



CALIFORNIA CORRECTIONAL PEACE OFFICERS' ASSOCIATION

Our position on contract negotiations with Governor Schwarzenegger.

HISTORY

- Despite publicly claiming to work in good faith, Governor Schwarzenegger has repeatedly broken promises to state employees and other groups who believed they had reached an agreement with the Administration.
- The Governor has unilaterally altered or reneged on agreements with SEIU, the teachers' union, Indian Tribes and other state bargaining units, as well as CCPOA.
- CCPOA has filed more than 80 Unfair Labor Practice charges with the Public Employee Relations Board over the last round of negotiations. The charges continue to languish in front of the Schwarzenegger-appointed board.
- In the last round of negotiations, Governor Schwarzenegger demanded the right to:
 - Force transfers of Bargaining Unit 6 employees without compensation.
 - Eliminate post and bid throughout the state.
 - Make changes to previous agreements after ratification by members of CCPOA.
 - Not require investigation, arbitration or adjudication of any CCPOA complaints.
 - Unilaterally reduce compensation, close facilities, eliminate classification(s), increase workload, change hours, change overtime, holiday and vacation policies, to discipline without appeal and to define words in the union contract without consultation with or agreement by CCPOA.
 - Give the Department of Personnel Administration final decision making authority over almost every section of the Memorandum Of Understanding, and force the union to waive its right to seek justice in other forums for pending disputes – leaving CCPOA with little to no hope of redress over grievances.
- Moreover, the Governor demanded a 3-year agreement, but refused to discuss “continuous appropriation” language to implement the agreement. The same language the Governor included in deals made with other bargaining units.
- Many may recall that the absence of this language in CCPOA's 2001-2006 MOU is what allowed Governor Schwarzenegger to scrap our agreement and return to the bargaining table in 2004.
- The Governor has made it clear that unless CCPOA was willing to agree to all aspects of his demands, no further negotiations would be necessary. Despite his public statements, it is the Governor who decided not to bargain with CCPOA.
- Some may believe CCPOA members would still be better off if the union had accepted these demands in exchange for 3 consecutive pay raises of 5% annually, but given Governor Schwarzenegger's history of failing to implement such promises, the chance of ever receiving such raises seemed slim and left considerable doubt as to whether he ever intends to deliver on his end of agreements made with CCPOA
- Despite this history, we have returned to the bargaining table to try to negotiate with Governor Schwarzenegger.

THE SITUATION WE FACE

- Budgetary shortfalls have placed an enormous burden on the State. In an attempt to reduce spending, Governor Schwarzenegger has called for reform of state employee pensions in the following ways:
 - A rollback of the 1999 pension benefits expansion.

- A 5% increase in employee contribution toward retirement.
- Changing the formula used to calculate retirement pay to reflect the 3 highest paid consecutive years.
(**Source:** “Gov. Schwarzenegger Announces Two More Unions Agree to Contracts with Pension Reform and Reduced Retiree Health Benefit Costs,” Press Release from Office of the Governor, June 28, 2010)
- While Governor Schwarzenegger has called for pension reform, CCPOA has continued calling attention to one of the root causes of the state’s budget crisis: the need for prison reform.
- It’s no secret California’s prisons are dangerously overcrowded. 154,000 felons are crammed into facilities designed to hold only a fraction of that number. State prisons are currently at 190% of capacity.
- On average, 9 correctional officers are assaulted on the job every day.
- Overcrowding and poor prison conditions caused a Federal court to order the release of 40,000 felons into California communities.
- While Governor Schwarzenegger took part in adding prisoner rehabilitation to the mission of the corrections department in 2004, the State has systematically cut funding and support for all inmate rehabilitation programs and operations.
- As a result, over 70% of released prisoners in California end up back in jail – one of the worst recidivism rates in the country.
- The impact is felt in the form of a looming public safety crisis, and a growing budgetary nightmare.
- In addition to the cost of processing and housing revolving-door criminals, per-prisoner health care costs in California have risen from \$6,519 in 2006, to \$11,610 in 2010 – accounting for \$2.5 billion annually.
- CDCR management has grown bloated and more expensive, while offering little to abate the crisis.
- The CDCR construction planning department, for example, has grown by more than 300 employees, without building a single new prison. That’s tens of millions of dollars a year with nothing to show for it.
- Without immediate action, correctional costs will continue to grow exponentially, threatening all future state budgets.

OUR POSITION

We can’t build our way out of this crisis. Adding more prisons may give more room to warehouse prisoners, but will do nothing to stop or slow the revolving door. We need fundamental reform.

CCPOA has already presented a number of ideas on how to reform California’s prison system to reduce recidivism, improve prison conditions and reduce costs. And we are ready to work with the Governor and legislature to address the problems in California’s correction system. If Governor Schwarzenegger is serious about addressing the state budget crisis and protecting public safety, he has to take on prison reform now.

CCPOA is already at the table negotiating with Governor Schwarzenegger. Just as it did in 1993 and 2001, the union is ready to do its part to help solve the state’s budget shortfall, including agreeing to the Governor’s pension reform demands. But any deal made will be fundamentally flawed unless the Governor also commits to undertaking comprehensive reform of California’s correction system to reduce recidivism, relieve overcrowding and eliminate wasteful spending.

We can’t let the crisis in California’s prisons spill over into our neighborhoods. Prison reform can’t wait any longer.

For more, go to CCPOA.org/together.