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Keynotes



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**A YEAR
LIKE
NO OTHER**
2020 IN REVIEW

**STATE
BOARD
ELECTION
RESULTS**
See page 8

**MEDAL
OF VALOR
AWARDS**
See page 10



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A YEAR LIKE NO OTHER



ART GONZALES
CCSO State President

When asked to describe the year 2020, many call it unprecedented. The word that comes to my mind is brave, and that's because of you. While most people worked from home and stayed away from the dangers of COVID-19, many of you faced it head-on. You got up every day and went in to work in order to keep our essential business running. You stepped up and took on the challenge without hesitation. Being an essential employee and front-line worker can be extremely stressful for both the employee and their family. The hazardous conditions of the prisons are risky in a normal situation, and heightened even more during this pandemic. I applaud you and thank you for your sacrifice and dedication.

While you have been out there laying your life on the line, you have

continued to be disrespected by various agencies. CCSO is currently tackling a few challenging issues on behalf of our members. Although we are granted parity with rank-and-file staff, it seems we are always fighting and filing lawsuits in order to achieve that. Our newest case regards the disparity supervisors are receiving in PLP hours and PDD days with the latest budget cuts. We prevailed in past lawsuits over the violation of government code, and are hopeful this case will follow suit.

Another challenge we are currently handling is with CDCR's Office of Legal Affairs and Office of Internal Affairs. They continuously fail to abide by our 2001 Permanent Injunction in regard to interview timing and representation, and have changed their interpretation of it. We have sent several letters asking for clarity so that we can come to an agreement or go back to court. Anytime you're interrogated, you have the right to representation and must be given reasonable time to have your representative present. Additionally, witnesses also have the right to representation. Please remember to always ask for representation if you are being questioned about wrongdoing, either by you or others. Failure to allow you representation is a violation of your POBR rights.

The latest issue on our radar is the Office of Inspector General (OIG) overstepping its boundaries. California Penal Code establishes

You got up every day and went in to work in order to keep our essential business running. You stepped up and took on the challenge without hesitation.

the OIG and tasks them with "contemporaneous oversight," but what does that mean? Does that mean they can do whatever they want? Who oversees them to ensure *they* are following policy? There should always be checks and balances. Many of the OIG staff have no experience inside of a correctional facility. They make judgments on use of force, yet have never dealt with inmate attacks or run into a riot. Their job is to monitor and oversee the Department's compliance with policies and procedures and report their findings. But now they are influencing wardens to issue more discipline of staff. For acting wardens, this can be a big dilemma. If they don't follow the OIG's recommendations, will the OIG hold that over their head during their warden's vetting? That seems like quite a conflict of interest. Another example of overstepping is in the employee discipline process. Again, OIG should solely be monitoring the

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process and reporting on CDCR's compliance with following the disciplinary policies and discipline matrix. They should *not* be part of determining the employee's discipline or pushing the hiring authority to take certain action; however, we see that happen way too often. Additionally, if the hiring authority doesn't do what they say, they request that the decision goes up the chain of command until someone buckles and they get what they want. This often leads to termination. For staff with good legal representation, especially CCSO members, the termination is usually overturned and then the

The Department runs scared instead of supporting their own staff. The OIG needs their power revoked, and CCSO is ready to make that happen!

Department owes back pay with penalty and interest. What a waste of money and time for something that could have been settled at a lower penalty with both parties in agreement. I often feel that the OIG's reports justify their existence. I see evidence all the time that shows they are more powerful now

than they were intended to be as an oversight agency. The Department has a knee-jerk reaction to each report and recommendation and runs scared instead of supporting their own staff. The OIG needs their power revoked, and CCSO is ready to make that happen!

