trafficking recover from emotional distress. Local 685 representatives were the first to ask how much of the budget would be allocated to California's Probation Departments.

Another hot item was the concern of utilizing a dog to provide emotional support for people in legal proceedings. Currently, L.A. County already uses dogs to sniff out drugs.



What's different about emotional support dogs is the way they are trained. These service dogs will be part of the rehabilitation for juveniles in detention centers. The L.A. County Sheriffs' Department recently announced that it would be using therapy dogs for human trafficking victims.

During the meeting, other groups looked to us as the leader and innovators of probation, and delved into the enhancements achieved in our most recent contract negotiations.

Legislative Corner

By Tim Yaryan, Legislative Counsel and Advocate

Governor Brown released the May Revision to his 2016-17 January budget proposal, reflecting both fiscal and political changes that have taken place since then. The news for cities and counties is generally positive despite changes to revenue projections.



[Click here to read more.](#)

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