



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

Office of the Director

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Sacramento, CA 95811
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Governor Edmund G. Brown Jr.

Secretary, Government Operations Agency Marybel Batjer
Director Richard Gillihan

March 30, 2015

The Honorable Mark Leno
Chair, Joint Legislative Budget Committee
Legislative Office Building
1020 N Street, Room 553
Sacramento, CA 95818

Re: Addenda to Bargaining Unit (BU) 6 – the California Correctional Peace Officers Association (CCPOA), BU 15 – Allied Services of the Service Employees International Union (SEIU) Local 1000, and BU 19 – the American Federation of State, County and Municipal Employees (AFSCME), Memoranda of Understanding – Various Agreements

This is to inform you of several agreements reached between the state and BUs 6, 15 and 19. The attached BU 6 agreements are impact agreements bargained at local meet and confer meetings. These agreements represent changes to current facility procedures and programs:

- Valley State Prison (VSP) - agreement recognizing the local hiring procedures policy.
- California Correctional Institution, Tehachapi (CCI) - agreement recognizing the updated overtime hiring policy.
- California State Prison, Corcoran - activation of Long Term Restricted Housing Management System agreement.
- Chuckawalla Valley State Prison (CVSP) and Ironwood State Prison (ISP) – two agreements recognizing who will be responsible, and what the process will be, for inmates transferred from the CVSP Segregation Unit to the ISP Segregation Unit.

The BU 15 agreement is with SEIU employees working for the California State Prison Corcoran and reestablishes the provision that overtime will be offered to employees in eight hour increments by seniority. The agreements also adds that partial shifts will be offered to employees by seniority as well.

The BU 19 agreement applies to all BU 19 employees working for the California Department of Corrections and Rehabilitation (CDCR) and implements the CDCR Division of Health Care Services (DHCS) statewide peer review policy and procedures.

CalHR is submitting these addenda for the Committee's review. If you have any questions please contact Jodi LeFebre, Legislative Coordinator at (916) 327-2348.

Sincerely,



Richard Gillihan, Director
California Department of Human Resources

Attachments

cc: Members, Joint Legislative Budget Committee

Peggy Collins, Principal Consultant
Joint Legislative Budget Committee

Camille Wagner, Legislative Affairs Secretary
Office of Governor Edmund G. Brown Jr.

Mac Taylor, Legislative Analyst
Office of the Legislative Analyst

Nancy Farias, Deputy Secretary for Legislation
Government Operations Agency

ecc:

Marianne O'Malley, Director Gen. Government
Office of the Legislative Analyst

Nick Schroeder, Fiscal and Policy Analyst
Office of the Legislative Analyst

Erika Li, Asst. Program Budget Manager
Department of Finance

Craig Cornett, Chief Fiscal Policy Advisor
Office of the Pro Tem

Charles Wright, Chief Consultant
Office of the Pro Tem

Geoff Long, Legislative Director
Office of the Pro Tem

Chris Woods, Budget Director
Office of the Speaker

Greg Campbell, Chief of Staff
Office of the Speaker

Nick Hardeman, Chief Consultant
Office of the Speaker

Seren Taylor, Staff Director
Senate Republican Fiscal Office

Chantele Denny, Consultant
Senate Republican Fiscal Office

Anthony Archie, Consultant
Assembly Republican Fiscal Office

Eric Swanson, Staff Director
Assembly Republican Fiscal Office

Mark Ibele, Staff Director
Senate Budget Committee

Christian Griffith, Chief Consultant
Assembly Budget Committee

Genevieve Morelos, Consultant
Assembly Budget Committee

Mark McKenzie, Staff Director
Senate Appropriations Committee

Maureen Ortiz, Consultant
Senate Appropriations Committee

Pedro R. Reyes, Chief Consultant,
Assembly Appropriations Committee

Joel Tashjian, Consultant
Assembly Appropriations Committee

Pamela Schneider, Chief Consultant
Senate PE&R Committee

Karon Green, Chief Consultant
Assembly PER&SS Committee

Gary Link, Consultant
Senate Republican Caucus

Terry Mast, Consultant
Assembly Republican Caucus

Pam Manwiller, Deputy Director
Labor Relations, CalHR

Candace Murch, Labor Relations Officer
Labor Relations, CalHR

Anthony Crawford, Chief
Financial Management, CalHR

AGREEMENT BETWEEN
CALIFORNIA CORRECTIONAL PEACE OFFICERS ASSOCIATION
AND
THE STATE OF CALIFORNIA,
DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR)
REGARDING THE
THE CONSOLIDATION OF THE ADMINISTRATIVE SEGREGATION UNITS (ASU) AT
CHUCKAWALLA VALLEY STATE PRISON (CVSP) AND IRONWOOD STATE PRISON
(ISP)
(CDCR LOG #14-086-0)

This Agreement represents the full and complete understanding reached by and between the parties at the conclusion of Meet and Confer negotiations on January 15, 2015, regarding the consolidation of the Administrative Segregation Units (ASU) at Chuckawalla Valley State Prison and Ironwood State Prison (ISP).