As I said earlier, thank you for all that you do. You deserve better; you deserve respect. We will continue to fight in the coming year and push for parity and all that is due to supervisors and managers. We did our part during this pandemic and should be recognized. I see a bright 2021, and I believe you will be happy with our accomplishments. Keep up the great work and continue to make us proud! 🗝️



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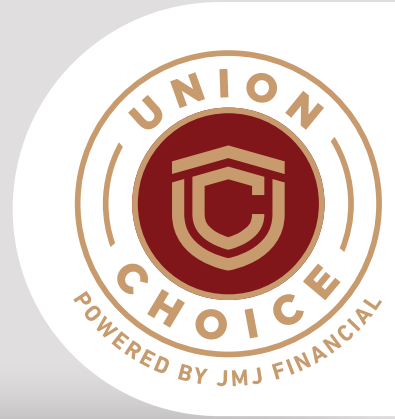
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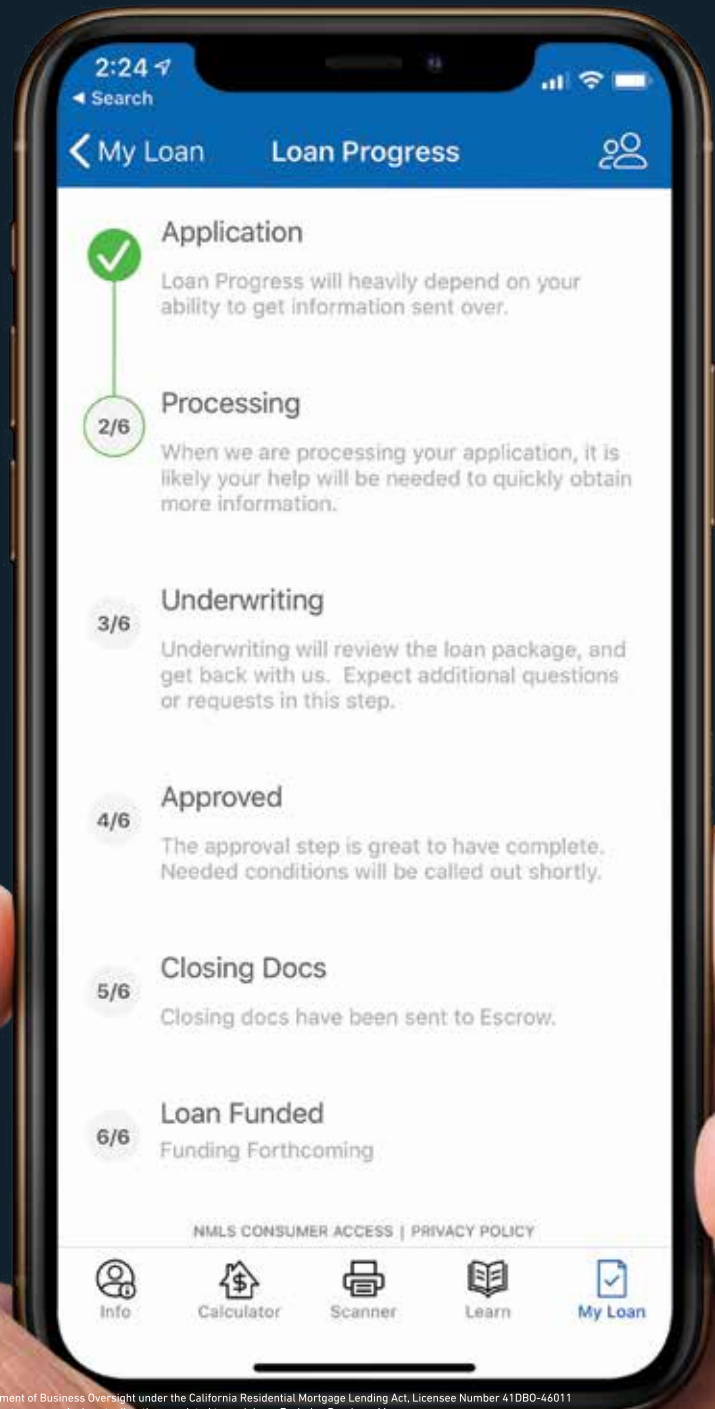
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State Board 2020 Election **RESULTS**

The CCSO State Board Election results were tabulated by Berger and Company Certified Public Accountants on December 5, 2020. The elected State Board members are:



State Secretary: Sam Robinson (uncontested)



State Board Member, Sgt: Sabrina Harris-Brennan (uncontested)



State Board Member, Non-Peace Officer: Paul Gonzales

Each elected State Board member will serve a term of four years: January 1, 2021, through December 31, 2024. CCSO extends our appreciation to those members who took the time to vote in this election cycle. 🗝



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2020 AWARDS

CDCR HONORED 98 EMPLOYEES at its 2020 Medal of Valor Ceremony on September 18 for their bravery in responding to life-threatening situations in the line of duty and in the community, as well as exemplary work benefiting the Department and the public. The following CCSO members were recognized for going above and beyond in their achievements. Congratulations to all!

