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Keynotes

CALIFORNIA CORRECTIONAL SUPERVISORS ORGANIZATION

LEADERSHIP DURING CHALLENGING TIMES

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KNOW YOUR
COVID-19
PROTECTIONS

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CCSO LAUNCHES
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THE POWER OF LEADERSHIP IN A TIME OF CRISIS



ART GONZALES
CCSO State President

At the California Correctional Supervisors Organization (CCSO), one of our core values is leadership. Leadership skills are especially essential in this moment, as we look to our leaders to connect us, provide guidance and, most importantly, take action. Under normal conditions, organizational operations can run smoothly with minimal impact, but a critical or disruptive event can be threatening to the organization, resulting in the need to make drastic decisions quickly. Our current pandemic has made us adjust our business continuity plans as we navigate the unprecedented implications of COVID-19. The pandemic has changed the way we live our lives, especially at work. We must wear face masks, practice social distancing and take COVID-19 tests. With all of these changes, and because

efficient leadership has the potential to be impactful, now more than ever it is important for you to step up and be a leader. It is imperative that correctional supervisors and managers are equipped with the skills we need to prosper, so here are a few tips for success.

Be a Trustworthy Leader

During these unprecedented times, we look for a leader who we can trust and whose top priority is the organization's well-being. Oftentimes a leader brings out the best in us. People look to their leaders for guidance and direction. In the hands of a trusted leader, we are more comfortable with change and willing to embrace a new vision.

Look Ahead

A leader must think ahead and plan for the future. It is crucial to see beyond the immediate crisis and anticipate three or four steps ahead. Having a plan and strategizing will help steer the organization's next move.

Delegate

Delegation is a key tool for boosting organizational performance and efficiency. Leaders have many tasks and tend to over-manage and under-lead, especially during challenging times. By delegating, you are empowering employees by giving them greater autonomy, while freeing up your time to focus your efforts on strategic thinking and leading.

With all of these changes, and because efficient leadership has the potential to be impactful, now more than ever it is important for you to step up and be a leader.

Practice Active Listening

Everyone deserves to voice their opinion. Listen and take the time to allow people to vent and discuss their feelings. Reassure them that their concerns are valid. Active listening is a fundamental interpersonal communication skill that helps leaders become better communicators and problem solvers.

There have been many recent challenges in running CCSO during this pandemic. Leading through a pandemic requires resilience. We must truly understand that we are stronger together and part of an organization that unites people in their efforts and values each and every member. Recently we've been distributing masks statewide, providing us with an opportunity to connect with those in the field. I am honored to see the smiles on our members' faces and to be able to provide a small token of our appreciation during this difficult time.

I strive to be a powerful leader for all of you. I was elected to this position to continue CCSO's success

Continued on page 6



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FROM THE PRESIDENT

Continued from page 4

by bringing in fresh ideas, a new vision and changes to make us stronger. I'm happy to say we have accomplished those goals and made CCSO a superior organization, even amid a worldwide pandemic. Our new server was brought online just in time to provide telework opportunities to the office staff. We have continued our operations and provided the best possible customer service to our members. 911MEDIA, our *Keynotes* publisher and website and app designer, recently won Regional Gold and National Silver awards on CCSO's behalf for the fall 2019 edition of *Keynotes*. We have a lot to be proud of.

I am committed to leading you

through this pandemic as best I can. There may be some mistakes made along the way as we navigate new waters, but I guarantee that

every decision made has CCSO and its members' best interests in mind. Stay safe and healthy. CCSO Stronger Together! 

CALLING ALL CCSO MEMBERS

Share your stories and photos in print!

- Do you have photos from a recent event held at your institution?
- Do you have an experience you want to share with fellow members?

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For more information, contact Raquel Montoya at raquel.m@ccsonet.org.

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2020 CCSO SCHOLARSHIP RECIPIENTS

The CCSO scholarship brings some of the finest students to our attention.

All of these young individuals stand out because of their community involvement and determination for excellence. They have maintained a high grade point average, which is not an easy task when participating in school, church and community activities. We applaud them all and wish them a bright future.

