

PROBATION E-GRAM



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

June 3, 2016

Victory! The "Promotions Debacle" has - at long last - ended

After processing more than 50 individual employee appeals, pursuing five Unfair Labor Practice charges, prosecuting one Superior Court lawsuit, and filing an appeal, our Union has successfully resolved our fight with the Department over its illegal withholding of promotions to more than 100 members due to the previous administration's discipline policy.

"Although this victory was long in the making, our Union maintained its resolve and did not lose patience. Our members and our leadership demonstrated that we are warriors who will not give up the fight," explained Local 685 President, Ralph Miller. "As with all victories, this was a team effort, and our team starts with you, the members, who put in the hard work every day to make the Department successful."



Your Local 685 team included President Ralph Miller, Treasurer Jonathan Byrd, along with the entire Executive Board, and our attorneys Esteban Lizardo and Don Washington were important in negotiating the terms and conditions of this important settlement.

(A) The settlement will result in all previously withheld Local 685 bargaining unit members being promoted effective May 16, 2016 (with actual placement by August this year). As part of the settlement, each employee's "Seniority On Item" date will be adjusted to the date they first were denied a promotion. The Seniority On Item date adjustment will apply to all bargaining unit employees whose promotion was withheld, including employees who

In This Issue...

[Promotional Process](#)
[SB 1286 Update](#)
[Gender Wage Gap](#)
[Calendar of Events](#)
[AFSCME Advantage Benefits](#)

Calendar of Events

General Membership Meeting:

Thursday, June 9, 2016
7:30 PM

Shop Steward's Meeting:

Thursday, June 30, 2016
7:30pm

AFSCME International Convention

July 18-22, 2016
Las Vegas, NV

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
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

be able to obtain a promotion following an initial denial. This means that each employee's promoted pay rate will be higher as their rate will be adjusted to reflect all step increases for the time period each was denied their promotion.

(B) Despite Local 685's significant efforts, the Department was unwilling to provide any express retroactive back pay for the denied promotion time, and made the denial of retro back pay a "deal breaker" on their part. Our Executive Board ultimately determined that achieving the denied promotions with adjusted Seniority On Item dates was better than continued warfare with the possibility of not achieving back pay in the Unfair Practice matters or lawsuit appeal.

(C) As part of the agreement, the Department agreed to rescind the Notice 1706 and Notice 1707, which were unilaterally issued in January 2016 without bargaining with Local 685. Instead, the Department issued two Revised Notices (N1706 and N1707) last week regarding hiring and promotion processes that were negotiated with Local 685.

(D) In exchange for the promotions and Seniority On Item date adjustments, Local 685 also agreed to dismiss our five Unfair Practice charges, the Superior Court lawsuit, and the POBAR Appeal.

(E) Staff impacted by this agreement will receive a notice from the Department outlining their effective date of promotion and step pay rate. For those receiving their promotions, the step increase should be in the June 15, 2016, paycheck.

This settlement represents a fundamental change in the way Probation Department Executive Leadership, under the direction of Interim Chief Probation Officer Cal Remington, relates to Local 685 as a major stakeholder in labor-management relations. The settlement agreement recognizes and embraces the process of meeting and conferring with Local 685 on proposed changes in the "terms and conditions of employment" for bargaining unit members.

This settlement also sets the stage for eliminating the "Department against the Union syndrome," and ushers in a more effective way of communicating and resolving labor-management problems that is markedly different from the prior administration. Interim Chief Cal Remington has brought in a team of experts that understand the need for credibility, trust, and relationship building, which was demonstrated several times over in working on the settlement.

For Local 685 members that were adversely impacted by the prior administration's unilateral implementation of its discipline policy that disqualified bargaining unit members for promotions, the settlement will result in more than 50 immediate promotions to higher-level positions within the bargaining unit. The Department and Local 685 also reached an agreement on a fair and reasonable Discipline Policy with an education based component, which permits employees to demonstrate their commitment to improvement and correction to meet departmental requirements.

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

Classroom Learning

- See AFSCME programs for info

Women's Leadership & Training

Additional Resources

[Click here for details](#)

Update on SB 1286 (Leno)

Backed by ACLU and other advocacy groups, Senator [Mark Leno introduced SB 1286](#) in response to public desire for law enforcement accountability. Yet before SB 1286 was introduced, Senator Leno did not reach out to California Peace Officers Association (CPOA) or any law enforcement for input. Associations subsequently relayed concerns over the bill, which was introduced in an attempt to align California with states like Texas and Florida with respect to public access to officer conduct records. Though the authors of this bill say it is aimed at the police, the text clearly states "Peace Officers," so we were not in favor of this bill. CPOA joined our colleagues in voicing public opposition to this bill in both policy and fiscal committees.



Last week, at the Senate Appropriations Committee, the bill ultimately failed. According to the Daily Journal, the Appropriations Committee "Didn't vote for it, didn't vote against it, they just left it on suspense.... killing it without any fingerprints." explained Jim Ewert, General Counsel for the California Newspaper Publishers Association, a co-sponsor of the bill.

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Audit finds gender wage gap persists in some California counties

[Auditors examining pay data](#) for more than 100,000 Californian employees finalized a report, concluding an unfortunate injustice. In the examined counties of Fresno, Los Angeles, Orange, and Santa Clara, 'a gender wage gap continues to exist' in reports which that covered 2010 to 2015 .

Jim Miller with [The Sacramento Bee](#) explains:

The audit's authors said they found no evidence of intentional gender discrimination. Rather, they said, differences often reflect how long an employee has been in the same job, full- or part-time employment, as well as starting salaries, which can hinge on pay and experience in prior jobs.

What can be done? For starters, the Bureau of State Audits recommends that lawmakers require counties to better track gender pay differences. Look for more updates on this story as this critical conversation continues.

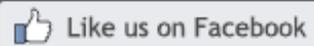


*Gov. Jerry Brown stands to applaud female factory workers from WWII as he visits the Rosie the Riveter National Monument to sign an equal pay bill into law last year.
Photo: Kristopher Skinner, TNS*

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