1. CVSP Management and CCPOA agree to meet locally on Operational Procedure E #25 within 30 days. Should the parties fail to reach agreement, the local Meet and Discuss shall convert to a formal Meet and Confer in accordance with BU6 MOU Section 27.01.
2. CVSP Management and CCPOA agree that OP G #12 dated January, 2015 will be the agreed upon OP for the transferring of CVSP inmates to ISP for ASU placement as noticed by CDCR Log #14-086-0.

This Agreement shall be subject to the provisions of MOU Section 27.01 and shall become an addendum to the Bargaining Unit 6 Memorandum of Understanding.

This Agreement may be signed by facsimile and in parts, which when all necessary signatures are obtained, shall have the same force and effect as though all signatures were executed on one document.

CCPOA


M. Lopez, CCPOA Representative


R. Leija, CVSP CCPOA President


H. Aguilar, CVSP CCPOA Vice President


T. Bullock, CVSP CCPOA Chief Job Stewart


H. McDonald, CVSP CCPOA Chief Job Stewart

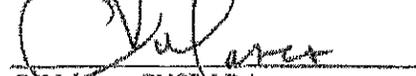
STATE


R. Gregory, OLR Representative


R. Saldana, CVSP Associate Warden


D. Hurley, CVSP Facility Captain


C. Pierce, CVSP Lieutenant


C. Velasco, CVSP LRA

AGREEMENT BETWEEN THE CALIFORNIA CORRECTIONAL PEACE OFFICERS' ASSOCIATION AND THE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION REGARDING THE CALIFORNIA CORRECTIONAL INSTITUTION (CCI) OPERATING PROCEDURE 131, OVERTIME POLICY (CDCR Log. No. 14-083-0)

This Agreement represents the full and complete understanding between the parties regarding O.P. 131, *Overtime Hiring Procedure*, as a result of negotiations concluded on December 29, 2014. This Agreement shall be subject to the provisions of MOU Section 27.01 and shall become an addendum to the Bargaining Unit 6 Memorandum of Understanding.

1. The attached Operational Procedure 131 is the recognized overtime hiring policy to be employed at the California Correctional Institution (CCI).
2. Upon annual revision of Operational Procedure 131, the revisions will be shared with the local CCPOA chapter for review. If impact issues are identified CCPOA will be noticed per 27.01 of the CCPOA MOU.

CCPOA

CDCR

JEFF MENDOVICH *J Mendovich* 12-29-14

Padua Linker *Padua Linker*

Joe Cisneros *J Cisneros* 12-29-14

CHARLES SCHUYLER *Charles Schuyler*

STEVEN DURHAM *S Durham* 12-29-14

DENNIS DIAMONAN *Dennis Diamonan*

Michael Lopez *M Lopez* 12-29-14

Richard Cisneros *Richard Cisneros*

Joe Tolly *Joe Tolly* 12/29/2014

**AGREEMENT BETWEEN THE
CALIFORNIA CORRECTIONAL PEACE OFFICERS ASSOCIATION
AND THE
STATE OF CALIFORNIA, CALIFORNIA DEPARTMENT OF CORRECTIONS AND
REHABILITATION
ACTIVATION OF LONG TERM RESTRICTED HOUSING - CORRECTIONAL
CLINICAL CASE MANAGEMENT SYSTEM INMATES AT THE CALIFORNIA
STATE PRISON - CORCORAN**

This agreement represents the full and complete understanding reached on January 6, 2015, between the State of California, Department of Corrections and Rehabilitation, and the California Correctional Peace Officers Association (CCPOA) regarding the California State Prison-Corcoran's (CSP-COR) Activation of Long Term Restricted Housing-Correctional Clinical Case Management System (LTRH-CCCMS) Inmates. This agreement is an addendum to the master agreement (MOU) between the State of California and CCPOA. This agreement shall be effective upon signature. The issues agreed upon are as follows:

1. The parties agree that, up to 30 days after full occupancy of the LTRH program at CSP- Corcoran, this table may be reopened to negotiate related impact.
2. CSP-Corcoran Management agrees to CCPOA's Corcoran Chapter having at least two representatives participating in the LTRH time study, to include data collection, evaluation, and input into the final report.
3. Escorts to yard will be one (1) Correctional Officer on one (1) inmate unless otherwise determined by escorting staff. When making a determination regarding escort coverage, the inmate's current behavior and disciplinary history should be considered.