The CCSO office is pleased to announce our 2020 scholarship recipients! 🗝️



Ruphea "MJ" Arrogante

Parent: Lt. Jay Manges, CAC

College: California State University, Bakersfield



Andrea Dang

Parent: SCC Dong Dang, SAC

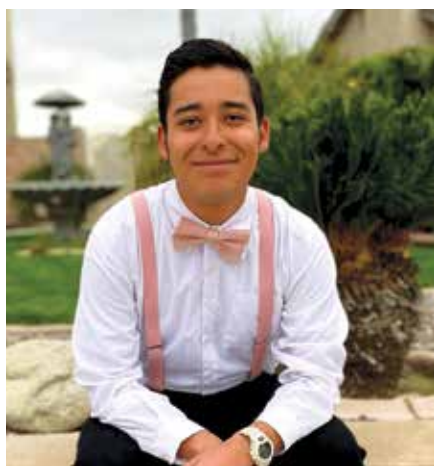
College: University of California, Santa Barbara



Nathan De Dios

Parent: PA II Lizzette Ruano, DAPO

College: University of California, Davis



Gabriel Dimas

Parent: Sgt. Enrique Dimas, DSH-PSH

College: University of California, Santa Cruz



Jasmine Garza

Parent: Sgt. Abelino Garza, WSP

College: California State University, Fresno



Justin Hagler

Parent: Sgt. Michael Hagler, CCC

College: Shasta College



Jason Kaplan

Parent: AD Julie Kaplan, DAPO

College: University of Nevada, Reno



Samantha Lieberg

Parent: CCII Todd Lieberg, DVI

College: University of California, Berkeley



John McAllister

Parent: Sgt. John McAllister, ISP

College: College of the Desert



Isabel Reynoso

Parent: Sgt. Daniel Reynoso, ISP

College: University of California, Berkeley



Isabel Rubalcaba

Parent: Lt. Jesse Rubalcaba, SOL

College: American River College



Maxine Scharr

Parent: Sgt. Nathaniel Scharr, RDJ

College: Southwestern College



Corbin Vincent

Parent: Lt. Robert Vincent, SCC

College: Columbia College, Sonora



Raygan Wescott

Parent: CCIII John Wescott, NKSP

College: Geneva College

Well done!

CONGRATS, GRADS!

CCSO congratulates the children of our members who graduated in the class of 2020. With school, activities and celebrations dramatically impacted by the coronavirus pandemic, this was an especially challenging year for these bright young people, making their achievements all the more remarkable. We wish them all the best in the next chapter of their lives! 🗝



Beanna Arrogante
Parent: Lt. Jay Manges, CAC



Erick Benas
Parent: Sgt. Therese Moore, CRC



Aiden Kelsey
Parent: Capt. Robert Kelsey, SCC



Arturo S. Ramirez III
Parent: Lt. Arturo Ramirez, CAC



Jean-Diego Rico
Parents: Sgt. Tony Rico and SCRT April Joy Rico, CEN



Juliyn Luz Rico
Parents: Sgt. Tony Rico and SCRT April Joy Rico, CEN



Emily Grace Salyers (left)
Elizabeth Salyers (right)
Parent: SSM I Carla Salyers, SCC



Kaydence Ryne' Thornton
Parent: CCII Melissa Thornton, PBSP



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LABOR

BAD-FAITH LABOR MEETINGS FOR EXCLUDED EMPLOYEE ORGANIZATIONS



**Ford Canutt | CCSO
Administrative Liaison**

Over the years, CCSO has met with many of the state agencies' labor departments concerning numerous changes, wages and working conditions that impact CCSO supervisors and managers, utilizing Government Code 3533, which outlines the rights of excluded employees to meet and confer in good faith with the state agency that is effecting the change. CCSO has found that most of these agencies send low-level labor representatives, who do not have the authority to make changes to adjust or address the issues brought up during a meet-and-confer

meeting. This is a form of disrespect shown toward the supervisor organization, but this treatment does not end there. In many meetings, CCSO has brought up violations of government codes, Title 2 of the California Code of Regulations, and past practice and has been ignored. This sometimes causes supervisor organizations to go to court to try and obtain some fairness, which is costly. These state agencies are meeting with us in bad faith, which is a violation of Government Code 3533. Supervisors and managers are treated like second-class employees and are not respected or valued.

Let us look at our state's labor departments:

CALHR

- CALHR has never granted an excluded employee grievance. *Never.*
- CALHR *always* sides with the offending agency,

even when it is shown that the agency has violated government codes or regulations.

- Meeting with CALHR *is always a waste of time* and money and is just a stepping-stone to a possible court action.

When you feel that your excluded employee organization is ignoring your issues, realize that this system is fighting their efforts every step of the way.

- The only reason CALHR meets with excluded organizations is to appear to meet its obligation to Government Code 3533, but it has no intention to meet in good faith.

