

PROBATION E-GRAM



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February 2, 2017

Local 685 Celebrates Dr. Martin Luther King's Work With LA Labor

Honors First Graduating Class of "Second Chance Pre-Apprenticeship Boot Camp"

The Los Angeles County Federation of Labor, AFL-CIO, otherwise known as the "County Fed," held its annual Dr. Martin Luther King, Jr., labor breakfast to honor the first 20 graduates from the newly launched Los Angeles Reentry Workforce Collaborative.



The Collaborative, a joint undertaking between four core partners - the County Fed, the LA/Orange Counties Building & Construction Trades Council, LA Trade Technical College, and the Anti-Recidivism Coalition - is uniquely positioned to help reduce recidivism by creating real and lasting career opportunities for formerly incarcerated individuals.

California's newly elected U.S. Senator, Kamala Harris, welcomed the crowd of graduates and nearly 1,000 community, labor, and elected leaders. Senator Harris highlighted the importance of California leading the way for a more progressive nation that respects the lives of workers from all backgrounds.



"This is a trying time for our country and we face a question: When our ideals and fundamental values are under attack, do we retreat or do we fight? I say we fight. Whenever there's been an assault on working families, we've never backed down. We've stood together. And that's exactly what we'll do now," said Senator Harris.

Rusty Hicks, County Fed's Executive Secretary-Treasurer, introduced the graduates of the rigorous 12-week Second Chance Pre-Apprenticeship Boot Camp. This group is uniquely connected to LA County Probation, as this is a program that we would want to introduce to our clients.



"Dr. Martin Luther King, Jr., was arrested 30 times in his long march for civil rights," said Hicks. "Every time Dr. King was freed, he marched again to succeed. These men dedicated themselves to Dr. King's truth. They were 'Freed

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Calendar of Events

General Membership Meeting

Thursday, Feb. 9, 2017
7:30pm

Stewards' Meeting

Thursday, Feb. 23, 2017
7:30pm

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 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
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- * AFSCME Credit Card

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to succeed.' Now they are on their way, on their own march to success, and they won't turn back."



Seated at our table (L-R) are Irene Gonzales (Pre-trial Vice Pres., (standing) Perry Berkowitz (union Secretary) and Maryam Munir Institutions Vice Pres.).

The Story of a Probation Officer and a Bike

What happens when you have a Probation Officer who researches and finds a juvenile doing a good job keeping his life together amid an adverse environment? That officer, DPO Joe Esqueda, presented a very deserving juvenile with a new bike!

"This young man and his family were receptive and consistent with Probation services and compliant with his Probation conditions. You want to help a kid like this," explained DPO Esqueda. "He received good grades in school and is passionate about his ROTC program. He wants to join the military and attend college when he graduates. He dealt with bullying but handled himself well and continues to do so. He was a model juvenile during his time in placement and continues to be a good model to his younger siblings and peers. He could certainly use a bike to get to and from school given that he is very active and involved in school activities. His mother is single and struggles financially; however, most of all, this juvenile has a great attitude and is humble and respectful."



From left to right pictured are: Supervisor Ernesto Sandoval, Mother, Young man, and DPO Joe Esqueda.

DPO Esqueda got others in the department involved in this project, including his supervisor, Ernesto Sandoval, who thought this was a great idea. "I had been told for some time that DPO Esqueda had been researching and building relationships to secure bikes for juveniles who are in need of transportation to work or school, and/or for leisure as an alternative to non-productive activities and at-risk behaviors. I felt that his initiative really was a testament to his caring attitude and his leadership skills that were used to create such a project without any expectations or any direction from higher ups. I wrote him a letter commending him on his efforts," said Supervisor Sandoval.

DPO Esqueda, Local 685 congratulates you on your resourcefulness and setting a great example of what The

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

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Stacy Ford on How to Get Your Work Efforts Noticed

My birthday is in June but I didn't get my evaluation until September. When I finally got my evaluation, I received a "COMPETENT" and I almost died. I thought about all the different things that I did that year during my rating period that were not a part of my job description and how I made things happen. I got things done. I was at work when others called out. I worked over and beyond what was expected of me. Anybody ever been there? Do you hear what I'm saying?!?? You talk about being upset, pissed off. I was beyond upset!



The policy is clear. As officers, we are supposed to receive our annual performance evaluation from birthday to birthday. Not three and four months after the fact!

May I suggest a few steps you can take to help you obtain that Very Good or Outstanding rating you desire? I can't guarantee your supervisor or director will go for this; however, it is sure worth a try.

1. Meet with your supervisor and or director at the very beginning of your rating period, and again right after you receive your evaluation, providing it's presented to you on time.
2. Share with your supervisor and/or director that your goal is to receive a Very Good or Outstanding on your next evaluation.
3. Ask your supervisor or director how they can help you achieve a rating (outside of your regular duties) of Very Good or Outstanding.
4. Be sure to explain to them in that conversation that you plan to promote at some point in your Probation career. Also, ask them to be very specific in what they want you to do.
5. Following that conversation, send an email to your supervisor and/or director memorializing your conversation.

A good supervisor or director will meet with you and help you achieve your goal. A supervisor who does not care will blow you off. Your supervisor should meet with you at least three times during your rating period.

Refer to Probation Department Manual pages 401-409 for information on performance evaluations.

If you have questions on this article, or you want me to address a certain topic, please contact me via email at sford@afscme685.com.

Camp Jarvis Has Become Team Jarvis!

Camp Jarvis has instituted positive changes as a new group of supervisors and line staff have brought an opportunity for the juveniles at the camp to make a "fresh start." The new staff brought in an atmosphere of "high energy" and a can-do attitude, which has developed into an abundance of new ideas, and those juveniles have responded. Critical Incidents have been diminished, there are less restraints, less Hope Center referrals, and less school incidents.



How did this all develop?

As the incoming staff were promoted or transferred into Jarvis, the Camp also gave existing Jarvis staff an option to stay at the Camp and become a part of the team environment that was gaining traction there, or transfer to another camp. This newly formed group supported a team effort, which they developed and fine-tuned as their own there is a unique communication strategy among the staff. They have frequent meetings to discuss strategy, they discuss how to energize the minors and how to keep them occupied. There is a real friendly competition amongst the staff to solve the problems these juveniles have.

It also a reality that this staff comradery makes the juveniles feel safe. If a youngster starts to act out, the staff counsels this juvenile until he is on a path to follow an individualized corrective action plan. He may be counseled by 4 or 5 staff until he reaches a state where he is ready to move forward.

Team Jarvis has developed and implemented several new programs, such as the Barbershop Program, the Art program, a Camp beautification program, a graffiti removal program, and a fitness program - all to energize, occupy, and keep the juveniles moving towards a progressive environment.

The staff lets these juveniles know that they will be held strictly accountable for their actions. Team Jarvis, as they are now referred to, have re-tooled their narcotics testing program and now frequently utilize it to be certain juveniles are following Camp policy; however, when no other methods work, these juveniles know there can be a triple 7 filed, so the courts get involved.

This definitely sounds like a pathway to the LA Model. Kudos to Team Jarvis!

Barry J. Nidorf Focus of New Film

"They Call Us Monsters," directed by Ben Lear (Norman Lear's son), might seem like a straightforward advocacy documentary. It concerns juveniles in California, accused of violent crimes, who are facing trial as adults with the prospect of spending the rest of their lives in prison.

[Read more](#)



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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