EXECUTIVES OF THE YEAR



Parole Agent II Michelle Allen, Division of Adult Parole Operations — Northern Region



Correctional Captain Fergus Leckie, California State Prison, Sacramento



Staff Services Manager I Elizabeth Sherrell-Davis, Office of Training and Professional Development

The Executive of the Year Award is given annually to the person or persons who consistently demonstrate remarkable leadership skills, integrity, values, vision, commitment to excellence, agency performance, community service and diversity.

DISTINGUISHED SERVICE MEDALS

The Distinguished Service Medal is awarded for an employee's exemplary work conduct with the Department for a period of months or years, or involvement in a specific assignment of unusual benefit to the Department.



Correctional Captain Michael A. Tuntakit, Avenal State Prison



Correctional Lieutenant Jamie Shaw, Avenal State Prison (now retired)

At the request of their two wardens, then-Lieutenants Tuntakit and Shaw researched and wrote a modern, more effective and job-specific training curriculum for CDCR's supervisor training. Their work brings value and meaningful training to learning participants. Their training model morphed into a more than just a new curriculum; it changed into a new hiring practice and a new vision of support for first-line supervisors.



Staff Services Manager III Christopher Helton, CCHCS Fiscal Services



Chief Kristina Khokhobashvili, Office of External Affairs, OPEC



Assistant Chief Margie McCune, Office of Labor Relations

In 2019, CDCR and CCHCS began managing substance use disorder as a chronic medical illness with evidence-based treatments that reduce morbidity, mortality and recidivism. The Integrated Substance Use Disorder Treatment (ISUDT) program is a bold shift touching every part of our agency, supporting our core mission. Participants in ISUDT work to change their thinking and behaviors; they live in supportive housing; and they receive Medication Assisted

Treatment, if eligible. When they leave prison, ISUDT participants are assisted in successfully transitioning back to life with their families and in their communities, with direct connections to rehabilitative resources. The ISUDT Planning and Implementation committee spearheaded efforts to build the foundation for this vital work. These leaders from across CDCR and CCHCS will receive Distinguished Service Medals for their achievements.

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MEDAL OF VALOR

Continued from page 11

BRONZE STAR MEDALS

The Bronze Star is awarded for saving a life without placing oneself in peril. The employee shall have used proper training and tactics in a professional manner to save, or clearly contribute to saving, the life of another person.



Correctional Lieutenant Andrew Pilati,
Sierra Conservation Center

Lieutenant Pilati, Correctional Counselor II Richard Russell and Correctional Officer Michael Nord were on their way home from work when they saw that a car had gone over a barrier and about 30 feet down a steep embankment. They moved down the embankment and found two elderly victims, one of whom was going in and out of consciousness. They kept the couple calm until first responders arrived. Then they helped ambulance personnel put the victims on backboards and carry the backboards up the steep incline.

Sergeant Orpurt was taking a lunch break from helping family and friends brand calves. Suddenly, a man stood up and appeared to be having trouble breathing. Sergeant Orpurt asked if the man was choking, and he nodded yes. Employing the Heimlich maneuver, Sergeant Orpurt was able to make the man spit out a large chunk of meat.



Correctional Sergeant Tim Orpurt, Sierra
Conservation Center



Correctional Sergeant Mark Rosales,
California State Prison, Los Angeles

Sergeant Rosales was returning from a gym workout when he came across a traffic accident. He immediately acted to help the victims. He began CPR on one of the victims and saw the man was wearing a CDCR uniform. He was a lieutenant Sergeant Rosales knew at California State Prison, Los Angeles. Holding back his emotions, Sergeant Rosales continued CPR until paramedics arrived. But despite his heroic efforts, the victim later died at the hospital.



Correctional Lieutenant Timothy Sanders,
California State Prison, Corcoran

CDCR folks are trained to keep their head in a crisis, as Lieutenant Sanders proved last year. On his way home, he found a truck that had just wrecked. The most severely injured person was a woman who had been ejected. While directing a bystander to call 9-1-1, Lieutenant Sanders rolled the victim into the recovery position. Unable to determine if 9-1-1 had been called, he directed another bystander to call for help. He also asked that another person canvass the area for other victims while he helped the severely injured woman until help arrived. 🗝️

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RETIREMENTS

Congratulations

Congratulations to the following members who retired in 2020. Thank you for your dedicated service, and we wish you many years of happiness and relaxation ahead.