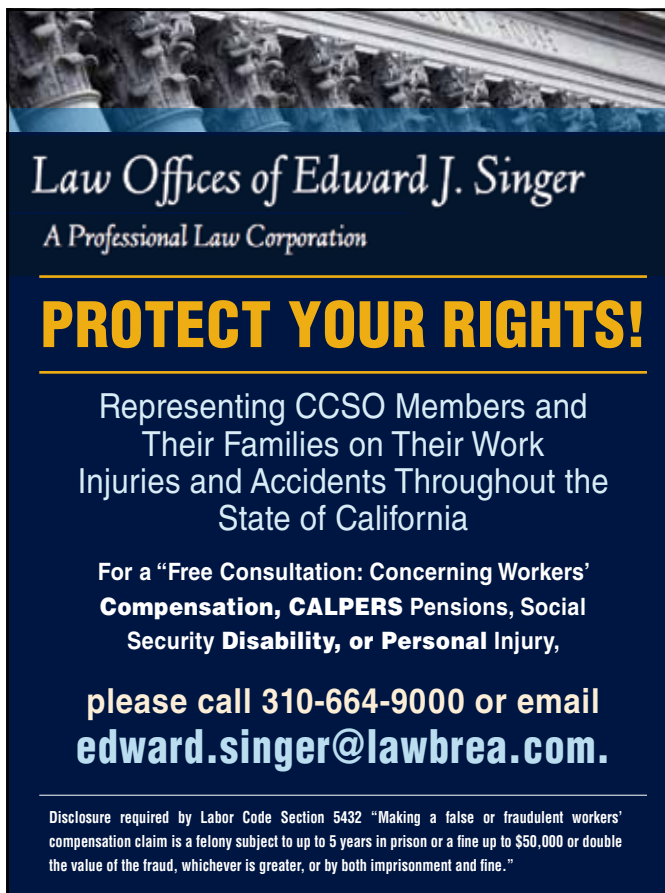
DSH

- DSH has never granted an excluded employee grievance. *Never.*
- Meeting with DSH *is always a waste of time* and money.
- The only reason DSH meets with excluded organizations is to appear to meet its obligation to Government Code 3533, but it has no intention to meet in good faith.
- For example, an outgoing chief of police for DSH, who was mad at some sergeants for telling on one of his friends, put in a policy change that took all of the in-class seniority away from the DSH police sergeants. This happened just as he was retiring. CCSO met with DSH labor over this outrageous act, and they simply ignored our pleas to be fair to these sergeants and took their seniority anyway.
- DSH has shown over and over again that they regard the hospital police as unimportant employees that they could care less about.

CCHCS

- In an effort not to be too redundant, it is safe to say that CCHCS labor treats excluded employees just like CALHR and DSH, but with more in-your-face violation of the laws that govern civil service employees.
- Small example: Per DOM 33010.20, vacation bidding for supervisors, in this case SRN IIs, is governed by in-class seniority. CCHCS has been using state seniority for supervisors' vacation bids. CCSO met with CCHCS and requested that they follow the DOM. CCHCS blew us off and has continued to violate the DOM. There are many more examples that are much worse, but you get the idea — rules and regulations mean nothing if they help excluded employees.

Continued on page 14



The advertisement features a dark blue background with a classical building facade at the top. The text is white and yellow, providing contact information and legal services for workers' compensation and pensions.

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BAD-FAITH LABOR MEETINGS

Continued from page 13

It is very frustrating for excluded employee organizations to try to get some form of fairness from our employer, the State of California, because the labor relations representatives from these state agencies know that they can violate the rules when it comes to excluded employees and get away with it. The rank and file have arbitration to get a ruling for the state's wrongdoing. Excluded employees must go to superior court to get a matter addressed, which takes years. The whole system is rigged so that excluded employees cannot receive any kind of justice.

So, when you feel that your excluded employee organization is ignoring your issues, realize that this system is fighting their efforts every step of the way. CCSO continues to try and change the laws through legislation, but it is a long process. Know that we are always doing our best against this corrupt system. 🔑



OPEN ENROLLMENT TIME IS COMING UP!

November 1–30

CCSO pays for accident insurance coverage for all its members* — all you have to do is enroll.

Don't miss out on the benefits available to CCSO members! Go to **ccsonet.org/member-benefits/insurance-benefits** to learn more.

*Please note CCSO charges a \$3 administration fee per insurance policy for in-house reconciliation purposes.



