

# THE VERDICT

THE E-NEWSLETTER OF THE ADDA

## Association of Deputy District Attorneys

Web site address: [LA-ADDA.COM](http://LA-ADDA.COM) E-Mail: [LA-ADDA@hotmail.com](mailto:LA-ADDA@hotmail.com)

### ADDA RETAINS ALADS EXECUTIVE DIRECTORS

The ADDA has retained the services of Mr. Bud Treece and Mr. John Rees, the last two former executive directors for the Association for Los Angeles Deputy Sheriffs. Mr. Treece was the chief negotiator who obtained longevity pay and significant compensation increases for deputy sheriffs. In addition, Mr. Treece represented Los Angeles County probation in their successful efforts in obtaining longevity pay for deputy probation officers.

Mr. Rees succeeded Mr. Treece as ALADS executive director. Both have considerable labor negotiation experience, as well as significant experience negotiating with Los Angeles County.

A committee of ADDA officers and directors has been meeting regularly with Mr. Treece and Mr.

### Survey Response Confirms Important Priorities

The ADDA recently sent out a survey of our members concerning workplace conditions, and bargaining priorities. These results have been reviewed, and bargaining priorities are being established.

The Administration has previously prohibited the ADDA from communicating with you via your County e-mail address, and although we believe the sending of e-mail from outside the office is not a matter that may be regulated by the

#### BOARD OF DIRECTORS

##### OFFICERS:

Steve Ipsen, President

Frank Tavelman, Senior Vice President

Marc Debbaudt, Vice President

Flora Podratz, Secretary

Loren Naiman, Treasurer

DIRECTORS: Sera Boyadjian, James Bozajian, Dennis Fuhrman, Bobby Grace, John Harrold, Steven Lopez, Paul Moll, Edward Nison, Sandra Olivera, Susan Powers, Karen Rizzo, Guy Shirley, Alan Yochelson

Rees in formulating our long-term negotiation strategy and in setting forth our bargaining priorities based on the hundreds of survey responses we received from those deputy district attorneys and ADDA members who provided us with their personal e-mail.

We have been negotiating a date to start negotiating with the County, but the CEO's office has not yet provided firm dates.

For more information concerning this please contact any ADDA officer or director.

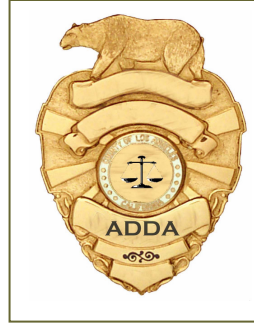
Administration, we have tentatively abided by their mandate pending our appeal to the CEO's office.

If you did not receive the survey or this e-newsletter, you should contact ADDA Director Loren Naiman ([LA-ADDA@hotmail.com](mailto:LA-ADDA@hotmail.com)) and provide your personal e-mail address. Stay informed as we move forward as a Union and collective bargaining group for the first time in over two decades! The time of having no say in our pay, benefits and workplace conditions ended!

## County Gives ADDA Deduction Code

Unions fund their efforts in seeking better workplace conditions, compensation and benefits through payroll deductions. Even some County organizations which are not unions are permitted deduction codes; however, for unknown reasons, the CEO declined to authorize a deduction for the ADDA. This made it impossible you ADDA members to conveniently help fund the effort.

As a result, your ADDA Board of Directors voted to file an unfair labor practice with the Employee Relations Commission, the County agency responsible for making sure the County treats



employees fairly. After the ADDA voted to proceed with the unfair labor practice, the CEO relented and agreed to provide the ADDA with a deduction code.

Soon you will be provided deduction cards to sign up for joining the ADDA's efforts to seek better compensation, benefits, retirement and workplace conditions.

## ADDA Creates PowerPoint Presentation Regarding Benefits

An ADDA Committee has been meeting weekly evaluating multiple collective bargaining agreements, known as memorandum of understanding ("MOU"), from deputy district attorney unions from throughout the state. This includes San Francisco, Contra Costa, Santa Barbara, Ventura, San Bernardino, Riverside, San Diego and more. We've created a dream MOU, and a PowerPoint presentation to show how Los Angeles County deputy district attorneys are receiving significantly lower pensions, and benefits relative to our counterparts. We are making

arrangements to have this PowerPoint posted to the ADDA website (LA-ADDA.com), so check the website periodically to stay informed.

If you want a copy of the PowerPoint, or make arrangements for an office presentation, contact ADDA Director Guy Shirley at LA-ADDA@hotmail.com.

*"Deputy District Attorneys in Kern County Retire with MORE money than DDAs in Los Angeles County - WHY!"*

### ***Interested in Helping?***

*If you are interested in being an ADDA representative in your branch and area or other workplace assignment, or in assisting your ADDA in our collective bargaining activities please contact us at [LA-ADDA@hotmail.com](mailto:LA-ADDA@hotmail.com).*

## SIDE BAR

### Quick Updates on ADDA's Efforts to Help DDAs



ADDA has filed an ERCOM complaint concerning the “new” performance reviews.

ADDA has advised multiple employees concerning their discipline rights regarding suspension from work without pay.

ADDA is advising a DDA concerning suspension without pay For over four months.

IF YOU NEED ASSISTANCE WITH  
ANY WORKPLACE CONCERNS  
PLEASE CONTACT ANY  
ADDA OFFICER OR DIRECTOR

## YOUR SAFETY

### Colorado Prosecutor Murdered on Front Lawn

According to the Denver Post, an Adams County deputy district attorney was shot to death on his front yard. A massive man hunt is underway. The DDA was confronted by an unknown man and shot multiple times. He leaves behind his wife who is six months pregnant. Denver police are investigating the murder.

