

# CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION



## 2019 ANNUAL REPORT







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## CCSO OFFICE

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**ART GONZALES**  
CCSO State President

As I reflect on 2019, my first thought is: What a year! I am very proud of what the California Correctional Supervisors Organization has accomplished. Our plan, vision and goals were met with hard work and determination. We committed to providing the best service to our membership and succeeded in that endeavor. The efforts and energy of our State Board, chapter presidents, members and staff assisted us in exceeding our goals and expectations for the year.

I'd like to highlight a few outstanding events and accomplishments that I am extremely proud of. We began our year by hosting the inaugural Supervising Registered Nurse II Seminar in February. Representatives from each institution came together in Sacramento to discuss their working conditions and daily challenges. It was a great opportunity for our healthcare

members to have an open forum for discussion, receive training on various issues and network with other healthcare representatives.

Our annual conference was held in Palm Springs in May. It was a huge success and CCSO received an abundance of positive feedback. This year we added an extra day, including a welcome reception, which provided an opportunity to meet and mingle with fellow colleagues. Our chapter presidents work hard all year, and it is important for us to show our appreciation. The 2020 conference will take place in Monterey, and my staff are already hard at work to ensure that it is even more successful than last year!

In October, CCSO hosted our first charity golf tournament at the Lincoln Hills Golf Club. We established a nonprofit organization to raise money in order to offset the expense. Many of our chapters, attorneys and various CCSO representatives participated

in the event, and we were thrilled to have such a large turnout.

One of CCSO's most invaluable commitments for 2019 was to give back to our members and their communities. CCSO donated \$85,000 toward supporting various charities, community outreach programs, member training, scholarships and activities throughout the year. As we have done for the past 20 years, we sponsored CDCR's Medal of Valor Ceremony. This year, 43 CCSO members were honored for their bravery and heroic actions.

CCSO's success would not be possible without each of you. I thank you for your dedication, loyalty and valuable contributions to the prosperity of our organization. As 2019 comes to a close, I'm grateful for all we have accomplished and look forward to another very successful year ahead. Best wishes to you and your family for a happy, healthy and prosperous new year!





# C | H

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## MEMBER BENEFITS

### About Our Membership

**F**rom its start in 1992, the California Correctional Supervisors Organization has grown to serve more than 5,000 supervisors and managers in the California Department of Corrections and Rehabilitation and California Department of State Hospitals.

CCSO was formed because sergeants and lieutenants from the Sierra Conservation Center grew frustrated as they were excluded employees and had no say in their dealings with management. Together, these non-rank-and-file employees decided to form the CCSO, whose core mission is “supervisors representing supervisors.”

Today, our mission remains the same. CCSO holds true to our basic values of protecting our members through legal representation, should the need ever arise. Unlike other correctional organizations, CCSO only represents supervisors and managers, so there is never a question of having a conflict of interest when a potential labor dispute arises.

### Legal Services

Members of CCSO receive premium legal representation at no additional cost through attorneys and/or labor representation specialists. Whatever the labor issue, membership in CCSO gets you immediate access to an attorney who is well qualified to advise you on your rights and represent you at hearings.

- Internal Affairs investigatory interviews at both local and state levels
- Equal Employment Opportunity complaints
- *Skelly* hearings
- State Personnel Board hearings
- *Lybarger* warnings

### Insurance Benefits

CCSO provides all members with access to group insurance benefits at discounted prices, including long-term care plan, piggyback dental, personal accident, short-term disability, PPO supplement, personal cancer indemnity plan, life insurance, Public Safety Survivor Benefits (PSSB) and gun trusts. Information is also available on living trusts and estate planning solutions.

### Death Benefit

CCSO members actively employed with the Department have a \$5,000 death benefit and retired members have a \$1,000 death benefit. The benefit is sent to the designated beneficiary once CCSO is informed of the member’s death.

### Legislative Advocacy

CCSO maintains an active legislative advocacy program to fight for the rights of our members. CCSO is the only statewide organization that is 100% focused on promoting the issues of correctional supervisors in the Legislature.