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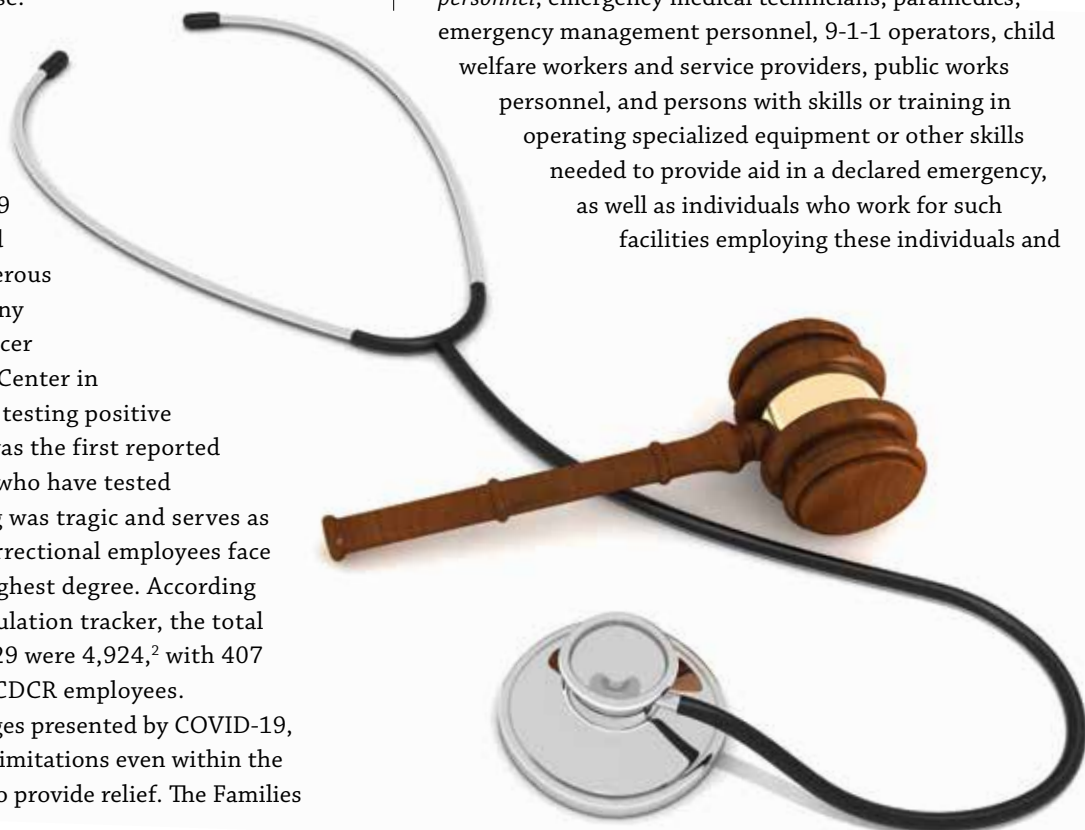
Dan Thompson |
CCSO General Counsel

The outbreak of the COVID-19 pandemic has created a myriad of challenges and impacted our daily lives. Correctional supervisors and managers are no exception, and as a key segment of essential workers, they have been impacted almost more than anyone else.

Correctional supervisors and managers are tasked with maintaining the safety, security and well-being of our state's prisoners, and the COVID-19 pandemic has only increased the risks in an already dangerous profession. On May 30, Danny Mendoza, a correctional officer at California Rehabilitation Center in Riverside County, died after testing positive for coronavirus. His death was the first reported by CDCR among employees who have tested positive.¹ Mendoza's passing was tragic and serves as a reminder that the risks correctional employees face on a daily basis are of the highest degree. According to the CDCR COVID-19 population tracker, the total confirmed cases as of June 29 were 4,924,² with 407 current active cases among CDCR employees.

In addition to the challenges presented by COVID-19, correctional employees face limitations even within the legislative measures meant to provide relief. The Families

First Coronavirus Relief Act (FFCRA) states that "emergency responders" may be excluded from paid sick leave or expanded family and medical leave by their employer. The FFCRA defines "emergency responder" as an employee who is necessary for the provision of transport, care, health care, comfort and nutrition of such patients, or others needed for the response to COVID-19. This includes but is not limited to military or national guard, law enforcement officers, *correctional institution personnel*, firefighters, emergency medical services personnel, *physicians, nurses, public health personnel*, emergency medical technicians, paramedics, emergency management personnel, 9-1-1 operators, child welfare workers and service providers, public works personnel, and persons with skills or training in operating specialized equipment or other skills needed to provide aid in a declared emergency, as well as individuals who work for such facilities employing these individuals and



¹ www.sacbee.com/article243153101.html

² www.cdcr.ca.gov/covid19/population-status-tracking

whose work is necessary to maintain the operation of the facility.³
This squarely applies to all CCSO members with rare exception.