State of California



E. Tafano



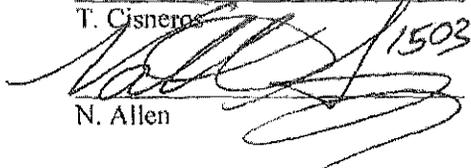
J. Smith



J. Vanderpoel

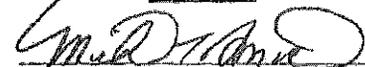


T. Cisneros

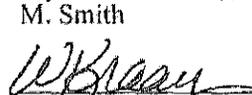


N. Allen 1503

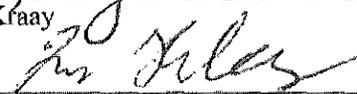
CCPOA



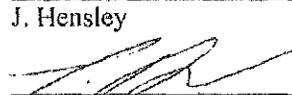
M. Smith



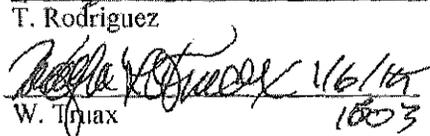
W. Kraay



J. Hensley



T. Rodriguez



W. Truax 1/6/15
1503

AGREEMENT BETWEEN
CALIFORNIA CORRECTIONAL PEACE OFFICERS ASSOCIATION
AND
THE STATE OF CALIFORNIA,
DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR)
REGARDING THE
THE CONSOLIDATION OF THE ADMINISTRATIVE SEGREGATION UNITS (ASU) AT
CHUCKAWALLA VALLEY STATE PRISON (CVSP) AND IRONWOOD STATE PRISON
(ISP)
(CDCR LOG #14-089-0)

This Agreement represents the full and complete understanding reached by and between the parties at the conclusion of Meet and Confer negotiations on January 14, 2015, regarding the consolidation of the Administrative Segregation Units (ASU) at Chuckawalla Valley State Prison and Ironwood State Prison (ISP).

1. CCPOA and ISP Management agree that CVSP inmates transferred to ISP Ad-Seg shall be included in the ISP's population, consistent with the institutions Standardized Staffing and Correctional Counselor's ratio's.
2. ISP Management agrees that CVSP inmates housed in ISP Ad-Seg who require transportation to either court or outside medical will normally be transported by ISP staff.
3. CCPOA and ISP Management agree to reopen this table at the request of either party within 90 days to address any unforeseen impact that may arise.
4. ISP Management and CCPOA agree that OP G #12 dated January, 2015 will be the agreed upon OP for the transferring of CVSP inmates to ISP for ASU placement as noticed by CDCR Log #14-089-0.

This agreement may be signed by facsimile and in parts, which when all necessary signatures are obtained, shall have the same force and effect as though all signatures were executed on one document.

CCPOA



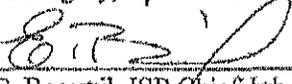
T. Hafner, CCPOA Representative



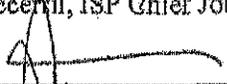
T. Hammon, ISP CCPOA President



R. Gregory, ISP CCPOA Vice President

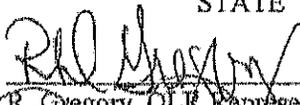


E. Becenil, ISP Chief Job Stewart

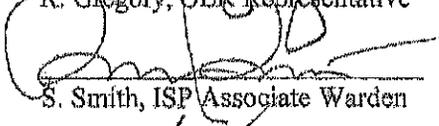


J. Crocker, ISP Chief Job Stewart

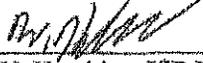
STATE



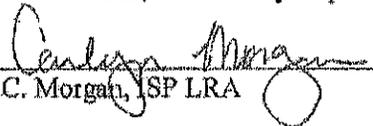
R. Gregory, OLR Representative



S. Smith, ISP Associate Warden



W. Hawkins, ISP Facility Captain



C. Morgan, ISP LRA

AGREEMENT BETWEEN THE CALIFORNIA CORRECTIONAL PEACE OFFICER'S
ASSOCIATION (CCPOA) AND THE STATE OF CALIFORNIA, CALIFORNIA
DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR),
AND
VALLEY STATE PRISON (VSP) REGARDING THE VSP WATCH OFFICE HIRING
OPERATIONAL PROCEDURE (OP) #10233, DATED: JANUARY 2015
CDCR LOG# 14-038-0

