70th Anniversary of AFSCME Local 685

Our Union, AFSCME Local 685, was founded in 1945 by a group of World War II veterans who sought to create an outstanding Probation Department for Los Angeles County. The new Union was granted a charter by AFSCME. In 1969, under the strong leadership of John Seferian and Henry Fiering, the union won an election that made Local 685 the recognized certified majority representative of all employees in the County Probation Series and, later on, in the Detention Series.

Special Notice to Local 685 Members Regarding Your County Email

If you have received any email correspondences regarding promotions, transfers, bids, discipline, settlement, or any other Human Resource/ Payroll communication, you must keep hard copies and/or forward the email to your personal email. This is particularly critical if the issue is still open and the email is 2 years or older.

The DeMaio/Reed Ballot Measure......It Goes Too Far

Source: www.LetsTalkPensions.com

The ballot measure proposed by former San Jose Mayor Chuck Reed and former San Diego City Councilman Carl DeMaio is a dramatic attack on the retirement security of teachers, nurses, firefighters, police and other public employees. Disguised as the "Voter Empowerment Act," the measure undermines benefits to existing and new employees.

- It eliminates vested constitutional rights by gutting the "California Rule" that forbids reductions in benefits promised to current employees.
- It eliminates pensions for all new public employees and restricts them to 401K style plans, or nothing at all, unless voters approve a benefits package.
- It closes defined benefit retirement plans and prohibits paying debt, eliminating the sustainability of CalPERS, CalSTRS and other plans.
- It eliminates current death and disability benefits for new firefighters, police and other public employees, and provides no guaranteed

In This Issue...

- Retirement At Risk!
- LAPD Looking for Good Samaritan
- Banquet: Friday night!
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Unit 701 Tentative Agreement

Local 685 members will soon be receiving a ballot to approve our tentative contract, which the Executive Board and the full Negotiations Committee strongly endorses. The full Tentative Agreement can be read here. The following are a few details:

PAY RAISE: 10% cost of living adjustment,
replacement of these important benefits.

This ballot measure will harm California’s economy and cost taxpayers millions, perhaps billions. The LAO says there is “significant uncertainty” about its impact.

- Every contract in the state - no matter what level of government - could be on the ballot, costing school districts, cities, counties and the state millions to hold these elections.
- It will unleash lawsuits that will cost taxpayers millions as the provisions of the measure are litigated and could cost pension plans their tax exempt status as voters modify pension rules.
- It will reduce retirement income for millions of Californians that fuels our economy. For example, the $12.7 billion CalPERS paid benefits results in $30 billion in economic activity. Some $4.5 billion is injected into our state’s economy from CalSTRS.
- Many public employees (for example, teachers, firefighters and police) do not receive Social Security; this measure will undermine the ability of retirees to live with dignity. The average pension for CalPERS retirees is just $2,784 per month; for CalSTRS retirees it is $3,639.
- It will be difficult to recruit and retain teachers, firefighters, police officers and other public employees if promised benefits can be taken away.

This ballot measure is unnecessary and will undermine reforms made by Governor Brown

- Governor Brown and the Legislature have already passed major changes in the state pension systems. $100,000 benefits have been all but eliminated. Retirement age has been increased. These changes will save over $55 billion in retirement costs.
- Public employees must now pay at least half of their pension costs.
- This measure permits voters, without collective bargaining, to increase or decrease compensation and retirement benefits of government employees, undermining the ability of elected officials to bargain and agree on final contracts. It forces ballot box decisions on complex issues that should be settled at the bargaining table.

This measure is being funded by the same failed politicians and Wall Street bankers who drove the economy into ruin and will profit from risky 401K style plans.

Read more at: www.LetsTalkPensions.com

Request For Your Assistance

The LAPD is attempting to locate a female LA County Probation Department employee (Good Samaritan) who is a possible witness to a traffic collision.

On July 29, 2015 at 10 AM, a traffic collision occurred in Canoga Park between a motorcyclist and automobile. The off-duty Probation employee at the scene performed CPR to the motorcyclist until paramedics arrived.

However, this off-duty employee left the scene prior to being questioned by the LAPD as a witness to this accident. The LAPD described the employee as a female Hispanic, 25 - 30 years of age driving a black Jeep.

LAPD is seeking the Probation Department’s help in identifying this good Samaritan. If you know are, or knows over three years, to keep pace with inflation.

- 3% effective 7/1/2015;
- 3% 7/1/16;
- 2% 7/1/2017, and
- 2% 1/1/2018.

EDUCATION BONUS:
2% special Advanced Educational Degree bonus for Probation employees that complete a Master’s Degree from an accredited college in the field of Criminal Justice, Psychology, Counseling, or a closely related field.

SICK DAYS:
Increase in the number of sick days employees can accrue annually from 8 to 12 days over the three-year term. Bargaining unit members will be able to buy back a maximum 6 sick days annually - if they do not use any sick days.

UNIFORM ALLOWANCE:
Increase in the Uniform Allowance from $500 to $850 over the MOU term.

ARMING:
New MOU provision for “Arm on Request” - employees to make a written request to be armed due to the nature of their assignment, such as the gang and other high risk assignments.

Calendar of Events

12th Annual Scholarship & Awards Banquet
Friday, August 7, 2015
6:00 PM
Click here for more details

General Membership Meeting
Thursday, August 13, 2015
7:30 pm
Click here for full calendar

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
AFSCME Local 685 12th Annual Scholarship & Awards Banquet

Friday, August 7, 2015
Cocktail Reception: 6:00 PM
Awards Banquet: 7:00 PM
Sheraton Universal Hotel
333 Universal Hollywood Dr., Universal City

Ticket Information:
- Member tickets are $30.00 (includes member +1 guest).
- All member tickets after July 17, 2015, will be $30.00 each (does not include guest).
- Ticket price on the day of the event will be $50.00 per member (does not include guest).
- All non-member tickets are $100.00 (except member's guest).
- Guests will pay for their own parking at the hotel.

For group sales and to RSVP, please contact Local 685 at (213) 386-5860.
RSVPs should be sent via email to: clommel@afscme685.com or dbraxton@afscme685.com.

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 / National Labor College programs

Women’s Leadership & Training

Additional Resources

Click here for details

Join Our Mailing List!