If you should contract COVID-19, workers' compensation benefits may be available to you. Gavin Newsom passed executive order N-62-20⁴ making COVID-19 a presumptive condition, which means that should you contract the disease

At the end of the day, the most important factor in protecting yourself and any benefits you may be entitled to is detailed documentation.

while employed, there will be a rebuttable presumption that CDCR and the state will be responsible for resulting injuries. Remember, however, that it is a *rebuttable* presumption, meaning it can be contested and workers' compensation benefits and related treatment are subject to the following:

"Any COVID-19-related illness of an employee shall be presumed to arise out of and in the course of the employment for purposes of awarding workers' compensation benefits if all of the following requirements are satisfied:

- The employee tested positive for or was diagnosed with COVID-19 within 14 days after a day that the employee performed labor or services at the employee's place of employment at the employer's direction;
- The day referenced in subparagraph (a) on which the employee performed labor or services at the employee's place of employment at the employer's direction was on or after March 19, 2020;
- The employee's place of employment referenced in subparagraphs (a) and (b) was not the employee's home or residence; and

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³ www.dol.gov/agencies/whd/pandemic/ffcra-questions#57

⁴ www.gov.ca.gov/wp-content/uploads/2020/05/5.6.20-E0-N-62-20-text.pdf

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COVID-19 PROTECTIONS

Continued from page 17

- d. Where subparagraph (a) is satisfied through a diagnosis of COVID-19, the diagnosis was done by a physician who holds a physician and surgeon license issued by the California Medical Board and that diagnosis is confirmed by further testing within 30 days of the date of the diagnosis.

“The presumption set forth in Paragraph 1 is disputable and may be controverted by other evidence, but unless so controverted, the Workers’ Compensation Appeals Board is bound to find in accordance with it. This presumption shall only apply to dates of injury occurring through 60 days following the date of this Order.”

If you have further questions pertaining to workers’ compensation benefits and this executive order, please refer to the FAQ section at www.dir.ca.gov/dwc/Covid-19/FAQs.html.

Should the worst occur and COVID-19 results in death, the Public Safety Officers’ Benefits (PSOB) Act may provide benefits to the deceased employee’s family. The act holds that any condition caused by infectious diseases, viruses and bacteria can be found to be an injury sustained in the line of duty. In order to be eligible for a public safety officer’s death or disability due to COVID-19, the PSOB Act and regulations require that the evidence show that it is *more likely than not* that the virus resulted from the public safety officer’s exposure while performing a line-of-duty activity or action, subject to the following conditions⁵:

