**SJCPOA**

**Special General Membership Meeting**

**October 15, 2008 at 5:30P**

**Location: Rm. 110 Canlis Bldg**

1. **Introductions and roll call**
2. President, Paul Brennan called the meeting to order at 5:45 pm

A. Pledge of Allegiance

B. Moment of silence in remembrance of fallen officers.

III. **Regular Business**

Minutes Reviewed - Motion made by Travis Rowe to approve the August 2008 General membership minutes, seconded by Jamie Hood. **Motion carried**.

President Report - No report

Vice President - No report

Treasurer’s report – August Financial report reviewed by the General membership. Motion made by Renee Rodewigg to approve the financial statement. Seconded by Eric Rowe. **Motion Carried**.

VI. **Committees**

Labor Management Paul Brennan explained that the new policy on badges will be issued soon. Field and flat badges will be issued upon being hired. Officers who have already purchased field badges will be reimbursed.

The Assessments.com Unit is still experiencing issues, but has seen some improvement. Paul encouraged members to continue to bring issues to their Supervisors and to the Program Integrity Committee (PIC).

Professional appearance policy – Tattoos visible in the work place was brought forward to Labor Management. After reviewing the policy, the Labor Management committee found the current language “reasonable effort” to cover up any tattoos acceptable. The committee confirmed that the policy be consistent for all employees from Administrators down through line staff and in all divisions.

Member Rich Evans inquired about the September Equity Survey, Paul B. responded that he is waiting to hear from the County and will follow up either Friday or early next week.

V. **Old Business:**

Paul Brennan announced Association endorsed: candidates Carlos Villapudua (Board of Supervisors), Lois Wolk (5th State Senate District), and Ann Johnston (Stockton Mayor).

Carlos V. requested help on election day, e-mail or call Paul by Friday.

1. **New Business:**

Paul discussed the importance of staying as one organization, instead of breaking into two, as some supervisors have expressed a desire for a Supervisors only bargaining unit. Guest speaker, Bill Harper, President of SCOPO and Sacramento County Probation Association. He worked in the State Senate 7 to 8 years. Bill’s opening remarks were, “United we stand, divided we fall.”

Bill stressed the importance of staying together as a united front, and sticking together. Bill explained that SCOPO fights for Probation Officer’s statewide. SCOPO’s existence is to speak and fight on your behalf. Bill continued with a historical perspective of SCOPO.

He Spoke of the Assembly Bill, that gave all of us the ability to negotiate for 3% at 50. “Bills do not arrive at the legislature without SCOPO and others fighting to have them placed on the table for discussion.”

Bill explained, that the more numbers you have the stronger you are with labor attorneys, labor relations and grievances.

Questions were asked by various members:

How many Supervisors are part of SCOPO?

Answer: The County will not allow Supervisors to belong to Sacramento County Probation Association, currently they are unrepresented. Bill is trying to get them connected with LEMA

(a middle management representative organization). Also, it will be very expensive for 22 or 23 Supervisors to participate in the Political process.

Question: Has anyone ever tried to organize a supervisor’s union?

Answer: “Yes, but they have been rebuked”

Question: Will SCOPO represent supervisors?

Answer: States they are not opposed to supervisors, their Treasurer is a supervisor. Supervisors are welcome!

Question: It’s been suggested that supervisors can do their own negotiations?

Answer: “Do you have any professional negotiators, labor relations experts in your unit?”

Reply: “No”

Harper: “ You answered your own question”

Labor Law attorneys exist because as PO’s we do not have the time to hone our skills.

Harper clarified a discussion he had with one of our supervisors. When you are promoted to supervisor in Sacramento County, you are automatically taken out of the Association. The Association is not in favor of this, that is a decision by the County.

Bill Harper’s recommendation to all of us is to stay together, and commended Paul Brennan for his Leadership.

Guest Speaker Bud Stone, (Labor Rep.) continued and discussed equities. Paul mentioned that we are compared to 10 counties and 7 of those counties do not have stand alone supervisor units. Several are unrepresented. When you are unrepresented, you can not negotiate, the county will tell you what you get.

Guest Speaker Rocky Lucia took the floor and stated he is going to remain objective and will answer any question, but warned he will be honest.

The first issue addressed was “perceived conflicts” – Contract conflict is typical. Gave an example of a Supervisor doing an Internal Affairs Investigation and said it’s an insult to a supervisor for someone to say they can not be objective.

The legal side is that the law firm deals with it. Moral side, it is on the employee.

Who does the Association represent? When it involves a supervisor and line staff, the Association has to make the decision. If it leads to discipline it’s LDF.

What to do with a Grievance? Does not matter if it’s line staff vs. line staff or Supervisor.

Rocky stated “there are strength in numbers.” “This economy is very bad, it’s going to be very bad over the next 2 years.”

“If you think you can get a better deal, God Bless You!”

“Ask yourself, what are the implications?”

Rocky and Bud breifly went over what it would take to get out of the association.

The window is no more than 90 and no less than 60 days prior to the expiration of a contract.

Need 50% plus support.

A petition must be submitted.

SJCPOA can object

Ultimately it’s the county who decides. Those who want to leave would have to present their case to the County before an arbitrator.

We were able to break away from SEIU due to Statute, we were and are Peace Officers and entitled to our own bargaining unit.

What does that mean for rank and file if Supervisors break away?

1. Affects their ability to fight for a better contract. Currently the Association carries clout with the Department and County.
2. Impacts political activities.
3. Rocky stated the importance of getting to know our Board of Supervisors. “You should see them on a regular basis, not only when you want something.”

Paul thanked Guest speakers and adjourned at 7:20 PM