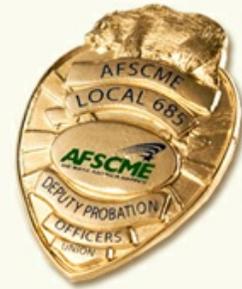


PROBATION E-GRAM



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

January 10, 2017

Terri McDonald Takes Over as Chief Probation Officer

On Jan. 4, former Assistant LA County Sheriff Terri McDonald became LA County's new Chief Probation Officer. Sheila Mitchell, former chief of the Santa Clara Probation Department, is now in charge of the juvenile side of the department.



Local 685 President Ralph Miller and other officers and local union staff have had multiple meetings, phone conferences, and electronic information exchanges with the department's new leadership and are committed to working with both McDonald and Mitchell to restore confidence in the department and enforce our Union contract.



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Calendar of Events

General Meeting

Thursday, Jan. 12, 2017
7:30pm

Stewards' Meeting

Thursday, Jan. 26, 2017
7:30pm

Meeting Location

AFSCME Local 685
3701 Wilshire Blvd.
Suite 510
Los Angeles, CA 90010

The Stacy Ford Formula to Writing Exception PIR-SIR- Supplemental Reports

*What you write or don't write may
come back to haunt you!*

In 2016, I probably represented thirty or more officers who were facing some level of discipline from a Letter of Warning, Letter of Reprimand, Suspension (1-30 days) and discharge-discipline, which could have been prevented if those officers would have stated the facts in their SIR-PIR and Supplemental Reports.

When writing your SIR/PIR reports you must tell a story. Clearly state:

- **WHO:** Who was involved? Who was a witness? Who was the actual participant, etc.?



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@afcme685.com.

[Email story ideas!](#)

- **WHAT:** What happened? Was it a fight, a near fight, restraint, what was the issue?
- **WHEN:** When did it happen? Did it happen during shower period, during recreation period? What time did it happen?
- **WHERE:** Where did it happen? Was in it in the unit/ dorm, in the dayroom, in the showers, on the recreation field?
- **HOW:** How did it happen? Who did what?
- **WHY:** Why did this incident happen?

Be factual and very detailed. If you witnessed something, state that. If you didn't witness anything, state that. Be very clear in your statements. If a situation occurs you should pay attention, so that you can clearly write your statement. State the cause and the effect of the event. Your SIR/ PIR should flow so your reader will have an understanding of the incident. If you're writing a supplemental report and you didn't witness the incident, state where you were and what you were doing and why. If you did witness the incident state what you were doing, why you were doing what you were doing and what you witnessed.

What Not to Write

Don't make untruthful statements in your PIR/ SIR/Supplemental reports. Don't have someone else write your SIR/ PIR/Supplemental report and you sign off on it. Don't write what you didn't witness.

When your PIR/ SIR is poorly written it opens the door for questions. When that happens, it then leads to investigations. Investigations leads to discipline. Discipline leads to time off from work, loss of pay, delay in promotion, and loss of employment.

If you have questions about this article, or you would like me to address a certain topic, please contact me via email sford@afscme685.com.

Judicial Council of CA Sponsors Bill to Modernize Electronic Filing & Service

The Judicial Council of California is sponsoring legislation to modernize the law to facilitate electronic filing and electronic service in civil, criminal, juvenile, and probate proceedings. The proposed legislation includes a provision that would clarify that permissive electronic filing and service are authorized in criminal proceedings.

Proposed Penal Code section 690.5 provides express authority for, but does not mandate, electronic filing and service in criminal actions, upon the consent of the parties. Under the proposed legislation, Section 690.5 the following will be added to the Penal Code:

§ 690.5. Applicability of Code of Civil Procedure section 1010.6; exceptions

(a) Subdivisions (a) and (b) of Code of Civil Procedure section 1010.6 are applicable to criminal actions, except as otherwise provided in this code.

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

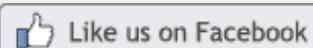
- See AFSCME programs for info

Women's Leadership & Training

Additional Resources

[Click here for details](#)

[Join Our Mailing List!](#)



(b) The Judicial Council shall adopt uniform rules for the electronic filing and service of documents in criminal cases in the trial courts of this state.