### Scholarships

CCSO offers one \$1,000 scholarship and three \$500 scholarships every year to children of dues-paying members who are high school seniors, have a solid GPA and plan to attend college, are active in the community and have a determination and drive for excellence. For more information, see page 21.

### Discount Tickets

CCSO members are eligible for discounted tickets from a variety of movie theaters, theme parks and other attractions throughout California.

### Communication

All CCSO members receive complimentary print copies of *Keynotes* magazine, which provides updates on the organization’s activities three times per year, as well as the CCSO annual report. CCSO’s redesigned website ([ccsonet.org](http://ccsonet.org)) and Facebook, Twitter and Instagram accounts help keep members and the public informed on the latest organizational news, as well as issues of relevance to correctional supervisors. The forthcoming CCSO app will provide another convenient way for members to connect with the organization and stay up to date on events, legal representation, benefits and more.





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## 2019 EVENTS



## SRN II SEMINAR

CCSO hosted its inaugural Supervising Registered Nurse II seminar February 8–9, 2019, at the Embassy Suites in Sacramento. Seventy representatives from chapters throughout the state attended. The weekend was filled with guest speakers discussing the most important topics and current issues facing our supervisors in the area of health care. There was also an open forum for attendees to share and discuss any concerns affecting them and their fellow members. The seminar was a success, and we hope to make it an annual occurrence.







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- Business Law and Legal Counsel
- Professional Licensure – investigations, discipline and related trial work

*For any legal needs we do NOT cover we will still provide a free consultation and referral to qualified attorney.*



## 2019 EVENTS



# ANNUAL CONFERENCE

CCSO's 27th annual conference took place May 2–4, 2019, at the Renaissance Indian Wells Resort & Spa, a perfect location to underscore the event's theme of wellness. Chapter presidents and their designees from throughout California gathered with the State Board, CCSO staff and associates to share ideas, network, garner support, socialize, receive important information and recognize member achievements. Among other updates, CCSO unveiled its redesigned website and new supplemental benefits packages for members.









## ANNUAL CONFERENCE (CONT.)





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## CHAPTER PRESIDENTS' WORKSHOP

CCSO held its annual Chapter Presidents' Workshop at the San Jose Marriott on September 28, 2019. We had a great turnout, with most chapter presidents and/or their designees in attendance. This year's theme was "All Together Now," which focused on the importance of communication and working together as one. Attorney Gary Goyette provided the attendees with an update on the Walk Time case, Paul Bechely and John Keeler spoke about The Hartford's benefit options available for CCSO members and their families, and Wendell Llopis provided an overview of the Meet and Confer process. The afternoon breakout sessions provided attendees with information and assistance on labor protocols, recruitment tactics, the grievance process and the benefits of CLEA paycheck protection. In keeping with the theme of togetherness, CCSO hosted an evening reception for attendees to mingle and network.







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## 2019 EVENTS



# GOLF TOURNAMENT

CCSO's inaugural golf tournament took place at Lincoln Hills Golf Club on October 11, 2019. Thanks to the many golfers, staff and volunteers, as well as the support and donations provided by our various chapters, attorneys and other CCSO representatives, we successfully raised over \$10,000 for the CCSO Scholarship Fund.







# SAVE THE DATE!

## SECOND ANNUAL CCSO CHARITY GOLF TOURNAMENT

### October 9, 2020

LINCOLN HILLS GOLF CLUB



- Course and cart fees
- Drinks on course
- Banquet following play
- Swag bag
- First-, second- and third-place awards, silent auction, raffles and more!



Registration information  
coming soon at **[ccsonet.org](http://ccsonet.org)**





## HOLIDAY PARTY

CCSO hosts an annual holiday party to celebrate the spirit of the season. The State Board, executives and staff gather each December with family and friends.







