

PROBATION E-GRAM



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March 25, 2017

After fighting for years at the bargaining table to honor the legacy of Cesar Chavez...

L.A. County Employees to Celebrate First Cesar Chavez Day!

This year will be the first that L.A. County employees will celebrate the life of legendary labor leader Cesar Chavez with a paid holiday. This would never have happened if Local 685



and other unions hadn't relentlessly demanded that the County join other public agencies in honoring Chavez.

The Cesar Chavez holiday is now guaranteed in our Fringe Benefit contract and will be celebrated annually on the last Monday of the month of March. In 2017, Cesar Chavez holiday will be on Monday, March 27. However, the State of California, including the Superior Courts will celebrate Chavez's life on March 31 of each year. Consequently, the County and the State will often be on different schedules (including this year).

Many County employees will be impacted due to the different days on which the holiday is observed. According to the Probation's Department of Human Resources, on Monday, March 27, 2017, any County employee who assists and/or must appear in the Superior Court for staffing purposes, court calendars, and/or court cases/appearances as a part of their regularly scheduled County duties must do so even though the date is an observed County holiday.

If it is necessary for an employee to work on March 27, 2017, the employee will accrue holiday time in accordance to the appropriate Memorandum of Understanding or the County Code Section (6. 12.050). Additionally, Fair Standard Labor Act (FSLA) rules related to overtime (exempt/not covered vs. nonexempt/covered) apply for those who must work on this negotiated County holiday.

If you are required to work on the observed holiday and have questions regarding the coding of time, please email the Payroll Department with your questions at: prob.payrollinquiry@probation.lacounty.gov. Or you may contact Payroll at 562-940-2810.

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Calendar of Events

Stewards' Meeting

Thurs., March 30; 7:30pm

General Membership Mtg

Thurs., April 13; 7:30 PM

Meeting Location

AFSCME Local 685
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 dommel@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
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State Senators Introduce Legislation to Change How Juveniles Are Treated

From the Associated Press...

State Senators Holly Mitchell (D-Los Angeles) and Ricardo Lara (D-Bell Gardens) have proposed four bills intended to keep more youthful offenders out of the criminal justice system. These bills are part of a package of eight proposals that would also lessen restrictions on adult offenders, including sex offenders.

- SB190 would end the practice of collecting fees from the families of juvenile delinquents.
- SB395 would require that minors talk with a lawyer before waiving any legal rights.
- SB439 would keep children age 11 and younger out of juvenile courts.
- SB394 writes into law a U.S. Supreme Court decision that minors can't be sentenced to life without parole.

California should start treating juvenile offenders more like children, state lawmakers said Monday as they promoted bills that they said reflect research showing that juvenile's brains are different from adults.

"Children are not pint-size adults," Senator Mitchell said. Instead of incarceration, she and Senator Lara said, the state should emphasize crime prevention, rehabilitation, and family ties because of the differences in children's development.

The proposal to ensure minors talk with a lawyer before giving up any rights was prompted by the case of a 10-year-old So. California boy who shot and killed his white supremacist father. In 2015, State Supreme Court left in place a Riverside County court ruling that the boy understood what he was doing when he confessed in 2011 to shooting local neo-Nazi leader Jeffrey Hall.

Separately, Michael Rizo, 21, of West Sacramento, said his own experience embodies several of the bills. Rizo cycled in and out of Juvenile Hall starting at age 11 and was recently released from a state-run lockup after serving 3 ½ years. He is supporting the legislation in conjunction with the nonprofit Anti-Recidivism Coalition founded by Scott Budnick, the executive producer of "The Hangover" movies.

Rizo remembers feeling intimidated during police questioning. "You started saying things you never thought you'd say."

Legal costs were very difficult on the family. "It came to the point where my mom was very much in debt," Rizo said. "It feels as if you're taking food away from your siblings..." Rizo's mother eventually declared bankruptcy.

A new UC Berkeley School of Law study, "Making Families Pay," demonstrates that the fees disproportionately punish minorities. "These fees create tremendous harm to families, both economically and socially," said Stephanie Campos-Bui, co-author of the report.

Fees vary widely by County, and some counties are

- * Vacation Tours
- * AFSCME Credit Card

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Scholarships

Several scholarship programs are available for AFSCME members and their children. Select an individual scholarship for information on requirements and deadlines.

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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
- Investor education for working families

Classroom Learning

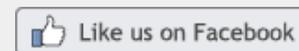
- See AFSCME programs for info

Women's Leadership & Training

Additional Resources

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moving away from the practice, said John Keene, San Mateo County Chief Probation Officer.

"Ultimately we feel there's a direct reinvestment of these fees back into the children that we work with" in the form of rehabilitation programs, said Keene, who heads the Chief Probation Officers of California's legislative committee.

The senators also are proposing four bills affecting adults:

- SB180 would limit adding three-year prison terms on top of base sentences for repeat drug dealers.
- SB355 would require only those who are convicted to pay legal fees.
- SB393 would seal arrest records for those arrested but not convicted of a crime.
- SB695 would end California's requirement that most sex offenders register with police for life, with the information posted on the public Megan's Law website. Offenders would register for 10 years, 20 years, or life, depending on the nature of the crime.



California Senators Holly Mitchell and Ricardo Lara introduced a package of Bills to keep young offenders out of the Juvenile Justice System in addition to fixing longstanding inequities for youth and adults. The two Senate leaders are joint authors on eight bills that together seek major justice reforms for juveniles and adults.

More Help for Children Who Are Victims of Sex Trafficking

From the Chronicle of Social Change...

Following the passage of SB 855, Counties across California are reforming their systems to identify and treat CSEC as victims of abuse in need of trauma-informed, victim-centered, and multidisciplinary services.



Enacted in 2014, SB 855 provides both structure and incentives to encourage County agencies to collaborate in identifying and serving CSEC. SB 855 clarified that exploited children and children who are forced to trade sex to meet their basic needs may be served

through the child welfare system as victims of child abuse and neglect.

Next week, The LA County's Board of Supervisors will vote to execute an agreement with Children's Law Center of California for \$250,000 to cover the costs of running the courtroom, named the Dedication to Restoration through Empowerment, Advocacy, and Mentoring (DREAM) court, at Edelman's Children's Court in Monterey Park for one year.

Children's Law Center (CLC) represents the nearly 35,000 children in foster care in Los Angeles County as they make their way through the county's dependency courts. CLC also represents children in Sacramento County.

Advocates believe that anywhere from 40 percent to 58 percent of youth in California who are victims of sex trafficking have been or are involved in the foster care system.

The DREAM court, which is largely modeled after the L.A. County Probation Department's STAR court, first began hearing cases in January 2016, and by June of that year had been assigned 45 cases. According to L.A. County's Department of Children and Family Services (DCFS), the court currently has more than 150 cases assigned to its calendar.

"The purpose of the recommended action is to support CSEC [commercially sexually exploited children] and promote changes to view and treat CSEC as victims who are in need of protective services rather than criminals in Los Angeles County," reads the request from DCFS.

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