A Los Angeles County DDA was recently followed after convicting a gang member, who subsequently threatened the DDA. Deputy sheriffs observed individuals who looked like gang members following the DDA as the DDA left the parking lot. For security reasons, the DDA was transferred to a different assignment.

A Los Angeles County DDA received a phone call at home from an unknown person from state prison. The DDA was given notice prior to answering because of the caller ID ... “State Prison.”

*Let's help protect each other. If you become aware of a security concern, or a DDA who has faced a threat please notify any ADDA officer or director. In addition, notify the LADA Bureau of Investigation of the threat. While assaults are rare, they do occur so protect yourselves and your family.*

## STAY INFORMED ON ADDA BARGAINING

Help us keep you informed on important issues. Please forward your personal e-mail to the ADDA at [LA-ADDA@hotmail.com](mailto:LA-ADDA@hotmail.com). As we begin our bargaining process, important issues are being addressed that will require your input via e-surveys. Keep informed, keep connected by providing your e-mail.

## OPINION

Many of life's failures are people who did not realize how close they were to success when they gave up. - Thomas A. Edison (1847-1931)

By: Marc Debbaudt, ADDA Vice President

As you know, Los Angeles County DDAs are a certified bargaining unit. Several years ago a survey of the deputy district attorneys clearly indicated that DDAs wanted more say in their pay, benefits, and workplace conditions. Cards were circulated, and more than a sufficient number of you returned cards that demonstrated your commitment to this process. It took time, and battles were fought. Some DDAs disagreed who should represent us; whether it should be SEIU 660, whether we should be absorbed into a union with DPDs, APDs and child support attorneys, *etc.* The county resisted, but after a year-long battle we prevailed over the county. However, we were again forced to circulate cards a second time, and confirm your desire to have the ADDA as your bargaining unit, which you did. All that painful and prolonged squabbling is over.

Some DDAs resisted the move toward collective bargaining, perhaps because they were afraid or did not want the status quo upset, but that is now the past. The present reality is simply that the majority supported the effort to forge ahead. The majority supported this effort twice. The bottom line is, right now, we are an independent union.

Whatever you felt, believed or desired in the past, there is no present debate. Now there should be no conflict. We are a union, and unity is essential! To be a strong and effective union we must have one voice on the primary issues that affect us all: improved salary, pension and working conditions.

Recently, I learned of someone proselytizing to a fellow deputy about how your ADDA board is going to somehow harm your interests, undermine your benefits, and sabotage these simple goals of improved salary, pensions and working conditions. I urge you to shut down anyone who spews this nonsense, especially when it comes from a fellow deputy. From where does this dissention come? The speaker's motives should be questioned. Are they a supervisor, manager or quasi-management? Do they hope to obtain a management position in the near future? While many managers and supervisors strongly support our efforts (better benefits for DDAs also means better benefits for managers), some will undermine our collective efforts by propagating fear and dissention. These destructive tools of management are used to undermine the strength and clarity of the union's purpose. They prefer not to see the union effort succeed. Permitting or listening to this fear mongering in no way advances your personal goal of improving your working life. In fact, it undermines it. If together we are not behind a unified, confident effort, then we will fail. Those individuals not supporting the group effort and secretly campaigning against us must be ignored. Whether they or you wanted to be a union at this point is not a question worth asking. That boat has left the dock; we have set sail, as

one of the last District Attorney's offices to obtain collective bargaining.

I assure you that you have nothing to fear. These disruptive and negative individuals are speaking without basis or conscience. Only you, as union members, are the ones who will accept or reject a contract negotiated on your behalf and proffered by the county. It is not the ADDA Board of Directors, not the people hired to represent you, but you, and you alone. You, and you alone, will vote either to ratify the contract or reject it. Given that reality, despite what the obstructionists want you to believe, ADDA Board can do nothing to thwart and defeat your best interests because you will have the last say, the last word? Those hired by the ADDA will negotiate with the county, and the end result will be presented to you for ratification. You will then accept or reject it. If you reject it your union returns to the bargaining table and your representatives go back for further negotiation. Unlike the fear mongers who ultimately undermine your best interest, in reality the ADDA has no opportunity to betray you if DDAs get what we want. If DDAs don't get what we want, your solution is simple. You say no. Each member of the ADDA Board of Directors is also a deputy district attorney, and must also live with the contract we negotiate. Despite what some want you to believe, there is no opportunity for special benefits for ADDA officers and directors.

What happens next is the true test of whether we are a true union. Do you believe that we deserve, at a minimum, the same benefits that other counties provide their deputy district attorneys? These other counties, that have a lower cost of living, less crime, less stress placed on their prosecutors? Do you participate in strengthening the union's resolve by backing the DDAs' decision, or do you give up when we are close to success because you want to avoid some discomfort, some anxiety, or because you know your desires are lofty.

We are a union. You, as labor, are about to enter into negotiations with management over your salary, pension, and working conditions. The ADDA, as certified bargaining unit 801, has some clear and simple long term goals: to improve our working life, to get us more money, to improve our pension and to improve our working conditions. Do you want to know the truth about whether the salary and pension which Los Angeles County offers us are fair and competitive, and whether the working conditions are fair and reasonable? The fear mongers never seem to focus on these issues. Despite the fear mongers, nobody can betray you on these straightforward matters if we maintain our common sense and our common purpose. Together, as a union, we are united in working to advance our mutual self-interest. If you want to see improvements in these areas, then we will stand together and end the fear, anxiety and dissension. This isn't magic. At this stage the only thing that can defeat us is ourselves.