John Adam
Lorna Agdeppa
Linda Aguilar
Stephen Alexander
David Allen
Wilberto Almodovar
Al Altamirano
Juan Alvidrez
Sarina Amaral
Anthony Amero
Raul Amezucua Jr.
Hunter Anglea
James Appleberry
Francisco Armenta
Kellie Arnold
Paul Ash
Michael Ayala
Jose Badilla
Paul Barker
Michael Barnes
Richard Barraza Jr.
James Barrera
Rudy Barrera
Richard Basso
William Beauchemin
George Becerra Jr.
Mona Begell
Mitchell Begley
Derek Beitingier
Richard Bergland
Jason Bernard

Raul Betancourt
Deborah Blackwell
Joe Bomgardner
Arnel Bona
Dean Borders
John Borrego
Samia Boshra
Timothy Bowling
Patrick Bowman
Mark Bradley
Mark Braly
Patricia Brightwell
James Browder
Steven Brown
Leroy Buckner
John Burt
Edward Califf
David Calvillo
Daniel Cancino
David Caplan
Travis Caretto
Daniel Carnazzo
David Carnicello
Christina Carrozzo
Norma Carunungan
Elodia Castro
Alfred Castro
Amanda Cervantes
David Champion
Elizabeth Chan
Jean Christofferson

Duane Cleveland
Ronie Constantino
Guy Cook
Stacy Cooks
Kimberly Cortes
Vincent Crandell
Douglas Crenshaw
David Crounse
Steve Curtis
Jeffrey Darrach
Susan Dasmann
Virgil Davis
Christopher Dean
Bernice Dixon
Gene Doser
Robert Drasz
Robert Dunn
Richard Eaton
Jack Eder
Gary Eller
Thomas Elliott
James Ellis
Wayne Epperson Jr.
Nadia Erwin
Raymond Escalera
Annie Fagan
David Falco
Frederick Field III
Susan Fink
David Fischer
Karen Fitzgerald



SERGEANT JASON BERNARD

from California Correctional Center has been a CCSO member since 2008. He has served our membership as the CCC Chapter president for several years, as well as currently holding a seat on the CCSO Political Action Committee. Thank you, Sergeant Bernard, for your years of service and dedication to this organization.



LIEUTENANT PAUL FULLER

from Chuckawalla Valley State Prison has been a CCSO member since 2014. He served our membership as the CVSP Chapter vice president for several years and currently holds a seat on the CCSO State Board of Directors. Thank you, Lieutenant Fuller, for your years of service and dedication to this organization.

Stella Flock
Yolanda Flores
Louel Fowler
Jason Freeman
Paul Fuller
Deborah Gallagher
Jose Garcia
Alfred Garcia Jr.
Annmarie Gary
Eduardo Garza
Rex Gerber
Kameron Getz
Michael Giacomelli
Ronald Gibson
Cecil Glenn Jr.
David Godwin
Denise Godwin
Luis Gomez
Adalberto Gonzalez

Jason Goodman
Steve Goss
Daniel Gray
Robbie Gregory
William Griffith
Robert Grillo
Augustine Gutierrez
Michelle Hamilton
Gregory Hampton
Dionna Harper
Thomas Harris
Dawn Harvell
Ray Harvey
Bryan Hazzard
Stacie Henley
Jane Henneman-Low
Victoria Hernandez
Peter Hernandez
Christen Herrera

Susan Herron
Christopher Hickey
Del Higgerson
Dustin Hitt
Alex Hoang
Joseph Hobmeier
Kirk Hoffman
Joseph Holloway
Calvin Holmes Jr.
Steven Hosman
Valencia Houston
John Hunter
Mina Hutchful
Stuart Ingle
Lewis James
Charles Johnson
Renia Johnson
Russell Johnson