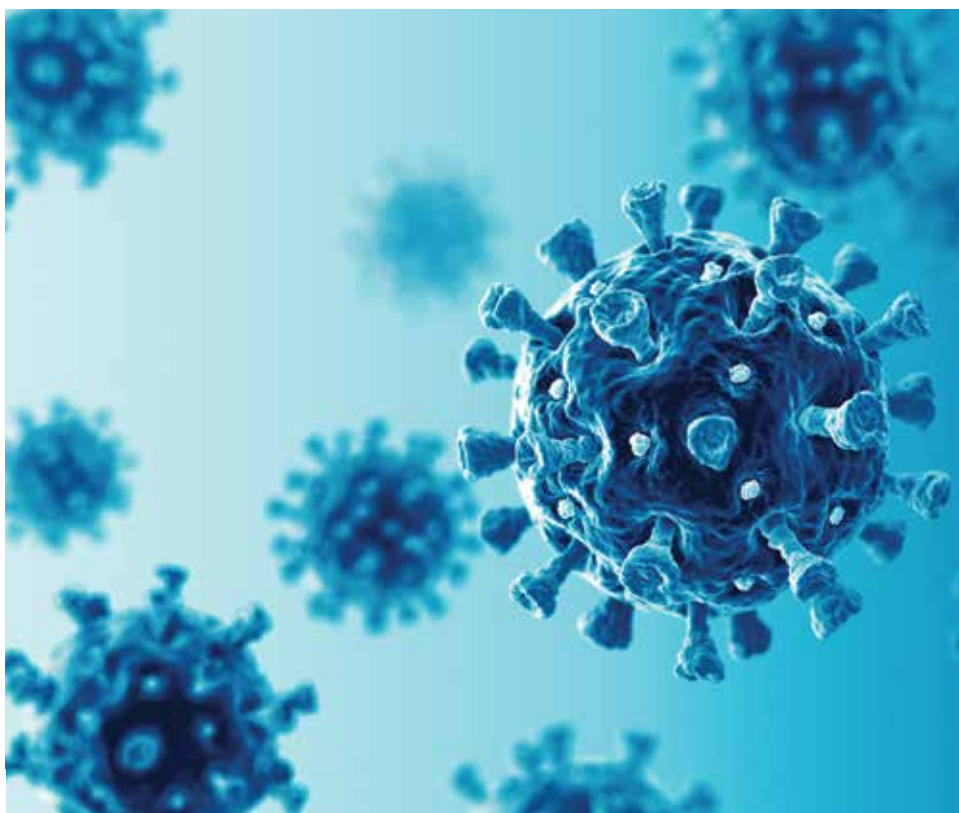
1. The officer had engaged in line-of-duty action or activity under circumstances that indicate that it was medically possible that the officer was exposed to the virus, SARS-CoV-2, while so engaged.
2. The officer did contract the disease, COVID-19, within a time frame where it was medically possible to contract the disease from that exposure.

In addition, in the absence of evidence showing a different cause of death, the Bureau of Justice Assistance generally will find that the evidence shows a public safety officer who died while suffering from COVID-19 died as the direct and proximate result of COVID-19.

While some states have laws that presume a public safety officer’s infectious disease resulted from their employment, eliminating the need for evidence of when the transmission of a disease or infection occurred, the PSOB program has no such presumption.

At the end of the day, the most important factor in protecting yourself and any benefits you may be entitled to is detailed documentation. Don’t assume that your employer is on your side or that the “system” will take care of you. If you believe you have been exposed, document the exposure carefully. Promptly seek any and all medical treatment and testing, and make a clear record of your work schedule, exposure to others, travel, etc., so that benefits you are entitled to cannot be challenged. And perhaps most importantly, seek appropriate legal advice and representation where appropriate.

We hope that none of you have to take advantage of any of this advice and that you all remain safe and healthy! 🗝️



⁵ <https://psob.bja.ojp.gov/COVID-19>

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Paul Gonzales Jr. |
State Board Member, NPO

Employee wellness is an essential part of any job, and it is especially crucial for first responders. The COVID-19 pandemic has impacted our livelihood, and, now more than ever, we must take a proactive role in providing first responders with a wellness program. Our goal is to provide resources to first responders and their families to aid with job-related trauma and the effects it can have on their personal lives.

Did you know first responders are more likely to die by suicide

The foundation is a nonprofit charity that will provide resources, support, education and training programs to our first responder brothers and sisters.

than in the line of duty? Many suicides are attributed to job-related stress and emotional trauma. How many of you have known someone who committed suicide? How many times have you seen a co-worker suffering from addiction, divorce, family problems or other interpersonal difficulties? Those issues affect the employee and everyone around them.

We can all attest that working for the California Department of Corrections and Rehabilitation (CDCR) is no easy feat. The challenges we deal with daily make it a high-



stress environment, without many outlets to decompress. Unfortunately, we have witnessed too many lives of our colleagues and friends taken by suicide. When this occurs, CDCR usually provides peer support and other available resources to help staff deal with the loss. However, as time passes, the support and resources seem to diminish until the next tragedy.

Over the past few years, CCSO has provided wellness training to institution staff and received an abundance of great feedback. Due to the success of the training and the positive impacts it has, CCSO recently established a foundation to administer these services. The foundation is a nonprofit charity that will provide resources, support, education and training programs to our first responder brothers and sisters. Our goal is to offer these resources on an ongoing basis. We welcome volunteers, donations and anything else to help promote and support our fight for first responder wellness.

Please feel free to post about this on social media using the hashtags **#supportfirstresponders** and **#firstresponderwellness**. 🔑

POSTPONED



28TH ANNUAL

CCSO CONFERENCE

The CCSO Conference brings together members from our 45 chapters throughout California. At conference, members experience a sense of comradery to share ideas, network, garner support and socialize. It's an event you won't want to miss!