This Agreement represents the full and complete understanding reached by and between the parties at the conclusion of Meet and Confer negotiations on December 30, 2014, regarding the Watch Hiring OP #10233. This Agreement shall be subject to the provisions of the Bargaining Unit 6 Memorandum of Understanding (MOU) Article 27.01 (Entire Agreement).

1. The attached OP #10233, dated January 2015, is the recognized overtime-hiring policy to be implemented at VSP and supersedes all previous Voluntary/Involuntary Hiring, Priority Time Off (PTO), and Holiday Time Off (HTO) agreements.
2. Upon annual revision of OP #10233, the revisions will be shared with the VSP Local Chapter President or designee for review. If impact issues are identified CCPOA will be noticed per 27.01 of the CCPOA MOU.
3. VSP and CCPOA agree that sign-ups for HTO will commence sixty-three (63) days prior to the requested day and PTO seven (7) days prior to requested day. Sign-up sheets can be time stamped no earlier than thirty (30) minutes prior to your assigned watch hours for that day, for example: Officer Jones works in Dining 0400 -- 1200 hours and can stamp sheet at 0330 hours. Officer Smith works in Vocation, 0800 -- 1600 hours and can time stamp sheet no sooner than 0730 hours. All staff assigned, redirected or on overtime at an offsite location may telephone the Watch Sergeant up to 30 minutes prior their assigned watch hours. The Watch Sergeant will ensure request sheet reflects the appropriate time. The Watch Sergeant will collect all time stamped sheets for the watch and place them in numerical minute order, example: 0330, 0530, 0730 (hours). The Holiday (HTO) and PTO slots will be awarded by first come numerical minute order. In the event of a tie, Holiday (HTO) and PTO will be awarded by Seniority, example: Officer Jones time stamps 0300 (hours), and Officer Smith 0730 (hours), then the most Senior Officer is awarded time off as requested.
4. CCPOA and VSP agree that BU6 staff will be allowed to sign-up sixty (60) days in advance for overtime. No more than two (2) sign-up sheets will be maintained (current/following) in the Overtime hiring book. Overtime sign-up sheets will be time stamped prior to bring submitted to the Watch Sergeant, and any additional changes to the overtime form will require Watch Sergeant initials and date.
5. CCPOA and VSP agree that BU 6 staff will be allowed to sign-up for overtime two (2) hours at the beginning of each shift for the following shift to be hired.
6. CCPOA and VSP agree that when assigning Relief Officers to an odd hour post (not starting at 0600 hours, 1400 hours, or 2200 hours), the employee will be required to start that post at the odd hour assigned. The Watch Sergeant will attempt to make contact with

CCPOA AND VSP LOCAL AGREEMENT -- 12/30/2014
 VSP WATCH OFFICE HIRING OP #10233
 CDCR LOG# 14-038-0

the Coverage Relief Officer as soon as possible by utilizing the phone number provided in the Watch Office. The Watch Sergeant may contact a Relief Officer, a day prior, to fill a position for the following day. It is the responsibility of the Relief Officer to ensure his/her correct contact number(s) are on file in the Watch Office. In the event contact was not established as indicated above, it is the responsibility of the Relief officer to call the Watch Office prior to their next scheduled work day to ascertain their assignment from the Watch Sergeant. Officers assigned as CRO's/VRO's/HRO's are aware of the possibility of working various hours to include 0400, 0800, 1200, 1300 (hours). Should any Relief Officer report to work prior to or after the assigned post hours they were assigned to, the post hours will not be adjusted to accommodate the employee, and the employee will be expected to work the assigned hours.

7. CCPOA and VSP agrees to provide staff, upon request, who are involuntarily held over, a copy of the Involuntary Overtime Report from TeleStaff, showing the date and assigned shift of the involuntary order over. It shall be made available for pick up by the Officer, prior to the end of the order over shift.
8. CCPOA and VSP agree that Grievance # 14-C-035 will be withdrawn.
9. On December 30, 2014 it as agreed to officially release (unfreeze) the VSP hiring related grievances filed by CCPOA. CDCR will have fourteen (14) calendar days from today pursuant to Bargaining Unit 6 Memorandum of Understanding (MOU) Article 6.03(C).