Continued on page 16

RETIREMENTS

Continued from page 15

Jody Johnson
Nathan Johnson
Anna Jones
Kenneth Juniper
Nathan Justin
Sannoh Kamara
Chris Katsarsky
Kathryn Kesterson
Bob Kirby Jr.
Kenneth Koozer
Richard Kortuem
Ronald Ladd
George Lares
Dawn Large
Virdell Larkins Jr.
James Larson
Keith Lawson
Gary Leasure
Greg Lee
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Thomas Long
Michael Lopez
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Lidia Munoz Childres
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Cheryl Ness
Pilar Nevarez
Richard Nicholson
Patrick Nowling
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Eric Olive
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Steven Reeder
John Rivero
Doug Roberts
William Rollin
Michael Romero
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Earl Rosenbaum
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Patrick Santiago
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Regina Shelton
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Anthony Smith
Richard Smith
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Helen Speed
Roderick Spencer
David Spickelmier
Michael Spry
Melba Starr
Wilma Struffert
John Struffert
Ann Sumner
Dewayne Thornburg
Melissa Thornton
Arnulfo (Ryan) Valverde
Manuel Vargas Jr.
Karen Vertti
Loida Voulgarelis
Christina Wade
Nathan Walker
David Wells
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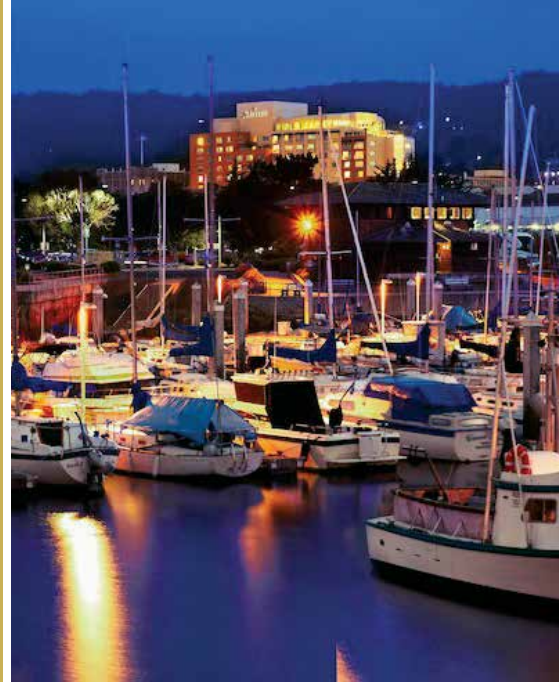
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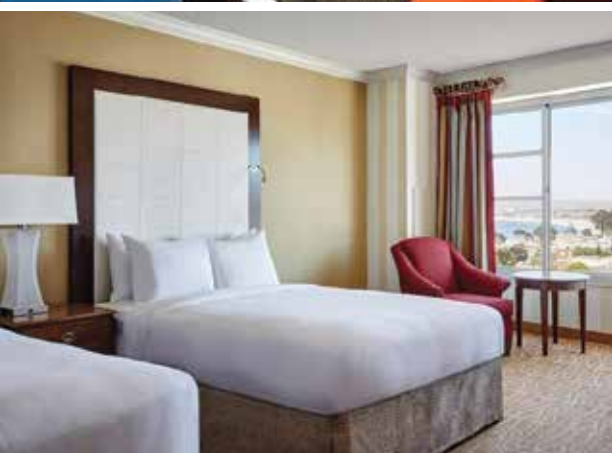
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CCSO CONFERENCE

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LABOR

2020 LABOR UPDATE



Gilbert Valenzuela |
Labor Manager

Like most of you, CCSO was optimistic as we began 2020. Toward the end of 2019, we were able to help negotiate a favorable transition for senior MTAs, whose classification was abolished into the sergeant classification. We made great strides with a much-needed statewide vacation policy for SRN IIs, and we were eagerly awaiting a meeting with Secretary Ralph Diaz regarding the anticipated transfer policy for sergeants and lieutenants.

All was going great until an unknown virus put a halt to our plans and goals. The epidemic of the coronavirus froze the world and all existence. All labor-related matters suddenly took a back seat. The only priority was the pandemic and the measures to halt the spread of COVID-19. The Department disseminated guidelines daily on telework, face mask policies and ATO decision trees to keep up with the new federal regulations.

The CCSO office also faced similar challenges due to the pandemic, but we quickly adapted and began working remotely. We continued providing our members with the representation and labor assistance they expect and deserve. Although we were able to maintain operations, not everyone was as lucky. Unfortunately, the pandemic also caused a shortfall in California's budget (no need to say any more about that). Employees took pay cuts, the closure of one prison was announced and, even worse, there were deaths among our brothers and sisters due to the virus.