April 2021 | Monterey



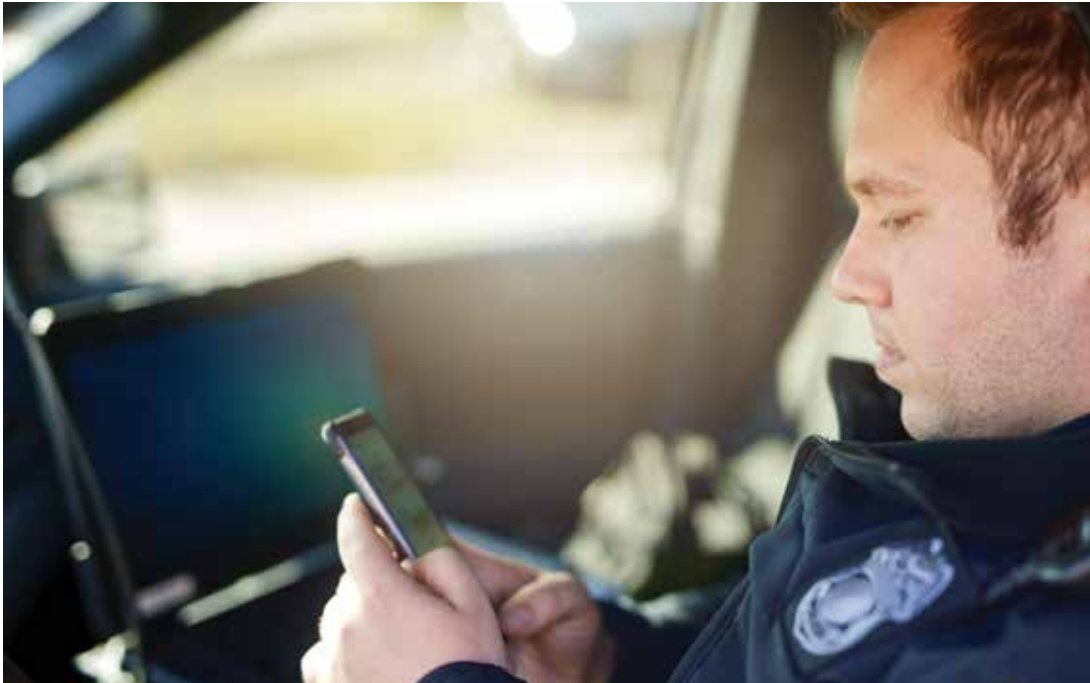
HOTEL INFORMATION

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

COPLINE: AN OFFICER'S LIFELINE



CopLine offers a confidential 24-hour hotline at (800) 267-5463 for law enforcement professionals who are dealing with stress on or off the job. All calls are answered by retired law enforcement officers who have gone through a strenuous vetting and training process to become active listeners. These peer listeners help callers to successfully manage the many emotional, psychological and social stressors that impact a significant number of law enforcement officers and their families. For further assistance, the peer listeners can provide vetted clinical referrals to therapists and programs in the caller's region that offer ongoing care.

CopLine encourages all officers to be aware of the signs of post-traumatic stress disorder, which include:

- Efforts to avoid thoughts, feelings or conversations associated with the trauma
- Efforts to avoid activities, places or people that arouse recollection of the trauma
- Inability to recall an important aspect of the trauma
- Markedly diminished interest or participation in significant activities
- Feeling of detachment or estrangement from others



- Restricted range of affect (e.g., unable to have loving feelings)
- Sense of foreshortened future (e.g., does not expect to have a career, marriage, children or normal life span)
- Difficulty falling or staying asleep
- Irritability or outbursts of anger
- Difficulty concentrating
- Hypervigilance
- Exaggerated startle response
- Flashbacks

If you see these symptoms in yourself, a colleague, a friend or a family member, please seek help right away. This information can save a life.

For more details, visit www.copline.org. And remember, whether you're just having a bad day or are experiencing a crisis, CopLine is there to listen, understand and help. 🔑

KEYNOTES LOCKS IN AWARDS



CCSO's *Keynotes* magazine has been recognized with two 2020 Azbee Awards of Excellence from the American Society of Business Publication Editors. One of the most competitive award programs for trade, association and professional publications, the Azbees highlight editorial, online and design excellence in magazines, newsletters and digital media. Selected from more than 1,000 entries, the fall 2019 issue that launched our redesigned *Keynotes* was honored with the Regional Gold and National Silver awards for New Publication Design.