[Read the Judicial Council report here.](#)

Remembering Chief Steward Sue Cline

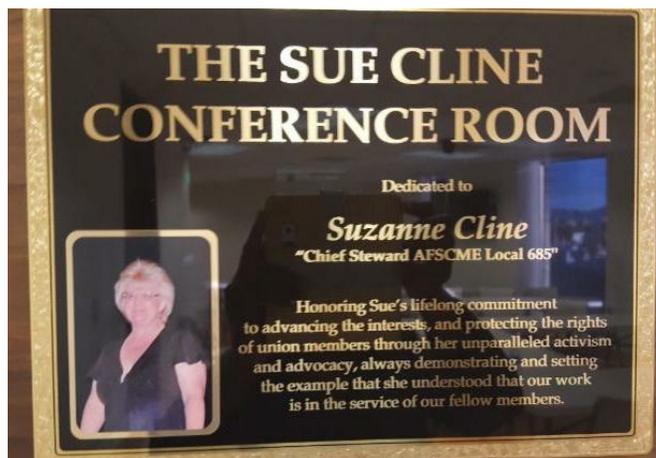
At the recent Local 685 Stewards Meeting, we set aside the time to acknowledge the memory of AFSCME Local 685 Chief Steward Sue Cline with a plaque that will be hung in the conference room where the General Membership and Stewards meetings are held. This room will now be recognized as The Sue Cline Conference Room.



A plaque noting her important contribution to Local 685 and its members, has been hung in the conference room, and reads as follows.....

The Sue Cline Conference Room

"Honoring Sue's lifelong commitment to advancing the interest, and protecting the rights of union members through her unparalleled activism and advocacy, always demonstrating and setting the example that she understood that our work is in the service of our fellow members."



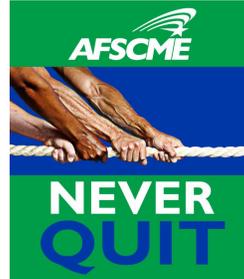
Sue's son, Matthew Cline, stated the following

"I can't tell you how honored I am that the Local 685 Executive Board has decided to commemorate my mother's service to the membership of Local 685 by dedicating this conference room in her name. I remember the days that my mother dragged me to General Membership Meetings at the union hall, when I was in elementary school. Now I am a 30-year-old married man with my first child on the way. That is how long you have all been in my life. So it goes without saying that we all shared her loss equally, and shared the pain equally, and we will continue to feel the emptiness without her equally."

Donors who supported this effort are: Don Washington, Flo Walker, and Ann Higa. Supporters include the many Local 685 members who came in contact with Sue as an activist or probation officer advocate.

Nominate a Co-Worker for the "Never Quit Service Award" Today!

Every single day, AFSCME members go to work to make our communities healthier, stronger, and safer. We don't do it for rewards or big money, we do it because it's a calling.



That doesn't mean we don't deserve recognition for our dedication to our work, and that's why AFSCME created the Never Quit Service Awards.

We are honoring our fellow members who demonstrate true dedication to their work. Do you have a co-worker or friend who always takes great pride and goes the extra step in their work? Brings a smile to the faces of the people they serve or work with? Who never quits on doing the best job they can?

Winners will have their stories featured on the Never Quit website and receive a certificate honoring their outstanding contribution to public service.

[Click here](#) to nominate someone today!

AFSCME Scholarships

Several scholarship programs are available for AFSCME members and our children. A list of scholarships and downloadable applicants



Gerald W. McEntee Scholarship

In honor of former AFSCME Pres.

Jerry McEntee this one-time \$5,000 scholarship is awarded annually to an AFSCME member for use towards higher education.

AFSCME Affiliate Scholarship Programs

Many AFSCME affiliates have special scholarship programs designed to help their members pursue educational opportunities to advance on the job.

AFSCME Family Scholarship

\$2,000 renewable scholarship awarded to 10 high school seniors each year.

Jerry Wurf Memorial Fund

Provides three scholarships for the six-week Harvard Trade Union Program for full-time AFSCME staff planning a career in the trade union movement or an AFSCME

member holding an elected position who is willing to take leave.

Union Plus Scholarship

Active and retired AFSCME members, spouses and dependent children are eligible to apply.

William Lucy Labor Scholarship Fund

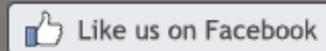
Provides a scholarship for a rank and file AFSCME leader to attend the Harvard Trade Union Program, a six-week executive program of education and training in the political, economic, and organizational challenges confronting labor unions.

[Click here](#) for more information and to download an application.

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