However, in the face of adversity, we are beginning to regain our momentum. We updated our electronic



**All was going great until
an unknown virus put a
halt to our plans and goals.
All labor-related matters
suddenly took a back seat.**

capabilities in the office to include media equipment, which allows us to hold virtual meetings and training sessions and attend meet-and-confers, which have resumed. Issues put on hold are now being brought forward and discussed with our counterparts in the labor field. Since Mr. Diaz retired in September, we plan to discuss transfers with new Secretary Kathleen Allison as soon as a meeting can be facilitated.

We hope the end of this crisis is near so that we can refocus on achieving our goals and continue our mission of providing CCSO members with the best representation possible. 🔑

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GRIEVANCES IN 2020



Mike Stout |
Grievance Manager

The year 2020 will definitely be remembered as one of the most challenging times for law enforcement and the correctional industry. As you can imagine, and more than likely experienced firsthand, supervisors and managers continued to be tasked with performing an array of functions during this global pandemic. Many of the tasks seemed to be outside of the scope of work and general duties for their classifications.

As COVID-19 spread and public precautions began to be initiated back in March, the governor issued a State of Emergency order. This created a viable defense for the state to utilize any means necessary to complete certain tasks in order to ensure public safety. It seemed like every other week the rules and guidelines were changing, and normalcy was out the window! Rules that were once recognized as black-and-white were now gray, providing the Department with increased latitude to have supervisors perform required tasks. Supervisors' duties seemed to increase while the workforce began to shrink due to quarantine mandates.


Most supervisors performed these added tasks without question; however, concerns were raised regarding some of the labor decisions made by the Department. As a result of the ever-changing directives, CCSO received an overwhelming number of calls and emails. We were frustrated, as those once black-and-white rules no longer seemed to exist and were now gray. It raised the question: What rules are being violated? Since a grievance would have little chance to prevail without a clear rule violation, we increased discussions with the Department's Office of Labor Relations. We hoped to correct the numerous concerns or at least receive more clarification. Some talks were successful, others not.

Other significant grievances during the year's turmoil



were rather light. Individual grievances were the bulk of our cases, which ranged from corrective documentation to evaluations, overtime disputes, post and bid issues, and nepotism, as well as the use of caustic chemicals in an unsafe manner. One of the more recent grievances for the S06/M06 classification pertains to the monthly disparity of PLP hours provided to officers. At the time this article was written, this grievance was at the California Department of Human Resources awaiting a Fourth Level response.

Many grievances last year were resolved in one form or another at the local level, which is our ultimate goal. Of course, the strategy "If you withdraw, we will correct" still occurs, making the grievance moot and technically not identified as granted. But at the end of the day, as long as the supervisor agrees and is satisfied with the outcome, that's a "granted" in my book.

Whenever you believe you have been wronged, reach out to CCSO so that we can discuss the concern. We may have dealt with the same issue in the past, and there may be other options before placing pen to paper. 



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LEGISLATION

UPDATE ON CCSO LEGISLATION



Pelican Bay State Prison (PBSP)



Ford Canutt |
Legislative Specialist

The California Correctional Supervisors Organization (CCSO) has focused its legislative efforts on two bills during 2020 and 2021. The arbitration bill, SB 179, is still in play. CCSO lobbyists are working with the governor's staff to get SB 179 put into law as a five-year sunset law, at which time, if the bill shows no cost to the state of California, it will be made permanent.

Arbitration

SB 179 establishes the Excluded Employee Arbitration Act, which authorizes binding arbitration on behalf of an excluded state employee for alleged violations of working conditions, as specified, whose grievance has not been resolved after the fourth level of review. According to the sponsor, "the excluded employee grievance system is virtually illusory for excluded employees and is functioning at an unenforceable level. Of all the grievances

filed, 99% are denied because there is no consequence for the state agency not to follow the rules, and there is no objective oversight." Thus, employee organizations respond by going to SPB or Superior Court, resulting in high-cost litigation for both the state and the employee representatives that takes years to resolve. Excluded employees cannot have their voices heard concerning their problems or issues unless it takes years in higher courts. The inability to have arbitration has cost the state unnecessary litigation expenses. This bill will bring a more meaningful effort to resolve issues and problems at a much lower level, and save the taxpayers money.