We're proud to have our magazine placed among the best of the best in the industry!

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If you haven't done so already, be sure to visit and register as a member so you can access all of the great materials CCSO has to offer!

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THE IMPORTANCE OF RECRUITING FOR CCSO



Craig Sorensen
| CIM Chapter Vice President

I would like to start by congratulating all the newly elected chapter officials for the even-numbered chapters. As you embark on your new positions, whether as a chapter president, vice president, secretary, treasurer or board member, it is important to remember that it is every elected official's duty to recruit new members to CCSO. Most of CCSO's budget goes to legal representation for our members, as we are one of the very few unions that provide guaranteed representation to all members. CCSO, since its conception, has believed that one of its most important purposes is to provide legal representation for all of our members. It is a great feeling to be part of a strong union that always stands behind its members, but this also comes at a high

monetary cost to CCSO. Having elected officials continuously recruiting new members gives CCSO the opportunity to keep providing the highest level of representation possible while being financially stable in times of uncertainty or years of extraordinary legal costs.

One helpful tip that I can give to all the incumbents or newly elected chapter presidents is to find that one highly motivated individual on your board and assign them to be head of recruiting for your chapter. All elected representatives should have CCSO and CLEA applications readily available to pass out to potential members.

Here at the California Institution for Men (CIM), we have created a welcome letter that lists some of the benefits and a few reasons why we feel CCSO is the best union option for all supervisors and managers. We send this letter out to all newly promoted sergeants and to custody supervisors who transfer to CIM (preferably before they arrive at our institution).

Our chapter has also created a welcome letter for non-custody supervisors, outlining the benefits of joining CCSO



for non-custody employees. The impact on recruitment that we have seen from our welcome letter has been overwhelmingly positive.

Another easy way of recruiting new members is at the entrance points. As all staff are required to show their state identification card at entry points, if you see an ID with a blue or red border, they are eligible to become members of CCSO. A simple quick question — “Are you a CCSO member?” — can spark a conversation that leads to a new member.

The higher our membership numbers grow, the more CCSO will be able to provide the representation that all correctional supervisors and managers deserve.

On a final note, I would just like to add that the higher our membership numbers grow, the more CCSO will be able to provide the representation that all correctional supervisors and managers deserve. Many stories of other unions denying representation have been heard throughout our department over the years, so let your membership sleep soundly knowing that CCSO will always be there for them in their time of need. The phrase “United we stand, divided we fall” rings true to me when applied to CCSO correctional supervisors and managers. So, let us all stand stronger together. 🔑



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During these very difficult times, CCSO wants to do our part to help. We are fundraising by selling our "CCSO Stronger Together" T-shirts for \$19.95. Half of all proceeds will go toward supporting health-care workers and food banks.



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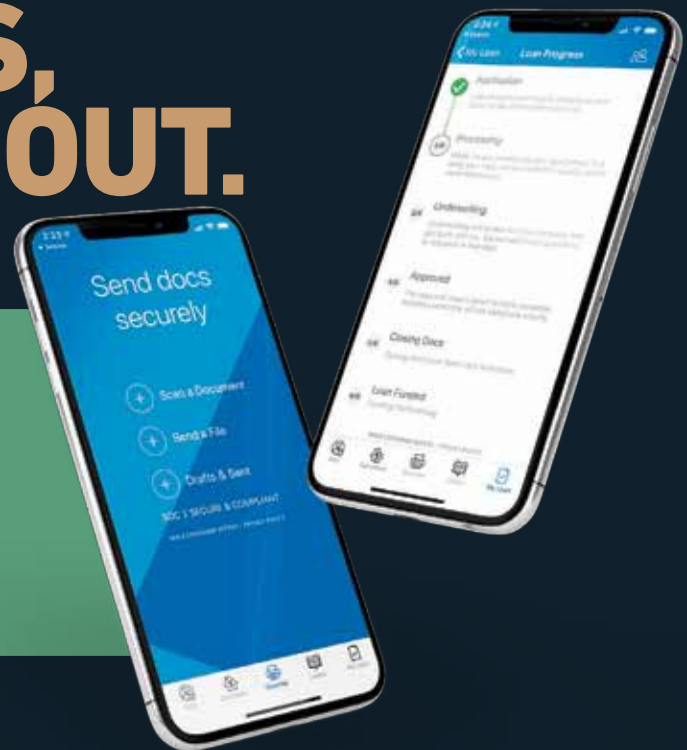
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