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## LEGISLATION

### Ford Canutt | CCSO Legislative Specialist

**B**

oth of the following bills have passed the State Assembly and Senate and are being held at the governor's desk to allow CCSO to speak to the governor's staff before consideration.

### SB 178

#### Senator Jim Nielsen

#### Excluded Employees: Arbitration

This bill would enact the Excluded Employee Arbitration Act to permit an employee organization that represents an excluded employee who has filed certain grievances with the Department of Human Resources to request arbitration of the grievance if specified conditions are met. The bill would require the designation of a standing panel of arbitrators and, under specified circumstances, the provision of arbitrators from the California State Mediation and Conciliation Service within the Public Employment Relations Board. It would then require the arbitrator to be chosen in a specified manner and



would prescribe the duties of that arbitrator. The bill provides that a party to the arbitration has the right to have a certified shorthand reporter transcribe the proceeding and that the transcription would be the official record of the proceeding. It would require a nonprevailing party, other than an excluded employee, to bear the costs of arbitration and would prohibit the costs of arbitration from being passed on to the excluded employee. This bill will help CCSO get an objective review of our grievances, which we have never had.

### AB 1007

#### Assemblymember Reggie Jones-Sawyer

#### State Civil Service Act: Adverse Action

This bill would prohibit adverse action based on fraud, embezzlement, falsification of records, harassment on specified bases, sexual assault or a cause for discipline that is the subject of a criminal investigation or criminal prosecution for a felony from being valid unless notice is served within three years after the discovery of the cause for discipline. The bill would also prohibit adverse action from being valid unless notice is served within one year after the discovery of the cause for discipline if the cause for discipline is not of those excepted bases specified in the previous sentence and it was discovered on or after January 1, 2020. In addition, it would also make other clarifying changes to that provision, preventing lengthy investigations and nonsensical delays.

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# SCHOLARSHIPS

**The CCSO Scholarship Fund** was established to recognize outstanding high school students who have a solid GPA, are active in the community and have a determination and drive for excellence. The CCSO scholarship program is open to the immediate families of CCSO members. If your child is a senior in high school and plans to attend college, please complete the CCSO application form and follow the instructions below for submitting your application.

## Scholarship Awards:

CCSO awards one \$1,000 scholarship and three \$500 scholarships each year.

## Required Applicant Qualifications:

- ☐ Child of a dues-paying CCSO member
- ☐ High school senior
- ☐ Unweighted/weighted GPA of 3.8 or higher in grades 9–12

## Please Include the Following Information:

- ☐ Cover letter addressed to “CCSO Scholarship”
- ☐ Completed scholarship application form (see reverse side of this page)
- ☐ Brief essay about yourself

- ☐ Short narrative about why you plan to attend college
- ☐ Copy of sealed official high school transcript for grades 9–12
- ☐ Letters of recommendation from two teachers
- ☐ Letters from two personal friends

## Application Deadline:

**April 30 is the deadline to submit an application. Applications received by the CCSO office after this date will not be considered.**

## Send Completed Applications to:



**California Correctional Supervisors Organization**  
1481 Ullrey Ave.  
Escalon, CA 95320

## CLEA Children's Scholarship Program

Each year, our long-term disability plan administrators, California Public Safety Administrators, Inc., donate \$2,000 in scholarships to the children of CLEA plan participants. Scholarship distribution consists of **four awards of \$500 each**. Three are awarded to high school seniors enrolling in a community college, university, or vocational or technical school. One is awarded to a student continuing at a community college, university, or vocational or technical school.

This is a valuable opportunity to provide your children with scholarship money in order to help them attain their higher education goals! The CLEA scholarship and eligibility information can be found at [www.clea.org/scholarship](http://www.clea.org/scholarship). The deadline to submit an application is **April 1**.