STATE

CCPOA

Print:

Sign:

Print:

Sign:

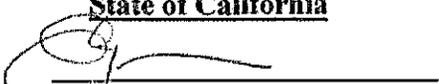
<u>R. PREGAN</u>	<u>R. PREGAN</u>
<u>D. WHITE</u>	<u>[Signature]</u>
<u>R. WOZNIAK</u>	<u>[Signature] 12/30/14</u>
_____	_____

<u>JEFF HEBBS</u>	<u>[Signature]</u>
<u>CHRIS DAVIS</u>	<u>[Signature]</u>
<u>W. BARNETT</u>	<u>[Signature]</u>
<u>S. NITSCHKE</u>	<u>[Signature]</u>
<u>MIKE VAUGHAN</u>	<u>[Signature]</u>

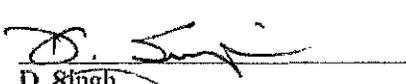
**AGREEMENT BETWEEN THE
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1000
AND THE
STATE OF CALIFORNIA, CALIFORNIA DEPARTMENT OF CORRECTIONS AND
REHABILITATION
BARGAINING UNIT 15 OVERTIME DISTRIBUTION AT CALIFORNIA STATE
PRISON – CORCORAN**

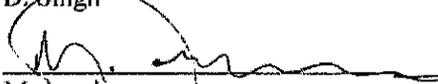
This agreement represents the full and complete understanding reached on January 20, 2015, between the State of California, Department of Corrections and Rehabilitation, and the Service Employees International Union (SEIU), Local 1000 regarding the California State Prison-Corcoran's (CSP-COR) modification of the overtime distribution for Bargaining Unit 15 (BU 15) employees. This agreement is an addendum to the master agreement (MOU) between the State of California and SEIU. This agreement shall be effective upon signature. The issues agreed upon are as follows:

1. CSP-Corcoran and SEIU agree that overtime shall be first offered to BU 15 employees in eight (8) hour increments by seniority.
2. CSP-Corcoran and SEIU agree that a partial overtime shift shall be offered to BU 15 employees by seniority (a partial shift can be 3½ or 4 hour increments).

State of California


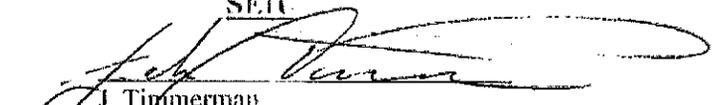
E. Talanco

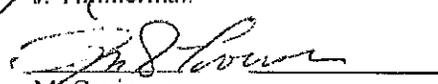

N. Clark


D. Singh


M. Jennings


N. Allen

SEIU


J. Timmerman


M. Caviness


R. Rojas

AGREEMENT BETWEEN
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
COUNCIL 57 LOCAL 2620
AND THE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION

STATEWIDE ROUTINE PEER REVIEW POLICY

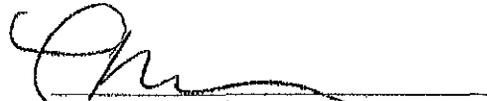
This agreement represents all of the provisions and understandings between the parties regarding the Statewide Routine Peer Review Policy. As an addendum to the Bargaining Unit 19 master agreement, this agreement shall expire on July 1, 2016.

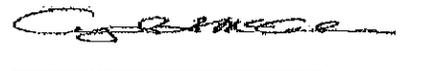
1. The State shall meet with Bargaining Unit 19 representatives as needed during the initial implementation of this policy. During the first 90 days, there shall be monthly meetings, followed by three (3) quarterly meetings.
2. Within 60 days of implementing this policy, the State will provide training to Peer Review Chairs and standard templates for tracking, memoranda, local operating procedures (LOPs), and monthly reports to headquarters.

STATE OF CALIFORNIA

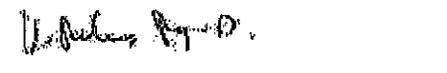

Candace Hyatt
Labor Relations Officer, CalHR

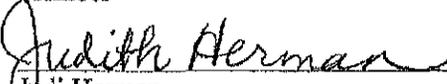
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES COUNCIL 57 LOCAL 2620


Christopher Miller-Cole
Business Agent


Cynthia McCabe
Northern Vice President


Robin Farrell
Steward


Victor Pacheco
Member


Judi Herman
Steward