Office of the Inspector General (OIG)

The second bill concerns the powers of the Office of the Inspector General (OIG). The OIG was created to audit the California Department of Corrections and Rehabilitation (CDCR). In the 1990s, CDCR experienced two incidents, one at Corcoran State Prison (COR) and the other at Pelican Bay State Prison (PBSP); both incidents required an FBI investigation.

This prompted a change to the OIG's duties, to be more of a watchdog agency whose primary interest is to perform audits.

If the OIG believes CDCR is not following policies, then the OIG will produce public reports outlining how it believes CDCR has erred. These added duties caused the OIG to expand the number of its employees, causing its budget to increase significantly. After the two incidents in the 1990s were cleared up, the OIG started to develop its interest in the CDCR, such as employee disciplinary investigations being conducted by CDCR.

In 2005, the OIG abused its position by providing squad cars and guns to its non-peace-officer agents. Neither the squad cars nor the guns were necessary or allowed, and the OIG had them taken away. This allowed the OIG to embark on a new way to increase its numbers and budget. Hence, it started making small amendments to the Penal Code sections that outlined its powers and duties. These amendments over the years have slowly taken the control away from CDCR and put the sole power into the OIG. These amendments were made slowly and did not appear on the radar of the State Legislature, because it was done in a very creative and stealthy manner. Many of the employees at the OIG are attorneys and can assist in changing penal codes. It appears that no one is watching the watchers, and that is why we now have the tail wagging the dog, which is a conflict of interest.

The OIG, with its non-expert correctional knowledge, has control of CDCR, which was not the intention of the Legislature.

The CDCR upper-level management and wardens are experts in managing correctional institutions. Most of the CDCR management team have spent their whole careers working in our state prisons and dealt with prison gangs, riots, inmate housing issues, inmate health concerns, staffing policies, staff discipline and many other aspects of working in a correctional setting. The OIG has put itself in control of these managers and their desired systems by utilizing Penal Code 6126.6(a) through (k).

The OIG continues to control individual wardens and upper-level managers by not allowing them to be vetted for promotions. This has nullified all the years of correctional expertise these managers have and made them subordinate to the OIG's non-expert opinions concerning the aforementioned aspects of working in a correctional setting. The OIG is exercising its power over managers by, for lack of a better word, blackmailing or coercion to impose the OIG's will. The OIG, with its non-expert correctional knowledge, has control of CDCR. This has caused bad policies and investigations, and given a watchdog agency power over another agency, which was not the intention of the Legislature.

CCSO is trying to recruit support for this bill, and when we have a bill number for this legislation, we will inform our members. 🔑

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LIFE AFTER RETIREMENT



Fred Koozer |
Business Services
Assistant

After working for more than 28 years, I retired from the California Department of Corrections on June 30, 2020. During my career, I worked at six different institutions and then finished my job at the Office of Audits and Court Compliance (OACC). Wasco State Prison was where it all began. I started working for the Department in 1992 as a Supervising Cook I and ended at OACC as a Correctional Business Manager. What a mostly fun and unique run I had. The Department provided an opportunity for me to work for some great people and visit every institution in the state. I never thought it would fly by at such a fast pace.

When you run at full throttle for so long, it's nice to hit the brakes and take a look around. At the start of my retirement, it was quite a change. There was no more being ordered to do mandatory overtime, no more commuting, no more meetings to prepare for more meetings, no more last-minute deadlines from CDCR headquarters on a Friday afternoon, no more traveling to prisons for audits and no more daily interactions with my co-workers.

I took a month off from everything and enjoyed the peace of mind and change. Then I needed something to keep me occupied, and that is where CCSO came into the picture.

Working in a highly stressful prison setting can take its toll on your family and health. I remember coming home from having a terrible day at WSP. My wife told me, "We are not inmates, and you can't talk to us like that." I had




not learned to check my job at the door yet, and she called me on it. I was glad she did.

I truly believe working a part-time job is an excellent transition to the next stage of life. The transition from working at CDCR to working at CCSO was a weird one at first. I was still in the mindset of running full throttle while on the clock. CCSO State President Gonzales had to remind me numerous times, "You're retired, relax, slow down." Well, after three months, he still has to remind me from time to time.

