

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 IST 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:
 - Where their equipment will be stored
 - Where the FLSA sheets will be kept
 - 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

STATE


 Corey Davis


 Anna Reyes

 Joshua Kanavel (CAC)

 Marty Jones

 Ruben Leija (CVSP)

 Jon Spaich

 Raul Macias (Sac)

 Jeremy Brown

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 Elizabeth

 Grady Perry

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