AGREEMENT BETWEEN
THE CALIFORNIA CORRECTIONAL PEACE OFFICERS ASSOCIATION (CCPOA)
AND
THE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR)
REGARDING THE IMPLEMENTATION OF THE CORRECTIONAL OFFICER TRAINING EXPANSION/JOB SHADOWING
PROGRAM
CDCR Log #21-045-0; CCPOA NG #54603

This agreement represents the full and complete understanding reached by and between the parties at the
conclusion of Meet and Confer negotiations on May 25, 2021 regarding the implementation of the Correctional
Officer Training Expansion/Job Shadowing Program. This agreement is an addendum to the current Bargaining
Unit Six Memorandum of Understanding under Section 27.01 which expires on July 2, 2022.

- The parties agree that if there are issues that arise regarding the Job Shadowing rotation or posts that
  may be difficult to shadow, the 1ST Supervisor (or designee) and the local Chapter President (or designee)
  will discuss possible solutions.

- The parties agree that officers may provide general feedback related to training needs and the program
  as a whole, but not specific performance issues or feedback regarding a probationary or performance
  evaluation.

- The parties agree that unless otherwise directed by the area supervisor, the Job Shadowing Officer will
  mirror the alarm response of the post being shadowed.

- The parties agree that the local chapter and management at each institution will meet within 90 days of
  this Agreement for a local meet and discuss for the purpose of implementing the Job Shadow Program.
  Two (2) CCPOA representatives will be released from duty on State Release Time to meet with
  management. These discussions may include issues related to the new employees in the shadow
  program such as, but not limited to:
    o Where their equipment will be stored
    o Where the FLSA sheets will be kept
    o Ideas for units, programs, or posts that should be shadowed
  Meetings will continue as needed and follow-up meetings can be scheduled as part of existing local Joint
  Labor/Management meetings.

CCPOA

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