

General Manager

From: General Manager [pbarty@peaceofficers.org]
Sent: Monday, February 23, 2009 10:06 AM
To: Public Information Officer (PIO) Richard Bergstresser
Subject: CSLEA and the 2009 Contract
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PEACE OFFICERS OF CALIFORNIA e - MEMO

To : All Sworn Peace Officers eligible to form their own Peace Officer Only Bargaining Unit (BU 22)
From : The [P.O.C.](#) Board of Directors
Subject : **CSLEA and the 2009 Contract**
Date : Monday 23rd February 2009

While California struggles through the financial crisis CSLEA assures members that they “will not agree to a deal that is not the best agreement that can be reached given current economic circumstances.” Are they really out there working from a position of power to best protect their members? Or are they simply cushioning us for the blow when yet another sub-par agreement is reached?

Threats of furloughs, layoffs, loss of holidays, and other takeaways create a difficult negotiating climate, but not an insurmountable one. CSLEA President Alan Barcelona wrote that CSLEA “wisely choose (sic) not to grab at any initial offer that it would soon regret taking”. Meanwhile SEIU reached an agreement that:

- Cut furlough days in half, cutting pay by 4.62% instead of 9.2% through July 1, 2010.
- Allowed the eight hours per month of furlough to be banked for use prior to June 30, 2012, allowing those hours to be used in lieu of vacation or sick time.
- Exchanged Lincoln’s Birthday and Columbus Day for two floating personal days at no net loss.
- Protected employees against layoffs unless entire departments or facilities are eliminated.
- Protected employees who do get laid off by assuring them that another job within 10% of their current salary and within 50 miles of their current job will be offered.
- Froze employee health care contributions at 2008 levels.
- Made a change so that sick time will no longer count toward overtime calculations (a takeaway CSLEA agreed to back in 2006).
- Included a “favored nations” clause – *if any union gets a better deal, SEIU negotiations will be re-opened.*

In light of the current climate SEIU, which represents many classifications but no peace officers, protected the interests of their members relatively well. CSLEA says that “the tentative agreement SEIU recently reached merits further exploration” and they will achieve “the best agreement that can be reached”. Given a 15 year track record of sub-standard agreements it is hard to take comfort in this statement.

“DPA is using the threats of furloughs, layoffs, holiday loss, and other takeaways to scare CSLEA into taking a deal that won’t deal with long-term problems,” said Chris Lewis, President of P.O.C. “What is the union doing to counteract that

threat? They're just bracing for the impact. Unit 7 peace officers have vacancy rates over 25%, salaries that lag by over 25%, and positions that continue to be eliminated – these are long-term problems that need long-term solutions.”

“The state can't afford to fully address all these issues right now, but it's time to lay the groundwork for the future. If they want us to share in the pain they should give some long-term concessions to fix the problems state law enforcement faces. All state services are important, but none are more important than providing for public safety. CAHP has a strong contract; CCPOA is gearing up for battle. A peace officer only union can make a strong case – a mixed unit like CSLEA cannot”.

“CSLEA constantly reminds us that only they can bargain for Unit 7 members, so we can only hope that they take our advice,” continued Lewis. “It is the stand of Peace Officers of California that any agreement that does not meet or exceed the agreement reached by SEIU, and that does not lay significant groundwork for future gains, is a failure”.

OTHER NEWS:

- SEIU also volunteered to do the right thing by reducing member dues by 4.62%.
- Certain constitutional officers, such as the Attorney General and the Insurance Commissioner, have many Unit 7 peace officer employees. Whether those employees are subject to furlough or not is the subject of ongoing legal action, with an uncertain outcome. SEIU's deal agreed to a furlough for their employees who work for constitutional officers *pending the outcome of the ongoing legal action*. We can only hope that CSLEA will not blindly agree to furloughs for these officers.

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