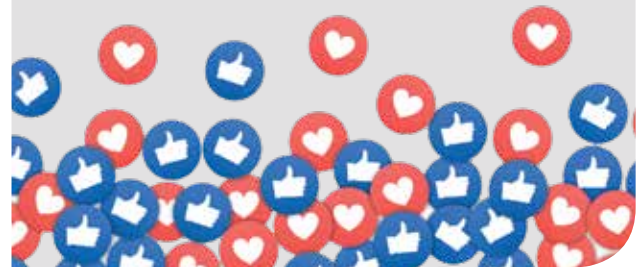


When you run at full throttle for so long, it's nice to hit the brakes and take a look around.

I can honestly say I'll be here at the CCSO office as long as they let me, or until my wife finally decides to retire too, whichever comes first! I feel very blessed to have been able to retire from CDCR with my health and still work a part-time job. My outlook on life is: Stay busy, but not too busy! 

Be sure to like and follow CCSO so you never miss an update!

 @CCSOCACORRECTIONS

[illegible]

CCSO strengthens camaraderie with our members across California in numerous ways. Amid the changing world, we have been consistently generous through financial contributions to various causes. In 2020, we have responded to requests from 23 chapters, school fundraising campaigns, other local nonprofits and member support situations, as well as aiding police department efforts and fire relief. We care about our members and stand together to do our part and give back to the communities we serve.

RECRUITING

STRENGTH IN NUMBERS



Rich Leon |
Statewide Recruiter



S

ince the inception of CCSO, we have seen much success as an organization and a legislative force.

As a supervisory organization, we have grown in the past years, and as such, we have become a voice that CDCR can no longer ignore. As the saying goes, “There is strength in numbers.” Many of our members are now looking at retirement, transferring to other state departments or leaving state employment altogether. As a supervisory organization, we need to increase our recruiting efforts to the up-and-coming supervisors and managers, as well as those in tenured positions who have not yet realized the benefits of CCSO membership versus their current labor organization.

Chapters should actively recruit at their primary facility or other worksite location. Who better to approach newly promoted supervisors with knowledge of CCSO membership benefits than the boots on the ground — i.e., chapter presidents, chapter board members and chapter members?

CCSO once assigned recruiters to different venues throughout the state when a newly promoted Sergeants Academy or Basic Supervision Training class was being conducted. Due to the impact of COVID-19, the Advanced Learning Institution (ALI) 2020 class schedule has suffered the loss of training dates and venues.

So, it is imperative that our prospective members are recruited at their local facility or other workplace locations

shortly after their promotion, since some of the benefits offered through our organization require a newly promoted supervisor to sign up within the first 60 days of promotion. The CCSO main office is here to assist each chapter in achieving that goal. Any and all necessary recruiting materials can be provided upon request. Assistance is just a phone call away.

CCSO will continually operate solely for the interests of its members. We are committed to advocating aggressively through meet-and-confers, arbitration and legislation to ensure fair working conditions and enhanced benefits. Continuous recruitment not only is necessary as an answer to attrition, but is also a driving force behind our “Supervisors Representing Supervisors” commitment.

Help CCSO stay the course in fulfilling its primary mission of providing the specialized representation of all CDCR excluded and exempt employees. Contact me to provide your feedback at richard.l@ccsonet.org. CCSO can accomplish much more through *strength in numbers!* 🔑



IN REMEMBRANCE

CCSO extends sincere condolences to the family and friends of the following members who passed away in 2020:

Jaime C. Ceron
Retired Sgt.

Robert D. Clemens
Sgt., CTC

Larry A. Cubbage
Retired Lt.

Timothy M. Evans
CFM II, ISP

Eric R. Figueroa
HP Sgt., DSH/PSH

Lorraine F. Jones
Retired Member

James A. Lira
Retired Sn. Youth
Counselor

Seeyengkee X. Ly
Sgt., VSP

Glenn M. Monma
Retired Sn. MTA

Gilbert Polanco
Sgt., SQ

Patrick D. Robbins
Retired Lt.

Daniel J. Rodriguez
Sgt., ASP

George L. Rodriguez
Sgt., LAC

Lawrence Stark
Retired CDO

Gary D. Stephens
Retired Member

Steven E. Stevenson
Sgt., CIM

Hiram Velez Jr.
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