# \$1,000/\$500 SCHOLARSHIP APPLICATION FORM

(PLEASE PRINT or TYPE)

Applicant's name: \_\_\_\_\_

Birth date: \_\_\_\_\_

Last 4 digits of SSN: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_

ZIP: \_\_\_\_\_

Telephone number: \_\_\_\_\_

1. On a separate sheet of paper, write a brief essay about yourself.

2. College plans (include college, college major or vocation): \_\_\_\_\_

3. On a separate sheet of paper, explain why you plan to attend college.

4. List your extracurricular activities: \_\_\_\_\_

5. List your community activities: \_\_\_\_\_

6. List your honors and awards: \_\_\_\_\_

## Qualifying CCSO Member Information

Applicant must be a child of a dues-paying member of CCSO, and a high school senior with an average unweighted/weighted GPA of 3.8 or higher in grades 9–12.

Name of qualifying CCSO member: \_\_\_\_\_

CCSO chapter: \_\_\_\_\_

SSN of CCSO member: \_\_\_\_\_

Relationship to applicant: \_\_\_\_\_

## High School Information

High school: \_\_\_\_\_

High school telephone number: \_\_\_\_\_

Date of high school graduation: \_\_\_\_\_

SAT/ACT score (please provide a copy of scores): \_\_\_\_\_

## High School Verification

(Include sealed official transcript from grades 9–12)

*MUST BE COMPLETED BY A SCHOOL OFFICIAL ONLY*

Cumulative unweighted GPA: \_\_\_\_\_

Cumulative weighted GPA: \_\_\_\_\_

School official name (print): \_\_\_\_\_

Position: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



SEND APPLICATIONS TO:

**California Correctional Supervisors Organization**  
1481 Ullrey Ave. Escalon, CA 95320

## Application Deadline: April 30

Applications received in the CCSO office after this date will not be considered. Applications must be received by close of business day.





**REGISTER  
TODAY!**

# **CCSO 2020 SRN II SEMINAR**

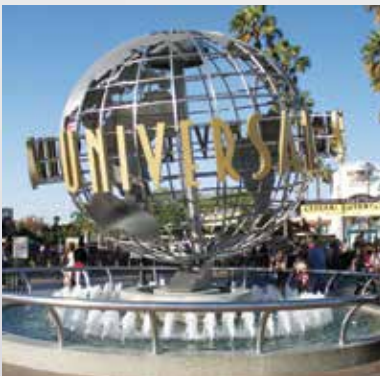
**Friday–Saturday, February 28–29**

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Guest speakers will discuss the most important topics and current issues facing our supervisors in the area of health care. There will also be an open forum for attendees to share and discuss industry concerns affecting them and their fellow members.

Fill out the registration form online at [ccsonet.org](https://ccsonet.org) and submit via email, or call the CCSO office at (209) 838-2940.

**Deadline approaching soon!**



## **HOTEL INFORMATION**

### **Universal Hilton**

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## **MORE INFORMATION AT**

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Enter **MD950** in the promo code section to get your **\$25** opening deposit bonus.



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\*All new accounts are subject to the The Police Credit Union account opening procedures and standard account terms and conditions. \*\*APR = Annual Percentage Rate. Example rate of 2.89% APR with 36 monthly payments= \$28.59 per \$1,000 borrowed, assumes .25% discount for enrollment in automatic payments (fully-indexed rate of 3.14%). Internal refinance will be subject to a 1.00% add on to your qualifying interest rate. Out-of-state vehicles are acceptable on dealer transactions only. <sup>1</sup>1.00% off current The Police Credit Union rate with a max loan term of 60 months. Current rate will vary based on credit worthiness and terms. Financing for qualified Credit Union members. Not all buyers will qualify. Offer valid through 12/31/2019 and is subject to change without notice. This offer cannot be combined with any other offer. Used vehicles were previously part of the Enterprise rental fleet &/or an affiliated company's lease fleet or purchased by Enterprise from sources including auto auctions, customer trade-ins or from other sources, with a possible previous use including rental, lease, transportation network company or other use. <sup>2</sup>The Police Credit Union will refund ATM surcharges up to \$3 per out-of-network ATM transaction. Rates, terms and conditions are subject to change. Federally insured by the NCUA.